



# 科嶠工業股份有限公司

## ASIA NEO TECH INDUSTRIAL CO., LTD.



總經理 吳明致  
General Manager Wu, Ming-Chih

負責人：鄧全凱

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推薦單位：

- 富邦綜合證券股份有限公司
- 合作金庫商業銀行 南三重分行

營業項目：

(1)機械設備製造業；(2)電子零組件製造業；  
(3) 機械批發業；(4)電子材料批發業；(5)機械  
器具零售業；(6) 電子材料零售業；(7) 國際貿  
易業

產品名稱：

(1)自動輸送爐；(2)精密熱風烤箱；(3) UV乾燥  
機；(4)精密熱風多層爐；(5)紅外線輸送爐；  
(6) G-30節能器。



<http://www.asianeotech.com>

Owner : Deng, Quan-Kai

Address :

No.3, Huayu Ln., Shanying Rd., Guishan Township, Taoyuan County  
333, Taiwan, R.O.C.

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Recommended by:

- Fubon Financial Co., Ltd.
- Taiwan Cooperative Bank

Business Items:

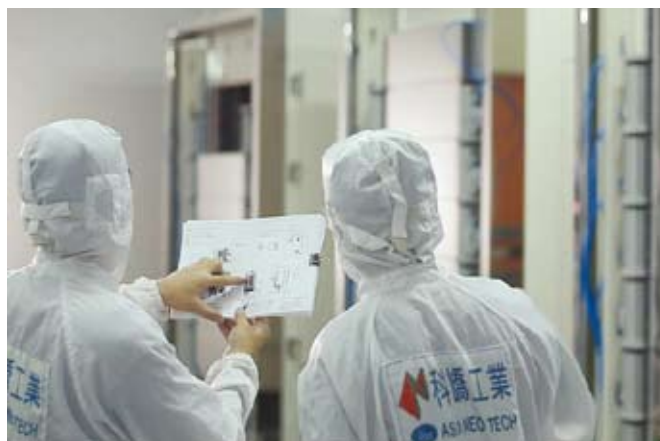
(1) Machinery and Equipment Manufacturing ; (2) Electronic  
components manufacturing ; (3)Machinery wholesale ; (4) Electronic  
materials wholesale ; (5) Machinery and equipment retailing ; (6)  
Electronic materials retailing ; (7) International trade industry

Main Products:

(1)Conveyor Oven ; (2)Precision Hot Air Oven ; (3)UV Curing Machine  
; (4)Precision Hot Air Clean Oven ; (5)Infrared Conveyor Oven ; (6)  
Energy Saver G-30



公司外觀 Protein Corp.



生產線作業情形 Production Line

「乾燥」是一項歷史悠久，應用領域廣泛並且無法被取代的一項人類加工技術，無論在民生、工業、航太、綠能皆在其範疇之內，無論經過時代變遷，工業革命乃至於未來無限的產業創新可能，永遠需要乾燥製程，而「科嶠」的核心競爭力即是乾燥技術領域的應用。

「科嶠工業」主要從事設計、研發及生產自動化乾燥設備，並提供最佳乾燥之解決方案，客戶群遍佈印刷電路板(PCB)、觸控式面板(Touch Panel)、保護玻璃(cover lens)、LED以及綠能等產業，品質深獲國內外客戶肯定。透過歷年研發技術團隊累積龐大技術資料庫並持續專注最佳乾燥產品研發、高品質生產製造加上密集的銷售服務網路，已成為市場上乾燥解決方案之首選廠商。

#### 經營實績/經營理念

2000年初成立資本額僅500萬，隔年就推出震撼市場的滾輪塗佈機；2003年通過ISO認證；2008年購地建廠完成，營運總部及生產中心設立

於桃園縣龜山工業區；2009年接受台北富邦證券公司及資誠聯合會計師事務所輔導，導入內稽內控調整公司體質，朝永續經營之目標前進；2010~2011年成立深圳、蘇州及廈門子公司，此時正式進入集團化經營；2012年8月金管會證期局核准股票公開發行並於同年12月登錄興櫃。

本公司之核心價值在於乾燥技術與自動化結合所建立的高門檻服務，致力於乾燥設備以及不斷針對熱效能及光效能之研究開發，獲得國內外多項關鍵核心技術之專利，以研發為後盾營業觸角不斷向外延伸探索未來的利基市場，過去從印刷電路板(PCB)成功切入觸控式面板(Touch Panel)，未來布局：(1) Touch Panel；(2)PCB；(3)LED；(4)Cover Lens；(5)綠能等五大產業平衡因產業生命週期帶來的影響並期許再創高峰。

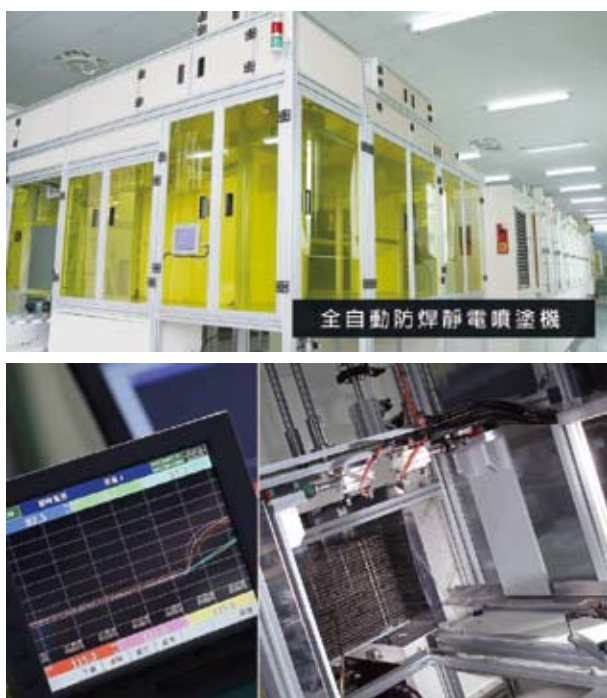
#### 耕耘研發/強化品牌價值

科嶠所爭取到的每張訂單都在為客戶量身打造，是客製化也是研發技術的衍伸，歷年來我們致力於提供客戶最好的乾燥解決方案，這也使得科嶠擁有了龐大的研發資料庫，客戶只要開出乾燥製程條件，科嶠在最短時間就能提出方案並且迅速以高品質的生產來服務客戶，這樣所建立起來的高門檻服務，是不容易被模仿的，這也是其他公司所不及的，同時也是我們的核心競爭力。

常常有人問科嶠的明星商品是甚麼？其實我們並沒有什麼明星商品，我們是一家以創新以及差異化服務見長的公司，我們的研發量能並不是在創造明星商品，而是創造明星級的乾燥解決方案，這是我們的服務宗旨也是我們的品牌價值。

#### 集團蛻變/永續經營

2009年董事會決議未來朝向公開發行的路



公司產品 Products

前進，主要目的是爲了在經營管理層面往前邁進一大步，藉由上櫃過程的種種嚴格要求，進行九大循環內稽內控制度的建立、財務資訊的透明公開、集團經營的風險管控，讓我們能從工廠經營真正進入集團公司的治理，這是一項具未來性以及永續性的工作，這也爲公司未來帶進不同於設備研發的長遠目標。

人才爲企業最寶貴之資產，爲強化組織的效能，透過總體人力資源政策與策略規劃，使得組織人員運用更加靈活化。科嶠工業注重人才培育，提供完善之教育訓練、績效考核與福利且積極培養人才；著重於「選才、育才、留才、用才」，讓人力能人盡其才，發揮潛能。

公司秉持「取之於社會，用之於社會」之觀點，致力營運發展之同時；與桃園縣龜山鄉公所社會課合作，積極投入社會回饋公益活動與敦睦睦鄰活動，每年定期捐贈物資於龜山鄉低收入戶與弱勢團體；並鼓勵員工參與社會公益事務。

### 創業軌跡

資本額500萬元創業團隊9人，我們能夠將事業成就到甚麼程度？這是2000年「科嶠」成立時大家心中準備挑戰與測試的目標。與許多懷抱創業理想並付諸行動的人相同，「科嶠」在業績增長同時很快的面臨到資金以及管理營運問題，工程師出身的吳明致總經理不斷學習與公司同步成長，不但使科嶠營運步入正軌，更於2006年推動董事會於龜山工業區進行擴廠計畫，同年耗資1.2

億購地建廠，產能擴增3倍自此科嶠進入了一個新的里程碑。

公司的經營理念在於誠信、創新、永續、專注本業，誠信讓我們擁有許多可以信賴並且形成夥伴關係的供應商以及客戶。創新讓我們在管理以及產品上保持高度的競爭力。永續的概念是我們推動IPO的精神指標也是不斷培育人才的終極目標。專注本業使我們將資源投注於最有成效的地方。這些經營理念已經轉化於「科嶠」的企業文化之中，並且深植在每位科嶠人的行爲模式裡，對於吳明致來說這是一份有別於外在成功的感動。

吳明致總經理經常不斷提醒激勵同仁，不要因爲目前工作熟能生巧而沾沾自喜；應該多方學習與涉獵，方能提昇自我價值與學習成長。對於犯錯的同仁則採取「修理」模式對應，「修」用意在於認爲同仁在工作上犯了錯誤，需要相互溝通之下修正同仁之行爲，「理」用意係基於關心同仁，而不是毫無目的咆嘯怒罵；勉勵同仁進而改善以達到提升整體經營團隊之績效。

### 關鍵成功因素以及未來展望

專注於「乾燥」本業使科嶠成功切入觸控、光電等不同領域之市場，經由不斷的精進與研發也維持產品的高度競爭力，在認知產業生命週期的常態循環下，觸角不斷延伸佈局未來屬於「科嶠」的明星產業，在這個看似不起眼的「乾燥」行業，「科嶠」將會證明它無所不在。■

“Drying”, irreplaceable, is one of the manufacturing processes with very long history and enormously wide range of applications. Whether it falls within the category of daily life, industry, aerospace, green energy, the industrial revolution,

or the infinite number of possibilities of the future, drying processes will always be needed. The core competitive strength of ANT (Asia Neo Tech Industrial Co., Ltd) is the application of advanced drying technology.



ANT is primarily engaged in the design, R&D, and production of automatic drying equipment and provides the best drying solutions available. The customer base of the company is spread across such industries as the production of PCBs, Touch Panels, cover lenses, LEDs, green energy, etc. And the quality of our products is recognized by both foreign and domestic customers. Our technical knowledge has been accumulated over the years by our R&D team. In addition, continuously focusing on the excellent drying products of R&D and then manufacturing those with high quality, plus a dense sales and service network of our products, have made ANT as the first choice for drying solutions on the market.

### **Operational Performance/Business Evolution and Philosophy**

ANT was established in early 2000 with initial capitalization NT\$5 million. A roller coater that shook the market was introduced the next year. ISO certification was obtained in 2003. Since the construction of our self-own plant had been completed after land purchased in 2008, the headquarters and production center were moved to the Guishan Industrial Area of Taoyuan. In 2009, internal control and internal auditing was introduced under the guidance of Fubon Financial and Price Waterhouse Coopers to amend the company constitution and move towards a goal of sustainable management. The Shenzhen, Suzhou, and Xiamen subsidiaries were established between 2010 and 2011 and the company officially entered group management at this time. In August 2012, the Securities and Futures Bureau of the Financial Supervisory Commission approved a public stock offering and this was listed as an emerging stock in December of the same year.

Our core value of company is to build high threshold services combined drying technology with automation and to devote to continuous focus on the R&D of thermal and light efficiency in drying equipment. We have granted numerous key technology patents and relentlessly extend outwards to explore future niche markets with R&D as an aegis. In the past, the company has successfully entered the Touch Panel market from the starting point of the PCB. We intend and hope to scale new heights by concentrating our attention on the industrial life cycles of the 5 primary industrial areas (1) Touch Panels; (2) PCBs; (3) LEDs; (4) Cover Lenses; and (5) Green Energy.

### **Cultivating R&D and strengthening Brand Value**

Every order received by ANT, for an application tailored for that particular customer's demand, is not only our customized product of specific technology but also stems from R&D performance. We are committed to providing customers with the best drying solutions and over the years ANT has accumulated a huge of R&D knowledge. Once customers specify the drying process conditions and criteria, ANT will propose the best solution in the shortest possible time. Such high threshold service established in this way is not easy to imitate and is quite beyond the reach of the majority of other companies and this gives us our core competitive strength.

People often ask about our "star product". We actually do not have one. We are an innovative company known for its differentiated services. Our R&D capacity is not there to create star products; it is used to create "star level drying solutions" instead. This is our service tenet and also our brand value.

### **Group Transformation/Sustainable Management**

In 2009, the Board of Directors resolved to take the company public as one of our long-term goals different from the one concentrating on equipment R&D as usual. The primary purpose is to set up a new milestone from factory management to true group governance. The stringent management of the listing process required the establishment of nine major cycles of an internal audit and control system, transparent disclosure of financial information, and the risk control of group operation. This was a realistic and sustainable task.

Talent is the most precious asset of any business entity. To strengthen the efficacy of our organization, a new human resources policy and strategy was introduced to allow more flexible planning and use of personnel. ANT emphasizes personnel cultivation and provides comprehensive training, performance evaluation, and benefits in an active cultivation of talent. These efforts are focused on the "selection, cultivation, retaining and use of talent" to allow the potential of all our human resources to be fully expressed.

The company maintains a perspective of "what is obtained from society should be used in society". To this end, ANT actively collaborates with the Social Welfare Section of the Taoyuan County Guishan Township Office as a "Good Neighbour" in social

welfare events that give back to society. Every year, the company regularly makes material donations to the low income households and disadvantaged groups of Guishan Township and encourages all our employees to participate in social welfare services.

#### Entrepreneurial History

How was a pioneering group of nine people, starting in 2000 with a capital of NT\$5 million at our disposal, able to achieve the present extent of the business ANT faced capital and management issues very soon in the early days of business growth as do almost all entrepreneurial startups. However, Joe Wu, who began as an engineer, learned fast and grew with the company. He not only put “ANT” management on the right track, but also spurred the Board of Directors towards a plant expansion plan in the Guishan Industrial Area in 2006. In the same year, ANT spent NT\$120 million on the purchase of land and factory construction which resulted in a 300% increase in production capacity that became a very important milestone in the development of ANT.

The philosophy of the company is centered on integrity, innovation, sustainability, and business focus. Integrity guarantees that we will always have many dependable suppliers and customers. Innovation allows us to maintain a high level of competitive strength in management and products. The concept of sustainability is the spiritual indicator of our promotion of an IPO and the ultimate goal of the continuous cultivation of talent. Focusing on our business allows us to invest resources in the most effective areas. This business philosophy is transformed into the ANT corporate culture and is deeply rooted in the behavior of every company employee. To the General Manager, Joe Wu, this is an inspiration beyond success.

Joe Wu frequently reminds his colleagues not to allow successful projects to drift them towards complacency. They should continue to learn and adopt new materials to enhance personal value and growth. With regards to mistakes: a “reasoned repair” method is adopted as a response and an encouragement towards improvement which can enhance the performance of the entire operations team. The meaning of “reasoned” is based on his care for colleagues and not to aimless ranting and recrimination. The meaning of “repair” is a correction of errors through reasonable mutual communication.

#### Critical Success Factors and Future Prospects

Focusing on the business of “drying” has allowed ANT to successfully enter the market in many different fields such as touch panels, photo-electrics, etc. The highly competitive strength of our products has been maintained through continuous sophistication and R&D. With our high sensitivity to tell and acknowledge every normal industrial life cycle, ANT as a leader in this nondescript “drying” industry will continue to reign supreme and extend its activities into future prospected star industries.



會議討論情景 R&D Brainstorming Session

該公司管理制度健全，九大循環、內稽內控、ERP、ISO9001、CRM、EIS及HRM皆已落實。全客製化接單，擁有多項發明專利。生產作業採PM系統，配合高度E化和駐點式服務，依顧客滿意導向服務，行銷策略靈活，成績亮眼，足為典範。

With well-established management systems, ANT has implemented the nine internal control cycles, internal audit and internal control, ERP, ISO9001, CRM, EIS and HRM. It has completed total order customization and obtained a great number of patents. By applying the PM system to production along with computerization and local service, ANT has successfully provided customer-focused services and employed swift marketing strategies to create brilliant performances serving as an example for the industry.

綜合評語  
*Commentary*