汎銓科技股份有限公司
MSSCORPS CO., LTD.

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推薦單位：工研院/ITRI、兆豐國際商業銀行股份有限公司、國泰世華商業銀行股份有限公司
營業項目：材料分析服務、故障分析
產品名稱：材料分析服務(穿透式電子顯微鏡/雙束型聚焦離子數/掃描式電子顯微鏡)、故障分析服務(IC電路修補、電性分析)

董事長 柳紀綸先生
Chairman：Mr. Gino Leou

Owner : Gino Leou
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Tel :+886-3-6663298
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Recommended by : Mega International Commercial Bank、Cathay United Bank
Business Items : Material Analysis Service、Failure Analysis Service
Products : Material Analysis Service(TEM/FIB/SEM)、Failure Analysis Service(IC Circuit Repair/EFA)

www.msscorps.com

公司大門和辦公室全景
Company door and office

產品：專業分析服務報告
Product: Analysis report

汎銓科技(簡稱MSS)成立於2005年7月,其爲材料分析(MA/FA)專業領導者，提供先進製程與各種複合材料之材料分析服務。MA爲材料分析(Material Analysis)之縮寫，FA爲故障分析(Failure Analysis)之縮寫。在面對製程微縮的趨勢，材料分析的難度及挑戰越來越高，汎銓科技持續投入研發能量，克服先進製程分析技術的挑戰及縮短交期、保持技術領先，擁有正確的資料判讀能力，贏得客戶的信賴與滿意。

持續研發的分析技術與能量

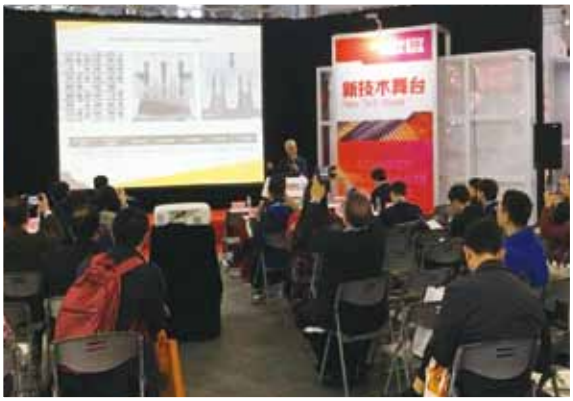
汎銓科技設置有完善的實驗室，配備全套分析設備，包括高解析度SEM(掃描式電子顯微鏡)、FIB(聚焦式離子束顯微鏡)、TEM(穿透式電子顯微鏡)等材料結構分析儀器，OBIRCH(射光束電阻　常偵測)、InGaAs(砷化鎵銦微光顯微鏡)等電性故障分析儀器及IC電路修補儀器等先進設備，提供半導體晶圓製造業、LED光電產業、IC設計公司、傳統產業之產品或元器件的材料分析與故障分析服務。

同時也持續引進最先端儀器設備以投入先進製程技術研發，造就了半導體分析技術領先同業的局面。汎銓科技不斷提升材料分析服務之技術層次，並逐步擴大客戶應用領域至光學及生技等新領域，提高市場佔有率，拉大市場領先差距。

近年來隨著電子產品持續朝微小化發展、強調以短小輕薄及高速大容量爲主，以滿足消費者需求，半導體產業不斷擴大更細微的奈米製程，因此提升對高階製程技術的需求，也導致高階材料分析服務的商機大幅提升，公司營運規模也逐年擴大。重要事蹟如下：

- I2011年首家引進雙束型聚焦離子束顯微鏡機台450S(Dual Beam FIB 450S)提供高效率高解析影像。
- I2013年引進高階電路修補機台V400ACE (FEI V400ACE)提供先進製程電路修補服務。
- I2014年引進高解析掃瞄電子顯微鏡機台(UHR SEM)，並藉此開發不同的技術工法，提供客戶專業分析服務項目。
- I2017年新創「TEM(Si定點)X-S試片製備

會議討論情景 Meeting



2018年3月16日受邀上海半導體展演講最新分析技術:10奈米技術節點分析
MSS present new analysis technology: Inside of 10 nm technology node

◎ 研發部門 R&D Division

EUV光阻材料分析」、「TEM(Si定點)X-S試片製備EUV-10nm超薄試片」、「TEM(Si定點)X-S試片製備EUV-5nm超薄試片」等新的分析技術品項，滿足客戶高品質及高效率需求。

- I2018年1月30日和6月11日，分別設立汎銓科技竹科分公司和南科分公司。

重視人才的養成 利潤共享的信念

創業13年來，公司之變化很大，成員從初期不到10人，目前增至約200人，營收也高度的成長；汎銓科技以奈米碳管結構做爲LOGO，期盼公司成員就像奈米碳管中碳原子一樣，緊密結合、強韌延展，持續強化專業及熱忱特質，扮演好「客戶最佳的研發夥伴」。

十年前，180及130奈米製程爲市場主流，目前先進製程已進展至7奈米以下，汎銓科技在每個技術世代都跟上腳步，除人員技術實力提升外，同時也持續導入先進設備，秉持材料分析(MA/FA)領導者之信念，傳承專業技術經驗、重視員工福利、研發先進製程的技術工法及提供更完善之客戶服務。

整體而言，汎銓科技由五項核心競爭力形成且環環相扣:分別爲堅強的工程研發團隊、領先同業引進高階先進設備、極低的員工流動率、e化智慧生產排程系統及精益求精的分析技術，讓公司在同業中展露頭角。

態度決定高度 只有「到位」，才能「到味」

汎銓科技柳紀綸董事長常常跟員工們提醒，態度決定高度，只有「到位」，才能「到味」。柳董事長期盼年輕一代不要只求眼前的小確幸，而應追求長久的幸福，剛開始就業時，不要急於爭取權益，視福利多少才決定要不要付出，最好能當轉軸，如果不能，就當個螺絲，再不成的話至少要能當潤滑劑，都能成爲團隊不可或缺的一部分。

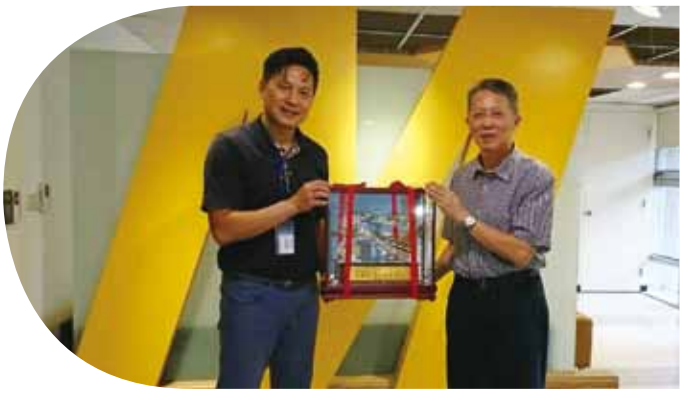
柳董事長在科學園區從業多年，一直到自行創業，深刻體會品味，品人、品事，只品不評：每一個階段、每一個歷程，不管是順境或是逆境，每一個遇到的人及事，都是學習品味的機會，靜心看、用心想，品味不同處事態度、成就的差異，試著將這些用心品味過的人、事、物吸收內化，終將成爲自我成長的動力。

Based in Hsinchu, Taiwan, MSSCORPS CO., LTD. (MSS in short) is a professional leading service lab providing advanced material analysis (MA), failure analysis (FA), and FIB circuit repair. With continuous scaling of IC fabrication dimensions down to few nanometers, material analysis becomes a challenging task. With the help of our state-of-the-art facilities and sophisticated sample preparation skills, accurate and precision results can be delivered. In order to maintain a leading position in the market and earn our customers' trust and satisfaction, MSS keeps investing research and development (R&D) resources to conquer analytical challenges for even more advanced technology processes and to shorten customers' R&D schedules. In the future, MSS will continue to invest in establishing high-end analytical capabilities to meet our customers' expectation and to be their best R&D partner.

Continuous R&D analytical technology and energy

Found in July 2005 in Hsinchu, MSS is a qualified and well-equipped MA/FA service lab. For MA facilities, MSS owns high-resolution scanning electron microscopy (SEM), high-end focused ion beam (FIB), transmission electron microscopy (TEM), etc. In order to find the root cause of a failure in a chip, FA is needed. MSS FA includes electric failure analysis (EFA), physical failure analysis (PFA), and FIB circuit repair. EFA tools include emission microscopy (InGaAs), infrared optical beam induced resistance change (OBIRCH), C-AFM, and a nano prober. For fabless IC design houses, MSS provides start-of-the-art single-beam FIBs for high-end circuit repair. The following are MSS' important milestones:

- In 2011, MSS was the first company that introduced a dual-beam FIB (DB-FIB FEI 450S), providing high-efficiency FIB cross-section jobs and high-resolution images.
- In 2013, MSS introduced the high-end circuit repair tool: single-beam FIB (FEI V400ACE), providing advanced circuit repair service.
- In 2014, UHR SEM was introduced for high-resolution and high-magnification imaging. With the help of MSS sample preparation niches, we can deliver high-quality services to our customers.
- In 2017, MSS introduced new service items for advanced processes: "TEM (Si-base specific) cross-section sample preparation for EUV photoresist material analysis", "TEM (Si-base specific) cross-section sample preparation for EUV-10 nm lamella", and "TEM (Si-base specific) cross-section sample preparation for EUV-5 nm lamella."
- On Jan. 30, 2018, the establishment of the MSS Hsinchu Branch was approved.



2017年8月清華大學材料系系主任嚴大任致贈感謝禮
Director of Materials Science and Engineering Department of NTHU , Yan Dayuan, gave award to MSS at Aug. 2017

2018年6月清華大學校長特助尹秀蓮致贈感謝狀
Special Assistant of NTHU President Yin Xiulian gave award to MSS at June 2018

● On Jun. 11, 2018, the establishment of the MSS STSP Branch was approved by MOST.

Pay attention to human resources and cultivation of talents, and our belief in profit sharing

In the past 13 years, huge progress has been made not only at MSS but also in IC fabrication technology. The number of MSS employee started from less than 10 persons at day 1 up to over 200 persons in 2018, and the same for revenue. The logo of MSS is a carbon nanotube. Like carbon atoms in a nanotube, highly-bound, tough, and highly-extended, we hope all MSS members can continuously strengthen their specialties and working enthusiasm to be the best R&D partner for our customers. For the IC industry, the technology node has evolved from 180 and 130 nm down to 7 nm now. MSS MA analytical capability always progresses with customers' R&D pace, earning their trust.

In generally, MSS has five core competitiveness items: strong R&D team, advanced equipment, stable employees, e-system production, and unique analytical skills. All these five are closely connected and highly related to each other.

Our attitude defines the heights we reach.
Enjoy your job, then you can deliver your best.

Chairman Gino Leou always reminds MSS members: "Our attitude defines the heights we reach. Enjoy your job, then you can deliver your best."

福利措施：如員工旅遊、尾牙、早餐座談會
Welfare：employee travel, year-end party, breakfast symposium

He wishes the young generation not to just ask for short-term interests but pursue long-term happiness and achievement. At beginning of a new job, do not rush to fight for your rights and salary or ask for good welfare, and then decide how much effort you want to contribute to the job. On the contrary, you have to do everything you can to strengthen your abilities, move forward, and increase your value. Everyone can play a key role in a team, be they a main rolling axis, a tiny screw, or even just lubricant in a machine. Chairman Leou mentioned: Although I have worked in the science park for many years, there was one thing that I realized after starting my own business: "Taste, taste people, taste things, only taste not evaluate". At each stage and every course, whether it is good or bad, there is always an opportunity to learn taste. Thinking carefully and calmly, tries to "taste" the differences in attitudes and achievements among people or things.

綜合評語 Commentary

擁有堅強的研發團隊，領先同業先進設備，以創新技術服務，創造高投資報酬率，是全球重要半導體業不可或缺的重要研發夥伴。著重人性管理，塑造高年薪、高幸福感的組織環境，員工流動率低也造就公司生生不息競爭力，值得肯定。

With a powerful R & D team, MSScorps, an essential R&D partner in semiconductor industry, leads the industry with advanced equipment and creates high ROI with innovation technical services. MSScorps focuses on humanized management and creating an environment with high annual pay and well-being to achieve a low turnover rate and continuous competitiveness and deserves recognition.