




磐石獎



第29屆國家 第22屆海外台商

*The 29th National Award of Outstanding SMEs and
the 22nd Outstanding Overseas Taiwanese SMEs Award*

得獎企業專輯

主辦單位  經濟部  僑務委員會  中華民國全國中小企業總會

執行單位  經濟部中小企業處  中華民國全國中小企業總會

協辦單位  關懷中小企業基金會  世界台灣商會聯合總會



第二十九屆國家磐石獎暨
第二十二屆海外臺商磐石獎紀念

百業肇興

蔡英文



中華民國一〇九年九月

英文用箋

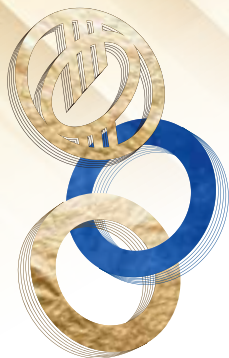


第二十九屆國家磐石獎暨
第二十二屆海外台商磐石獎紀念

弘基永固
鼎業維新

行政院長 蘇貞昌





目錄 Content

經濟部部長賀詞 Congratulations from the Minister of the Ministry of Economic Affairs	.....4
經濟部中小企業處處長賀詞 Congratulations from the Director-General of SMEA, MOEA	.....6
中華民國全國中小企業總會理事長賀詞 Congratulations from the Chairman of National Association of Small & Medium Enterprises, R. O. C.	.....8
溯源 The Initiation of the Awards	.....10
理念 The Concept of the Award Statue	.....10
歷史沿革 History	.....11

第29屆國家磐石獎

The 29th National Award of Outstanding SMEs

決審主委評審說明 Overview of Final Review from the Committee Chair	.....14
初審實訪主委評審說明 Overview of Initial Evaluation visits from the Committee Chair	.....16
世祥汽材製造廠股份有限公司 SHIH HSIANG AUTO PARTS CO., LTD.	.....18
本土股份有限公司 Batom Co., Ltd.	.....23
永鴻國際生技股份有限公司 Vetnostrum Animal Health Co., Ltd.	.....28
印能科技股份有限公司 AblePrint Technology Co., Ltd.	.....33
來永實業股份有限公司 LEYANT INDUSTRY CO., LTD.	.....38
科林國際助聽器股份有限公司 Clinico Hearingaid Asia Co., Ltd.	.....43
竝騰科技股份有限公司 HORNG TERNG AUTOMATION CO., LTD.	.....48
高偉精密科技股份有限公司 ARDEN PRECISION TECHNOLOGY CO., LTD.	.....53
新呈工業股份有限公司 Everbiz Industrial CO., Ltd.	.....58
源友企業股份有限公司 Yeuanyeou Enterprise Co., Ltd.	.....63
穩得實業股份有限公司 Wendell Industrial Co., Ltd.	.....68
耀穎光電股份有限公司 Morrison Optoelectronics Ltd.	.....73
評審委員會 Evaluation Committee	.....78
卓越中小企業選拔表揚申請須知 Notes on application for award entry process	.....79

第22屆海外台商磐石獎

The 22nd Outstanding Overseas Taiwanese SMEs Award

僑務委員會委員長賀詞 Congratulations from OCAC Minister	.....84
世界臺灣商會聯合總會總會長賀詞 Congratulations from the Chairperson of the World Taiwanese Chambers of Commerce	.....86
海外台商磐石獎評審作業說明 Judging Procedure of the Outstanding Overseas Taiwanese SMEs Award	.....88
二嫂餐飲集團 Ersao Inc.	.....89
中譽精密壓鑄股份有限公司 C.Q.S PRECISION DIE CASTING INC.	.....94
株式會社 登豐商事 TOHO SHOJI Co., Ltd.	.....99
泰鼎電路(泰國)有限公司 Apex Circuit (Thailand) Co., Ltd.	.....104
鈴鹿塗料有限公司 Suzukacoat(M) sdn bhd.	.....109
評審委員會 Evaluation Committee114
卓越台商選拔表揚辦法 Notes on application for award entry process115

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經濟部 部長賀詞



中小企業一直是促進臺灣經濟成長的動力，不僅提供臺灣大量的就業機會，也促進我國經濟成長。為鼓勵優秀的中小企業家，自民國81年起辦理「國家磐石獎」選拔表揚活動，至今已有314家國內企業獲獎，其卓越成績實為中小企業典範。

本年受到COVID-19全球疫情影響，在國際疫情依然嚴峻下，本部短期仍將持續紓困救急，同時全力拚振興，加速產業復甦。在面對國際經貿變局及供應鏈加速重組的關鍵時刻，致力調整產業體質，協助廠商全球布局分散風險，同時把握契機吸引更多國內外投資，讓臺灣成為未來全球經濟的關鍵力量。

此外，針對中小企業提供了臺灣創業生態系基礎服務整合平臺、創業大學校以輔導企業創新發展，並打造國際創業聚落「林口新創園」，鏈結周邊產業，吸引聯合創新中心，以促成企業與新創跨域合作，培育新創人才。而在企業營運上，除了協助中小企業取得營運資金也提供新創事業取得相關融資，政府正致力打造經濟發展新模式，型塑創新的企業生產及經營方式，創造台灣經濟更美好的遠景。

磐石獎是象徵企業追求成長及永續經營的獎項，以肯定中小企業的努力，激勵其能精益求精，樹立典範，在此，恭喜榮獲本年度磐石獎的企業得主，期許得獎企業能持續深根並創新本業，本部也與各位一同為臺灣經濟加油，努力邁向新的里程碑。

經濟部 部長

王美花

Congratulations from the Minister of the Ministry of Economic Affairs

Small and medium-sized enterprises (SMEs) have been the engine for promoting Taiwan's economic growth. They not only provide Taiwan with many employment opportunities, but also promote Taiwan's economic growth. In order to encourage outstanding SMEs entrepreneurs, the "National Award of Outstanding SMEs" selection and awarding event has been conducted since 1992. So far, 314 domestic enterprises have been awarded. Their outstanding performance is indeed a model for SMEs.

Due to the impact of the global COVID-19 pandemic and under the circumstances where the global epidemic situation remains harsh, the Ministry of Economic Affairs, R.O.C. (MOEA) will continue to provide financial relief to meet urgent needs in the short run. At the same time, it will also endeavor for revitalization and acceleration of economic recovery. In the crucial moment of facing changes in the international economic and trade situation and the accelerated reorganization of the supply chain, the MOEA is committed to adjusting the industrial constitution and assisting vendors in the global layout to distribute risks, while seizing opportunities to attract more domestic and foreign investments. This will enable Taiwan to become a key force in the future global economy.

Additionally, SMEs provide the Taiwan Entrepreneurship Ecosystem Foundational Service Integration Platform and the Entrepreneurship University Plan to guide enterprises through innovative development. In addition, the international entrepreneurship cluster Startup Terrace has been created to link peripheral industries and attract joint innovation centers, thereby promoting collaboration among cross-domain enterprises and start-up companies and fostering start-up talents. In terms of business operations, in addition to assisting SMEs in obtaining business funds, relevant financing is also provided to new ventures. The government is committed to creating a new model for economic development, shaping enterprise production and operating modes and creating a better outlook for Taiwan's economy.

The National Award of Outstanding SMEs is an award that symbolizes the enterprises' pursuit of growth and sustainable development in recognition of the efforts of SMEs. It is intended to encourage SMEs to strive for excellence and establish a paragon. Here, I would like to congratulate the enterprise recipients of the National Award of Outstanding SMEs. I hope that the award-winning enterprises can continue to devote time and effort in the industry and seek innovations. The MOEA will also cheer for Taiwan's economy with everyone and endeavor to move towards a new milestone.



Mei-Hua Wang
Minister
Ministry of Economic Affairs



經濟部中小企業處 處長賀詞



磐石獎至今已邁入第29年，本年度磐石獎選拔活動，共評選出17家國家磐石獎以及海外台商磐石獎得主，每一家不僅是中小企業中的典範，更是促進臺灣經濟發展的功臣之一。

受到COVID-19全球疫情影響，造成全世界市場需求銳減，而我國因疫情控制得宜，生產活動所受影響相對輕微，今年上半年經濟成長率為0.78%，為亞洲四小龍唯一正成長，顯見在世局變動情況下，政府能迅速找到因應之道，以及依靠實力堅強的臺灣企業所展現的彈性與韌性，才能共同創造如此的成果。

疫情影響全球，促使全球產業與經濟局勢進入重新洗牌階段，企業的營運模式、科技投資，甚至是數位轉型模式都有所不同，在這個關鍵時期，期許能透過政策引導，協助企業參與新創，讓臺灣企業締造新的產業價值、保有永續發展的競爭力，以在全球供應鏈上站穩腳步，締造新一波的產業典範。

中小企業一直是臺灣經濟的基礎，針對經濟環境變化及後疫情時代經濟復甦及轉型等挑戰，本處亦持續透過各項計畫之推動，鼓勵並協助國內中小企業積極投入創新研發及數位轉型，使中小企業得以永續經營、成長茁壯，並加速朝創新化、智慧化、數位化邁進。

從中小企業創業、解決經營問題、升級轉型到傑出中小企業的表揚，中小企業的輔導工作涵蓋層面極廣，但也極為重要。很欣慰中小企業的輔導成果卓著，每年中小企業都有卓越的表現，再次恭喜今年得獎企業，在歷經層層評審考驗後脫穎而出獲此殊榮，更期盼得獎企業能秉持股實穩健的精神，持續深耕產業，再創事業高峰。

經濟部中小企業處 處長

何晉滄

Congratulations from the Director-General of SMEA, MOEA

The National Award of Outstanding SMEs has stepped into its 29th year. At the National Award of Outstanding SMEs selection this year, 17 recipients of the National Award of Outstanding SMEs and Outstanding Overseas Taiwanese SMEs Award were selected. Each of these companies is not only a role model for small and medium-sized enterprises (SMEs) but is also one of the contributors of Taiwan's economic development.

Due to the impact of the global COVID-19 pandemic, the world's market demand has decreased drastically. Taiwan's production activities are subject to relatively slighter impacts due to its proper pandemic control. Our economic growth rate for the first of this year is 0.78%, the only economy among the Four Asian Dragons to have achieved positive growth. Clearly, with the changes in the world situation, our government has been able to accomplish such results due to its ability to quickly find coping measures as well as the flexibility and resilience of strong Taiwanese enterprises.

The pandemic has affected the world. This has driven global industries and economies to reshuffle. Enterprises' business models, technology investments and even digital transformation models vary. I hope that in this crucial moment, we can assist enterprises in taking part in start-ups through policy guidance. This will enable Taiwanese enterprises to create new industrial value and retain competitiveness in sustainable development, thereby gaining a strong foothold in the global supply chain and creating a new wave of industry paragon.

SMEs have been the foundation of Taiwan's economy. In response to the economic and environmental changes, as well as economic recovery, transformation and other challenges faced in the post-epidemic era, the General of Small and Medium Enterprise Administration, Ministry of Economic Affairs continues to encourage and assist domestic SMEs actively engaging in innovative R&D and digital transformation through the promotion of various plans. This will enable SMEs to achieve sustainable management and robust growth, thereby moving towards innovation, intelligentization and digitization at an accelerated pace.

From business start-ups, solving business problems, upgrade, transformation to the awarding of outstanding SMEs, SMEs guidance work covers an extensive range of aspects and is considered highly important. It is gratifying to know that excellent results have been achieved in SMEs guidance. Each year, SMEs have outstanding performance. Congratulations once again to the award-winning enterprises this year. They have stood out from the rest to win the award after undergoing various assessments and tests. I hope that the award-winning enterprises can adhere to the spirit of steadfastness and continue to devote time and effort in the industry to reach their career peaks.



Ho, Chin-Tsang
Director-General

Small and Medium Enterprise Administration,
Ministry of Economic Affairs



中華民國全國中小企業總會 理事長賀詞



國家磐石獎對於所有積極奮鬥的中小企業而言，具有相當深遠的意義，因為這個國家級獎項，不但是大家努力的目標，更是尋求肯定的重要途徑。轉眼間，國家磐石獎選拔表揚活動已經走入第29個年頭，歷年來共計314家表現優異的企業獲獎。每家得獎企業，在經營手法上皆有其獨到之處，對產業環境的高敏銳度，也促使得獎企業不斷創新求變，再造企業經營高峰，至今上市櫃家數約佔全體得獎企業44%。

海外台商磐石獎自民國88年舉辦以來，也累積了128家海外經營有成的台商企業，這些台商雖然身處異鄉，面對語言、文化的障礙，以及海外經營環境、資源不如國內等諸多挑戰，仍然憑著台灣人堅毅不拔的精神，在世界各地打下屬於自己的一片天，並在事業有成之餘，積極配合政府擔任草根大使與外交尖兵，協助推動我國僑務與對外經貿關係，這些企業得到了應有的榮耀，也在國內外發揮了卓越企業的示範效果，本會亦與有榮焉。

近年來國際景氣總是低迷，加上今年新冠肺炎疫情的衝擊，其全球疫情能否有效控制、各國封鎖措施放寬時程、美中貿易及科技爭端後續發展等，仍是充滿不確定的因素，影響到全球的經濟及人民的生活。面對詭譎多變的國際局勢以及臺灣產業亟待轉型之際，育家相信唯有政府與民間充分攜手合作，才能共同面對全球性的挑戰。值此之際，本會更將扮演好政府與中小企業溝通橋樑的角色，發揮最佳的協調功能，為國家經濟成長以及中小企業的生存發展而努力。

最後，恭喜所有得獎企業，也感謝所有評審委員及工作人員的辛勞，讓我們攜手奮鬥，共同打造更美好的未來。

中華民國全國中小企業總會 理事長

李育家

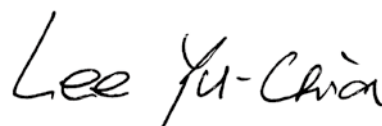
Congratulations from the Chairman of National Association of Small & Medium Enterprises, R.O.C.

(SMEs) that strive hard are concerned, the National Award of Outstanding SMEs has profound significance. It is because this national award is not only a goal that everyone endeavors to attain, but it is also an important route in the quest for recognition. In the twinkling of an eye, the National Award of Outstanding SMEs event has stepped into its 29th year. Over the years, 314 enterprises with outstanding performance have been awarded. Each award-winning enterprise has its unique business approach and a keen sensitivity to the industrial environment. This has prompted the award-winning enterprises to continue to innovate and change in order to reach new business heights. To date, the total number of TAIEX listed and OTC listed companies accounted for 44% of all the award-winning enterprises.

Since the holding of the Outstanding Overseas Taiwanese SMEs in 1999, there has been a cumulative total of 128 Taiwanese enterprises overseas that have achieved business success. Although these Taiwanese businessmen live in a foreign land, with language and cultural barriers and have been confronted by many challenges related to the business environment abroad and a shortage of resources compared to Taiwan, the Taiwanese persevering spirit have managed to make an impact. While business is a success, these enterprises actively cooperate with the government to serve as grassroots ambassadors and diplomatic envoys, assisting in promoting Taiwan's foreign affairs and external economic and trade relations. These enterprises have received their due honor and have shown demonstration results as outstanding enterprises at home and abroad. The Association also shares their honor.

The global economy has faced a downturn in recent years. On top of it, with the impact of the COVID-19 pandemic this year, it remains highly uncertain with regard as to whether or not the global epidemic situation can be effectively controlled, the countries' schedule to relax blockade measures, the subsequent developments in the US-China trade and technology disputes. etc., which will in turn affect the world economy and people's lives. Faced with such a constantly varying and unpredictable international situation and Taiwan's industries urgently needing transformation, I (Yu-Chia) believe that it is only through the active cooperation between the government and the private sector that they can jointly face the global challenges. For such a time as this, the association will play its due role in bridging communication between the government and SMEs, thereby bringing out the best coordination function and enhancing national economic growth and the survival and development of SMEs.

Lastly, I would like to congratulate all the award-winning enterprises and thank all the review panel members and staff for their hard work. Let us strive to create a better future hand in hand!



Lee Yu-Chia
Chairman

National Association of Small & Medium Enterprises, R.O.C.



溯源

The Initiation of the Awards

為因應新時代的需求，輔導及服務中小企業的方式應力圖求新、求變，因此當時經濟部中小企業處及中華民國全國中小企業總會理事長李成家先生，認為表揚傑出中小企業，定能產生標竿作用，進而成為全國中小企業學習的模範，希望藉由成功經驗之擴散與分享，以強化中小企業總體競爭力。經多次研商、溝通協調後，於民國81年創立第一個專屬於中小企業的國家級獎項。另一方面，為鼓勵在世界打拼，為臺灣建立良好形象的海外台商企業，也自民國88年起與僑務委員會共同舉辦海外台商磐石獎，以表揚海外台商的努力與貢獻。

To cope with the needs in the new age, we should innovate and update the approaches for counseling and serving SMEs. Therefore, the former SMEA Director-General SHIH Yen-shiang and former NASME Chairperson Lee Chen-chia believed that by commending outstanding SMEs, we can set benchmarks and examples for nationwide SMEs to model. By spreading and sharing the experience of success among SMEs, we can improve the overall competitiveness of Taiwan's SMEs. Therefore, after further discussions, communication, and coordination, the National Award for Outstanding SMEs was initiated in 1992 as a national award for SMEs. On the other hand, in order to encourage the Taiwanese businesses that are overseas working hard worldwide to establish a good image for Taiwan, we teamed up with the OCAC in 1999 to organize the Overseas Taiwanese SMEs Award on an annual basis to commend their effort and contribution.

理念

The Concept of the Award Statue

- 以中國古代天文科學文明結晶「渾天儀」演繹而成兩個圓之交錯造型；代表企業人追求成長及追求卓越之生生不息、永續經營之企圖。
- 中間3條直線代表產、官、學三方面的互相配合，提供中小企業從政府資源的運用、產業趨勢的分析與企業間的合作競爭，至經營診斷與績效提升之各項資源。同時亦是中小企業與經濟部中小企業處、中華民國全國中小企業總會3方面的緊密結合。
- 整體標誌中亦含有中華民國之「中」字及磐石獎之「石」字的抽象形於其中。
- Two crisscrossing arches representing the pursuit of growth, continuous excellence, and sustainable operations of SMEs are designed according to the celestial globe, the treasure of astronomy in ancient China.
- The three vertical lines in the middle represent the cooperation among the industry, the government, and academics to provide SMEs with government resources, industrial trend analysis, the competition among SMEs, and the resources for operation diagnosis and performance improvement. These three lines also represent the close cooperation among SMEs, the SMEA, and the NASME.
- The overall CI appears in the form of the Chinese characters '中' as in '中華民國' (Republic of China) and the '石' as in '國家磐石獎' (National Award for Outstanding SMEs).

歷史沿革 History

- 民國81年 創立國家磐石獎選拔活動，由行政院長頒獎，並舉辦成功經驗發表會，分享成功經驗。
- 民國83年 成立磐石獎聯誼會，專屬於得獎企業的組織，固定辦理交流活動，促進得獎企業的商機交流與策略聯盟。
- 民國84年 增加「前一年需無累積虧損」的參選資格，並於成功經驗發表會中，增加「得獎企業現場實地觀摩」行程，讓與會者有更深刻的體會。
- 民國85年 將參選資格中「企業創立時間需5年（含）以上改為8年」及增加複審「實地訪審」之評審作業，免費為參選企業做深入的企業診斷與分析。
- 民國88年 創辦海外台商磐石獎選拔活動，並同步與國家磐石獎聯合頒獎。
- 民國89年 增辦拜會政府相關單位，就經營環境與整體政策提供建言。
- 民國90年 總統陳水扁先生任期間均親臨頒獎典禮頒獎嘉勉。
- 民國92年 為因應新興產業的興起及產業生命週期的快速變化，將參選資格中企業創立時間需8年(含)以上，改為5年。
- 民國93年 為避免非經濟因素影響企業參選資格，將參選資格其中最近3年稅前及稅後均獲利，改為其中2年稅前及稅後均獲利。
- 民國97年 總統馬英九先生親臨頒獎典禮頒獎嘉勉。
- 民國98年 為鼓勵服務業參選，將服務業參選資格改為與製造業一致，統一為實收資本額在新臺幣8,000萬元以下者；或經常僱用員工數未滿200人者。
- 民國105年 總統蔡英文女士親臨頒獎典禮頒獎嘉勉。



歷史沿革 History

- 1992 Established the National Award for Outstanding SMEs, with awards presented by the premier. Organized the presentation of the experience of success to share experience of success among SMEs.
- 1994 Established the Outstanding SMEs Award-Winner Clubs to organize exchange among winners and promote business exchange and strategic alliances among them.
- 1995 Added "no accumulative loss in the previous year" to the nomination requirements and presentation of experience of success. Added "onsite visit of award-winning SMEs" to the event for participating SMEs to have a better understanding of the success of winners.
- 1996 Amended the nomination requirement "nominees must be established for 5 or more years" to "8 or more years", and added "onsite interview" to the review to provide free in-depth operation diagnosis and analysis for nominees.
- 1999 Established the Overseas Taiwanese SMEs Awards and presented prizes at the same time of the National Award for Outstanding SMEs.
- 2000 Organized visits to related government agencies to make suggestions for the business environment and overall policies.
- 2001 Ex-President Chen Shui-Bian attended the prize presentation ceremony to present prizes and to encourage SMEs.
- 2003 Amended the nomination requirement "nominees must be established for 8 or more years" to "5 or more years" to cope with the rise of emerging industries and the rapid change of SME lifecycle.
- 2004 Amended the nomination requirement "profits before and after taxation in the past 3 years" to "2 years" to eliminate non-economic factors from affecting the nomination of SMEs.
- 2008 President Ma Ying-Jeou attended the prize presentation ceremony to present prizes and to encourage SMEs.
- 2009 Amended the nomination requirements of service industries to the same as that of manufacturing industries; the paid-in capital to below NT\$80 million; or regular employees less than 200 people to encourage the participation of service industries.
- 2016 President Tsai Ing-Wen attended the prize presentation ceremony to present prizes and to encourage SMEs.



第29屆國家

磐石

獎

2020
*National Award of
Outstanding SMEs*

主辦單位  經濟部  中華民國全國中小企業總會

執行單位  經濟部中小企業處  中華民國全國中小企業總會

協辦單位  關懷中小企業基金會



決審主委評審說明

主任委員 李世光
工業技術研究院 董事長



「國家磐石獎」對中小企業是一種最高榮譽與肯定，藉此活動表揚經營穩健殷實及在各方面均表現卓越之中小企業，肯定得獎企業經營成果及對台灣經濟與社會之貢獻，帶動更多中小企業發展學習仿效。

本(29)屆計有12家傑出企業從眾多參選企業中脫穎而出，這些企業經過初審實訪、決審等階段評選，當中進行書面審查、2次的企業實地訪查、財務評估作業，以及環保、勞安等徵信，並透過多次審查會議召開，務求在眾多的參選企業中，評選出真正具有實力，足堪做為全國中小企業標竿的國家磐石。

中小企業為我國經濟發展的基石，對我國經濟發展貢獻良多，儘管在經營事業的過程中，必須隨著時代的變遷，迎接各種挑戰，然而，中小企業的堅強韌性，卻能夠一次又一次地化危機為轉機，在國際市場上嶄露頭角，贏得世人的掌聲，相當令人敬佩！今年度參選企業能夠獲得相關單位推薦參選，已是一種肯定，而要在如此激烈的競爭中，經得起各階段評審委員會的檢驗，最後雀屏中選，誠屬不易。

再次恭喜所有得獎企業，並期勉大家可以持續善盡企業社會責任，擴散成功的經營模式，提升整體中小企業的競爭力。也要感謝本屆所有評審委員的辛勞及推薦單位與參選企業的用心投入，讓本屆的磐石盛會可以圓滿完成。

Overview of Final Review from the Committee Chair

Committee Chairperson Chih-Kung Lee
Chairman of the Industrial Technology Research Institute

The National Award of Outstanding SMEs is the highest honor and recognition for small and medium enterprises (SMEs). Through this event, SMEs demonstrating robust and sound operations and outstanding performance in all aspects are awarded in recognition of the award-winning enterprises' business results and contribution to Taiwan's economy and society. This will in turn prompt more SMEs to seek development and learning to follow suit.

This year (29th), 12 outstanding enterprises stood out from among many participating enterprises in the selection. These enterprises underwent selection stages, including a preliminary review site visit, final review and so on. A written review, second enterprise site visit, financial assessment operations, as well as environmental protection, labor safety-related credit investigations were carried out. Many review meetings were also convened to ensure that national cornerstones with true strength and qualified as benchmarks for SMEs nationwide are selected among the many enterprise participants.

SMEs as the cornerstones of Taiwan's economic development have contributed extensively to Taiwan's economic development. Despite various challenges faced during the business process that change with the times, SMEs demonstrating toughness and resilience have time and again turned crisis into opportunity. It is admirable to see them shine in the international market and receive applause from the world! This year, the fact that the enterprise participants have been recommended by relevant units to participate in the selection is itself a recognized distinction. It is indeed a strenuous achievement to emerge victorious as the chosen ones despite the fierce competition and stand up to the inspections of the review panel members in different stages.

Congratulations once again to all the award-winning enterprises. I hope everyone will continue to fulfill their corporate social responsibility and spread the successful business model to enhance the overall competitiveness of SMEs. I would also like to thank all the review panel members, recommendation units and enterprise participants for their full involvement that marked the smooth completion of the National Award of Outstanding SMEs this year.



初審實訪主委評審說明

主任委員 李成家

中華民國全國中小企業總會 榮譽理事長



國家磐石獎是我國中小企業的最高榮譽，選拔卓越中小企業活動舉辦29年以來，對全國中小企業的成長與轉型，發揮了激勵與示範效果，對於促進我國經濟發展，深具意義。

為求達到初審實訪作業的嚴謹與周延，本階段評審歷經數月的審查、訪視、討論，評審委員針對企業的營運狀況，進行詳細且全盤性的審核，並對企業的創新研發、人才培訓、內部稽核與控制、財務管理、品保制度及社會責任等面向是否落實，進行全方位的檢視，希冀以最客觀且完整的評選角度，選出經營管理最具前瞻性、永續性的企業，作為我國中小企業群起效尤的表率。

欣見12家優秀企業能夠歷經兩階段初審實訪及決審等嚴謹評選過程脫穎而出，拔得頭籌，榮獲第29屆國家磐石獎的殊榮，本人謹在此表達恭賀之意。最後，特別要再次感謝所有辛勞初審實訪評審委員們的專業與付出，提供參選企業最佳的經營健檢與諮詢服務，同時也感謝所有參與推薦的機關團體，共同發掘台灣各地優秀的中小企業，讓我們看到了台灣未來的希望與活力。

Overview of Initial Evaluation visits from the Committee Chair

Mr. Lee, Chen-Chia Honorary Chairman
National Association of Small & Medium Enterprises, R.O.C.

The National Award of Outstanding SMEs is the highest honor for small and medium enterprises (SMEs) in Taiwan. The selection of outstanding SMEs held over the past 29 years has brought encouragement and demonstration effectiveness into full play, contributing to the growth and transformation of SMEs in Taiwan. This has a profound significance on the promotion of economic development in Taiwan.

In order to achieve rigorous and thorough preliminary review site visit operations, the review at this stage encompasses months of review, visits and discussions. The review panel members carry out detailed and comprehensive reviews targeting the business conditions of the enterprises. Additionally, a comprehensive inspection is conducted to determine whether the enterprises' innovative R&D, talent training, internal audit and control, financial management, quality assurance system and social responsibility aspects are implemented. Through the most objective and complete selection perspective, the most forward-looking and sustainable enterprises are expected to be selected to serve as role models for SMEs in Taiwan to follow suit.

It is a delight to see 12 outstanding enterprises standing out from the rest and on top of the list after the preliminary review site visit and the final review in two stages, winning the honor of the 29th National Award of Outstanding SMEs. I would like to congratulate them all. Finally, special thanks are extended to all the hard-working preliminary review panel members for their professionalism and dedication in providing enterprises with the best business examination and consultation services. Gratitude is also extended to all the agencies and groups participating in the recommendation for jointly discovering outstanding SMEs in Taiwan, which allows us to see Taiwan's future hope and vitality.



世祥汽材製造廠股份有限公司

SHIH HSIANG AUTO PARTS CO., LTD.



www.shautoparts.com

世祥汽材由創辦人周仕統先生於1980年成立於新北市三重區，主要以汽車底盤懸吊系統與轉向系統生產，產品包含控制臂、球接頭、平衡桿拉桿及轉向舵桿等及其零組件之加工製造及銷售業務，並於2002年創立自有品牌「SH」。

世祥汽材透過ODM/OEM與自有品牌並重的策略，投入研發不斷創新整合模具設計及生產製造能力，配合精密量測分析一貫化作業，除了是北美市場前二大進口商的主要策略供應商外；也同時在新興市場如亞洲、中東、中南美洲及俄羅斯等國家，以自有品牌「SH」進行品牌銷售。具

少量多樣及短交期優勢，接軌國際市場，秉持為客戶安全而設計，提供優質服務理念，屹立於售後服務市場之領導品牌。

全方面提升 增強競爭力

世祥汽材全方面提升，在研發方面，世祥汽材從模具設計、模擬、生產、試模，全面採用CAD/CAM/CAE資訊化協同設計，並大量運用CAE模擬技術來強化產品設計精度，結構強度與縮短開發時程。

在產品方面透過數據分析精準選型，面對AM市場少量多樣之特性，唯有產品線齊全，才能實現「一站式購足」之銷售策略。

然而在生產面建立MES及機台聯網進行數據交換標準化，實現企業ERP計劃層與工廠執行層的雙向訊息流通，透過OPC-UA工業4.0物聯網通訊標準，廠區網路全覆蓋，實現各項製程機台皆可進行自動化之生產數據交換。

最後，在行銷方面，世祥汽材一按不同的市場定位，採取多樣化行銷策略，包含平面與多媒體廣告、參展行銷、電子商務行銷、發行電子報及與客戶進行聯盟行銷等。



世祥大門全景 SH Gate View

堅守理念 不停前進

世祥汽材40年來秉持「誠信正直」、「專注本業」、「客戶是我們的伙伴」、「友善工作環境」及「善盡社會責任」的企業經營理念，已成功獲得客戶、員工及社會的高度肯定。

「成為世界先進汽車零件製造服務業之領導品牌」是世祥汽材的發展願景，藉由落實PDCA循環，以確保各項經營活動(包含管理制度、資訊系統、供應商管理及品質管理認證等)均朝向既定之發展願景不停前進。

根留台灣 幸福企業

世祥汽材秉持「立足台灣，銷售全球」的產銷思維，已於2018年決定在雲林縣斗南鎮投資新台幣30億，用於購置15,000坪土地及興建新廠。預計2020年新廠完工後，將提供超過100個工作機會，以實際行動來落實根留台灣的理念。同



明亮的辦公室 Bright & Vigorous Working Area

時，世祥汽材落實「取之於社會，用之於社會」的想法，積極投入各項公益事業，包括贊助偏鄉音樂教育、長照送餐車、弱勢族群庇護所設立及捐贈校園獎學金等，期望以經營企業的永續精神來貢獻，擴大回饋社會的效益。

世祥汽材一直以打造為「幸福企業」的宗旨為目標。除專業技能的培訓外，也不斷完善各項福利措施，以打造友善工作環境，使員工逐步感受、感知、熟悉、適應，使其融入於公司的經營理念、經營決策、企業精神和行為規範進而產生認同感，用「家」的感覺讓員工有歸屬感。世祥汽材以年資超過10年以上員工人數幾已佔全體員工人數三分之一為榮。



董事長 周仕統 先生 Chairman : Mr. Shih-Tong, Chou
總經理 周哲弘 先生 General Manager : Mr. Kevin Chou

負責人：周簡素貞

地址：414台中市烏日區溪尾里慶光路21-1號

電話：049-2523217

傳真：049-2526890

推薦單位：玉山商業銀行、合作金庫商業銀行、台北富邦銀行

營業項目：其他汽車零件製造

產品名稱：底盤汽車零件懸吊和轉向系統

Owner : Su-Chen, Chou Chien

Address : NO.21-1 Qingguang Rd., Hsiwei Tsuen, Wuri Dist., Taichung City 41491, Taiwan.

Tel : +886-49-2523217

Fax : +886-49-2526890

Recommended by : E.Sun Bank, Taiwan Cooperative Bank、Taipie Fubon Bank

Business Items : Auto parts

Products : Chassis Auto Parts-suspension & Steering System



生產線運作 Production Line

Shih Hsiang Auto Parts Co., Ltd. was founded in 1980 by Mr. Shih-tung Chou in Sanchong District, New Taipei City to primarily manufacture and market automotive suspension and steering systems, including control arms/wishbones, ball joints, stabilizer control links, rack ends, and steering parts. In 2002, the company built its brand name “SH”.

An auto-parts manufacturer emphasizing both ODM/OEM and own-brand operations as its strategy, Shih Hsiang has never slowed down its R&D efforts that have allowed it to all the time bring out mold designs that are innovative and more integrated, and sharpen its manufacturing capability by integrating its precision measurement and analysis tools with production. While serving as a leading strategic supplier to the top two American importers, Shih Hsiang is also making its products available in emerging markets like Asia, the Middle East, Latin Americas, and Russia with its “SH” brand name. The company has risen as a leading brand-name supplier on the global aftermarket thanks to its capability of building diversified items in low quantity, its deep integration with the global market, its customer-friendly designs, and its quality service.

Export Competitiveness

R&D—Computer-aided tools CAD/CAM/CAE are applied to Shih Hsiang’s molding throughout the whole process from design and engineering analysis to machining and test, with CAE used to further boost the precision and the structural durability of the workpiece while cutting short the time spent on the process thanks to its analysis power.



物流中心伺服壓入機設備
Pressure Servo equipment of Logistics Center

Product portfolio—Shih Hsiang’s “one-stop shopping” marketing strategy is built on precise data analysis, which comes up with the exact specs and the quantity of the merchandises that meet the demand by customers for diversified aftermarket parts at low volume.

Marketing—Depending on market differentiation, Shih Hsiang adopts various marketing measures, including print and multimedia ads, exhibition participation, e-commerce, e-newsletter, and alliance with customers.

Manufacturing—Manufacturing execution system (MES) and standardization of the data flowing among machines connected on the Internet enable Shih Hsiang’s ERP planning layer and factory execution layer to exchange information real-time online. Production data are automatically exchanged between machines handling different manufacturing processing in the company’s factories mostly thanks to the factory-wide coverage of a cloud-based network underscored by the OPC-UA communication protocol for industry 4.0 and IoT.



教育訓練場景 Employee Training

Operation Management

Shih Hsian has won high praises from its customers, employees, and the society thanks to the virtues—"rectitude", "professionalism", "customers as our partners", friendly workplace", and "fulfillment of social responsibility"—that it has stuck to over the past 40 years.

"Being a world leading brand name of the manufacturing service industry dedicated to high-performance auto parts" is Shih Hsiang's vision. It is striving for the goal by fulfilling the "Plan-Do-Check-Action" management method to secure that all of its management elements, including management systems, information systems, supplier management, and quality-management certification are all the time improving for the vision.

Social Responsibility

Shih Hsiang based on the idea of "planting feet in Taiwan, marketing globally" as a guidance for production and marketing, Shih Hsiang decided in 2018 to build factories on 49,586 m2 of land in Dounan Township, Yunlin County, at investment cost of NT\$3 billion. The facilities will offer over 100 jobs as soon as it is unveiled in 2020. In the same time, Shih Hsiang inspired by the idea of "when you benefit from the society, you share the benefit with the society", Shih Hsiang has spared no efforts to sponsor public benefit activities, such as music education in remote areas, food delivery service to nursing homes, shelters for underprivileged groups, and scholarship donation.



1



2



3

1. 研發部人員討論產品量測
R&D team discussed measurement of product
2. 第22屆小巨人獎頒獎典禮
22nd Rising Star Award Ceremony
3. 台北 AMPA 展覽會場
Taipei Ampa Exhibition

Shih Hsiang has always been pursuing the goal of becoming a "happy company". Accordingly, in addition to providing employees with trade-skill training programs, the company has relentlessly bettered its fringe benefits in order to create a friendly workplace, in which the company's employees are expected to eventually produce the sense of belonging and the sense of approval towards the company's business philosophy, decisions, corporate spirit and corporate conduct norm after they become adapted themselves to the workplace. Shih Hsiang is proud that employees having stayed in the company for over 10 years account for one third of the company's staff as a whole.



1



2

- 1.年度尾牙 Year-end party
- 2.員工旅遊 Company retreat
- 3.產品 Products



3

綜合評語 Commentary

長期專注於生產汽車懸吊系統控制臂，透過ODM/OEM與自有品牌等策略成為我國汽車底盤三腳架的領導廠商。該公司具完善的人事制度、良好的勞資關係及教育訓練，為員工打造幸福企業。以實際行動展現根留台灣，投資30億元次元世代智慧化工廠、深耕技術、創造更多就業機會，值得肯定。

Long focused on the production of suspension system control arms for automobiles, through the strategies of ODM/OEM and private labels, the company has become the leading manufacturer of chassis tripods in Taiwan. The company with a comprehensive personnel system, sound labor relations and education training has created a happiness-filled enterprise for its employees. It demonstrates its roots in Taiwan through its actions. It has invested NT\$3 billion next-generation smart factories to cultivate technologies and create more job opportunities, all of which are worthy of recognition.



本土股份有限公司

Batom Co., Ltd.



www.taiwangear.com

本土股份有限公司成立於1981年，累積豐富車輛傳動及航太齒輪經驗，為國際電動車大廠傳動齒輪系統供應商之一，也是波音與空中巴士機翼制動器齒輪供應商。以自動化整合生產方式提高效率，製造品質優良的產品，在業務端快速回應顧客需求，成為專業齒輪系統應用領域客戶最佳夥伴。

技術領導 根留台灣

本土近40年來深耕於齒輪開發製造。自2007年起陸續通過ISO 9001、IATF 16949、AS 9100、ISO 14001、ISO 45001系統認證，並取得NADCAP航太非破壞性檢測認證，為國內少數取得此認證廠商。在高精密齒輪製造技術居於領導地位，導入精實生產配合自動化整合，佈局進入工業4.0智慧製造領域，且具備傳動系統整合設計能力，成功開發電動車二速齒輪箱，成為電動車傳動系統Tier 1。

銷售端隨時掌握產業市場資訊，運用優秀接單能力，配合堅實的研發團隊，高精密加工技術，以及優於業界的品質管控作為後盾，使公司能在競爭激烈的環境下維持穩定成長。

公司經營理念為『卓越品質、客戶第一、永續經營』，以持續提供具競爭力的優良產品來滿足顧客的需求和期望，塑造專業、創新、人文、責任之企業形象，以期成為業界的領導者。公司取名「本土」，亦即本著根留台灣理念的含意。

社會責任、照顧員工不遺餘力

本土長期和環保回收站配合廠內資源回收，並於2014年將德富路舊廠無償提供環保團體設立本土環保教育站。自2015年起至今均達到超額進用身心障礙者，協助支持其進入職場。並長期關懷與資助弱勢，成立志工隊協助社區作環境清潔，今年也響應捐血中心捐血活動為社會盡一分心力、一起分享愛。

每位員工都是本土大家庭一份子，除了成立福委會舉辦各項活動，定期舉辦員工旅遊外，亦補助部門聚餐與社團活動，促進員工身心健康發展。

公司亦相當重視員工教育訓練規劃，於2012及2015年獲得訓練品質評核系統TTQS『銅牌』獎及配合教育學術機構進行產學合作，提供勤益、虎尾、南開及中興大學實習機會。

頂尖品質，深耕研發，放眼國際

自2007年導入品質管理系統，定期進行內外部稽核持續改進，運用過程導向對品質管制體系進行管理。致力於滿足客戶需求，不斷地提升開發、製造、管理等各項技術，向客戶提供具競爭力的、安全的、信賴的、高品質的齒輪產品。

展望未來，本土期望能由OEM轉型成為ODM廠商，持續開發綠能產業與高階應用產品客戶，同時藉由策略聯盟整合國內優秀業者，以相互合作模式，建立完整生產體系，提升上下游廠商技術聯繫及層次，強化產品附加價值，落實產業社群之效益。



董事長 林森 先生 Chairman : Mr. Morley Lin
總經理 林益民 先生 General Manager : Mr. Samuel Lin

負責人：林森

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推薦單位：玉山商業銀行、財團法人中小企業信用保證基金

營業項目：機械設備製造業、五金零售業、國際貿易業

產品名稱：汽車傳動齒輪組、電動車齒輪箱、風力發電齒輪組、航太用齒輪、工業用齒輪



公司櫃檯 Company Reception

企業文化 永續經營

本土草創初期以代理歐美工具機械與刀具為主，並由零件貿易商一步步成長至製造供應商，每次轉型對公司都是莫大挑戰，需提高對市場脈動靈敏度，厚植培養自身研發與製造能力，未來才能進一步成長為提供設計服務的製造業。

『要為成功找方法，不要為失敗找藉口』是林董事長最常勉勵員工的一句話，失敗是成功道路上必經過程，只要改變思考的方向，相信自己並從中汲取經驗，都可成為邁向成功的墊腳石。

彼得杜拉克曾說『Culture eats strategy for breakfast』，林總經理認為所有看不見的文化，會決定看得見的行為，領導人要以身作則，樹立正確的企業文化，公司經營才可長久。

Owner : Morley Lin

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Recommended by : E.Sun Bank、Small & Medium Enterprise Credit Guarantee Fund of Taiwan (Taiwan SMEG)

Business Items : Machinery and Equipment Manufacturing、Retail Sale of Ironware、International Trade

Products : Automotive Transmission Gears、Electric Vehicle Gearbox、Wind Power Gears、Aerospace Gears、Industrial Gears



產銷會議 Production & Marketing Meeting

Founded in 1981, Batom has gained extensive experience in gear manufacture for automotive transmission and aerospace gears. It is one of the leading suppliers of gear systems for the major electric vehicle manufacturers. It is also supplier of gears for Boeing and Airbus wing actuators. By increasing efficiency with automated integrated production, attention to quality and focus on customer needs, Batom has become the best partner for customers in the field of professional gear system applications.

Technical leadership - Rooted in Taiwan

The company has been deeply involved in gear development and manufacturing for nearly 40 years. Since 2007 it has successively acquired ISO 9001, IATF 16949, AS 9100, ISO 14001, ISO 45001 system certification. Batom is one of the very few domestic companies to have obtained NADCAP certification for aerospace non-destructive testing. Batom has proceeded with the introduction of lean production, automation and implementation of 4.0 smart manufacturing methods. The company has the ability to integrate transmission system design, has successfully developed the electric vehicle two-speed gearbox, and become Tier 1 supplier for the electric vehicle transmission system.

The Business Department keeps informed of latest market trends and so is in a position to get business share. The support of a solid R&D team, high-precision processing technology, and superior quality control in the industry also enables



1



2

1. 生產線作業 Production Line

2. 經營團隊(左至右), 副總林益斌、資訊長周正川、業務副總廖平原、財務長羅淑芬
Management Team : VP-Ben Lin 、CIO-Eric Chou 、Sales VP-John Molamphy 、CFO-Sophie Lo

the company to maintain stable growth in a highly competitive environment.

The company's business philosophy of "excellent quality - customer first - sustainable operation", enables it to competitively provide high-quality products to meet customer needs and expectations, and to create a professional, innovative, humanistic, and responsible corporate culture. The Chinese name of the company "local" means that it is based on the idea of staying in Taiwan.

Social Responsibility and Employee Care

The company has long cooperated in recycling activities and in 2014 the company allowed its old Defu Road factory to be used free of charge by environmental groups for use as a recycling station. Since 2015, it has encouraged the hiring of physically and mentally challenged people -assisting and supporting them to enter the workplace. In addition the company has supported long-term care and subsidies for the disadvantaged. It has also set up a volunteer team to help the community clean



研發部門 R&D Department

up the environment. This year the company has actively helped with blood donation activities and thereby contributes to society.

Each employee is a part of the Batom family. The company has a welfare committee to organize various activities including employee tours, department dinners and club activities. This is to promote the physical and mental health of all employees.

The company also attaches great importance to employee education and training. In 2012 and 2015, it won the TTQS "Bronze Medal" awards. Batom also cooperates with educational and academic institutions for industry-academic cooperation and provides internship opportunities for students of Chin-Yi, Hu-Wei, Nan-Kai and Chung-Hsing Universities.

Highest focus on quality, in-depth research and development and international outlook

Since the introduction of the quality management system in 2007, regular internal and external audits have been carried out for continuous improvement – including the process-oriented management of quality control. The company is committed to meet customer needs, continuously improving development, manufacturing, management and other technologies so as to provide customers with competitive, safe, reliable, and high-quality gear products.



恆溫精密量測室 Precision Measurement Room

Looking forward to the future, the company expects to transform from an OEM to an ODM manufacturer and continue to develop products for green energy and high-end applications. Batom seeks to integrate and cooperate with high-quality domestic suppliers and so build complete production systems based on mutual cooperation. This will enhance the technical connections between upstream and downstream manufacturers, strengthen the added value of products, and realize benefits for all participants.

Corporate culture and Sustainable management

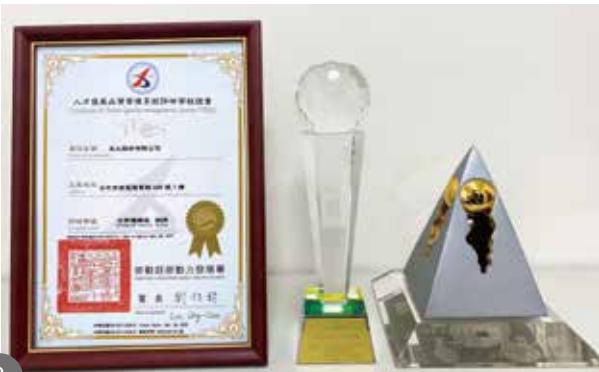
At the beginning Batom represented European and American equipment and tooling companies, and gradually grew from a parts trader to a manufacturing supplier. Each transformation was a challenge for the company requiring increased knowledge of markets and development of R&D and manufacturing capabilities. The next stage is transformation into a manufacturing company that provides design services.

"Find a way for success, don't make excuses for failure" is the philosophy of Chairman Lin to encourage employees. Failure is a necessary process on the road to success. Changes in thinking and belief in oneself is part of learning and can become a stepping stone to success.

Peter Drucker once said "Culture eats strategy for breakfast." General Manager Lin believes that all invisible cultures will determine visible behaviors. Leaders must lead by example and establish the correct corporate culture so that the company can operate for a long time.



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3



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1. 員工旅遊 Company Trip
2. 傳動齒輪組 Transmission Gear Sets
3. TTQS證書、第9屆金炬獎、第13屆小巨人獎(左至右)
TTQS Certificate、9th Golden Torch Award、13th Rising Star Award

綜合評語 Commentary

專注於精密齒輪製造，在精密齒輪及汽車變速系統零件製造方面居於領先地位。該公司具優良的管理制度，確保作業與產品品質，防止意外發生降低營運風險。現有客戶群涵蓋工業、汽車、航太及綠能等產業，其產品97%外銷歐、美及中國大陸。內部組織穩健，接班團隊積極投入，務實前瞻，潛力雄厚。

Focused on precision gear manufacturing, the company has achieved a leading status in the manufacturing of precision gears and automotive transmission system parts. The company has an excellent management system to ensure operations and product quality and avoid the occurrence of accidents, thereby reducing operating risks. The existing customer groups include industry, automobile, aerospace, green energy and other sectors. 97% of its products are exported to Europe, the United States and China. The company has a robust internal organization and the successor team is actively involved, pragmatic and forward looking, with great potential.



www.vetnostrum.com

收購外商 成為動物保健產業新星

永鴻國際為永信藥品集團旗下一員，自2016年收購台灣碩騰生技，分割動物事業處，整併成立新動保事業體，鍾威凱接下總經理的重責大任，帶著永鴻國際一路披荊斬棘。「雖說是新公司，其實永信藥品在動物用藥領域已默默耕耘了20年，即使不是最賺錢的部門，仍是持續經營，就是希望從食安根基上為民眾健康把關。」

只是，當兩家公司成為一家人，挑戰才正要開始。回想創立初期，永鴻國際也曾在本土企業與外商文化中磨合，連業務該循外商制度人人配車還是補貼交通費這類小事，都要討論，逐漸內化出屬於自己的文化：提升開會效率，讓員工有更多時間走到第一線而非紙上談兵；取得多項國際認證、角逐獎項，藉此強化同仁向心力，感受公司發展企圖心及布局。「在永鴻工作時間到，我總是第一個下班的人，這樣同仁才敢走啊。」經營心法靈活獨到的鍾威凱笑著說，希望同仁有效率的工作早點下班享受家庭生活、好好充電、放鬆，能讓腦袋更靈活，在辦公桌前解決不了的問題，往往離開工作環境就突然冒出新點子。

人藥起家 動物藥也絕不馬虎

「永信製藥起家，最重視品質，我們不能砸了招牌，即便是做給動物吃的，也要一本初衷、貫徹信念。」永鴻國際秉持著永信藥品的製藥基礎，從研發生產、通路至技術服務，建立含藥飼料添加物、非含藥飼料添加物、輔助飼料、獸藥、酸劑、酵素及口服液劑等生產線，並導入各種品質管理系統，設置P2檢驗實驗室自主檢驗，確保生產管理及品質符合國內外法規。在業務蒸蒸日上的同時，硬體投資也未停歇，2021年將再打造一座高規格發酵實驗室，提升在微生物發酵產品開發的動能。

說起動物製藥理念，鍾威凱侃侃而談、眼神散發光芒。「人懂得良藥苦口的道理，會逼自己服藥，但動物不會，不愛吃就吐出來，就達不到治療效果，因此做動物藥要很懂牠們的喜好，豬愛吃酸的，產品中放草莓增加適口性；貓狗愛吃味道重、有腥味的，就加點牛肉、魚肉等等……」。

「動物藥或營養添加劑與人用藥品的不同，在於劑型、用法及包裝。以益生菌為例，人用的一瓶只需幾克，而動物用一包動輒數十公斤，而這點不同，在生產製作、包裝運送及儲存上都有學問！所以有人認為動物製藥規格就能較低？這是不對的，想要做到盡善盡美，動物藥廠需要更努力。」

永鴻為老牌歐羅肥注入新靈魂

永鴻國際堅守永信藥品超過一甲子的企業精神、揉合外商公司的活躍創新，致力於產銷化學藥物與飼料添加劑等動物用產品，積極為農畜產業建構綠色養殖環境，開發治療與預防保健的動物用產品，成立短短四個年頭，永鴻國際已締造亮眼成績，除強化與國際大廠的業務合作，更積極與國內外專家學者攜手研發、打造台灣製造、品質優越的產品，一口氣取得逾180張國內動物產品許可證，及中國大陸、東南亞、中南美等地約30張產品外銷許可證，旗下產品如「歐羅肥」、「歐酸肥」、「金旺」、「安莫西林」、「胖胖」與「福碩酶」等，都是畜牧業界知名的領導品牌，尤其是歐羅肥，在台灣更是無人不知、無人不曉。



總經理 鍾威凱 先生
General Manager :
Mr. Vick Chung



零秒出手 等待時機搶得先機

永鴻做足準備邁向水產養殖、寵物保健領域。「寵物市場龐大，永鴻除代理國際知名品牌，近來國內同業也信賴我們的外銷能力，將產品委託代理。此外，永鴻也積極研發寵物保健自有產品，打造寵物界及專科醫師眼中的信賴品牌，近期將展現異業結合的行銷力道，與動物星球頻道、Discovery頻道、知名寵物部落客等網路意見領袖合作，增加台灣本土的寵物保健商品曝光度，與國際藥廠一較高下。」

鍾威凱不諱言，很多新企業的第一階段都把心思放在怎麼讓公司賺錢，而永鴻的目標比別人放得更遠，不僅追求獲利更要快速成長茁壯，往公開發行的道路上邁進，因此許多稽核、內控制度都要合乎上市公司法規，等於在永鴻草創時期時就以上市公司的規格自我要求，同仁都投入相當多心力。

「等待零秒出手，一直是我經營企業的心法。」鍾威凱認為，永鴻國際身為動物保健藥品的後起之秀，面對市場已被各大競品佔領，如何攻下一城？「只能等待對方的防守空檔與失誤，當那刻來臨，就是你零秒出手的機會，看似迅雷不及掩耳的華麗表現，但這『零秒』卻是企業內部由上到下，長久以來無限次練習與準備。」

董事長 李芳裕 先生
Chairman : Mr. Fang Yu, Lee

負責人：李芳裕

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推薦單位：國泰世華銀行、財團法人農業科技研究院

營業項目：經濟動物用藥品、經濟動物飼料添加劑、寵物藥品、寵物食品

產品名稱：動物藥品：歐羅肥、金順、安膜西林、金旺、泰好用、多情素等
功能性飼料添加劑：福碩酶、歐酸肥、勇又強、恩樂普等

Owner : Fang Yu, Lee

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Recommended by : Cathy United Bank、Agricultural Technology Research Institute

Business Items : Veterinary medicine and functional feed additives for livestock、Pet medicine and supplements

Products : Veterinary Medicine: Aurofac、Sincotim、Amoxicillin、Pulmoeasy、Topone、Lover etc.
Functional Feed Additives: Versazyme、Acidofac、YungStrong、Enzapro etc.

Acquiring a foreign company-a new star of animal health industry

As a member of the Yung Shin Pharmaceutical Group, by acquiring Taiwan's Zoetis Biotech company in 2016 and merging Yung Shin's Animal Health Department to form a new corporate entity, Vetnostrum Animal Health Co., Ltd. that focuses on animal health. As of the merger, Vick Chung was entrusted as the General Manager position and has led the company in overcoming numerous challenges and achieving success. "Despite Vetnostrum being a newly formed company, Yung Shin Pharmaceutical has undergone development in veterinary medicine for over twenty years. We might not be Yung Shin's most lucrative division, but we shall safeguard people's health with our continuous effort in ensuring food safety," said Vick Chung.

However, the merge of the two companies gives rise to several challenges.

Thinking back to the early stages of the company's development, Vetnostrum was locked in a struggle between local and foreign corporate cultures. For example, there was discussion on whether the company should provide employees with cooperate cars or provide transportation allowance instead. Over time, the company fostered its own corporate culture. This include making meetings more efficient, giving employees opportunities to work on the frontline rather than just talk the talk; acquiring international certification and awards and sense of unity among staff, so that they are able to understand and resonate with corporate development goals and portfolios. "At Vetnostrum, I am always the first to get off work so that other employees can go home," said Vick Chung. He has its own management style, and he said that only when employees working efficiently that they can get off work early and have time for family, can they relax and be more creative and be able to think outside the box. Sometimes the solutions to difficult problems come to us when we are outside the office.

Relying upon expertise in human pharmaceutical products, Vetnostrum is dedicated to production of quality animal pharmaceuticals

"Yung Shin started out as a pharmaceutical company which placed great emphasis on quality and building a reputation. Although we now produce medicine for animals, our mission and value has



辦公室全景 Office View

remained the same." said Vick Chung. Relying on Yung Shin Pharmaceutical's foundation in the industry, multiple quality management systems were introduced, and Biosafety Level 2 laboratories was set up to conduct self-testing and ensure legal compliance of production management and quality requirements of international and domestic regulations. This includes R&D, sales channels, technologies and production lines for medicated feed additives, non-medicated feed additives, supplemental diets, veterinary drugs, acidifiers, enzymes, and oral solutions. Although business is booming, the company continues to invest in hardware. In 2021, it plans to establish a high-end fermentation laboratory to drive product development in microbial fermentation products.

When asked about the manufacture of veterinary pharmaceuticals, Vick Chung, became voluble and his eyes light up. "Humans understand the concept of medicine, so they force themselves to take medicine even if it's bitter, but animals are incapable of such thought. The palatability is important for animals, if not taste good for them, the treatment cannot yield expected results. To solve this problem, veterinary pharmaceutical companies need to understand the preferences of different animals. For example, pigs like sour flavor, so strawberries flavor are added into product to improve palatability. Cats and dogs on the other hand, prefer food with a strong odor, so beef or fish is added." said Vick Chung.

"The dosage, instructions, and packaging of veterinary medicine and feed additives are vastly different compared to those used for human beings. Probiotics, for example, requires only a few grams per a bottle for humans; but for animals, a package of probiotics can weigh as much as tens of kilograms! This means that different knowledge and expertise is required in terms of production, packaging, shipping, and storage of animal product.



研發 Research and development

Therefore, it is wrong to assume that companies can lower the standards for animal medicine. In fact, animal pharmaceutical companies need to put in more effort into development in order to achieve perfection,” said Vick Chung.

Vetnostrum Revitalizes the Aurofac Brand

Vetnostrum stays true to the core values of Yung Shin Pharmaceutical and integrates the diversity and innovation of foreign companies to produce and market their animal products, such as chemical medicines and feed additives. Vetnostrum aims to construct a green culture environment for husbandry and develop treatment and preventative animal health products. Since its establishment in 2016, Vetnostrum has already demonstrated a proven track record of success. In addition to business collaboration with major multinational corporations, it also works hand in hand with experts and scholars at home and abroad to develop quality MIT (Made in Taiwan) products. In Taiwan, it has obtained over 180 animal product permits within a short period of time as well as approximately 30 worldwide product license, include countries such as China, Southeast Asia, and Latin America. Vetnostrum’s Aurofac®, Acidofac®, Pulmoeasy®, Amoxicillin, Pon Pon® Powder, and Versazyme® became renown products in the animal husbandry sector; especially Aurofac, which is universally known to those in the industry.

Strike when the time is right – Waiting for the right opportunity to get ahead of the game

Vetnostrum is well prepared itself in developing aquaculture and pet health businesses. “The pet



員工法律知識教育訓練 Legal training for employee

industry is huge. Vetnostrum not only acquired representation of internationally known brands, but their distribution capabilities have also attracted local players in requesting that Vetnostrum acts as agent for their products.” Moreover, Vetnostrum actively engages in the R&D of pet health products, creating a trusted brand for doctors and the pet industry. Recently, Vetnostrum has worked in partnership with Animal Planet, Discovery Channel, and other famous bloggers to increase the exposure of Taiwan’s local pet health products, aiming to compete with foreign pharmaceutical companies.”

Vick Chung frankly said that many startups only focus on how to make profit during their initial stages of development, but Vetnostrum’s goals are long-term. Profit making is vital but achieving fast growth is even more important, as it will allow the company to pave way for initial public offering. In order to go public, the audit and internal control systems must be pursuant to rules and regulations for public companies. In this effect, Vetnostrum has implemented strict regulations and specifications that rivals those imposed by public-listed companies at the very start of its establishment. Our employees have put in considerable effort in meeting said requirements.

“My business motto has always been to wait for the right moment to strike.” Vick Chung believes that Vetnostrum has a promising future in the industry. How can Vetnostrum gain more market share among existing competitor brands? “You have to wait for a loose ball or a mistake from competitors. When that happens, you should seize the opportunity and take immediate action. The timely responses may seem flamboyant, but it requires unwavering determination as well as practice and preparation from all the company’s personnel be able to act in that instant” said Vick Chung.

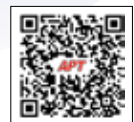


1. 尾牙 Annual Party
2. 生產線作業情形-針劑
Production line, injectable form
3. 生產線作業情形-口服液劑
Production line, oral liquid form
4. 產品 Products

綜合評語 Commentary

承續母公司永信之企業精神，持續推動綠色養殖概念，提供安全有效之動物產品以及秉持誠信公開透明的一本帳管理。結合其核心競爭力，成功推出數項非藥性飼料添加物品，有效改善因過度營養導致的浪費及動物所產出之廢氣排放問題，為地球環保盡一份心力。企業之永續發展策略，完全結合聯合國永續發展目標的17項對應指標，值得嘉許。

Inheriting the corporate spirit of the parent company, the company continues to promote the concept of green breeding, supply safety and effective animal products, and adhere to open and transparent one-book management. Combining the core competitiveness, several non-medicinal feed additives have been successfully launched, which have effectively improved waste due to over-nutrition and exhaust emissions produced by animals, thereby contributing to the earth's environmental protection. The company's sustainable development strategies fully integrate the UN's 17 Sustainable Development Goals (SDG). For that, the company is worthy of praise.



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獨特眼光 大膽布局

長久以來，全球半導體設備及材料市場幾乎都由日本、歐美所主導，造成臺灣雖為全球封裝重地，卻無法利用本身生產的優勢扶植自主的關鍵設備供應商，而需向外自上述的國家購得。當然，政府當局也鼓勵業者提出不同的促進產業升級方案，從1980年代後段封裝到2020年代前段晶圓製造的開發已逾四十年了，政府仍努力於提升國內自主率的目標中。想必其中的方法、策略、政策、方向存在討論之處。而印能科技這十幾年來的努力即是以自身為試金石，實踐於製造工業強大的台灣產業對設備與材料開發所該走的路。

成為製程解決方案提供者

交通大學楊千教授說：「勤能補拙，但不會成功」。企業該找出自己的天賦並加以不斷地學習，使之成為一種傑出的能力、企業的競爭力。而一個製造的強國擁有比那些設備商、材料商更強的是哪一部分？答案是製程。因為製程涵蓋了比設備、材料所需更廣泛的知識與經驗。若去討論如何生產與

現有設備、材料相符規格卻反而不從自身的強項出發取得獨特優勢，幫客戶解決不易解決甚至無法解決的製程問題，則無異捨近求遠，可惜之至。

印能科技成立於2007年，自創立以來即定位為「製程解決方案提供者」，成立之初即不以提供既有產能設備而以解決製程問題做為切入市場的策略並利用解決製程問題而能將製程簡化，進而誘導既有主生產設備規格難度降低，遂而引入破壞性創新取代市場既有者產品，成就台灣主生產設備之開發。

經營轉捩點 自我突破



專注本業 持續創新

印能科技不開發市場上已經量產的產品也不做無特色的產品，任何印能科技產品的背後都代表一個製程問題的解決方案且不僅要能解決每一世代技術的特定問題，也期望能提供最佳的成本控制方案。

印能科技秉持「專注本業、持續創新」的理念，不斷地研發與創新且同時積極開發橫向連結，透過資源整合策略進而掌握關鍵的核心技術，印能科技不僅早已是全球半導體封裝製程氣泡解決系統的領導者，更為台灣的隱形冠軍之一。

「高壓與低壓氣體在高溫與低溫下的調和運用」是印能科技的核心技術，亦是業界認同的「製程除泡解決專家」，藉由該核心技術進一步從提供消除製程氣泡的解決方案擴展至提供「封裝材料翹曲抑制」、「無氣泡高溫熔錫」及「高功率與高效能封裝晶片散熱」等製程問題解決方案，並同時利用這些解決方案進行橫向業務發展-「自動化生產搬運系統」與「製程效能整合系統」兩大獨具特色的



生產線組立區 Production Line Area

事業處，更加顯示印能科技以創新技術引領潮流，以專注本業穩健經營。

幸福印能 永續經營

人才是印能科技最珍視的資產及永續經營的基礎，更是公司提升競爭優勢的關鍵，因此從各層面關懷員工，致力於打造幸福職場環境，提供優渥的薪酬及福利，秉持與員工利潤共享的理念。

取之社會 用之社會

積極推動青年培育計畫，與大專學院合作辦理校外實習，累積職場經驗，同時為半導體產業培育人才，提升青年工作力的社會回饋理念。

秉持取之社會用之社會的理念與善盡企業社會責任精神，由負責人拋磚引玉鼓勵同仁投入公益活動，整合企業內部資源，以回饋社會。



創辦人總經理 洪誌宏 先生
Founder/General Manager : Mr. Auger Horng

負責人：洪誌宏

地址：35053苗栗縣竹南鎮竹南科學園區科東三路六號3樓

電話：037-580618

傳真：037-580177

推薦單位：玉山銀行

營業項目：機械設備製造業、資訊軟體服務業、國際貿易業

產品名稱：半導體封裝製程之除泡解決方案、半導體封裝自動化搬運系統、製程效能整合系統

Owner : Auger Horng

Address : 3F., No.6, Kedung 3rd Rd., Zhunan Science Park, Zhunan Township., Miaoli County 35053, Taiwan

Tel : +886-37-580618

Fax : +886-37-580177

Recommended by : E.SUN Bank

Business Items : Machinery and Equipment Manufacturing、Software Design Services、International Trade

Products : Void Free Solution for semiconductor package、Automated Production Handling System、Process Performance Integration System



機台暫放區 Machine Temporary Storage Area

Unique vision and bold deployment

For a long-time, semiconductor equipment and material markets globally have been typically dominated by Japan, Europe, and the United States. Making Taiwan – an indispensable global packaging location – to be unable to take advantage of its production, to independently support the equipment supplier, in addition to the need to purchase from the above-mentioned countries. Most importantly, the government encourages industries to propose different statutes for upgrading industries. It has been more than 40 years from packaging since the late 1980s to the development of wafer manufacturing in the early 2020s. Despite that, Taiwan is still striving to increase the domestic target rate. There must be some decent discussions regarding the methods, strategies, policies, and directions. APT's successful efforts over the past ten years have been to put itself as an industry model and carving this unique path that Taiwan industry is recommended to implement to the development of equipment and materials upon the advantage of powerful and seasoned experience in manufacturing.

Became process solution provider

Professor Yang from National Chiao Tung University (NCTU) said "Diligence can make up for the weakness, but won't necessarily succeed". Businesses should find out their talents and learn to make an outstanding capability from them and the ability to compete with other enterprises. What part of a manufacturing powerhouse is more enduring



物料區 Materials Area

than equipment vendors and material vendors? The answer is process. The manufacturing process covers more extensive knowledge and experience than equipment and materials. Discussing how to produce products that adhere to the specifications of existing equipment and materials instead of gaining unique advantages from our strengths and help customers solve difficult or even unsolvable procedure problems, we will maintain no difference and seek remoter distance.

AblePrint Technology Co.,Ltd.(hereinafter referred to as "APT") was established in 2007 and has been positioned as a "process solution provider". Since the establishment of APT, the market entry strategy was clearly defined – to resolve process issues instead of providing me-too-equipment, simplified process by solving process issues and induced the specification and difficulty of the main existing production tools can be loosened, then the disruptive innovations are introduced to replace the products of the market incumbents, thereby achieving the development of Taiwan's main production equipment.

APT's Product Milestone



Focusing on own business and continuing to innovate

APT does not develop mass-produced productions on the market (me-too-product), nor

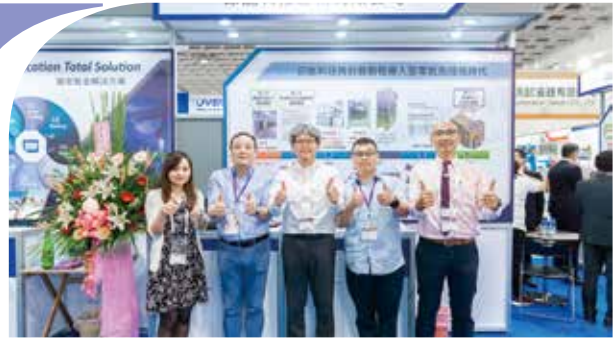


全球營運總部暨研發中心動土典禮

Groundbreaking ceremony for global operation headquarters and R&D center

does it produce featureless products. Behind every APT product, it represents a solution for process issues; APT does not only overcome every generations' technological issue but can provide the best cost-saving solution too.

APT adheres to the concept of "focusing on own business with the core competency and continuing to innovate." APT continues to research, develop, and innovate while actively developing horizontal integration, and mastering the core technologies through integration strategies resource. APT is not solely known as the industry leader of de-void solution system for the global semiconductor packaging process but alias as one of Taiwan's hidden champions. "The Pneumatic & Thermal Modulation of high-low-pressure gas at high temperature and low temperature," is the core technology of APT, and it is equally recognized in the industry as a "process void solution expert." With this application, it significantly extends from not only providing plans to eliminate process voids but also delivering solutions to process problems like "package warpage suppression", "void-



2019台灣半導體展 總經理 洪誌宏(中)

2019 Semicon Taiwan General Manager : HORNG CHIH-HORNG(middle)

free soldering" and "high-power and high-efficiency package chip heat dissipation", by using these resolutions for horizontal integration development. The two distinctive business divisions of "Automated Production Handling System" and "Process Performance Integration System" further show that APT is trending with innovative technology, and securing operations through focusing on core business.

Cheerful and sustainable management

The talent and the foundation of sustainable management are the most cherished assets in APT. They represent the key to the company's competitive advantage. APT cares about all employees and committed to creating a happy workplace environment, providing excellent salary and benefits; and maintaining employee profits. By employing the concept of sharing.

From Society. Use Society.

Positively promoting the youth cultivation plan, and cooperating with colleges to conduct off-campus internships, accumulates workplace experience. At the same time develop talents for the semiconductor industry and enhance the social feedback concept of the youth's ability to work.

Adhering to the used concept of allowing society and using society and fulfilling the spirit of corporate social responsibility. The person in charge encourages colleagues to participate in public welfare activities, integrates the internal resources of the company, and repays the general public.



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1. 2019家庭日 Family Day

2. 產品 晶圓自動傳輸高溫壓力爐
Wafer Epoxy Cure System

3. 產品 VTS : Void Terminator System

4. 自動化測試區 Automation Test Area

綜合評語 Commentary

印能科技為全球首創高低壓除泡技術的製程解決方案提供者，解決國內外封測廠在製程上的氣泡問題，帶領封裝製程進入零氣泡規格時代，日月光、矽品、艾克皆使用印能產品，市佔率80%，涵蓋台灣、日本、歐美各國。該公司技術團隊持續研發創新，掌握國內外33項專利，技術創新能力強，足為典範。

AblePrint Technology Co., Ltd. is the world-class Process Solutions Provider and the inventor for the unique de-void technology of High/Low Pressure Modulation. APT help global OSATs and IDM to solve the process issues of voids. Navigating the SPEC of packaging process into the era of void-free. ASE Technology Holding Co., Ltd., Siliconware Precision Industries Co., Ltd., and Amkor Technology all use AblePrint Technology's products, with 80% market share covering Taiwan, Japan, the European countries and the United States. The company's technical team continues to engage in R&D and innovation, with 33 patents from home and abroad. The company with its strong technical innovation capabilities is a role model for others to follow.



www.pacific-kitchen.com.tw

來永實業成立於1975年，通過ISO9001品質認證，專事廚房電器的開發、設計與製造，為保障消費者在產品使用上的安全、安心與健康，特別設置經UL與CSA及IECEE國際電工專業認證，為亞洲唯一通過多重國際認證之排油煙機實驗室，多年累積紮實的製造經驗與嚴格之品管製程，並以品牌「PACIFIC」(譯為太平洋)行銷世界各地。來永堅持在理性的機能訴求之下精雕細琢於每一項細節的呈現，為消費者提供高品質的廚房電器用品。



IECEE國際電工專業認證
IECEE Certification (IEC System of Conformity Assessment Schemes for Electrotechnical Equipment and Components)

紅海競爭接受挑戰 打造精品廚電王國

來永在面對紅海的競爭威脅之下，第二代陳柏滄總經理堅持以品牌及專業製造為主軸，專注於產品創新應用，以製造服務化為核心，達成少量多樣智慧生產，終於在根留台灣的基礎上，成為歐美知名電器品牌重要的戰略夥伴，自有品牌「PACIFIC」更在海外陪伴廣大華人，奠定精品廚電王國的根基。

唯有變 才是唯一不變

嶄新的思維不僅呈現在產品設計，廠區管理也邁向精實管理，彈性的供應鏈管理及一條龍製造，產品經過層層嚴格把關，在歷經多年與國外各大家電品牌的合作與激勵之下，來永有著國際主流的視野與精緻工藝技術。並率先引進來自歐洲的工業自動化生產設備、技術及專業化製程管理，秉持「沒有最好、只有更好」的企業精神，不斷求新求變。

因應氣候變遷深感綠色(環保)商品製造是刻不容緩的趨勢，於2011年成功推出全世界第一台使用DCBL無刷馬達的節能排油煙機，有效降低能源損耗達77%，產品取得專利權並獲獎肯定，為排油煙機創新里程寫下嶄新的一頁；2018年以「全自動

蒸氣洗排油煙機」獲得經濟部肯定得到創新產品獎，讓排油煙機朝環保概念邁進了一大步，以節能家電為保護地球盡一份心力，今後的設計目標也將持續朝環保與智能家電邁進，提供優質品味生活的產品與服務。

飛越太平洋 拓展華人市場

在陳柏滄總經理的帶領下，堅持技術創新、服務創新，並致力於將品牌「PACIFIC」推廣至歐美、澳洲、香港及東南亞…等海外市場，2004年榮獲美國消費者協會調查，為最推薦購買之排油煙機品牌，2014榮獲北美消費者報導，最佳評鑑之排油煙機，良好的品牌服務及優質的產品口碑，成為海外華人認同的第一品牌；今後也會將高品質的廚電產品及服務帶回台灣，展現深耕台灣的決心。



董事長 陳育仁 先生 Chairman : Mr. Yu Ren, Chen
總經理 陳柏滄 先生 General Manager : Mr. Tim Chen

負責人：陳育仁

地址：420台中市豐原區三豐路二段375巷66號

電話：04-25235678

傳真：04-25260658

推薦單位：玉山銀行(中區環金中心)

營業項目：排油煙機及紅酒櫃、熱水器、瓦斯爐
製造銷售

產品名稱：排油煙機、紅酒櫃、熱水器、瓦斯爐



展示廳 Show Room

深耕台灣 培育人才向下扎根

來永以ODM、OBM的行銷模式營運，堅持以品牌及專業製造為主軸，成為台灣油煙機最大出口製造商，製造廠區及研發行政總部位於中台灣，每年投入龐大的研發費用，與往來合作夥伴攜手成長併進，整體供應鏈遍及在地廠家，展現企業與台灣共榮、永續經營根留台灣的理念。

內部透過TTQS人才發展管理系統來完善職能培訓系統，持續創造產品價值的延展，以達永續經營的目標，並致力提供公平機會與舞台，讓女性員工可以發揮最大潛力的承諾，鼓勵員工朝向自我實現的目標以期在工作上獲得成就，積極實現工作與生活的平衡。

公司秉持取之社會、用之社會的理念，持續提供特殊教育學生的就業機會，及讓莘莘學子給予建教合作的學習機會，並積極投入慈善團體的活動，善盡回饋社會的理念。

Owner : Yu Ren, Chen

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Tel : +886-4-25235678

Fax : +886-4-25260658

Recommended by : E. Sun Bank

Business Items : Range hoods 、 wine coolers 、
gas water heaters 、 Gas stoves manufacturing
and sales.

Products : Range hoods 、 Wine coolers 、 Gas
water heaters 、 Gas stoves



亞洲唯一通過多重國際認證之排油煙機實驗室
The only Asia range hood manufacturer own laboratory has passed multiple international certifications

Leyant Industry is an ISO 9001 quality professional service provider for the development, designing and manufacture of kitchen appliances since 1975. In order to ensure the safety, comfortable and health of consumers in the use of products, Leyant is the only Asia range hood manufacturer own laboratory has passed multiple international certifications such as UL, CSA and IECEE (IEC System of Conformity Assessment Schemes for Electrotechnical Equipment and Components). It has accumulated solid manufacturing experience and strict product control procedures for many years, and it is sold all over the world under the brand "PACIFIC". Leyant insists on the presentation of every detail under the requirements of rational function, and provides consumers with high-quality kitchen appliances.

Building the kingdom of high-quality kitchen appliances passing through the Red Ocean competition

Facing the threat of competition from the Red Ocean, Leyant, the second-generation general manager Mr. Tim Chen, insisted on branding and professional manufacturing as the main axis, focusing on product innovation and application, with manufacturing service as the core, achieving a small amount of diverse smart production, and finally staying in the roots on the basis of Taiwan. Leyant has become an important strategic partner of well-known electrical appliances brands in Europe and the United States, and its own brand "PACIFIC" has accompanied the majority of Chinese people overseas, laying the foundation of the kingdom of boutique kitchen appliances.



研發部門 R&D Department

The only constant in life is change

NEW thinking beyond is presented in product design, factory management is also moving towards lean management, flexible supply chain management is one-stop manufacturing, and products are strictly controlled at various levels. After years of cooperation and incentives with foreign major appliance brands, Leyant always has the international vision and exquisite craftsmanship. It is the first company to bring into European newest industrial automation production equipment, technology and professional process management, upholding the corporate spirit of "There is no best, only better", and constantly seeking innovation and change.

In response to climate change, the manufacturing of green (environmentally friendly) products is an urgent trend. In 2011, the world's first energy-saving range hood using DCBL brushless motor was successfully launched, which effectively reduced energy consumption by 77%. The product obtained patent rights and The affirmation of the award has written a new page for the innovation mileage of range hoods; In 2018, the "Fully Automatic Steam Range Hood" won the Ministry of Economic Affairs and won the Innovative Product Award, which made the range hood a big step towards the concept of environmental protection, with energy-saving appliances To do our part to protect the earth, the future design goal will also continue to move towards environmental protection and smart home appliances, and provide products and services that taste life with high quality.



榮獲第20屆小巨人獎

Leyant had the honor to receive the 20th Rising Star Award

Across the Pacific Ocean to expand the overseas Chinese market

Under the leadership of General Manager Mr. Tim Chen, he insists on technological innovation and service innovation, and is committed to promoting the brand "PACIFIC" (translated as Pacific) to overseas markets such as Europe, America, Australia, Hong Kong, and Southeast Asia. In 2004, he was awarded the American Consumer Association According to the survey, it is the most recommended range hood brand to buy. In 2014, it won the North American Consumer Report, the best rated range hood, good brand service and high-quality product reputation, becoming the first brand recognized by overseas Chinese; Bring high-quality kitchen appliances and services back to Taiwan, demonstrating the determination to cultivate Taiwan.

Root in Taiwan and cultivate talents and take root down

Leyant though ODM and OBM strategy, insists on branding and professional manufacturing as the main axis, and becomes the largest export manufacturer of range hoods in Taiwan. The manufacturing plant and R&D administrative headquarters are located in central of Taiwan continuing invests huge R&D expenses every year. Leyant cooperates with partners which growing together, the overall supply chain extends to local manufacturers, demonstrating the company's philosophy of co-prosperity with Taiwan and sustainable business rooted in Taiwan.



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- 1.太平洋團隊 PACIFIC Management Team
- 2.自動化製程導入
Automated Manufacturing Process Introduction
- 3.現代化科技與工藝職人的結合
Combination of modern technology and craftsmen

Employee training through the TTQS talent development management system to improve the functional training system, continue to create the extension of product value, in order to achieve the goal of sustainable operation, and strive to provide fair opportunities and stages, so that female employees can achieve their full potential, and encourage employees to become self-oriented The goal achieved is to achieve success at work and actively achieve work-life balance.

Leyant adheres to the concept of taking society and using society, and continues to provide employment opportunities for special education students, and allows students to provide learning opportunities for construction and education cooperation, and actively participate in charitable activities to give back to the society.



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1. 員工旅遊 Welfare Events-Overseas traveling
2. 外部訓練-卡內基課程
External Training - The Dale Carnegie Course
3. 多元化產品，提供不同國家煮食需求
Diversified Products provide cooking needs in different regions
4. 聖誕節活動 X'Mas Party



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綜合評語 Commentary

來永實業為台灣第一家執行加州Prop 65規定之排油煙機製造商，並積極導入RoHS綠色製程。具有專業創新之核心能力，重視品質與環保，發明排油煙機之自動清洗功能，有效改善未來廚房油煙機之環保問題，兼顧環境保護與企業社會責任，足為業界楷模。

Pacific Kitchen is the first hood manufacturer executing California Proposition 65 Regulations in Taiwan. It has also actively introduced RoHS green processes. Demonstrating the core capabilities of professional innovation, the company attaches importance to quality and environmental protection. It has invented the automatic hood cleaning feature, which has effectively improved the environmental issue of future hoods, taking into account both environmental protection and corporate social responsibility. The company is a role model for the industry to follow suit.



科林國際助聽器股份有限公司

Clinico Hearingaid Asia Co., Ltd.



www.ear.com.tw

科林國際助聽器股份有限公司自2009年成立迄今已逾10年。母公司科林儀器成立之初即全心全力投入眼耳科儀器之經營，鑑於醫學專科化是世界潮流，期能提升國人眼耳科的醫療品質水準。自創「科林助聽器」通路品牌，至今擁有近80間直營門市並於19間教學醫院派駐聽力師服務，鞏固聽力產業品牌領導地位。

科林預見高齡化社會時程 人口老化商機無限

看不明、聽不清是銀髮族最常見的困擾，隨人口老化潮所蘊藏的龐大商機也隨之而來。科林創辦人以前瞻遠見，禮聘美國最具經驗的專業聽力師傅肯恩博士，藉其專業將中山醫學院聽語系第一屆畢業之聽力師水準提升至國際水準，為國內助聽器服務系統建立專業標竿。

專業精進外，科林亦獨家取得引進丹麥擁有百年研發歷史的助聽器領導品牌，提供最佳聽力解決方案，加上人工耳蝸、居家睡眠檢測與正壓呼吸器等優質產品線導入，科林早已經為國人健康聽得好、看得清、睡得美，耳聰目明的生活做好準備！

積極創新目標永續 只有科林能超越科林

科林國際助聽器擁有全台最多國考聽力師採專業分工，設有產品管理、聽語服務等團隊，以提供優質服務保證。同時持續升級資訊管理系統，建置內部知識分享平台，兼具企業文化傳承與員工分享學習功能。

科林服務據點設置與醫學中心同級聽力設備，亦持續領先業界添購真耳測試儀、電子耳鏡、中耳分析儀等專業設備；2015年更獨步業界與集團自創品牌morear合作，引入3D列印技術及醫療級列印材質，提供更精準的耳模及增加客戶配戴舒適度。2019年因應新冠肺炎疫情，導入助聽器遠端即時調整服務RemoteCare使用者只需要透過手機，在家中即可即時提供聽力諮詢與助聽器微調，優化助聽器配戴經驗。

善盡企業社會責任 產官學界一致肯定

科林更善盡企業社會責任，長期獎助中原大學、台北護理大學、中山醫大等校，並積極關懷弱勢與特殊教育、喚起社會各界對聽損教育的重視，為聽損學子創造更優質的學習環境。亦優先聘僱聽

障或身障人士，提供工作機會，深獲各界肯定。曾獲行政院勞委會進用身心障礙者績優金展獎、新北市政府教育局推薦之社教有功團體和教育部「社教公益獎」最高榮譽的肯定。歷年來通過經濟部GSP國家優良服務認證、ISO9001/ISO13485醫療器材品質管理系統、SGS Qualicert國際服務品質認證、TTQS人力發展品質管理系統企業機構版-銀牌等榮耀。

從服務出發 奠定台灣聽力產業標竿

科林助聽器創辦人林文正董事長常把「如果可以的話賺點錢，如果必要的話賠點錢，但是一定要做好顧客服務」這句話掛在嘴邊。

「通路不能只是賣東西」，顧客服務對科林人來說不是一個名詞而是行動方針，更成為擴展商業

模式時被檢視的中心主旨。科林30多年的資深員工林雲彬回憶討論企業使命的過程，共同決定公司的重要發展，包含使命和未來。科林受到長庚創辦人王永慶先生熱心慈善事業、濟弱扶貧感召，秉持「一個好的產業和企業是要對社會扎根」，確立以提升產業標準、回饋社會為己任。衛教消費者關心視聽健康，自在享受樂齡生活。

科林由眼科跨入耳科時缺乏相關產業背景，爭取人工電子耳代理權備感辛苦，但由於科林在眼科極佳商譽以及對醫生的專業紮實服務，透過各界背書終於獲得原廠認可。而服務版圖的擴大，包含打造科林助聽器通路品牌、拿到助聽器品牌的獨家代理、搶下競品在醫院的駐點等重要里程碑，科林服務好口碑都成為背後助力，累積幫助近萬名重度聽損者重返有聲世界、回歸主流教育及正常生活！

經營過程中一次客訴的經驗，因為服務過程造成客戶誤解鬧上媒體，雖然不是科林作業流程上的疏失，卻讓董事長痛心落髮作為警剔，至今仍維持光頭造型以身作則，提醒員工謹記教訓務必要注意服務中的每一個環節。科林落實一家選配、全台服務，雖然是助聽器產業後發品牌，卻為產業樹立全新標竿，帶領台灣聽力服務進入新紀元。



科林創辦人 林文正 先生 Clinico Founder : Mr. Barry Lin
執行長 林士堯 先生 CEO : Mr. David Lin

負責人：林文淵

地址：235新北市中和區中和路366號3樓之1

電話：02-89212838

傳真：02-89212563

推薦單位：玉山銀行-板橋區域中心、財團法人資訊工業策進會-產業情報研究所、元大金控-法金事業部

營業項目：聽力保健諮詢及聽力檢測、助聽器輔具、人工電子耳諮詢/耗材販售、聽語訓練服務、居家睡眠檢測諮詢、科林睡得美正壓呼吸器解決方案

產品名稱：世界領導助聽器『Oticon』台灣獨家代理，提供大腦聆聽及物連網功能的助聽器、科林嚴選』自創品牌、耗材如無汞電池、除濕盒、乾燥罐等品項、『科林睡得美』提供睡眠呼吸中止症解決方案。

Owner : Wen-Yuan, Lin

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Tel : +886-2-89212838

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Recommended by : E. SUN BANK- Banciao Branch、Institute for Information Industry- MIC、Yuanta Financial Holdings Co., Ltd.

Business Items : Hearing consultation and hearing test service、Hearing aids, artificial electronic ear(Cochlear Implant) / consumables selling、Listening Training Course Service、Home Sleep Test and OSA/Sleep Apnea consultation、Clinico ResMed CPAP/APAP solution program

Products : Exclusively distribute world's leading hearing aid brand "Oticon" and provide hearing aids with Brain-hearing and IoT function.、Private Clinico brand of hearing aids' consumables, such as mercury-free batteries, dry box.、Clinico ResMed provides solution program for Sleep Apnea/OSA.



科林一站式聽力檢測，免去醫院掛號排隊困擾
One Stop Shop to provide full service

Clinico Hearingaid Asia Co., Ltd. was established in 2009 with more than 10 years of history. In view of the fact that medical specialization is a world trend, at the time of founding, its parent company Clinico Inc. has fully dedicated to the operation of eye and ear instruments, so as to improve medical quality and standard of otology in Taiwan. Clinico owns its private brand "Clinico hearing aids." We have more than 80 direct retail stores and also assign our audiologists to 19 teaching hospitals to serve customers. Based on Clinico's business philosophy of professionalism and through the unremitting efforts of all staff, Clinico becomes the leading brand in hearing-aid industry.

Clinico Foresees the process of aging population and explores potential business opportunities

Vision loss and hearing loss are 2 major problems for elderly people. Aging population creates a lot of business opportunities. The founder of Clinico had the foresight to invite professional Audiologist Dr. Ken Bozmen to join Clinico service team at a very early stage. With Dr. Bozmen's profession, he improved the quality of first graduated audiologists from Hearing-language Department of Sun Yat-sen University of Medical Sciences and enhanced their abilities to international advanced level. He set the benchmark for Taiwanese hearing aids system.

Besides being specialization, Clinico also exclusively distributes the leading hearing aids brand with over 100 years of history from Denmark.



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1. 國際愛耳日-關懷聽力關心聽損
33 Ear Care Day Caring hearing loss
2. 科林聽力檢測PTA
Hearing Test - PTA

Clinico provides the best solution for the hearing loss. By introducing cochlear implants, home sleeping test and CPAP equipment, Clinico is well prepared for letting our customers hear well, see clearly, sleep sweet, and return to a healthy and good life.

Achieve sustainable development Goals, only Clinico can surpass itself

Clinico Hearingaid Asia divides work and manages operation by professional functions. From brand marketing, product management, audiology and speech services and market development, Clinico Hearingaid Asia has the best teams to provide excellent services for our customers. For the succession of the company culture and supporting team member development, Clinico Hearingaid Asia keeps upgrading its information management system and creates a platform for team members to share and learn information.

Clinico's hearing aids stores equip audiology system which is the same level as medical center. Clinico also keeps purchasing professional medical devices, such as real ear measurement, digital otoscope and tympanometry device. In 2005, Clinico cooperated with its private brand

“morear” to produce a more suitable ear mold and improve customer experience by using 3D printing technology and medical printing materials. In response to COVID-19 in 2019, Clinico introduced 2 key technologies – RemoteCare, which is a remote hearing aid adjustment system in real time, and the face mask mode. Users can adjust their hearing aids and communicate with audiologist by using smartphone at home and optimize fitting experience.

Fulfill our corporate social responsibility; receive recognition from industry, academia and government

Besides dedicating to improving medical quality and promoting hearing health care, Clinico also focuses on its corporate social responsibility. Clinico funds scholarships for Chung Yuan Christian University, National Taipei University of Nursing and Health Sciences and Chung Shan Medical University for a long period of time. Clinico cares for the weak and students with special educational needs. Clinico tries to draw people’s attention to hearing loss education and creates a good learning environment for students. Hearing impaired and disable person are considered priority while recruiting which creates a lot of job opportunities for them. Clinico received the Golden Wingspan Award from the Council of Labor Affairs and the social education public award from education department of New Taipei City government.

Clinico also passed certifications of GSP (Good Service Practice), ISO9001/ISO13485 medical devices Quality management systems, SGS Qualicert and won silver Medal of TTQS (Talent Quality-management System)

Provide best customer service, become leader in Taiwanese hearing aids industry

The founder of Clinico, Mr. Barry Lin, always talked about “Though making profit in the business is important, in some circumstances, we have to lose money in order to provide the best services to our customers. Customer satisfaction is our first priority.”

We are not just “selling” products. Customer service is our mission. We always review if the business can meet this central idea. A senior



4_X Power助聽器開啟重度聽損者360度聆聽新體驗
X Power open up listening experience for severe hearing loss.

employee who has worked for more than 30 years recalls at the time company was just founded. Clinico was inspired by Chang-Gung group founder, Mr. Wang Yong Qing’s enthusiasm for compassion and poverty alleviation, we keep in mind that “A good industry and enterprise must take root into society.” We established this as our duty to improve industry standards, promote health education awareness to customers. To build a world for elderly people to have an ease life with good vision and good hearing ability.

When Clinico expanded into otology, we faced difficulties of seeking authorization for artificial electronic ear/Cochlear Implant due to lack of experiences. However, due to Clinico has good reputation in ophthalmology and received positive reviews from the doctors, with their support, we were finally recognized by the suppliers and obtain distributorship. The good reputation helps us to build the hearing aids brand, become the exclusive distributor and win over our competitors in the hospital. Our accumulated work achieved to help nearly 10,000 severely hearing-impaired people to return to mainstream education and normal life.

In one customer complaint case, a mis-) understanding occurred during com-munication and was reported to media. Though it was not Clinico’s fault, Mr. Barry Lin still shaved his hair as a reminder to whole company.

He still has his head shaved in order to remind all team members to pay attention to the details while serving our customers. Clinico has almost 100 stores in Taiwan. Our customers can shop at one store and have after-sales services across all stores. Though Clinico developed its hearing aids brand relatively later, we set a new standard for the industry and bring Taiwanese hearing aids support service to the next level.



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- 1.領頭雁營教育訓練 Elite Camp-Training
- 2.EduMic藍牙麥克風搭配新式XPlay助聽器360度開啟聽損兒的聆聽體驗
EduMic Equip with Xplay to start the listening experience for the hearing loss.
- 3.OpnS輕巧機身，連結數位裝置及物連網讓生活更智慧
OPNS connects digital devices and networks to make life smarter.
- 4.科林獲得多項國際認證
International Certification

綜合評語 Commentary

科林國際助聽器前身為助聽器進口商，目前由二代接班務實投入經營，陸續導入新管理方式及逐漸發展助聽器自有品牌。於106年起轉型專攻助聽器B2C市場，引進AI設備進行24小時客戶服務及各店遠端諮詢，線上自我聽力測試及遠端調整助聽器音量，堪為創新經營方式，可將傳統服務品質更加提升，成長潛力可期。

Clinico was formerly an importer of hearing aids. At present, the second-generation successor has pragmatically engaged in business operations, successively importing new management methods and progressively developing its hearing aid private label. Beginning in 2017, the company has sought transformation, specializing in the hearing aid B2C market. AI equipment has been introduced to engage in 24-hour customer service and remote consultation at stores, as well as self-hearing tests and remote hearing aid volume adjustment. It is said to be an innovative business approach that improves the quality of conventional services, with a promising potential for growth.



宏騰科技股份有限公司

HORNG TERNG AUTOMATION CO., LTD.



www.hta.com.tw

從無到有 隱身於南部的鐵皮屋傳奇

宏騰科技於1994年成立，以半導體自動化設備的設計與製造為主，以「赤手空拳打天下」這句話來形容-徐嘉新總經理及王裕賢技術總監兩位，是再貼切不過了。草創時期，在高雄鳳山承租無冷氣的鐵皮屋做為工廠，開始宏騰的創業。創業初期單純的只是想滿足客戶的需求，執著而認真的念頭；徐總回憶當年敘述著，在當年資本額只有二百萬的宏騰科技，因一張國內外設備廠都無法完成的訂單，冒著沒有訂金更無訂單承諾的風險，因應客戶要求，做好才付錢，接下任務，最後成功了，也正式讓宏騰踏入半導體設備的市場。在堅持創新的理念下公司日益茁壯，並於2002年進駐楠梓加工園區佔地1000坪的廠房；視覺檢測技術亦從2D設計進展至3D視覺設計；從機電整合再提升至光機電軟整合；這些都是宏騰科技成長的軌跡，一步一腳印踏實努力，穩紮穩打發展至今，成功打入全球半導體供應鏈，奠定在業界不可取代的地位。

掌握市場先機 技術整合差異化

這25年來，宏騰科技隨著世界經濟及產業產品變化，不斷調整研發步伐及營運方向，從早期研發成功世界第一台，且暢銷市場的BGA短斷路檢測設

備，至目前獨佔市場的散熱片點膠植片設備，以及高精度視覺檢測技術的3D六面Laser視覺檢測機，研發成果均含金量豐碩。更以創新研發智慧視覺檢測及智慧生產設備為市場定位與獨特性，成功的拉高競爭門檻，奠定優勢。為更精準運用資源，宏騰鎖定全球前五大業者為目標客戶，成為一線大廠重要研發夥伴，並得以掌握業界第一手消息，隨時調整營運方向；再以軟硬體整合優勢，建立差異化與自有的光/機/電/軟技術，配合自行經營半導體客戶群及優質售前售後的服務，來提高產品的附加價值與創造企業獲利。

自我超越 充分授權 利益共享

當宏騰營收跨越億元的門檻時，勤業眾信會計師建議中小企業營收邁向億元時，就是經營管理開始要從人治要朝向制度化前進。此時宏騰科技導入電子化管理及專案管理制度，以創新研發為核心能力之定位，輔以適當的專案管理觀念與制度，培育員工，提升自我開發的研發能量，具策略性的彈性調整營運方向與市場緊密結合，創造最大的產值，保持快速優勢，專案由各PM負責，隨時溝通增加執行效率，並提撥獎金鼓勵研發專案人員。

創新-不斷創新 建立核心

未來5G及AI產業大趨勢及行動裝置、高效能運算、汽車電子及聯網等四個主要市場之成長將會帶動未來半導體產業發展，竝騰科技每年提撥營業額的3%~7% 在研發經費上，竝騰不只提供生產機器，並且與客戶密切配合，從產品材料、製程方面一起改善與研究，更注重研發，無論電控、軟體、機構、視覺、光學都是自我研發，重視智財權，擁有多項業界領先的專利技術，具有能力將服務或產品在商機和核心能力之間找到最好的匹配，找到屬於竝騰的藍海市場，定義產品，為目標市場創造價值，掌握客戶需求，提昇客戶對竝騰科技的依存度，以經營夥伴的角色陪同客戶成長，共創雙贏的合作經營模式。

HTA=幸福企業 員工是HTA最重要的資產

竝騰科技就是在地的幸福企業，公司的利益就是大家的利益，亮眼的營運績效是來自於員工的



總經理 徐嘉新 先生
General Manager : Mr. Chia Hsin, Hsu

負責人：王獻儀

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推薦單位：台北富邦銀行、勤業眾信聯合會計師事務所

營業項目：自動化設備設計製造、半導體設備設計製造

產品名稱：精密點膠植散熱片機系列、視覺檢測系列、電性測試系列、精密點膠系列、精密錫膏印刷系列、成品交換系列、晶圓檢測系列、LED劈裂系列

貢獻及努力，為回饋員工的努力，工作場域的環境提升改善，重視員工在工作環境的身心靈品質，提供優質的工作及休閒環境，派遣專人為全體員工服務，備有如高級咖啡店的飲品及下午茶餐點，放置按摩椅，使員工在工作之餘得以放鬆；每年舉辦家庭日、國內外員工旅遊及健康檢查；並給予員工高於業界的福利，建立員工分紅及認股制度，讓優秀員工成為股東，得以分享豐厚利潤，大家齊心努力創造更高的價值，竝騰是台灣在地的幸福企業並永續經營成長。

根留台灣、心留台灣、錢留台灣再創下一個25年

由於內外政經環境不斷變化，逐步建構全球供應鏈之布局來滿足全球客戶之需求。竝騰科技以HTA品牌行銷數十年持續壯大，仍是以台灣高雄為最主要的核心研發及創新基地。積極延攬在地優秀人才，傳承技術於台灣，自行研發創新能力與技術之培育累積，運用創新以創造價值，以創新兼顧品質保證與高效率生產，為公司永續發展注入能量。近年更積極參與關懷弱勢族群，公益捐款；在環保上則大力推動能節能減碳活動，建置太陽能設備，善盡企業社會的責任。

未來竝騰科技將秉持著「誠信、正直、創新」的經營理念，群策群力藉由「最佳品質、穩健成長、永續經營」之實踐，實現企業永續經營之職志，邁向下一個25年。

Owner：Hsien-Yi, Wang

Address：No.61,Jing 6th Rd., Nantze Export Processing Zone, Kaohsiung 811, Taiwan

Tel：+886-7-3631000

Fax：+886-7-3686640

Recommended by：Taipei Fubon Bank、Deloitte

Business Items：Semiconductor/Automation Equipment Development, Design, Manufacture

Products：Dispenser & LID attach Series、Vision Series、O/S Testing Series、Dispenser Series、Solder Print Series、Pick & Place Series、Wafer Inspection Series、Wafer Breaking Series、Automatic line

Making Something from Nothing- The Legend of Hidden Tin House in Southern Taiwan

Established in 1994, Horng Terng Automation Co., Ltd. is a specialist in the design and production of IC automatic equipment. "Building up the business from nothing" is the phrase that can best describe the business building journey of General Manager Hsu Chia-Hsin and Chief Technology Officer Wang Yu-Hsien. At the initial stage, the two gentlemen rented a sheet metal shack without air conditioning in Fengshan, Kaohsiung. They simply wanted to satisfy demands of customers and worked with persistence and determination. Hsu recalled and described Horng Terng at that time only had two million in capital. He risked taking orders that other domestic equipment makers failed to complete, without down payment requirement. Payment would be made only with the completed mission. Over time Horng Terng's success grew and the company formally entered the IC equipment market. In pursuit of innovation, Horng Terng has grown consistent growth. In 2002, it was finally present at the area of 3300 m2 factory in Nanzih Export Processing Zone. Its visual testing technology was upgraded from 2D design to 3D visual design, followed with the transformation of electric integration to optomechatronic integration. In this way, a solid footprint has been created to demonstrate the successful growth of Horng Terng. Step by step, with efforts, Horng Terng has been stably developed and become an important and vital player of global IC supply chain.

Seizing Market Opportunity by Differentiating Technology Integration

Over the past 25 years, Horng Terng Automation Co., Ltd. has continuously adjusted its R&D and operations to respond to rapid changes in the world economy and commercial products. From the successful R&D of the world's first popular testing equipment for short and damaged circuits with BGA, the monopoly heat sink dispensing equipment, to high-precision 3D hexagon laser optical inspection system, Horng Terng has demonstrated great successes in its R&D. With its market orientation and unique profile in innovative R&D of smart optical inspection and smart production equipment, Horng Terng has



大廳 Lobby

outperformed its competitors and obtained competitive advantages. In order to better utilize resources, Horng Terng has been working with the top five global players and has become their important R&D partner. Horng Terng, thus, is able to sense the newest industrial trend and adjust its operational directions when needed. Additionally, with its integrated software and hardware strengths, Horng Terng has acquired and developed differentiated optical/mechanical/software technologies to incorporate with its own IC client groups and provision of pre-sales and post-sales services, to enhance added-value of its products and to create business profits.

Surpassing Oneself, Complete Licensing, and Shared Interest

When Horng Terng's revenue exceeded a hundred million, Deloitte & Touche suggested that it should invest in more systematic governance. At that time, Horng Terng introduced the electronic management and project management systems to position its core competencies on innovative R&D. Using proper project management concepts and systems, Horng Terng worked to cultivate its employees and improve its own R&D strength to strategically adjust its operational directions so as to closely link up with market, create maximum production value, and maintain speedy advantages. Project managers improve efficiency via constant communication as well as by motivating their R&D personnel through incentives.

Innovation- Continuous Improvement for Core Strength Building

The megatrends of 5G and AI as well as growth of its four main markets in mobile devices, high performance computing, e-cars, and IoT will



生產線作業 Product Line

determine the future development of the IC industry. Horng Terng Automation Co., Ltd. annually allocates 3%-7% of its revenue to R&D. Horng Terng does not only provide production machines but also works closely with customers from product materials and production procedures for joint improvement and researches. Horng Terng especially focuses on R&D and researches electrical control, software, mechanism, sensing, and optics on its own. With an emphasis on intellectual property rights, Horng Terng possesses various leading patented technologies and has the capability to find the best matches between business opportunities and core competencies for its services or products and develop its Blue Ocean markets. Horng Terng defines products, creates value for target markets, and responds quickly to demands of customers. Therefore, customers trust Horng Terng as their partner in a win-win cooperative model.

HTA=A Company of Happiness-Employees, the Most Important Asset of HTA

Horng Terng Automation Technology is a local company of happiness.

HTA's profit is shared by everyone in the company since revenues are earned due to contribution and efforts of each employee. To reward employees, workplace environment has been improved to care for the souls and bodies of the employees by providing quality work and recreational environments. Designated personnel are in service for all employees at a premium café serving drinks and afternoon tea sets. Massage chairs help employees to relax during break. Annual family day events, domestic and international tours and health checkup are arranged. Employees are



會議討論情景 Meeting

rewarded with better benefits than counterpart businesses through a bonus and employee stock ownership plan. Employees with good performance are our shareholders who are able to enjoy good profits so we all work hand in hand to create higher value. HTA is Taiwan's local business of happiness that strives for sustainable growth.

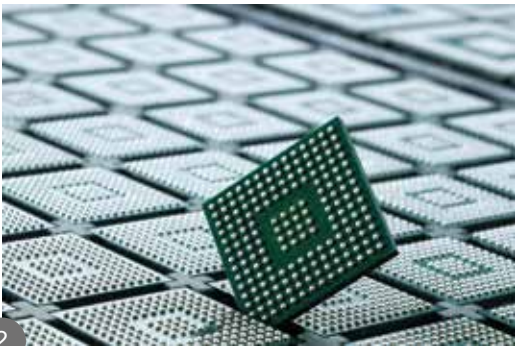
Continuous Presence in Taiwan for another 25 Years

To respond to the constant changes of internal and external political and economic environment, HTA has gradually built its position in the global supply chain to meet demands of global customers. Horng Terng Automation Co., Ltd. has continuously grown and marketed its HTA brand. Its core R&D and innovation is still headquartered in Kaohsiung, Taiwan. Horng Terng actively recruits local talent and cultivates its own R&D and innovation capabilities and technology. With innovation, Horng Terng creates value, provides guaranteed quality, engages in highly efficient production, and instills energy for sustainable development. In recent years, Horng Terng has been actively participating in charities caring for the disadvantaged and making donation. In terms of environmental protection, continuous efforts have been invested in promoting the energy conservation and carbon reduction programs conservation by installing solar panels and equipment in order to fulfill its corporate social responsibilities.

Abiding by the concept of "honesty, integrity, and innovation", Horng Terng will combine the collective force of its employees to realize the vision of sustainable operation through the implementation of "best quality, stable growth, and sustainable operation" in the hope that a new horizon will be shaped for the next 25 years of business operation.



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1. 善導書院參訪 Company visitation
2. IC 產品檢測 IC Assembly AOI Inspection
3. 植片模組 Lid Attach module
4. FCBGA 點膠植散熱片機 Flip Chip Dispenser and Lid Attach System



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綜合評語 Commentary

宏騰科技主要專攻高價封裝設備，提供優良封裝設備確保IC封裝品質。重視品質管理，導入ERP系統、顧客管理系統(CRM)，並推動無紙化經營，公司經營管理有效率。該公司擁有自有技術及品牌，跳脫目前產業OEM或仿製外銷等層級，正符合國家未來產業發展趨勢，永續經營成長頗值期待。

Horng Terng Automation Co., Ltd. mainly specializes in high-price packaging equipment. Excellent packaging equipment is provided to ensure IC packaging quality. The ERP system and Customer Relationship Management (CRM) System are imported and paperless operations are promoted, thus achieving efficient operational management. The company has its own technology and brand, surmounting the current industrial OEM or reproduction export level and in line with the nation's future industrial development trend. The company's sustainable business and are worth anticipating.



高偉精密科技股份有限公司

ARDEN PRECISION TECHNOLOGY CO., LTD.



www.arden.com.tw

高偉精密成立於1979年，於2017年進駐台中市精密園區二期，專業製造木工刀具與複合材料用刀。高偉精密秉持著企業的永續經營，在製造流程和機械方面不斷的改善和升級，以達到精密還要再精密的產品。作為先進及知名的木工刀具製造廠，高偉精密不僅為全世界知名品牌代工，也積極的將自我品牌ARDEN推向全世界，對外高偉精密以客戶滿意度為導向，由「量的高偉」提升為「質與量的高偉」，對內高偉精密與員工一同成長交流，給予員工最佳的工作環境和員工福利，以達到三贏的局勢。

深耕專業 掌握市場趨勢

高偉精密自創立以來堅持以製造精密、耐久、安全的產品給消費者使用，由傳統製造業轉型的過程中，核心技術是很重要的關鍵，依顧客需求從產品研發、生產製造及研發生產機械設備都有獨特的專屬技術，大大提升競爭優勢與獲利能力，並且計畫在全球設置更多的配貨倉庫及銷售據點，提供對顧客更加快速的服務。同時亦研發自我品牌

「ARDEN」行銷全球，因技術領先業界，不斷創造需求與創新研發，不易因大環境市場的改變，而受到影響。

根留台灣 回饋社會

高偉精密在這塊土地上努力成長茁壯，除了營收持續成長，員工安心就業外，也願意分享外銷經驗與資源共享，同時對社會與環境也做出具體貢獻，增加公司的價值。為落實對社會的回饋，每年會擬出公益活動計畫表，按照計畫去執行。除此之外高偉精密更重視生產製程中每天所產生的環保工作，高偉精密在切削油料，切削水料，空氣部份透過三道的循環過濾系統，有效的減少對環境污染，為高偉精密的地球進一份心力。並積極與教育學術機構，進行產學合作，亦提供校外實習及將來儲備幹部的人選。

核心技術 追求卓越競爭力

透過自行研發及專業技術研究單位的創新經驗累積，高偉精密的核心技術為研發獨特的專屬生產設

備，除強化產品本身優勢條件外，品質控制也絕對的堅持，在製程上更是達到了高效率的生產量及競爭優勢，最主要擁有產品客製化的能力、專業的技術研究、研發獨特的生產設備、教導客戶銷售技巧及提供安全參數，這就是公司永續經營的競爭力。

落實對員工的關懷 了解 成長

高偉精密不僅有創新技術，並且關懷員工與培養人才。完善薪資、福利、獎金制度、協助員工維持身心健康及工作生活平衡，包含定期的員工聚餐、員工健康檢查外，也提供友善的工作環境，如員工餐廳、訓練教室、空調廠房、AED急救設備配置、員工諮詢室等。在教育訓練方面，有經驗豐富的主管給予全員工完整且持續更新的教育訓練，也



負責人：蔡添來

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推薦單位：兆豐國際商業銀行南台中分行、台灣
木工機械工業同業工會

營業項目：其它金屬製品製造業、機械設備製造
業、五金批發業、國際貿易業

產品名稱：木工銑刀、立軸機刀及木工配件



接待大廳 Lobby

透過外訓課程加強訓練，讓員工在工作及生活中不斷求進步，培育、留住專業人才與公司的經營理念結合。

創造團隊文化 實踐經營願景

執行長常對員工說：「光是一個人進步是沒用的，要大家的腳步一致才能使公司真正的進步」這就是要求員工激起團隊向上的力量，擺脫一般傳統產業無法發展的格局困境，奠定創新研發的基石，朝著世界第一的專業木工刀具製造商作為經營的目標與方向，以實踐公司的經營願景「刀具技術的領導者、生產創新的實踐者、永續成長的企業體」。

執行長 蔡進鋁 先生
CEO : Mr. Simon Tsai

Owner : Tian-Lai, Tsai

Address : No.28, Jingke South. Rd., Nantun Dist.,
Taichung City 408, Taiwan (R.O.C.)

Tel : +886-4-23554488

Fax : +886-4-23554438

Recommended by : South Taichung Branch of
Mega International Commercial Bank、Taiwan
Woodworking Machinery Industry

Business Items : Other metal product manufacturing,
machinery and equipment manufacturing,
hardware wholesale, international Trade

Products : Router bits, Shaper Cutters and
woodworking accessories.



生產線作業情形 Production Line

Arden Precision Technology Co Ltd was established in 1979 and has been located in the Stage 2 section of the Taichung City Precision Machinery Innovation Technology Park since 2017. The company specializes in the manufacture of cutting tools for woodworking and composite materials. To sustain good corporate management, we continue to improve and upgrade our manufacturing processes and machinery to maintain a flow of products that are of the highest quality and precision. Arden is an advanced and well-known woodworking cutter manufacturer. We not only take OEM orders from world-famous brands, but have also proactively introduced our own ARDEN Brand to the world. We are not quantity based but are oriented towards customer satisfaction. We place "equal emphasis on quality and quantity" and our internal growth depends on an excellent relationship with our employees. We provide the best workplace and employee welfare, and together we have built a win-win work situation.

Since it was created, Arden has been providing consumers with durable and safe precision-oriented products. Core technologies are most important keys to transformation in the traditional manufacturing sector. Product R&D as well as production and manufacture are reflective of customer demand. Arden R&D and advanced production machinery and equipment are supported by unique and exclusive technologies which have greatly enhanced our competitive advantages and profitability. We plan more warehouses and distribution sites for shipment around the world to ensure even faster services for our customers. Our own "ARDEN" Brand is being developed and



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1. 生產線作業情形 Production Line
2. 教育訓練 Employee Training
3. 國外參展 Foreign Exhibition

marketed globally. Our R&D, constant innovation, excellent products, technologies and demand allow us to maintain operations that are not easily affected by the recent changes in the market macro-environment.

Taking Root in Taiwan and Giving Back to Society

We have thrived and become strong on this Island. In addition to a continuous growth in revenue, we offer our employees job security. We are also willing to share our experience in exports and resources and make substantial contributions to society and environmental protection to add value to the Company and give back to society. We schedule carefully planned public events every year for the very purpose of giving back to society. We emphasize full adherence to all the

environmental protection requirements during all our factory production processes. We use a three-step circulation and filtration system for cutting oils, cutting liquids, and air, to effectively reduce environmental pollution and fulfill our obligation as a responsible global company. We also proactively work with educational and academic institutions in industry-academia collaboration and offer off-campus practical training opportunities and openings for management trainees.

Core Technologies in Pursuit of Outstanding Competitive Advantages

The accumulated experience of our independent R&D and professional technology research units has contributed to tremendous advancement in Arden Precision Technology that features the production of unique and exclusive production equipment. Proper quality control is an absolute requirement for the reinforcement of the integral strengths of our products. Highly-efficient production and manufacturing processes give us both a volume and quality competitive advantage. Our main strengths are a capability to customize products, professional technical research, the development of advanced production equipment, the guidance provided to customers in distribution skills, and our many safety parameters. All these combine to allow us to maintain a clear competitive advantage in terms of sustainable management.

Fulfilling employee care and company growth with them

Arden Precision Technology is a technologically innovative company that cares for their employees, has grown with them, and nurtures talented individuals. Sound systems of compensation, welfare, and reward have been established and assistance is provided for employees to help them remain physically and mentally healthy and maintain a balance between work and home life. Regular health examinations are carried out and the friendly workplace includes an employee cafeteria, training classrooms, air-conditioned workshops, AED equipment,



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1. 社會公益 Social Welfare
2. AED訓練 AED Training

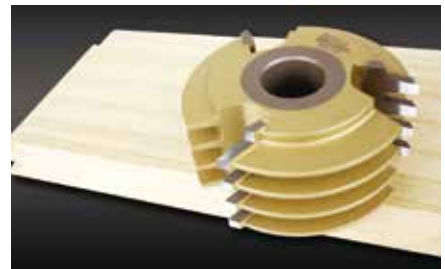
and employee counseling room, among many others. Experienced supervisors provide training courses and seminars for all employees and regular refreshment educational training is held. Training is also reinforced through diversified external programs. Arden company management philosophy includes the careful nurture and retention of professional talent.

Teamwork Culture Helps Fulfill Management Visions

The CEO often speaks to Arden employees and one of the things he has often said is: "It means nothing when only one person makes progress. Everyone needs to be on the same page for the Company to truly improve." In other words, employees need to work as a team when climbing up the ladder to break through the trap that holds the traditional sectors in place. This helps to lay a groundwork for innovation, research, and development while the Company marches forward to become the world's leading professional wood-working cutter manufacturer and realize the corporate management vision of a "leader in cutting technology, a most accomplished practitioner of production innovation, and a corporation with sustainable growth."



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1.重點獎項 Main Awards

2.產品 Products

綜合評語 Commentary

高偉精密投入大量資金，提供優質的生產製造環境，涵蓋自動倉儲、生產自動化、管理人性化。而興建無人化自動倉儲系統，提高工作效率，精準物料管理，配合規劃良好的生產動線，將生產工廠、倉儲物流以及辦公室等空間有效加以整合。其經營發展結合EDS投資策略，包括發展永續環境、強化資訊揭露、維護社會公益與落實公司治理，值得肯定。

Arden Precision Technology has invested heavily on the provision of an excellent production environment covering automated warehousing, automated production and humane management. An unmanned automated warehousing system has been constructed to enhance work efficiency and precise materials management. This along with well-planned production lines ensure the effective integration of the production plant, warehousing logistics, offices and other spaces. The business development combines EDS investment strategies, including developing a sustainable environment, strengthening information disclosure, maintaining social welfare, and implementing corporate governance, all of which deserve recognition.

www.everbiz.com.tw

新呈工業1990年創立，創立團隊來自不同領域菁英，是一家專業線材加工組裝廠，產品應用在工業電腦、汽車AI鏡頭配線、醫療設備、防水線材、IoT感測器等，特別協助客戶開發耐候、耐撓曲、寬頻等，特殊要求高品質客製化線材，以少量多樣、快速回應、交期滿意服務客人著稱，並深耕台灣，透過數位賦能和優化到數位轉型、管理踏實、強化人才，穩健踏實年年獲利。

刻苦耐勞、突破現狀、回饋社會

1990年新呈工業在創辦人的客戶的線束需求下創立。創業維艱，前兩年董事長都住在工廠，只有周日才把髒衣服帶回家中換洗。歷經幾年努力，眼看經營日漸穩定，然而天公來考驗，2000年納莉與象神颱風造成淹水損失兩千萬，好在全體員工齊心向前克服困難，第二年開始賺錢；2009年金融風暴許多公司都在放無薪假，年初與中高階主管達成協議，暫時減薪一起度過難關，可是沒想到到了年底，大家的努力公司還是有營利，於是將減薪部分加碼奉還，感謝一年來奮鬥的同事們。一直有著感恩情懷的新呈，在加入資承新世代慈善協會開始每年出資邀請偏鄉小孩來

企業參訪，認識行業、產品使用在哪、企業重要性、手做DIY，並在過程中引領讀書的重要性，冀望持續上進向學，此活動受到李家成校長與同學們的讚許，新呈員工也因此以新呈為傲。2020年疫情來襲，新呈與另外5位企業家二代成立防疫國家隊迅速增產核酸檢測設備，從一個月5台產能，在短短兩個月提高到30台，新呈也擴廠，調撥產線因應，為疫情的把關盡一份心力，這都是有賴於永續經營理念，完善管理，創新研發，數位轉型，社會責任，並在願景為成為全球最先進及最大的專業線束技術及製造服務業者，並且與我們任何有線束需求的客戶群共同組成產業中堅強的競爭團隊；使命作為全球連接產業中，長期且值得信賴的技術、平台、標準的提供者；核心價值的誠信正直、承諾、創新、客戶信任的驅動和帶領下的成果。

深化管理、持續改善

OEM是台灣起飛的關鍵產業，新呈也是在這代工下創立，以滿足客戶需求、少量多樣、持續改善、不斷學習、建設實驗室、從基礎ISO 9002, ISO 14001, UL等系統到汽車產業IATF 16949，

甚至引進IPC/WHMA-A-620品質標準，如同考駕照的術科（IPC/WHMA-A-620）與學科（IATF 16949）的保證，甚至取得亞洲第一家取得IPC QML認證的自我要求超前部屬精神服務顧客。

三段時期持續成長，強固根基，數位優化， 數位轉型創新未來

新呈更透過16年來的數位賦能、數位優化到數位轉型，能夠藉由數位戰情室即時取得生產線上數據、生產履歷、銷售數字；更使用最先進的AI技術創立智慧排程、AI及時作業標準工時收集、AI客戶需求圖形搜尋、AI面板參數資訊擷取。累積的數位能力創造新的產品，將死的電線



董事長 陳星天 先生 Chairman : Mr. Ten Xie, Chen
總經理 陳泳睿 先生 General Manager : Mr. Antoine Chen

負責人：陳星天

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16弄19號

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推薦單位：台灣區電機電子工業同業會、新北市工業會、財團法人塑膠工業發展中心、台灣網商協會

營業項目：汽車配線、醫療線材、工業電腦線材、感測器線材、客製化線材、軍用線材、測漏設備

產品名稱：汽車配線、醫療線材、工業電腦線材、感測器線材、客製化線材、軍用線材、測漏設備



業務團隊 Business Team

變成活的測漏水、酸鹼液、汽柴油三種感測線材，將資訊傳達到使用者的APP警示，提早發現，解決問題。對於人的管理機制上，導入TTQS，健全人力資源系統，文武雙全的職涯管道，建立一個公平、公正、公開、合理的作業與激勵環境；福利部分除了三節獎金、生日禮金、國外旅遊補助，更有著超出其他企業的紅利發放制度、員工小孩獎助學金，有許多資深新呈人拿到退休金過著人生後半幸福快樂無憂的日子。

企業一開門錢就像開水龍頭一樣，要活就要做，董事長秉持一個「把新呈當作家」的精神，把新呈拉拔到大，總經理自進入公司以來經常反思與趨勢觀察，如果制度健全加上全面數位化系統絕對可以降低客製化少量多樣的成本，透過不停精進，管理少量到大量訂單絕對不是問題，總經理堅信只要踏出那一步，總有一天會從0到達1。

Owner : Ten Xin, Chen

Address : NO.19, Aly. 16, Ln. 337, Sec. 1, Tatung Rd., Xhizhi Dist., New Taipei City 221, Taiwan

Tel : +886-2-26472981

Fax : +886-2-26472980

Recommended by : Taiwan Electrical and Electronic Manufacturers' Association、New Taipei City Industrial Association、Plastics Industry Development Center、Taiwan E-Business Association

Business Items : Automotive Wiring Distribution and Cable Assemblies, Medical Cable, Industrial Computer Cable, Sensor Cable, Customized Cable, Military Cable, Leak detection equipment

Products : Automotive Wiring Distribution and Cable Assemblies, Medical Cable, Industrial Computer Cable, Sensor Cable, Customized Cable, Military Cable, Leak detection equipment



自動裁線剥皮壓著產線 Product Line



每周讀書會 Weekly Book Club

Everbiz is a wiring distribution and cable assemblies manufacturer which was founded in 1990 by a team of professionals from different fields. Our products are used in industrial computers, automotive AI lens wiring, medical equipment, waterproof cables, IoT sensors, etc. We especially assist customers in developing weather-resistance, flexural-resistance, broadband and other special high-quality customized cables. We are known for our small amount of variety, fast response, and satisfied delivery to our customers. We richly cultivate Taiwan. Through digital empowerment and optimization to digital transformation, prudent management, and strengthening of talent, we have made steady and gain profits every year.

Hardworking and endurance, breaking the status quo, and contributing to society.

In 1990, the founder was founded in response to the needs of the founder's customers for wiring demands. In the first two years, the president lived in the factory and only brought dirty clothes home on Sundays to change. After several years of hard work, the business seemed to be stabilizing, but the trials came to our company. In 2000, Typhoon Nari and Elephant God caused flooding and a loss of 20 million dollars, but all the employees moved forward together and overcame the difficulties. Many companies were on unpaid leave during the financial turmoil in 2009. At the beginning of the year, we reached an agreement with our middle and senior executives to temporarily reduce their salaries to tide over the difficult times together. However, at the end of the year, the company was still profitable due

to our hard work, so we gave back the salary reduction and increased the amount to thank our colleagues for their hard work during the year. Everbiz has always been grateful. After joining the New Generation Charity Association, Everbiz started to invest in inviting children from rural areas to visit the company every year to learn about the industry, where the products are used, the importance of the company, do DIY, and lead them to know the importance of learning and inspire them to keep learning. This activity was praised by President Lee Chia-Tung and his classmates. Everbiz employees are also proud of Everbiz. In 2020, when the epidemic hit, Everbiz and five other entrepreneurs second-generation established an anti-epidemic national team to rapidly increase the production of nucleic acid testing equipment, from five units a month to 30 units in just two months. Everbiz also expanded its factory. Allocate production lines to respond to the epidemic and make a contribution to the control of the epidemic. This all depends on the concept of sustainable management, perfect management, innovative research and development, digital transformation, social responsibility, and the vision of becoming the world's most advanced and largest professional wiring harness Technology and manufacturing service providers. We work and together with any of our cable harness customers, we have form a strong competitive team in the industry; mission to be a long-term and trustworthy provider of technologies, platforms and standards in the global connectivity industry. Our core values are integrity, commitment, innovation and customer trust. Those values drive these results.



偏鄉孩童企業參訪 Company visitation

Deepening management and continuous improvement

OEM is a key industry that help Taiwan growing up. Everbiz was also created under foundry. We meet customer needs, small quantities and diversification, continuous improvement, continuous learning, laboratory construction, from basic ISO 9002, ISO 14001, UL and other systems to the automotive industry IATF 16949, even the introduction of IPC/WHMA-A-620 quality standards. Just like the guarantee of driving license, the technical subjects is IPC/WHMA-A-620 and disciplines is IATF 16949. Everbiz is the first self-certified IPC QML in Asia. It is required to serve customers in advance of subordinates.

Three periods of continuous growth, strengthening the foundation, digital optimization, digital transformation and innovation of the future.

Through 16 years of digital empowerment, digital optimization and digital transformation, Everbiz can obtain real-time production line data, production history, and sales figures through the digital battle room; it also uses the most advanced AI technology to create smart scheduling and AI timely Work standard time collection, AI customer demand graphical search, AI panel parameter information retrieval. The accumulated digital capabilities create new products, turning dead wires into live three sensing wires for leak detection, acid and alkali liquid, gasoline and diesel, and convey information to the user APP warning, so that we can detect early and resolve and problems.



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1.實驗室 Laboratory

2.汽車配線組裝流水線 Assembly Line

Regarding the human management mechanism, We introduce TTQS, improve the human resource system, a career channel of both civil and military, and establish a fair, just, open, and reasonable operation and incentive environment; the welfare part except for three bonuses, birthday gifts, and foreign travel subsidies, we also has a bonus distribution system that exceeds other companies, employee child scholarships. Many many senior retired employees get pensions and live a happy and worry-free life in the second half of their lives. When a company opens the door, money is like a faucet. If you want to live, you have to work. The chairman upholds the spirit of "taking Everbiz as a writer" and pulls Everbiz to a large scale. Since entering the company, the general manager often reflects and observes trends. If the system is sound and the comprehensive digital system can definitely reduce the cost of small and diverse customization, through continuous improvement, managing small to large orders is definitely not a problem. The general manager firmly believes that as long as that step is taken, one day it will reach from 0. 1.



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1. 2020年員工旅遊 2020 Employee Trip
2. 自動化產線 Auto Product Line
3. 測漏水、酸鹼液、汽柴油雲端App警示器 Product

綜合評語 Commentary

新呈工業專注於線束的代工業務，客戶是B2B性質，16年前二代加入，目前接手總經理，積極提升企業競爭力，引進智慧化的生產製程，用科學數據說服客戶。同時積極爭取電動車、電動機車的線束代工，外銷95%係與貿易商合作，內銷則直接爭取客戶，更朝5G、AIOT的未來需求接軌。另善用數據分析，管理制度扎實，可發揮客製化的競爭優勢。

Everbiz Industrial Co., Ltd. focuses on wiring harness business. Its customers are of B2B nature. The second generation successor joined 16 years ago and has taken over as a general manager at present. The company is actively involved in enhancing competitiveness by introducing smart production processes and convincing customers through scientific data while actively seeking the foundry of wiring for electric vehicles and electric automotive. 95% of exports are through cooperation with traders; as for domestic sales, customers are directly sought, which are connected with the future demand for 5G and AIOT. Additionally, data analysis is used well. The management system is solid, which brings out customization-based competitive advantage.



源友企業股份有限公司

Yeuanyeou Enterprise Co., Ltd.



www.yeuanyeou.com

源友企業股份有限公司成立於1985年，由食品原物料代工廠起家，2009年起開始供應咖啡豆及相關原物料給各咖啡通路及品牌。源友在台深耕三十五年，秉持「全面品質經營」的核心信念，除烘焙咖啡豆外，也供應茶葉、萃取液及研磨穀粉等原物料，國內外許多知名食品大廠皆為源友的客戶。近年來更垂直發展自有品牌，持續在產業界中發光發熱。

長年默默耕耘 隱形冠軍的里程碑

- 2014.09 設立全台最大「美國精品咖啡協會認證教室」。
- 2015.03 桃園平鎮總廠取得ISO 22000認證。
- 2015.07 桃園平鎮總廠茶葉線正式投入生產。
- 2015.12 源友觀光文化園區正式成立。
- 2018.10 自有通路品牌CAFE!N 高品質時髦咖啡店開始營運。
- 2019.10 自有生豆品牌 WESOURCE 咖啡文化平台開始營運。
- 2019.12 獲得桃園市金牌企業-隱形冠軍獎及性平等獎。

多年的耕耘造就源友成為隱形冠軍，在台灣每4杯咖啡就有一杯自來源友！2019年源友的咖啡烘豆量已達上萬公噸，目前為全台最大咖啡烘焙廠。不僅有咖啡及茶專業、更將產業上中下游垂直整合，也做到最高食安標準工廠、以環境永續前瞻思維前進。

追求本業卓越 更時時思危應變

源友企業的經營理念是成為客戶創新、友善，追求卓越的食品原料供應夥伴，除持續穩固食品原料基礎、奉行垂直化經營策略，由咖啡烘焙端往源頭做精品生豆溯源，往消費者端經營咖啡通路品牌，皆為中長期發展做全盤的考量；更對應產業做轉型佈局，建構具體的管理程序、避免受限於純生產製造的領域及分散關鍵客戶之風險，力求全面提升員工產值與集團的體質優化。源友與其自有品牌CAFE!N & WESOURCE，位處咖啡產業中的上下游專業領域，故行銷定位和操作上都各自清楚定義與展現，生豆的文化訴求、烘焙的專業認證、通路的時髦表現，品牌面貌上各自彰顯、而本質內容更能相互支援。同時運用矩陣圖思考將產業關鍵技術

的發展，融合本公司的策略、資源、獨有技術與服務因素等，將重要項目一併納入產品規劃，並有效提升產品之品質和正確的發展方向，須突破現況的慣性思維，以達到跨領域的產品，以開拓的視野與整合能力邁進，透過產品地圖的運用及商業模式的探討，找尋未來產品事業的發展策略。

呂明哲總經理帶頭變 一起學習一起變強

在源友發展的過程中、如何有效的運用資源，以符合內部和外部需求，對於一個從小公司做起的企業，是個很大的挑戰，源友很慶幸公司的同仁在過程中，對公司的認同和付出，使公司能順利轉型成功。在這多年經驗中也體會世界上唯一不變的真理就是「變」，源友要隨時改變精進自我，才能在



負責人：李惠芝

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電話：03-4697387

傳真：03-4695179

推薦單位：上海商業儲蓄銀行股份有限公司、
桃園市工業會、輔仁大學

營業項目：食品製造業

產品名稱：咖啡：炒焙咖啡豆、研磨咖啡粉、
濾掛式咖啡
茶葉：烏龍茶、綠茶、紅茶
萃液：茶萃液、咖啡萃液、烏梅萃液
穀物類粉：糙米粉、綜合堅果粉、燕麥粉、蕎麥粉、薏仁粉



辦公室全景 Headquarter

這多變的世界中存活下去，也能從中享受更多的工作樂趣。很棒的是源友的主管階層都勇於面對問題，和大家一起解決問題，而總經理的目標就是要在職涯中創造一個優質的學習型組織，讓專業經驗能正向循環。並要求大家都不斷的強化核心競爭力，當核心夠強大時，就能不斷的往周邊延伸，形成一個強而有力的事業網。

未來遠景展望 值得信賴的領頭羊

源友的使命是致力供應安全穩定的產品，成為最信賴的企業夥伴，更希望自己成為亞太區優異食品原料供應商領導者。

董事長 李惠芝 女士
Chairman : Ms. Hui-Chi Lee

Owner : Hui-Chi, Lee

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Recommended by : THE SHANGHAI COMMERCIAL
& SAVINGS BANK, LTD、Taoyan City Industrial
Association、Fu Jen Catholic University

Business Items : Food manufacturing

Products : Coffee : roasted coffee beans、ground
coffee powder、drip coffee, etc.

Tea : Oolong tea、green tea、black tea, etc.

Extract : tea extract、coffee extract、smoked plum
extract, etc.

Cereal flour : brown rice flour、mixed nut flour、oat
flour、buckwheat flour、coix seed flour, etc.



源友企業 品評研發
Research & Development

Yeuanyeu Enterprise Co., Ltd. was established in 1985 and started out as OEM factory for food ingredients. Starting in 2009, Yeuanyeu Enterprise started supplying coffee beans and related ingredients to all coffee channel and brands. In the last 35 years of development in Taiwan, Yeuanyeu upholds to the core concept of “total quality management” in the supply of coffee beans, tea leaves, extract, wheat powder and other ingredients. Many famous major food companies in Taiwan and abroad are all clients of Yeuanyeu. In recent years, Yeuanyeu engages in vertical development of brands to continue growth in the industries.

Work hard in silence, invisible champion's milestone

- 2014.09 Established the largest “Specialty Coffee Association of America Certification Classroom” in Taiwan.
- 2015.03 Taoyuan Pingchen Factory certified by ISO22000.
- 2015.07 Taoyuan Pingchen Factory Tea Leaf Line launched production.
- 2015.12 Yeuanyeu Tourism Cultural Park established.
- 2018.10 Yeuanyeu brand - CAFE!N – high quality and stylish café started operation.
- 2019.10 Yeuanyeu's raw coffee bean brand – WESOURCE – coffee cultural platform started operation.
- 2019.12 Awarded 2020 The Excellent Enterprise Award in Taoyuan & Gender Equality Award.



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1. 品評研發
Coffee Cupping
2. 海外工廠
Overseas Factory
3. 桃園市長參訪桃園金牌企業
Mayor of Taoyuan City who visited Taoyuan's enterprises

Now, Yeuanyeu is the invisible champion as 25% of drinks coffee production in Taiwan. By 2019, Yeuanyeu has roasted over ten-thousand tons of coffee beans and is currently the largest coffee bean roasting factory in Taiwan. Not only coffee and tea specialization, but also vertical integration of upstream, midstream and downstream industries. Yeuanyeu's factory in compliance with highest standard of food safety standards, and move on with sustainable environment and forward-looking concepts.

In Search Of Excellence and prepared for turning points

Yeuanyeu's business philosophy is to be the supplying partners with innovative, friendly and excellent-quality food ingredients. Maintaining food ingredient foundation and uphold to the vertical operation strategy. The coffee roasting factory traces back to the origin for fine raw coffee beans and operates coffee channel brand for consumers, which takes comprehensive consideration for the mid and long term development. Yeuanyeu further transforms the industry by building specific management procedures to avoid the limitation in the field of production/manufacturing and diverse the risks in key clients. The company focuses on the total upgrade of employee output and optimization of group quality. Yeuanyeu and its brand, CAFE!N & WESOURCE, are positioned in the upstream/downstream professional fields of the coffee industries, with the respective definition and exhibition of marketing positioning and operation. The cultural appeal of raw coffee beans, professional roasting certification, stylish performance of channel, and brand outlook all exhibit different perspectives while the content of nature support each other. Apply matrix map diagram to integrate the development of key industry technology with the corporate strategies, resources, know-how, and service factors, incorporating key projects into product design. Moreover, effectively upgrade product quality and correct development direction with breakthrough in existing habitual thinking, in order to produce cross-field products. Therefore, the company will make progress through broadened vision and integration capacity in search of the development strategies for future product lines, based on the exploration into the application and business model of product maps.

In the face of market changes, Study together ! Stronger together !

In the process of corporate development, the effective use of resources coping with internal and external demands is one great challenge for a



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- 1.生豆入倉
Coffee Beans Warehousing
- 2.生產作業 Production Operations

small startup company. We are fortunate that our employees identify with and dedicate themselves in the company to help the company transform successfully in the process. Experience taught us the one and only truth in the world is "change." We need to make change in order to improve ourselves at any time so that we could survive in this changing world and enjoy more fun from working. The managers of Yeuanyeu brave in face the problems in order to solve the problems. And General Manager's objective is to create a quality learning-based organization in the career so that professional experience will circle positively. Continue to strengthen core competency and the company will expand outward when the core is stronger, forming a powerful and strong business network.

Future Vision and Outlook

Commitment in supplying safe and stable products to become the most reliable corporate partner. Yeuanyeu Enterprise intends to become the leader in supplying superior food ingredients in Pacific-Asia Region.



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1. 海外旅遊 Company Trip
2. WESOURCE 咖啡生豆 Green Coffee
3. 生產作業 Production Operations
4. CAFE!N 冠軍咖啡 Champion Caffè Latte

綜合評語 Commentary

源友企業專注咖啡和茶葉的全自動化烘培和分包，提供國內外各大B2B客戶，該公司辦公環境優雅，且熱心公益，多年來鼓勵同仁考取杯測師CQI認證，深植公司的專業形象。另推展自有品牌CAFE!N，以產品多元化，在國內飲品產業穩定成長，具創新創意之特色，足為典範。

Yuean Yeou Enterprise Co., Ltd. focuses on automated baking and packaging of coffee and tea leaves for B2B customers. The company boasts of an elegant office environment and makes earnest efforts to promote public welfare. Over the years, the company has encouraged its employees to obtain the coffee cupping CQI certification to enhance the company's professional image. In addition, its private label CAFE!N with a diversified range of products has achieved steady growth in the domestic beverage industry and features innovative creativity. It is a role model for others to follow.



穩得實業股份有限公司

Wendell Industrial Co., Ltd.



www.wendell.com.tw

穩得實業自2001年新經營團隊接手時，是一間面臨國際型大客戶因品質問題，而遭鉅額求償，員工人數不到十人，產品在市場上毫無競爭力，當時的負責人已無心經營，公司隨時準備結束營運，只剩一間倉庫裡放的是根本賣不掉的庫存的一間瀕危的小公司。

業界獨創 創新服務平台

穩得實業經過近20年的努力，透過不斷追求差異化與創新，並清楚定位成為「客戶導向的團隊」、「顧問式銷售的專業團隊」，專心打造提供客戶在專業電磁相容性(EMC)與安規(Safety)，一站式購足的整體解決方案(Total solution)的服務商，在亞太區成為唯一能夠提供給客戶，從EMI元件、過電流保護、靜電防護、雷擊防護等保護元件，透過自有與自製品牌“Nichtek”；加上與國外一線大廠授權代理商的夥伴關係，完整建構全系列不同電子系統廠所需的解決方案。

穩得實業很清楚，他們是整體解決方案的服務團隊。光有完整的產品線，是不足以說是“一站式購足”，還要有替客戶解決問題的服務平台。穩得實

業從2010年開始，從一座簡易偵錯用(Debugging)實驗室，跟一支靜電槍開始，幫客戶從原型機種的設計開始，一步一腳印，協助客戶快速解決難解的EMC問題。時至今日，已有6間EMC&RF實驗室及2間安規實驗室。在兩班制不停服務的解決客戶的難題，並取得TAF、UL CBTL及ISO17025的資格，成為國家認可，具備發證資格的實驗室，全球認定穩得檢測報告為合格標準，可讓客戶產品在該國市場順利上市已超過80餘國。

推陳出新 提供客戶最佳服務

穩得實業建立完整的產品線，努力了20年至今，因應IoT、5G跟車用的新需求，仍兢兢業業，持續推陳出新，給客戶更好更新更有效率，更能降低成本的元件跟解決方案。同時，建立實驗室，完成客戶“最後一哩”的服務平台，腳步也未曾停歇；從客戶的原型機種的開發、整改，至最後完成上市必須取得的檢測認證報告，提升客戶產品上市的效率，並幫客戶降低了EMC及安規無法限時解決的風險，所以穩得實業必須因地制宜的拓展實驗室服務至更多地方，讓客戶舟車往返的時間再降低。

速度、高度、廣度、深度

穩得實業的團隊文化，簡單四句話：解決問題的速度、策略規劃的高度、資源整合的廣度、客戶經營的深度。

穩得實業認為，當可以快速地解決客戶跟供應商的問題，透過跨部門的良性溝通，而非各持己見，自然能提升組織的效率，這就是「速度」！當在做個戰略型的思考，不管是組織功能性的變動，或是產品線的規劃、市場競爭優勢及劣勢的分析，甚至公司未來的方向，有沒見樹不見林？有沒處於一個制高點去分析權宜得失？有沒只看到能賺大錢的機會，而沒看到賠大錢的機率？這就是「高度」！當想去完成一件目標或專案時，是想要靠一己之力，還是靠部門的戰力，或是懂得將公司的資訊蒐集整合，分析出最有利，去達成目標完成專案的方向，就是「廣度」！



董事長 高治宏 先生
Chairman : Mr. Nicholas Kao

負責人：高治宏

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傳真：02-29173752

推薦單位：國立臺灣科技大學創新育成中心

營業項目：EMC及線路保護元件銷售認證測試之整合性服務

產品名稱：保護元件、抗電磁干擾元件、模組化元件、電磁相容相關認證、安規認證、無線射頻認證



辦公區 Office Area

當速度、高度、廣度，皆努力去時時刻刻地實踐，並呈現在日常工作中，客戶的忠誠度自然會體現在對我們的支持跟訂單上，這就是「深度」！

真心對待 員工當家人

董事長高治宏先生自2001年後接手穩得，是影響他人生最重要的一件事，他自述：「我從接手這間公司，已經忘了當初要去求銀行借錢周轉，而銀行不借的細節，以及金融風暴瞬間沒訂單時要怎麼活下去？這些痛苦的回憶，早就模糊了。」又說：「在我心中越來越清晰的回憶，卻是跟我十幾年的哪個夥伴換新房了，哪個同事生了二胎，是男是女？哪個年輕人結婚了？哪個同事或家人生病了？需要什麼協助？」

高董事長認為將「員工當家人經營」的想法，是他人生最大的收穫，沒有員工權益先好，股東權益也好不到哪去！

Owner : Nicholas Kao

Address : 6F&6F-1 No.188 Baoqiao Road, Xindian District New Taipei City 23145, Taiwan R.O.C

Tel : +886-2-29175770

Fax : +886-2-29173752

Recommended by : Business Incubation Center of NTUST

Business Items : EMC & Circuit Protection device with certification service

Products : Protection Devices、EMI Devices、Modular Products、EMC Certification、Safety Certification、RF Certification



卓越事蹟 Merits & Awards

When the management team took over the business on January 29th, 2001, Wendell Industrial Co., Ltd. was a small company on the brink of collapse, facing huge compensation payments to an international client due to a quality issue. With less than ten employees and weak competitive advantages of products, the person in charge had a lot on his plate at that time and was prepared, at any point, to shut the company down. Only a warehouse storing unsellable stocks remained.

Original innovative service platform in the filed

After nearly 20 years of hard work, Wendell Industrial Co., Ltd., on positioning itself a “customer-oriented” and “consultative selling” team through the continuous pursuit of differentiation and innovation, keeps focusing on transforming itself into a service provider that develops and provides clients with the one-stop shopping complete solution which involves professional electromagnetic compatibility (EMC) and Safety and becomes the only business capable of providing clients with all sorts of protection components, including EMI devices, over-current protection, protection against electrostatic discharge, and lightning protection, in the Asia Pacific region. Through its own branding and manufacturing of Nichteck plus the establishment of partnerships with authorized distributors of foreign



教育訓練與會議討論情景 Training & Internal Meeting

first-tier suppliers and manufacturers, the company has built a full range of solutions to fulfill the needs of various electronic system plants.

Since Wendell Industrial Co., Ltd. clearly sees that it is a service team that provides complete solutions, it is just unconvincing to regard itself as a “one-stop shopping” provider with only some complete product lines. Surely a service platform which helps customers to solve problems should also be involved. Ever since 2010, Wendell has been assisting its customers step-by-step in designing prototypes and resolving thorny EMC problems based on a simple debugging laboratory and a static gun. Up to this day, Wendell has put up six EMC & RF laboratories and two safety laboratories. By working in double shifts, the company continues to offer services and solve customers' problems without cease and has also obtained TAF, UL CBTL and ISO17025 qualifications to become a qualified certificate authority recognized by the country. The accredited test report issued by Wendell allows customers' products to be launched in the markets of more than 80 countries in the world.

Continuous innovation for providing optimal services

Having spared no efforts in establishing complete product lines for 20 years till today, Wendell still works diligently in response to the emerging requirements of IoT, 5G and demands for automobiles, bringing forth the new through the old in the hope of providing better, up-to-date, more efficient and cost-effective components and solutions. Meanwhile, laboratories have been set up to complete the service platform of the “last mile” for customers. From the development, rectification and reformation of prototypes to the acquisition of test reports and certifications required for final completion and launch, Wendell not only increases the efficiency of product launches but



UL CBTL安規實驗室 Laboratory

also assist customers in reducing risks that cannot be resolved by EMC and safety within the time limits. As a result, Wendell Industrial Co., Ltd. must act according to circumstances and branch out its laboratory services to more locations so that the journey time spent by its customers can be reduced.

Efficient solution provider, Visionary strategy planner, Multi-resources integrator, Customer's loyalty creator.

The team culture of Wendell can be described easily and explicitly in four sentences: Efficient solution provider, Visionary strategy planner, Multi-resources integrator, Customer's loyalty creator.

Wendell believes that if it becomes possible to assist both customers and suppliers in quickly working out all problems through positive cross-functional communications rather than agreeing to disagree, then it is natural that organizational efficiency can be improved, which is exactly the "Efficient solution provider". When applying strategic thinking for making changes in organizational functionality, the planning of new product lines, analyzing market competitive advantages and disadvantages, or even setting company's goals for the future, can the team be able to see the woods for the trees? Can the team analyze the gains or losses from a key perspective? Whether the team has failed to perceive the probability of losing money and only see profit-making opportunities? This is the "Visionary strategy planner". When intending to reach an objective, do the team wish to strike out on its own, rely on the strength of the departments or know wisely the how of collecting and integrating all information of the entire company to search out the most conducive or prejudicial approach for



1. 新產品研發測試 New product research & test
2. 1166 RF全電波暗室 1166 RF Fully Anechoic Chamber

achieving goals or completing the project. This is the "Multi-resources integrator".

When it is possible to practice and fulfill the Efficient solution provider, Visionary strategy planner, at all times and maximize them in daily pursuits, customer loyalty will naturally reflect with the support and orders received. And this is the "Customer's loyalty creator".

Treat employees sincerely like family

Ever since Mr. Gao Zhi-Hong, the president of Wendell took over the company after 2001, the transition has become the most important thing in his life. According to his own words, "I have already forgotten the details when a bank refused to loan me money for turnover at the very beginning, and how we survived on zero orders during the financial crisis. What could have been painful memories are just blurs to me now. Instead, the memories that are becoming clearer and clearer in my mind are the partners who have been with me for more than ten years, colleagues who have moved to a new house, who have had children, baby boys and girls, young people who have gotten married, and fellow workers with a sick family member who needs our help."

The president believes that "treating employees like family" is the biggest gain in his life. It is just impossible to increase stockholders' equity without implementing the best employee perks and benefits.



1

1. 員工旅遊 Employee Trip
2. 創新服務平台智慧產品電磁相容偵錯一站式服務平台
Total solution for EMC & Circuit Protection



2

綜合評語 Commentary

穩得實業投資昂貴的設備，提供免費實驗室服務及充足的工程人員協助客戶解決設計的錯誤。於亞太地區該公司是唯一可提供設計、測試、驗證一條龍整合服務的公司。加上在幫忙客戶解決錯誤上累積的經驗，及系統線路整合專利的保護，可增加營收成長的潛力來源。公司經營目標明確，頗具策略雄心，值得肯定。

Wendell Industrial Co., Ltd. has invested on costly equipment and provides free laboratory services and sufficient engineers to assist customers in solving design mistakes. It is the only company in the Asia Pacific region to provide one-stop integrated services from design, testing to verification. Moreover, having accumulated experiences in helping customers solving mistakes and with the protection of system line integration patents, the potential sources of revenue growth can be increased. The company has clear business goals, has strategic ambitions and is worthy of recognition.



耀穎光電股份有限公司

Morrison Optoelectronics Ltd.



www.moe.com.tw

競爭優勢 卓越成就

在台灣半導體產業的優勢下，耀穎光電整合光學元件及半導體的製造，服務全球需要晶圓代工後段光學圖形化鍍膜的客戶；並提供優於業界的福利與薪資吸引優秀人才，亦強化自主研發與人才職涯規劃發展。經過多年的努力，已成為全世界光感測器半導體元件的前三大鍍膜代工廠，並獲得到國家太空中心的認證，執行太空級濾光片飛行體的研製。此外，在高階電影級攝影機光學元件與半導體曝光機用濾光片，皆有耀穎產品之廣泛應用。

永續經營 品質管理

鄭祺耀董事長於2003年，有感於台灣在光學產業界缺少元件製作的關鍵能力，故在新竹新豐籌組公司，創立鍍膜玻璃加工生產線；在2008年金融海嘯後，由鄭偉國總經理主導公司轉型，從單純光學元件製造廠轉為光學與半導體製程整合廠，跨入台灣企業主導的專業半導體製程代工的領域。

2004年及2008年分別通過ISO 9001及ISO14001，此兩項認證使公司成為具有制度的品質

管控工廠；2013年晶圓級可圖形化光濾波薄膜製程技術研發計畫，獲得績優SBIR創新技術獎，是公司研發技術升級的里程碑；2019年通過保稅工廠核准設立，成為客戶的銷售鏈夥伴。2020年申請「中小企業加速投資行動方案」，獲得政府補助興建廠房融資利率優惠。

耀穎光電秉持「專業、創新、誠信、服務」的理念，以專業人才及技術為基礎，遵循誠信原則創造出最高質量的產品，並持續不斷的創新技術與服務滿足客戶的需求。

創新研發 深耕技術

耀穎光電成立以來，一直深耕台灣提升實力並與全球企業相互競爭，不斷投資軟體及硬體，引進優秀人才及最先進之鍍膜設備，全面提升產品鍍膜品質與穩定度，提供世界級的光學玻璃鍍膜服務。

除一般傳統光學應用外，與客戶共同合作開發應用於半導體曝光機所需之元件，幫助客戶降低成本。並透過縱向與橫向的技術應用，與日本技術合作開發特殊染料材料，結合原有半導體與鍍膜技術，開發出劃時代的新產品。

社會責任 員工關懷

董事長近年獲得日本政府頒發『旭日中綬章』，其加強台灣與日本友好關係並增進相互合作機會。秉持回饋社會精神，捐資國立中央大學興學基金及捐助國立中央大學光電系辦理光電科學營，嘉惠偏鄉國中生之科學教育。

為打造幸福企業營造友善的工作環境，公司設置各項獎金制度，且特別注重員工福利，除提供員工定期聚餐、國內外旅遊、年度健康檢查、集哺乳室及團體保險外，並鼓勵員工子女努力向學，設立獎助學金。

誠實信賴 創造幸福

「誠實就是事業成功不二法門」這是董事長的創業心得，創業的基礎除了需要專業技能



總經理及主管 General Manager & Supervisors

(Expertise)及洞察力(Insight)外，並要對事物有細心觀察與敏銳度。經營事業的秘訣，唯有「誠實」，特別是高科技產業講求「精度」，更不可以敷衍馬虎，這是董事長一貫的堅持。

董事長時常鼓勵同仁，公司創造一個人人共享的生命舞台，讓參與者都能得到幸福美滿人生。公司一直以來，秉持誠信服務、專業與創新的理念，獲得客戶長期信賴與支持，更期盼今後仍能共同建構三贏的理念，為創造經濟發展與社會繁華的榮景而努力。



董事長 鄭祺耀 先生
Chairman : Mr. Kiyo Cheng

負責人：鄭祺耀

地址：台北市中山區中山北路二段112號11樓

電話：02-25633881

傳真：02-25634824

推薦單位：財團法人中小企業信用保證基金、
第一銀行-中山分行

營業項目：玻璃與晶圓鍍膜、電子零組件製造業、光學及精密器械製造業

產品名稱：半導體光學元件、光學濾波片、低通濾波器、晶圓鍍膜、微影蝕刻

Owner : Kiyo Cheng

Address :11F., No.112, Sec. 2, Zhongshan N. Rd., Zhongshan Dist., Taipei City 104, Taiwan

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Fax : +886-2-25634824

Recommended by : Small & Medium Enterprise Credit Guarantee Fund of Taiwan (Taiwan SMEG)、Frist Bank Chung -Shan BranchCOMMERCIAL & SAVINGS BANK, LTD、Taoyan City Industrial Association、Fu Jen Catholic University

Business Items : Glass and wafer Coating、Electronic component manufacturing、Optical and precision equipment manufacturing

Products : Semiconductor optical parts、Optical Filters、Optical Low Pass Filters、Wafer Coating、Photo-Etching



幹部會議 Staff Meeting

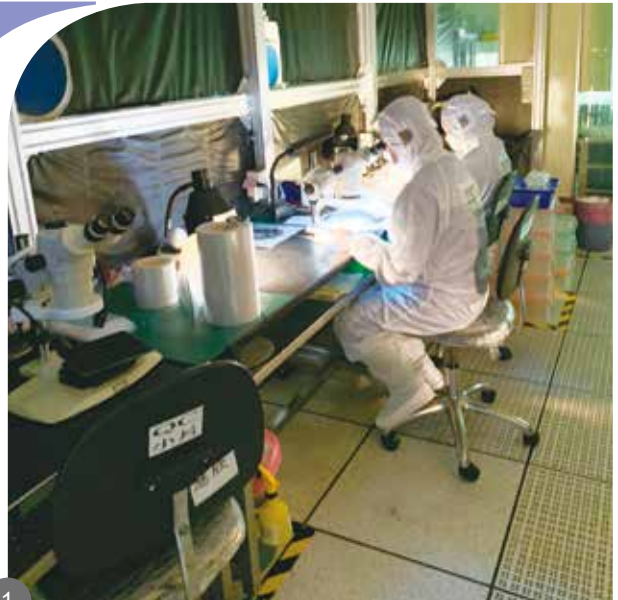
Competitive Advantage | Superior Achievement and Excellence

With the advantages of Taiwan's semiconductor industry, Morrison integrates the manufacturing of optical components and semiconductors to serve customers around the world who need optical pattern coating in the post-fabrication stage; additionally, our company provides benefits and salaries superior to that of other companies' in the same industry to attract outstanding talents, strengthen independent research and development, and strengthen talent career planning and development. After years of efforts, our company has become the world's top three coating foundries for semiconductor components for light sensors, and it has been certified by the National Space Organization for the development of space-grade optical filter flying bodies. Moreover, our products are widely used in high-end film camera optical components and semiconductor exposure equipment filters.

Sustainable Management | Quality Management

In 2003, Chairman Kiyo Cheng felt that the optical industry in Taiwan lacked capabilities in key component manufacturing, thus he established a coated glass production line in Xinfeng, Hsinchu. After the financial crisis in 2008, General Manager Wei Kuo Cheng led the transformation of our company from an optical component manufacturer into an optical and semiconductor process integration factory. Successfully brought Morrison into the field of professional semiconductor process foundry.

With passing ISO 9001 and ISO14001 in 2004 and 2008 respectively, these two certifications



1



2

1.生產線作業情形 Product Line

2.董事長獲頒旭日中授章

Chairman receiving "The Order of the Rising Sun, Gold Rays with Neck Ribbon"

have made our company a quality control factory; in 2013, the wafer-level patterned optical filter film technology R&D plan won the excellent SBIR innovation technology award. It marked a milestone for our R&D technology; in 2019, we were licensed by the government to become a bonded factory in helping customers to be exempted from custom duties. With applying for the "Action Plan for Accelerated Investment by SMEs" in 2020, we received preferential interest rates from government for building factories.

Morrison holds the concept of "professionalism, innovation, integrity, and service", which the concept is based on professionals and technology by following the principle of integrity to create the highest quality products, as well as continuously innovating technologies and services to meet customer needs.



產品及獎盃 Products & Trophies

Innovative Research and Development

Since its establishment, our company has always been enhancing its strength and competing with global companies. We have been continuously investing in software and hardware, introducing excellent talents and the most advanced coating equipment, comprehensively improving product coating quality and stability, and providing world-class optical glass coating services.

In addition to general traditional optical applications, we cooperate with customers to develop parts used in semiconductor exposure machines in helping customers to reduce costs. Through the application of various technologies, we also cooperate with Japanese technology to develop special dye materials, with combining the original semiconductor and coating technology to develop brand new products.

Social Responsibility | Employee Care

Chairman Cheng has been awarded the "The Order of the Rising Sun, Gold Rays with Neck Ribbon" by the government of Japan in recent years, which strengthens the friendly relations between Taiwan and Japan and enhances cooperation opportunities. With holding the spirit of contribute to the community, Morrison made donations to the National Central University Education Fund, to the Optoelectronics Department of National Central University for organizing photoelectric summer camps, and to middle schools in rural areas for science education.

To create a happy enterprise and a friendly working environment, Morrison puts in a lot of effort



客戶服務部 Customer Service Department

on bonus and employee welfare rights. In addition to providing employee dinners, travel, health check, breastfeeding room and group insurance, we even set up scholarships as encouragements for employees' children to study hard.

Operate Honestly | Create Happiness

"Honesty is the only way to succeed in business" speaks from the entrepreneurial experience of Chairman Cheng's. The foundation of entrepreneurship not only requires professional skills of expertise and insight, but also a keenness to observe things carefully. "The secret to running a business is 'honesty,' and especially within the high-tech industry that emphasizes 'precision' but never mention about carelessness," this is what the chairman has always been insisting.

Chairman Cheng often encourages colleagues that Morrison creates a neutral platform for everyone to share his/her life, which all participants are able to achieve cheerful lives. We have always been determined to uphold the concept of honest service, professionalism and innovation, and to obtain the long-term trust and support of customers. Hoping that in the future, we will create the greatest scenario for Morrison, employees, and customers as well as work hard to create economic development and social prosperity.



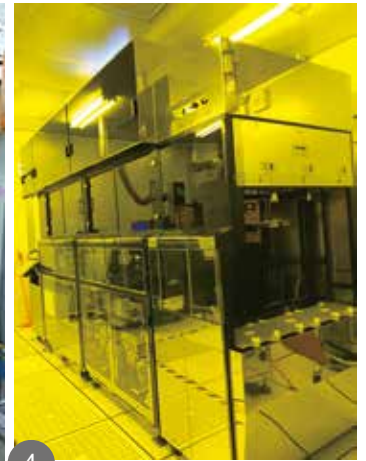
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2



3



4

1.員工旅遊 Company Travel

2.新豐一廠大廳 Lobby

3.現場作業鍍膜機台 Coating machine in manufacturing line

4.現場黃光作業機台 PR stripper in lithography room

綜合評語 Commentary

耀穎光電專注於開發各項精密光學元件，致力於整合光學鍍膜與半導體製程，結合光學與半導體技術，創造差異化及競爭優勢，產品應用於各種行動裝置、車用系統、高階攝影相機及半導體設備，持續強化自主研發能力，取得多項專利。另積極推動綠能減碳專案，採用可再生資源之綠能設備，深耕環保，值得肯定。

Morrison Opto-Electronics Ltd. focuses on the development of various precision optical components and is committed to the integration of optical coating and semiconductor processes. Combining optical and semiconductor technology, differentiation, a competitive advantage is created. The products are applied in various mobile devices, car systems, high-end cameras, and semiconductor equipment. The self-R&D capabilities continue to be strengthened and multiple patents have been obtained. In addition, green energy and carbon reduction projects continue to be actively promoted. Green energy equipment from renewable resources is adopted for environmental protection to take root, which deserves recognition.



評審委員會

決審委員名單 (依姓氏筆畫排序)

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工業技術研究院 董事長

委員

呂桔誠

台灣銀行 董事長

李育家

中華民國全國中小企業總會
理事長

李耀魁

中小企業信用保證基金 董事長

沈志修

行政院環境保護署 常務副署長

阮清華

財政部 政務次長

林三貴

勞動部 常務次長

張建一

台灣經濟研究院 院長

張傳章

中華經濟研究院 院長

陳正祺

經濟部 政務次長

黃天牧

行政院金融監督管理委員會
主任委員

黃志芳

中華民國對外貿易發展協會
董事長

黃博怡

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鄒幼涵

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賴正鎰

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第一階段委員

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可貿企業(股)公司 董事長

余尚武

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講座教授

吳定國

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資誠教育基金會 董事長

張碩毅

中正大學管理學院 院長

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董事長

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葉穎蓉

台灣科技大學企管系 副教授

龔春生

真理大學國貿系 副教授

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呂正華

經濟部工業局 局長

李永川

雅博(股)公司 董事長

張銘斌

經濟部投資業務處 處長

陳萬來

振躍精密滑軌(股)公司 董事長

黃文谷

經濟部加工出口區管理處 處長

詹方冠

國家發展委員會產業發展處 處長

蔡文預

信彰聯合會計師事務所 所長

卓越中小企業 選拔表揚申請須知

一、依據：

本須知依據經濟部中小企業處「國家磐石獎—卓越中小企業選拔表揚作業要點」訂定。

二、目的：

中小企業為國家經濟磐石，為激勵中小企業升級及發展，選拔經營穩健殷實，在各方面均表現卓越，並對社會有具體貢獻之中小企業給予公開表揚。

三、主辦單位：

經濟部

中華民國全國中小企業總會

四、執行單位：

經濟部中小企業處

中華民國全國中小企業總會

五、協辦單位：

關懷中小企業基金會

六、參選資格：

- (一) 依法辦理公司或商業登記，且實收資本額在新臺幣8,000萬元以下者；或經常僱用員工數未滿200人者。(經常僱用員工數之計算基準：民國108年4月至109年3月之勞保平均人數)
- (二) 成立時間在5年(含)以上(民國104年5月31日前成立者)，且近5年未獲本獎項者。
- (三) 最近3年(民國106-108年)其中2年稅前稅後均獲利，且最近1年(108年)無累積虧損者。
- (四) 企業負責人須擁有中華民國國籍。
- (五) 申請企業如有下列事項，不得參選。
 - 1. 於申請截止日前3年內，有發生重大勞資爭議、重大職業災害，或違反其他主管機關相關法規同一法條，處分達3次以上或經移送判刑確定者。
 - 2. 公司或其負責人有爭議事件致影響社會觀感或本獎項形象者。

七、表揚名額：

表揚以12家企業為原則，惟實際當選家數由評審委員會議決議之。

八、參選方式：

參選者必須由工商及社會團體、金融及學術研究機構、中小企業輔導機構、政府機關或磐石獎聯誼委員會推薦，並填具推薦書方予受理。



九、報名應繳資料：

- (一) 自我檢核表。
- (二) 個人資料提供同意書。
- (三) 徵信調查同意書。
- (四) 推薦書。
- (五) 公司簡歷表。
- (六) 企業經營績效說明書。
- (七) 公司登記資料、董監事名冊。
- (八) 公司負責人身分證影本。
- (九) 製造業請加附工廠登記(或臨時工廠登記)證明文件影本。
※製造業之廠房面積及電力容量、熱能如未達「工廠從事物品製造加工範圍及面積電力容量熱能規模認定標準」第3條規定之規模者免附。
- (十) 最近3年(民國106~108年)會計師財務簽證之查核報告書，其中108年需完整會計師財務簽證之查核報告書正本。
※若106及107年無會計師財務簽證之查核報告書，則檢附(十一)之財務資料即可。
- (十一) 最近3年(民國106~108年)營利事業所得稅結算申報書(需含資產負債表和損益及稅額計算表)。
- (十二) 民國109年1月至4月之營業人銷售額與稅額申報書(401表)。
- (十三) 國稅局核發之無違章欠稅證明文件。
- (十四) 最近12個月(民國108年4月至109年3月)勞保局投保單位繳費證明書和投保人數資料。
- (十五) 其他事蹟證明相關文件影本(如品質認證證明書、獎項紀錄等)。

十、報名方式：

- (一) 請線上填寫報名資料，並提供紙本和電子資料。
 - 1. 紙本資料：應繳報名文件，請採A4格式、雙面印製、膠裝成冊，共2份（正本1份、影本1份）
 - 2. 電子資料1份（可提供隨身碟、光碟或雲端下載網址）。
- (二) 參選資料概不退件，選拔工作結束後由主辦單位統一銷毀。
- (三) 申請書下載網址：
國家磐石獎 <http://smeaward.moeasmea.gov.tw>
中華民國全國中小企業總會 <http://www.nasme.org.tw>
- (四) 收件截止時間：
即日起至民國109年5月29日(五)止。郵寄送件以郵戳日期為憑；親送或宅配則請於截止日前於上班時間(上午9：00至下午5：30)前送達。

十一、收件及聯絡窗口：

國家磐石獎選拔委員會工作小組
電話：02-2366-0812分機154林小姐 / 152盧小姐 傳真：02-2367-5952
送件地址：106臺北市羅斯福路2段95號6樓

十二、評審作業：

(一) 評審程序分資格審查、初審實訪、決審三階段進行。

1. 資格審查：由國家磐石獎選拔委員會工作小組針對申請企業資料進行基本資料審查和資格確認，缺件者應於期限內補件完成，逾期則視為資格不符。
2. 初審實訪：由具專業素養和代表性之專家學者擔任本階段委員進行書面評審和二階段實地訪審。委員針對通過書面審查之企業進行第一階段訪審，評核企業經營績效評估和財務狀況評估，遴薦進入第二階段實訪企業名單；再由第二階段實訪委員進行實地訪審評核，並依據實地訪審及徵信調查結果，決定入圍決審企業。
3. 決審：由政府首長及工商企業領袖擔任決審委員，依據入圍決審企業之書面資料進行評審，並決定得獎企業。

(二) 評審標準：

1. 企業經營績效評估：佔總分70%。評估項目及內容：

項目	權重	內容說明
整體管理制度	25%	<ul style="list-style-type: none">◆ 經營理念、願景、目標與行動計畫◆ 組織架構及管理職能之運作說明◆ 企業文化塑造與實務◆ 營運流程管理(含會計制度與內部控制制度、人員生產力、資訊系統規劃/應用/管理、供應鏈結構管理及策略聯盟運用情形、取得相關認證如正字標記、GSP、環保標章、節能標誌等)◆ 全球布局與布建通路之作法
創新策略	20%	<ul style="list-style-type: none">◆ 創新績效(創新商品/服務/技術、創新行銷模式、創新經營模式等)◆ 核心競爭力分析◆ 研發投資與成效◆ 產品(服務)、技術、事業開發之短、中、長期策略◆ 生產流程之改善
行銷策略	20%	<ul style="list-style-type: none">◆ 市場地位(含新服務模式對產業發展、社區互動的價值)◆ 市場行銷策略(含內外銷)◆ 顧客關係管理◆ 自有品牌運用情形◆ 產業關聯效果(各產業相互間的貨品與服務之交易狀況)◆ 資通訊科技運用



項目	權重	內 容 說 明
人力發展	20%	<ul style="list-style-type: none"> ◆ 人力資源規劃與運用策略 (包含人事制度、勞資關係、教育訓練、員工福利、知識管理) ◆ 企業人才發展與企業策略性目標、績效之連結 ◆ 經營團隊的運作情形 ◆ 提供校外實習情形
社會責任	15%	<ul style="list-style-type: none"> ◆ 根留臺灣理念與作法 ◆ 對社會有具體貢獻之相關事蹟 ◆ 企業形象 ◆ 環保與工(公)安衛 ◆ 消費者保護 ◆ 營造性別平等友善工作環境 ◆ 響應政府政策(導入使用電子發票、訂定實施員工調薪分紅機制等)

2.財務狀況：佔總分30%。評估項目及內容：

項目	內 容 說 明
自有資本率、流動比率、利息保障倍數、營業利益率、稅後純益率、應收款項週轉率、淨值報酬率、總資產週轉率、營收成長率等9項	財務評估係依據企業提供之最近3年度財務報表資料，就償債能力、財務結構、獲利能力、經營效能和企業展望等相關領域計算各項財務比率，並與其各別同業標準相較後，綜合彙計評分

十三、頒獎表揚：

- (一) 頒獎典禮預計於本(109)年11月份舉行，將邀請政府高階首長頒獎並頒發獎座及證書。
- (二) 拜會政府首長，以肯定當選企業之經營成就和政府對中小企業之重視。
- (三) 出版當選企業專輯。
- (四) 舉辦當選企業成功經驗發表會及實地觀摩，詳實介紹得獎企業成長、奮鬥歷程及經驗，以擴散企業成功模式。

十四、得獎企業之義務：

- (一) 得獎企業有配合提供印刷專輯、錄影專輯所需題材、發表企業經營成功經驗、參加磐石獎聯誼委員會、參與相關獎項廣宣等相關活動之義務。
- (二) 得獎企業應配合主辦單位未來辦理中小企業相關工作之需要，提供參訪或參與相關會議之義務，另也需配合擔任中小企業處輔導計畫之輔導業師。
- (三) 得獎企業得獎後若經查證有違反本須知規定、經營不實而違反法令或有發生爭議事件致影響社會觀感或本獎項形象者，主辦單位得撤銷其得獎資格，收回其獎座及證書，另自撤銷日起5年內不得參選。



第22屆海外台商

磐石獎

2020
*Outstanding Overseas
Taiwanese SMEs Award*

指導單位



僑務委員會

主辦單位



經濟部中小企業處



中華民國全國中小企業總會

協辦單位



世界台灣商會聯合總會



僑務委員會 委員長賀詞



「海外臺商磐石獎」是表彰在海外事業經營有成，並在各方面均表現卓越，且對臺灣或僑居地社會有重要貢獻之臺商企業。首屆海外臺商磐石獎自民國88年辦理至今，總計已選拔表揚128家海外臺商企業；得獎的臺商企業皆經過嚴謹的審查與評核過程，都是業界的標竿典範，獲獎表揚實至名歸，可喜可賀。

遍布全球的臺商是我國最珍貴的資產，是帶動國家進步發展的莫大助力，我們將全力聯繫服務及提供協助。未來僑務工作四大目標：第一是運用新科技與模式擴大服務全球僑胞；第二是深化全球僑胞與臺灣在各領域的連結與合作；第三是協助全球僑胞在僑居地生根茁壯；第四是匯集全球僑胞能量壯大臺灣。僑委會將扮演槓桿支點，撐起僑界，發揮臺灣優勢協助全球僑胞在地發展，匯聚僑胞能量壯大臺灣；並且建立單一聯絡窗口與整合平臺，結合海內外資訊、人脈、資源，串連全球僑胞豐沛能量與臺灣強大優勢，增進臺灣與僑界共同發展。

為將臺灣豐沛技術研發資源與海外臺商鏈結，僑委會已建立「全球臺商總會交流服務平臺」，強化全球各地僑臺商團體與本會鏈結互動；結合農科院及農業金庫，建置「全球僑臺商農業服務方案」等，提供技術諮詢、人才培育、產業鏈結及資金後盾；本會亦攜手結合臺灣9大科技智庫與23所大學國際產學合作聯盟，近期將推出方案，協助臺商進行產業升級與轉型，歡迎海外臺商先進善加運用，共同匯聚僑力壯大臺灣。

再次恭喜本屆得獎的海外磐石獎企業，振源期盼透過海外臺商磐石獎選拔表揚活動，鼓勵優秀的海外臺商企業，永續傳承，未來僑委會更將致力攜手各界踴躍推薦海外優秀臺商企業參與選拔。期許得獎臺商企業以專業創新經營與回饋社會服務貢獻的成功經驗，讓全球臺商互相學習，提升企業競爭力與經營能力，並與政府力量相結合，共創臺灣經濟繁榮。

僑務委員會 委員長

臺振源

Congratulations from the Minister of OCAC

The “Overseas Taiwanese SMEs Award” aims to recognize overseas Taiwanese SMEs with outstanding operations and excellent performance in all aspects and significant contributions to Taiwan or local societies. Since the first round in 1999, a total of 128 overseas Taiwanese SMEs have been commended. All award winners have undergone stringent evaluation and assessment to ensure that they are qualified for being the benchmarks and models. Therefore, they all deserve the Award and should be congratulated.

Taiwanese SMEs located across the globe are the country biggest assets and the engine driving national progress and development. We will do our best to maintain contact with them and provide them with services and assistance. The four future OCAC goals are: First, expand the scope of services for worldwide compatriots with new technologies and models; second, deepen the connections and collaboration of worldwide compatriots with different fields in Taiwan; third, assist worldwide compatriots in settling down and prospering in the host countries; and fourth, unite the power of worldwide compatriots to strengthen Taiwan. The OCAC will serve as a pivot to support overseas compatriots to demonstrate Taiwan’s advantages to help worldwide compatriots to develop in the host countries and unite their power to strengthen Taiwan. The OCAC will also set up a contact window and integrated platform to integrate information, connections, and resources at home and abroad; and combine the comprehensive energy of worldwide compatriots with Taiwan’s advantages to promote the co-development of Taiwan and overseas compatriots.

To link Taiwan’s comprehensive technical and RD resources with overseas Taiwanese SMEs, the OCAC has established the “WTCC Exchange and Service Platform” to strengthen the connection and interaction among worldwide overseas Taiwanese business organizations and the OCAC; the OCAC has also teamed up with Agricultural Technology Research Institute and Agricultural Bank of Taiwan to establish the “Worldwide Overseas Compatriot and Taiwanese SMEs Agritech Service Program” to provide overseas compatriots and Taiwanese SMEs with technical consultation, talent cultivation, industry linkage, and capital support services. The OCAC has also collaborated with 9 major technology think-tanks and 23 GLORIA universities to introduce programs in the near future to help Taiwanese SMEs to implement industrial upgrading and transformation. Overseas Taiwanese SMEs are welcome to use these results to strengthen Taiwan with the power of overseas compatriots.

I would like to congratulate again all winners of the “Outstanding Overseas Taiwanese SMEs Award.” I hope that this Award can help encourage outstanding overseas Taiwanese SMEs to maintain sustainable development. In the future, the OCAC will team up with all parts of the society to enthusiastically recommend outstanding overseas Taiwanese to run for the Award. I hope that all winners can share their successful experiences in operations innovation and social contributions for worldwide Taiwanese SMEs to enhance their corporate competitiveness and operating capability through mutual learning and combine with the government’s power for Taiwan’s economic prosperity.



Chen-Yuan, Tung
Minister

Overseas Community Affairs Council
R.O.C.(Taiwan)



世界台灣商會聯合總會 總會長賀詞



欣逢第22屆「海外台商磐石獎」頒獎典禮，謹此向獲獎企業表達誠摯的賀忱與祝福，並對遍佈在全球六大洲，孜孜經營，勤奮不懈的台商企業家們，表達崇高的感佩與敬意。

「海外台商磐石獎」旨在表彰在海外成立滿5年以上之台商企業，經營有成，在各方面均表現卓越，且對台灣或僑居地等國際社會有貢獻之台商企業，以肯定當選企業之成就，讓全球台商企業相互學習觀摩，以提升經營能力及競爭力。

本屆獲獎企業，有5家海外台商企業脫穎而出，分別來自菲律賓、越南、日本、泰國及馬來西亞，其產業範圍涵蓋餐飲集團、精密工業、家電通信、物流、塑膠原料、電路板生產、人造石製造及塗料等，這些在海外打天下的台商，除了企業經營績效卓越外，也致力於當地社會貢獻及發展經濟外交，為臺灣帶來正面的國際評價，堪稱海外台商企業之典範。

今年新冠病毒驟然肆虐全球，鋪天蓋地的疫情，至今仍未停歇，這對常年在海外奮鬥的台商而言，正在遭逢創業以來前所未有的打擊，但是大家的堅毅不拔，從海內到海外都能同心感受，我們的台商精神、靈活策略、精準效率，已經跨越了全球性災難所能影響我們的領域。

每位獲獎之臺商企業，在世界各地展現台灣人認真打拚的精神，以及台灣企業的韌性，都是海外業界的標竿，每位台商夥伴都是台灣之光，期盼藉由表揚得獎優良企業，鼓勵後進，發揮深度影響力，共創海外台商的事業巔峰。

本人除代表世界台商總會恭喜所有得獎的台商企業外，更期盼藉此活動讓各位卓越的成功經驗相互學習借鏡，並與政府力量相結合，在國內外市場共同奮鬥，開創新一波的台灣經濟榮景。

世界台灣商會聯合總會 總會長

梁 輝 騰

Congratulations from the Chairperson of the World Taiwanese Chambers of Commerce

At this prize presentation ceremony of the 22nd “Outstanding Overseas Taiwanese SMEs Award”, allow me to present my sincerest congratulations and warmest wishes to you all, dear SME owners and my best regards and salutations to all diligent overseas Taiwanese SMEs.


The “Outstanding Overseas Taiwanese SMEs Award” aims to commend Taiwanese SMEs established overseas for five or more years with outstanding performance in all aspects and contributions to Taiwan or the international community, such as the host countries, to recognize the achievements of winning SMEs for worldwide Taiwanese SMEs to learn and to use as models, in order to enhance their manageability and competitiveness.

There are five winners this year. They are overseas Taiwanese SMEs from the Philippines, Vietnam, Japan, Thailand, and Malaysia with the scope of business covering restaurant chain, precision industry, home appliance and telecommunications, logistics, plastic materials, printed circuit board, artificial stone manufacturing and coating etc. In addition to their outstanding business performance and achievements, these Taiwanese SMEs developing business overseas also spared no efforts in contributing to local society and developing economic diplomacy to bring positive comments to Taiwan, worthy of praise as model SMEs of Taiwan.

COVID-19 suddenly broke out early this year as an overwhelming pandemic that seems to have no end. To Taiwanese SMEs that have been running business overseas for years, although the pandemic is an unprecedented impact, their perseverance is felt by people at home and abroad. The spirit, flexibility, precision and efficiency of Taiwanese SMEs have overcome the impact of this global disaster.

Each award-winning overseas Taiwanese SME demonstrates the determination and diligence of the Taiwanese people and the tenacity of Taiwanese SMEs across the globe. You are the benchmark of overseas Taiwanese SMEs and each one of you is the glory of Taiwan. By commending these award-winning outstanding SMEs, we hope that they can encourage second movers and demonstrate their influence to create the prime time for overseas Taiwanese SMEs.

Besides congratulating all award-winning overseas Taiwanese SMEs on behalf of the WTCC, I further hope that you can learn the successful experience from one another and combine with the government's power to cultivate the domestic and overseas markets, in order to create a new Taiwan economic prosperity.



Hui-Teng, Liang
President

World Taiwanese Chambers of Commerce



海外台商磐石獎評審作業說明

Judging Procedure of the Outstanding Overseas Taiwanese SMEs Award

由僑務委員會指導，經濟部中小企業處、中華民國全國中小企業總會以及世界台灣商會聯合總會共同舉辦第22屆「海外台商磐石獎」選拔表揚活動，以表彰海外經營企業有成，各方面表現卓越，且對台灣或僑居地等國際社會有貢獻之台商企業。

本年度自3月30日至6月10日受理申請，6月11日至6月30日組成初審工作小組，就參選企業進行資格審查。

7月13日至7月31日由經濟部中小企業處處長擔任複審主任委員，邀請具專業素養和代表性之學者專家進行書面審查，並於8月4日召開複審會議，針對參選企業之「企業特色」、「社會貢獻」、「整體管理制度」及「財務會計」等予以評核，經綜合討論後決議5家企業進入決審。

決審會議於9月1日召開，由僑務委員會委員長擔任決審主任委員，邀請來自產、官、學領域之代表進行審查，針對「整體管理制度健全堪為楷模」、「可為海外台商企業經營示範效果」及「對我國或當地社會有具體貢獻」等方面予以評核，經綜合討論後，決定5家得獎企業。

本屆得獎企業來自菲律賓、越南、日本、泰國以及馬來西亞，產業範圍涵蓋食品製造加工買賣、鋁合金汽機車輪圈零件、進出口貿易投資、雙面及多層印刷電路板及複層紋膜與砂壁狀建築塗料等產業，這些台商除了在海外經營事業有成外，更對台灣或僑居地等國際社會有相當貢獻，足堪稱為海外台商企業之標竿典範。

Under the supervision of the Overseas Community Affairs Council (OCAC), the Small and Medium Enterprises Administration (SMEA) of the Ministry of Economic Affairs (MOES), National Association of Small & Medium Enterprises (NASME), and World Taiwanese Chambers of Commerce (WTCC) co-organize the 22nd “Outstanding Overseas Taiwanese SMEs Award” selection and commendation to honor overseas Taiwanese enterprises with outstanding achievements in operations and excellent performance in different aspects overseas, and contributions to Taiwan or the international community, e.g., the host countries.

In 2020, recommendations were accepted during March 30-June 10 and the preliminary evaluation team was formed to evaluate the qualifications of candidates during June 11-30.

The semi-final evaluation during July 13-31 was chaired by the SMEA Director-General. Representative scholars and experts with related expertise were invited to perform the documentary evaluation. A re-evaluation meeting was held on August 4 to rate participants in terms of “corporate features,” “social contributions,” “overall management system” and “finance and accounting” and five finalists were selected after comprehensive discussions.

The final evaluation meeting held on September 1 was chaired by the OCAC Minister. Representatives from the industry, government and academia were invited to evaluate the finalists in terms of “a model for a well-laid overall management system,” “a model of operations for overseas Taiwanese SMEs,” and “a model of contributions for Taiwan or local society.” The five winners were determined after comprehensive discussions.

Winners of 2020 are from the Philippines, Vietnam, Japan, Thailand and Malaysia, with industries covering food manufacturing, processing and trading; aluminum alloy automotive and motorcycle wheels and parts; import and export trade and investments; double-sided PCB and multi-layer PCB; multi-Layer coatings and sand textured architectural coatings. Besides outstanding operations overseas, these overseas Taiwanese SMEs have made considerable contributions to Taiwan or the international community, e.g., the host countries, deserving being a benchmark and model for overseas Taiwanese SMEs.



二嫂餐飲集團

Ersao Inc.



ersao.com.ph

二嫂餐飲集團致力於發揚台灣的餐飲文化，創立20餘年來不段的追求產品的創新與引進各式先進食品機械設備，致力將台灣的飲食文化推廣到全菲律賓。

洞察先機 全力以赴

20年前的菲律賓百業待興，人民平均收入普遍偏低，餐飲服務業並不盛行，外食餐廳寥寥無幾，有鑑於此謝嘉卿先生看到了商機，便積極引進各式台式小吃料理，從最初的鹹酥雞，珍珠奶茶，新鮮

果汁到後來增加餐點麵食等等，將原本飲料小吃店順利的轉型為複合式餐廳。近幾年來菲律賓的經濟日趨繁榮，菲國人民收入普遍提高，消費能力也隨之增強，二嫂餐飲集團更積極的推廣冷凍食品調理包，試圖透過超市，網路電商平台等將台灣的美食文化推廣到菲律賓的各個角落。

迎合時局 不斷創新

從1998年創立之初只是家門前的一個小攤位開始，到後來的小吃店，設立中央食品工廠，成立加盟連鎖部門，珍珠粉圓製造與批發部門，以及飲品原物料批發部門，一路走來二嫂餐飲集團一向秉持著不段的創新與研發的精神。高薪聘請台灣知名廚師指導，引進台灣先進食品加工機械設備，進口台灣純正原物料，並與台灣飲品原物料供應商結盟共同開發菲律賓市場。近年來為求增加市場競爭力，二嫂餐飲集團不惜斥資於大馬尼拉市區內購地，預計於2022年完成興建12層大樓，成立大型餐飲原物料製造與批發物流中心。



台灣節目介紹 Taiwan Program Introduction

用人唯才，各司其職

公司引進ERP管理系統，從採購，製造，品管，庫存，物流，財務會計，人事等部門等皆經由此系充分達到人盡其才，物盡其用的最高原則，公司部門間經由此系統，以達到相互協助，彼此監督的高效率行政管理。

取之於社會用之於社會

公司負責人謝嘉卿先生從1990年來到菲律賓便帶領公司積極參與當地台商社團的活動，其中亦參與賑災救助等公益活動，協助並參與台灣政府舉辦各式參訪活動，公司並定期舉辦員工旅遊，在職進修，每年更提撥盈餘分發紅利給每位員工，並已購地預計興建員工宿舍。這次新冠病毒疫情肆虐，封城期間公司亦定期發放救援物資給員工及捐助口罩，防護衣，食物等給菲律賓各大機關團體，發揮人飢己飢，人溺己溺，取之社會，回饋社會的精神。



負責人：謝嘉卿

地址：菲律賓奎松市

電話：+63-89280098

傳真：+63-82852270

推薦單位：駐菲律賓代表處 徐佩勇、菲律賓台灣商會聯合總會 前總會長江福龍

營業項目：中央食品工廠、加盟連鎖、冷凍食品批發、飲品原物料批發、珍珠粉圓製造與批發

產品名稱：麵條、水餃、鹽酥雞、粉圓珍珠



產品製作導覽 Product Production Tour

感恩的心 老實人的事業

負責人謝嘉卿先生一直認為不管身處何境，心中一定要常保感恩之心，一步一腳印踏踏實實地做，因為餐飲業是老實人的事業，產品絕對要真材實料，才能做出優質商品，路也才能越走越寬。

知足 惜福 感恩

從第一天在家門前賣3公斤的鹽酥雞開始，到目前公司的年營業額超過5億菲幣，一路走來謝嘉卿先生最想感謝的就是他的父親，因為父親從小就教導他做人要懂得知足、惜福與感恩。

董事長 謝嘉卿 先生
Chairman : Mr. Jack Hsieh

Owner : Jack Hsieh

Address : 439 Katipunan St., Brgy. Unang Sigaw, Balintawak, Quezon City

Tel : +63-89280098

Fax : +63-82852270

Recommended by : Taipei Economic And Cultural Office in the Philippines, Peiyung Hsu、Taiwan Association Inc, Gian Fu, Long

Business Items : Food Manufacturing, Franchising, Distribution of supermarket items and beverage raw materials, Tapioca Pearl manufacturing and distribution

Products : Noodles, Dumplings, Spicy chicken and Tapioca



生產線 Product line

Ersao Food & Beverage Corporation is committed to promoting Taiwan's food culture to the Philippines. We have been continuously pursuing product exploration and innovating to new technology with machinery and equipments for more than 20 years. It has always been our company's goal to share the art of Taiwanese food culture to the entire nation.

Gain insight and go all out

Two decades ago, most industries in the Philippines still awaits to prosper. The average income of the people were low.

Food catering and service industry were not common on the street and restaurants are few to count. In that time, Mr Hsieh Chia Chin visioned out a business opportunities and successfully introduced various Taiwanese dishes. The Taiwanese chicken popcorn, pearl milk tea, fresh fruit smoothies, and later on an addition of authentic noodle dishes, etc. He started with a small stall serving quick bites and milk tea drinks, then it gradually transformed into a multi-category restaurant with an empire of franchises nationwide. In recent years, the economy has become more prosperous and better in the Philippines. The average income and spending power have also taken off. Ersao Food and Beverage Corporation strives for broader service and is now promoting frozen food packages distributing to supermarkets and online e-commerce platforms. Actively making Taiwanese food culture reaching out to all corners of the country.



1



2



3

1. 2019台灣教育展 2019 Taiwan Education Fair

2.3. 教學 Teaching

Accept, Adapt, and innovate

From the beginning of its establishment in 1998, it was just a small stall in front of Mr Hsieh's house. Next, it became a snack shop, then a central food factory was established, and later branched into departments such as the franchising department, Tapioca boba mass production department, and beverage ingredients wholesale department. All the milestones was made through the consistency in insisting to innovation and research development. Investing on collaboration with Taiwanese food experts, bringing Taiwanese food technology and machinery, utilizing Taiwanese originated raw materials and collaboration with



生產線 Product line

Taiwan based companies to open more Philippines markets. This years, we are in preparation to increase our market competitiveness by investing in Metro's real estate and establishments. And it is expected in year 2022 to complete a twelve story building of a massive scaled food manufacturing, wholesale and logistics services center.

Ersao started in 1998 as a small stall in front of Mr. Hsieh's house and because of the potential it holds Mr. Hsieh decided to open a snack shop which later on embarks to a central food factory due to the market demand. As the popularity increased, franchising became Ersao's new journey. On the later years, Ersao also successfully stepped into distribution of beverage ingredients and manufacturing of tapioca pearls.

Qualified workers with Quality work

Introduced to the ERP management system the company can now connect to purchasing, manufacturing, quality control, inventory, logistics, financial accounting, human resource and other departments to fully achieve the principle of achieving all talents and knowledges into a higher efficiency on the departments mutual assistance and mutual supervision for the whole management.

Mutual Benefit with the Society

As the head of the company, Mr. Hsieh Chia Chin, is leading the company in giving back good will to the community by actively participate in the activities and events of local Taiwanese business associations. He also participated in disaster relief



交流活動 Exchange Activities

and other charity activities, and assisted in various event organized by the government of Taiwan. As for the fellow employees, the company regularly organized employee team building tours, On-the-job training, and year end incentives to each member of the company. Employee dormitories is also part of the companies investment to explore more benefits of the employees. During the COVID-19 pandemic, the company also regularly distributes relief supplies, donated masks, protective clothing, and food to various government agencies, frontlines and medical teams as an act of giving back.

A grateful heart and truthful career

Mr. Hsieh believes in doing things step by step and must always be grateful. Honesty is the best value in the food service industry because good products are made with high quality ingredients and it is also the only way to bring prosperity.

Contentment, happiness and gratitude

From the beginning of selling 3 kg of chicken popcorn in front of my house, now the company's annual turnover has exceeded five hundred million in Philippine currency. The person Mr. Hsieh will always be thankful for is his father, who taught him the values of Contentment, Treasure and Gratitude.



旗艦店開幕 Flagship store opening



1. 旗艦店 Flagship store
2. 台灣小吃 Taiwanese Food
3. 珍珠 Tapioca
4. 產品展示櫃 Product Showcase

綜合評語 Commentary

企業深耕菲律賓，透過超商、網路電商平台將台灣美食深入當地生活，發揚台灣餐飲文化。董事長率領員工積極參與當地台商社團，投入社會公益，賑災捐款，回饋社會的精神，足為國民外交典範。

A business that cultivates the Filipino market by blending Taiwanese gourmet foods with the local daily life through convenience store chains and e-commerce to disseminate Taiwan's dietary culture. Its chairperson even leads employees to actively participate in associations formed by local Taiwanese businesses, engage in social welfare, and make donations for disaster relief, setting an example for civilian diplomacy through social contribution.



中譽精密壓鑄股份有限公司

C.Q.S PRECISION DIE CASTING INC.



cqs-tech.com.tw

中譽精密壓鑄股份有限公司(CQS)的C代表創新(Creativity)、Q代表品質(Quality)及S代表永續(Sustainability)；用創新的產品、超過客戶期待的品質與永續的精神為經營目標，並以此三項目標來體現公司的核心價值。

前進越南 深耕越南

張琇梅總經理於1999年選擇前進越南打拼，初期主要為貿易外銷至歐美、印度及東協市場為主。然而張總經理希望將自己所學的技術及經驗傳承並永續經營下去，於2001年與於夫婿戴勝裕先生，在越南成立CQS的生產製造工廠。

張總經理希望CQS能跳脫傳統產業的框架，未來將是以AI 與智慧製造為主軸，從創廠開始就提早佈局在製造產線中架設機械手臂，由2008年開始導入ERP管理系統，並於2010年開始將機械手臂由三軸升級成六軸。

更在2018至2019年間，投入約4億台幣採購由台灣研發的自動化設備，以一台機械手臂控制三至四台的加工及檢測設備，再將所有機台透過雲端系

統進行遠端監控及整合，讓管理階層能夠更有效率的執行管理並做出正確的決策，帶領著CQS成為更具有國際競爭力的企業。

穩紮穩打 永續經營

CQS對於品質及服務的堅持，使成為產業中多家國際知名品牌的重要策略夥伴，CQS明白為達到永續經營之理念必須改革，未來公司將投入更多心力經營自有品牌，從2012年透過與台灣的大學產學合作專案，共同研發、不斷創造突破，並持續優化屬於CQS經營精神的行銷策略管理，以達永續經營之目標。

與企業同行 攜手成長

企業的思維必須與時俱進，管理階層也必須透過不斷的進修提升專業能力。張總經理及戴董事長除了帶領著台籍幹部，一同參加國立高雄大學IEMBA碩士專班進修外，並不定時邀請海外的專業講師或證照輔導機構對公司內部不同國籍的員工授課。

張總經理以「錯中學，持續不斷改善」這段話激發員工們的潛能，鼓勵大家發想，不怕犯錯去做，才有成功的機會，且特別針對開發中國家的員工及幹部提升自我能力。

成功不是偶然 一定要伴隨不斷的努力與學習

回首過往23年的創業過程，歷經2008年美國金融風暴、2012至今仍未停歇的歐債危機與今年的新冠疫情，影響著張總經理最深遠的一段話為「機運偏愛準備好的心靈」，每一次的考驗老天爺都特別眷顧且留下一條活下去的機會，學會了謙卑的面對，公司內的經理及幹部也訓練出面對風險危機的化解，過程確實辛苦但一切值得。



董事長 戴勝裕 先生 Chairman : Mr. Sheng-Yu, Tai
總經理 張琇梅 女士 General Manager : Ms. Hsiu-Mei, Chang

負責人：張琇梅

地址：同奈省，展鵬縣，胡奈三工業區，9號

電話：84-251-3983350

傳真：84-251-3981687

推薦單位：上海商業儲蓄銀行-越南同奈分行、安侯建業聯合會計師事務所

營業項目：鋁合金壓鑄、重力鑄造、模具開發與生產

產品名稱：鋁合金汽機車輪圈、卡車煞車系統、手工具機、農用車配件、機車零件

張總經理於2020年榮任越南企聯會的會長，因疫情期間須維持社交距離，為了讓所有企業有學習的機會，於是我們從2020年4月起開辦《跨國企業CEO 講堂》透過Webex meeting 及Youtube線上觀看，提供海外台商學習新知的平台，最高線上同步觀看人數超過580位。

以人為本 讓愛傳承

中譽認為所有的一切都是以『人』為出發，只有照顧好了人，才能藉由這群人去照護關懷社會，並傳遞分享進而將理念妥善的傳承下去。

對內，中譽提升工作環境與福利，主動協助有特殊狀況的員工家庭；對外，與台灣各大專院校產學合作，並成立獎學金制度積極投入國內人才開發。中譽也長期捐贈台灣及越南當地的孤兒院，並和家扶基金會合作提供貧困家庭及特殊需求兒童生活扶助。

對環境保護方面，中譽已取得ISO-14001環境管理系統及ISO-50001能源管理系統的認證，為企業提升能源績效，減少對環境的危害。

期許在未來的日子裡，中譽也努力做到包容性成長，除了照顧股東及員工利益外，也協助周邊弱勢團體及供應鏈共同渡過難關，2021年對台灣與越南的企業，都會是成長爆發的一年。

Owner : Hsiu-Mei, Chang

Address : No.9, Ho Nai Ind, Zne, Ho Nai 3 Hamlet, Trang Bom Dist, Dong Nai Prov., Vietnam. Zip Code 810000

Tel : 84-251-3983350

Fax : 84-251-3981687

Recommended by : The Shanghai Commercial & Saving Bank, Ltd-Vietnam Dong Nai Branch, KPMG in Taiwan

Business Items : Development and manufacture of HPDC & GDC products, tooling.

Products : Aluminum alloy motorcycle wheels、Air Brake System (ABS) for truck、Power tools、Spare parts of agricultural vehicle、Spare parts of motorcycle、Aluminum alloy automotive wheels

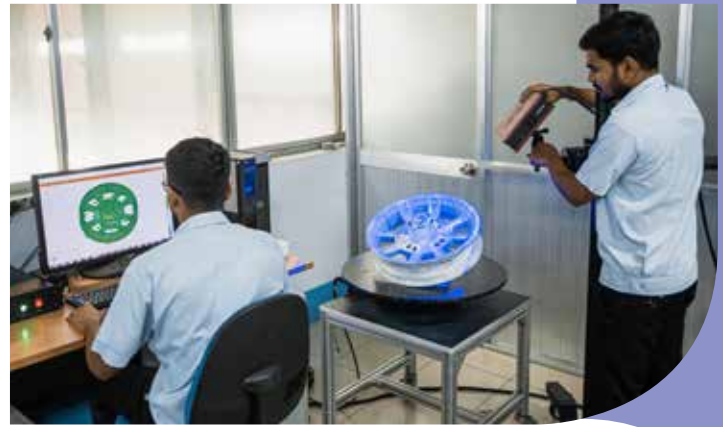
C.Q.S. Precision Die Casting Inc. (CQS) is a company which prides on “Creativity,” “Quality,” and “Sustainability.” With a focus on producing “creative” products, creating “quality” that surpasses the expectations of customers, as well as a mindset in “sustainability,” these three major focal points not only acts as our business philosophy, but also represents the core values of the entire company.

Moving Forward towards Vietnam, Becoming an Integral Part of Vietnam

In 1999, Ms. Chang, Hsiu-Mei chose to head over to Vietnam to establish a presence. In early stages, the focus was primarily on exporting to the United States, Europe, India and other ASEAN markets. However, Ms. Chang hoped not only to pass on all the techniques and experiences she had acquired over the years, but wishes to create a sustainable business. Therefore, in 2001, accompanied by her husband Mr. Sheng-Yu Tai, Ms. Chang established CQS Manufacturing Plant in Vietnam.

Ms. Chang hoped that CQS could jump out of the framework of traditional industries, utilizing A.I and smart manufacturing as the main axis in the future. In fact, an early layout was already in place since the initial establishment of the plant, as evident from the installations of robotic arms in the production line. Along with the introduction of the ERP management system in 2008 as well as upgrading the robotic arms from 3-axis to 6-axis in 2010, CQS continues to strive towards absolute computerization.

Moreover, from 2018 thru 2019, approximately NT 400 million dollars was spent to procure Taiwan-developed automated system. Utilizing just one robotic arm station, it is capable of controlling 3 ~ 4 machining and inspection stations. Then, integration and remote monitoring is performed through the cloud system on all the stations, which allows the management level to more efficiently execute control functions as well as make the correct decisions, thereby leading CQS to become an enterprise with more competitive advantage on an international level.



研發部門 3D scanner1

A Step at a Time, Sustainable Business

The insistence on quality demonstrated by CQS enabled itself to become an integral strategic partner for many well-known international brands within the industry. CQS understands that changes are necessary in order to achieve the philosophy of sustainable business. In the future, CQS will devote more effort into managing its own private brand. Since 2012, through the industry-academia collaboration projects with Taiwanese universities, CQS not only conducted joint research that continues to create breakthroughs, but also continually improves upon the business philosophy as well as marketing strategy management, thereby attaining the goal of becoming a sustainable business.

Grow Together with Enterprise

The mindset of an enterprise must evolve with the changing times, whereas the managerial level must also continuously elevate its professional capabilities through the unending pursuit of knowledge. Aside from taking subordinates of Taiwan nationality to participate in the IEMBA program offered by National University of Kaohsiung, Ms. Chang and Mr. Dai also invites professional speakers or certified counseling facilities from overseas to conduct classes for the employees of different nationality within the company.

With the notion of “Learning from Mistakes, Achieving Continuous Improvements” serving as the basis, these words from Ms. Chang unleashed the full potential of her employees. Ms. Chang encourages everyone to start thinking and never be afraid of making mistakes, emphasizes that only by



生產線作業-PLT1 1650T Product line

doing so will there be a chance for success. Special attention is also given towards the employees and subordinates in developing countries, aiding them to elevate their own capabilities.

Success Does Not Come From Happenstance, It Must be Accompanied by Relentless Hard Work and Learning

Looking back at the startup process in the past 23 years, CQS endured the financial crisis of 2008, the ongoing European debt crisis of 2012, and the COVID-19 outbreak of this year. A few words have deeply affected Ms. Chang, which is "Opportunity comes to those that are ready." In every challenge, God always leaves a path of survival, in which we have learned take on all challenges with a humble mind. Managers and department heads have all been well-trained to resolve any risk that may pose a threat. Although the entire process was difficult and challenging, such hardship was worth it.

In 2020, Ms. Chang was honored to helm the position of Chairman for Taiwan's Entrepreneurs Association in Vietnam. In order to offer learning opportunities to all enterprises while complying with the principle of social distancing during the pandemic outbreak, "Multinational Corporation CEO Forum" was initiated at the beginning of April in 2020. Through Webex meetings and Youtube channels, the forum provides a platform for Taiwanese merchants overseas to acquire new knowledge. The highest number of live online views reached 580 people.



福利措施-員工教育 Employee Benefit -Training

Starting with the Being Passing on Love

The company firmly believes that everything starts with the "being," only when the being has been taken care of, then others can show care and concern for the entire society. In turn, such philosophy would be shared and passed down properly.

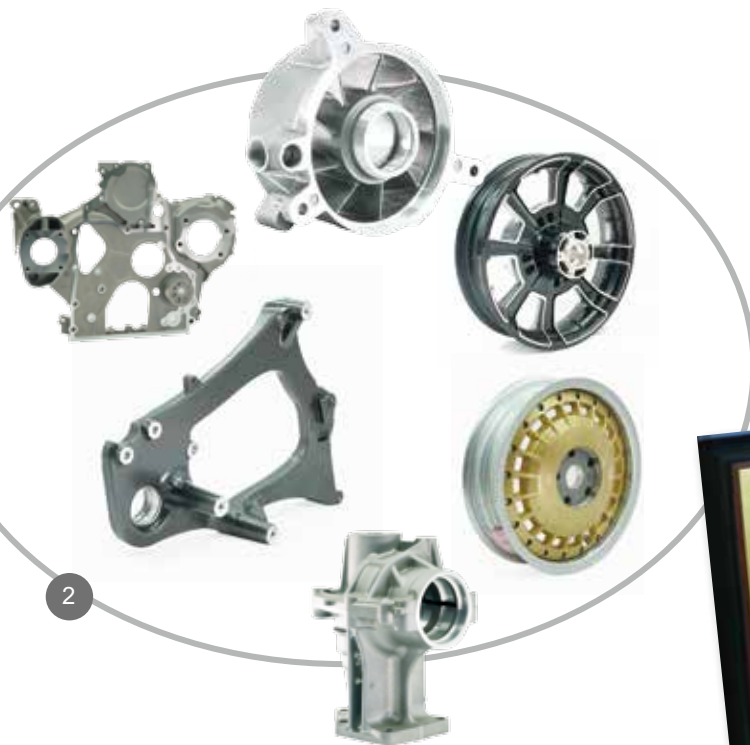
In terms of internal workings, the company has improved both the work environment as well as the benefits package, actively assisting families of employees with special needs. To the public, the company initiated industry-academia collaborations with multiple Taiwanese universities, establishing scholarship mechanism while keenly devoting to talent development within the nation. Additionally, the company continues to make donations to orphanages both in Taiwan and in Vietnam on a regular basis, as well as offering assistance to disadvantaged families and special needs children in collaboration with Taiwan Fund for Children and Families.

In the days to come, the company will continue to strive towards achieving inclusive growth. Aside from taking care of the benefits of stockholders and employees, the company shall also assist disadvantaged groups in the surrounding area and the supply chain to endure this difficult time. In 2021, for enterprises in both Taiwan and Vietnam, it shall be a year of maximum growth.

In regards to environmental protection, the company has acquired both the ISO-14001 Environmental Management System and ISO-50001 Energy Management System certifications, which aided the enterprise in elevating its energy performance while minimizing the harm to the environment.



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- 1.福利措施-尾牙
Employee Benefit-Year-End Party
- 2.產品 Products
- 3.卓越事蹟 - 高雄護老感謝狀
Certificate of Appreciation
- 4.卓越事蹟-輕金屬協會感謝證明
Certificate of Appreciation



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綜合評語 Commentary

企業勇於創新求變，創立自有品牌，引用數位資訊化管理及注重綠能環保。在當地大幅投資，也不忘回台投資，促進台灣就業機會，並且熱心於台越慈善及公益事務，對台越經貿貢獻頗巨。

A business that dares to make changes and innovations, creates its own brand, implements management digitization, and urges green energy and environmental protection. While making huge investment in the host country, it never forgets to contribute to Taiwan to create job opportunities in Taiwan. It is also public-spirited in charity and social welfare in Taiwan and Vietnam and makes huge contributions to Taiwan–Vietnam economic development.



株式会社 登豐商事

TOHO SHOJI Co., Ltd.



www.tohoshoji.com

登豐商事的營運方式展現出不同於日本商社的靈活性，以國際化的眼光洞悉市場先機，以日本商社的多樣化經營為目標，向日本國內各大廠商取得代理販售權，並透過海外人脈關係轉售給世界各國的企業。以雙向交流的貿易型式，在業界豎立起良好的口碑。

登豐的成長與開拓

創辦人陳五福先生於1989年留學日本，將大學裡所學到的豐田式管理經營學方式運用在其工作上，並於1998年成立登豐商事。登豐商事早期的業務以進出口家電通信機器等為主。

隨著世界經濟的飛躍，國際市場對金屬等原物料需求提升，公司開始成立金屬原物料部門，以基礎銅鋁原料、塑料原料、產業用電池原料等進出口，供應日本製煉廠商。隨著業務的擴充，之後也設立了不動產部門，在東京的繁榮地段建造出租大樓。伴隨公司發展逐漸穩定後，登豐商事為了建立更好的信用保證，也著手不動產和飯店業的投資經營，因而更加充沛了公司的資產。近年來由於世界各國的消費者偏愛使用日製藥妝品，登豐商事也開始代理販售藥妝化妝品的進出口。與此同時登豐商

開設了食品部門，從事洋酒紅酒、日本農產品、食品等進出口，並將台灣的農產品等引進日本，特別增設有定溫保管倉庫及報關物流等集團公司。

培養菁英員工 提供完善保障

在人力資源管理上，登豐商事採取少數菁英員工的策略，採用美式自由工作方式自我負責達成營業目標，對公司抱有榮譽感、使命感。並依照日本勞基法規定提供最完善的福利，保障員工的權益。

洞察先機 靈活應變 敏銳視野

登豐商事以信用為最大的基礎，取得ISO的國際認證，展現出不同於日本商社的靈活性。公司也正朝向多元化發展，把日本三菱、三井等大型商社公司的經營模式，作為公司未來經營發展方向的目標。

履行企業社會責任 協助台灣走向國際 取之社會 用之社會

在實踐企業社會責任方面，登豐商事向來不遺餘力，積極參與社會公益救助活動，以取之於社會用之於社會為理念。進一步展現企業社會責任，積

極援助僑校事業，並捐贈橫濱中華學院校舍重建，造福後世發揚中華文化！

在2020年的新型冠狀病毒爆發期，登豐商事立即購買口罩積極捐獻給各公家單位、慈善團體，亦提供給台灣駐日本代表處以轉贈給留學生。並捐贈五萬份口罩給東京都廳、川崎市、橫濱市等政府機關，讓日本人看到不一樣的台灣，展現在日台灣商社的良好風範。

座右銘

陳社長以明治維新時期西鄉隆盛的遺訓中（敬天，愛人）及格言（誠信，努力）定為自己人生的座右銘。抱存著盡人事聽天命、永保善心、赤子之



董事長 陳五福 先生
Chairman : Mr. Wu-Fu, Chen

負責人：陳五福

地址：日本東京都三鷹市下連雀3-34-13 1F

電話：81-422-26-1811

傳真：81-422-76-8480

推薦單位：台北駐日經濟文化代表處 文君妃、世界台灣商會聯合總會 施至隆、溫玉霞 立法委員

營業項目：家電通信機器、金屬基礎原料、塑料原料、藥妝品、食品酒類、不動產飯店投資經營

產品名稱：各類電腦製品(3C)、金屬基礎原料(銅、鋁)、塑料原料(PE、PP、ABS)、化妝品(Cure)、食品酒類(紅酒、威士忌、農產品等)建設機械等



辦公室全景 office interior

心，作為人生觀。無論是人生、事業，在發展的過程中都是筆路藍縷的，當然有平坦的道路，也會經歷蜿蜒曲折高低起伏的山谷。人必須作個有善念、有益於社會、有前瞻性的國際人，保有「取之社會，用之社會」的循環觀點！所謂天助、自助、人助，應該是企業成功的最大關鍵！

Owner : Wu-Fu, Chen

Address : 3-34-13, Shimorenjaku, Mitaka-shi, Tokyo 181-0013 Japan

Tel : 81-422-26-1811

Fax : 81-422-76-8480

Recommended by : Taipei Economic and Cultural Office in Japan、World Taiwanese Chambers of Commerce、Legislator Yu-Hsia, Wen

Business Items : Ome electronic appliances, Metal base materials, Plastic raw materials, Medical cosmetics daily groceries, Cosmetics, Food and Wine, Property business and Hotel investment management

Products : Different computer products (3C), Metal base materials (Copper, Aluminum), Plastic raw materials (PE, PP, ABS), Cosmetics (Cure), Food and Wine (Red wine, Whisky, Agricultural products, etc), Construction machinery etc



ISO認證 ISO certification

Toho Shoji Co. Ltd. demonstrates high flexibility as compared to most Japanese trading companies and has developed international insights into market opportunities. It acquires sales rights from big Japanese enterprises, and through its well-established connections with overseas trading partners, resells them to companies around the world. Toho Shoji has gained good reputation in the industry for its excellent trading records.

Business Performance

Mr. Chen, the founder of Toho Shoji, went to study in Japan in 1989. From what he had learned in university, which was Business Management following the Toyota model, he applied and utilised it in his business. Chen established Toho Shoji in 1998. In the early stages, the company focused on importing and exporting household electrical appliances and communications equipment.



不動產投資經營 Real Estate Investment Management

With the expansion of the world economy, in particular increases in the demand for metals and other raw materials in the international market, Toho Shoji established a metal raw materials division to import and export basic copper and aluminium raw materials, plastic raw materials, industrial batteries, etc., and supplied them to Japanese refineries. Furthermore, Toho Shoji started real estate division and constructed a rental building in a prosperous area in Tokyo. As the company developed gradually, it began to invest more in real estate and hotel businesses with an aim to build up its credibility. These moves have also increased the company's assets. In recent years, there has been a huge demand for Japanese made cosmeceutical daily necessities. Toho Shoji therefore expanded its business and acted as an agent for the import and export of these products. The company has also opened a food division to trade wine, Japanese agricultural products and food, and in particular the import of Taiwanese agricultural products to Japan.



卓越事蹟 Outstanding Performance

For this purpose, it has built a storage warehouse to keep products at a constant temperature, as well as developing its business in customs logistics.

Elite Staff Training and Provisions of Comprehensive Protection

In human resource management, Toho Shoji has adopted a strategy of employing a small group of elite staff members. The company follows the American style of a free and open working system to provide its staff with freedom and flexibility in order to cultivate their sense of pride and responsibility for the company. It takes care of their rights and interests by providing comprehensive welfare in accordance with the Japanese Labor Law.

Insights into Opportunities, Flexible and with a Keen Vision

Toho Shoji emphasises the importance of credibility. Different from most Japanese companies, it demonstrates high flexibility through the acquisition of the international certification of ISO. The ultimate goal of Toho Shoji is to develop towards diversification, by following the examples of big enterprises such as Mitsubishi Group and Mitsui Group.

Fulfil Corporate Social Responsibilities, Assist Taiwan to Go International, Take it from Society and Use it for Society

With respect to fulfilling social responsibilities, Toho Shoji has taken an active role in social welfare and disaster relief activities, with a strong belief that what is taken from the society should be used in the society. The company has further demonstrated its social responsibilities by actively supporting Chinese schools in Japan, such as donating to rebuild the Yokohama Chinese Academy. Toho Shoji aims to benefit future generations and carry forward the Chinese culture.

During the outbreak of COVID-19 in 2020, Toho Shoji immediately donated masks to various



1.金屬基礎原料 Metal Base Material
2.員工聚餐 Dine Together With Employee

parties and charity organisations. For example, it donated masks to the Taiwan representative office in Japan for distribution to foreign students. The company also donated 50,000 masks to the Tokyo Metropolitan Government, Kawasaki City, Yokohama City and other government organisations. By performing as a good model of a Taiwanese trading company in Japan, Toho Shoji hopes that these acts could also demonstrate to Japan the goodwill of Taiwan.

Motto

The motto of Chen is based on the teachings of Takamori Saigo during the Meiji Restoration, which is 'Respect Heaven and Love Others', and the maxim of 'Integrity and Diligence'. Chen's outlook on life is to try one's best in doing everything, be kind and with a pure heart. Life is full of ups and downs, whether it is about work or private life. We have to be kind, contribute to the society, and with a forward-looking and global mind. What is taken from the society has to be given back to the society. The key to success is through the help from heaven, oneself and others.



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- 1.夏威夷員工旅遊 Employee Trip in Hawaii
- 2.化妝品 Cosmetic
- 3.塑料原料 Plastic Materials
- 4.飯店投資經營 Hotel Investment Management
- 5.農產品 Agricultural Products

綜合評語 Commentary

登豐商事展現不同於日本商社的靈活性，以國際的眼光，洞悉市場先機，搶先布局日本市場，積極參與當地社會公益活動，長期協助僑教事業，優良的企業形象，實屬企業界的典範。

A business that demonstrates flexibility different from general Japanese companies. It foresees market opportunities and makes advance deployment in the Japanese market through an international view, actively engages in local social welfare activities, and constantly assists with the education of overseas Taiwanese in Japan, setting an example in the industry with its outstanding corporate image.



泰鼎電路(泰國)有限公司

Apex Circuit (Thailand) Co., Ltd.



www.apexcircuit.com

泰鼎電路(泰國)有限公司 Apex Circuit (Thailand) Co., Ltd.(以下簡稱Apex) 創立於2001年，主要產品為單面、雙面及多層印刷電路板，供消費性電子產品及車用音響使用。2006年引進國際化經營團隊並落實專業經理人制度，深耕泰國近20年，讓Apex成長為國際各大消費電子品牌大廠的指定供應商。

Apex的成立－東南亞第一大台資電路板廠/ 泰國第二大電路板廠

董事長王樹木先生於1989年隨政府南向政策，到泰國龍仔厝府設立單面印刷電路板廠，一路走來披荊斬棘，筭路藍縷，並於2001年在龍仔厝工業區成立Apex Circuit (Thailand) Co., Ltd.生產雙面板。2006年延攬EMS廠出身的周瑞祥先生擔任執行長，引進國際管理團隊拓展業務、提升製程技術、強化管理內涵。營運規模開始從年營收10億泰銖逐漸成長至今約120億泰銖，在此發展過程中也由於嚴格的西式管理要求，公司體質逐步獲得改善，王董事長於2011年獲經濟部青創會主辦之海外華人第20屆創業楷模殊榮，母公司泰鼎國際並於

2011年在台灣掛牌上櫃，2015年上市掛牌，成為第一家回台掛牌之泰國台商公司。Apex現已為東南亞電視、機上盒、辦公事務機等消費性電子產品電路板的第一大電路板廠。客戶遍及國際知名品牌如Samsung、Canon、Epson、Technicolor等，在中美貿易衝突下，益發成為國際品牌廠商青睞的電子零組件夥伴。

創新的管理方法

除投入業務、技術及品質等硬實力外，王董事長與周執行長花費許多時間及精力在塑造Apex的管理文化等軟實力上，定調Apex文化為「東方思維，西式管理」。Apex泰籍員工佔比超過98.5%，本著關懷員工及在地化的精神，積極任用優秀泰籍員工成為重要管理幹部。

Apex亦加強公司與員工個人及家庭之間的連結，將公司對員工及社會的關懷落實為實際行動，公司真心關懷員工，促使員工亦自發關懷公司落實在工作上，例如零失火活動，觸動員工家庭與公司的連結，激發員工創意規劃控管方式，以做到防患於未然。

Apex主要核心價值是信任，信任員工會把事情做好，也讓員工信任公司會盡到照顧及教育的責任。融合台灣、大陸的製造技術以及泰國樸實、感性的人性管理方式，在嚴格要求紀律的同時也給予員工足夠的關愛及理解，奠下Apex成長基石並創造出獨特的管理文化。

取之於泰 用之於泰

Apex在專業PCB製造本業中謀求卓越成就外，並積極善盡公益責任。Apex的社會回饋活動，包含慈善捐款、員工樂心捐血、提供盲人按摩工作機會、捐助生活用品予學校單位、醫療基金會及當地



卓越事蹟 Excellent deeds



寺院等。Apex主動照顧員工身心需求，讓員工在工作之餘，也樂於回饋社會，形成一個良善循環。

在生態保護及環保措施方面，Apex目標為「減少污染，提高資源使用效率，成為永續發展之企業」，除符合當地相關環保、安全與衛生法令規定，並以國際相關規範為標竿努力，Apex針對包括溫室氣體、製程廢液、印刷電路板廢料和廢水，建立明確的數量化績效指標進而推動持續改善，共同追求永續美好的社會。



董事長 王樹木 先生
Chairman :
Mr. Shu-Mu, Wang

執行長 周瑞祥 先生
CEO : Mr. Jui-Hsiang, Chou

負責人：王樹木、周瑞祥

地址：30/101, 102 MOO 1 SINSAKHON
INDUSTRIAL ESTATE
CHETSADAWITHI Rd., KHOK
KHAM, MUANG SAMUTSAKHON
74000

電話：+66-34-490537~40

傳真：+66-34-490542

推薦單位：駐泰國台北經濟文化辦事處 石柏士
副代表、駐泰國台北經濟文化辦事處
高家富僑務組組長

營業項目：印刷電路板生產製造

產品名稱：雙面及多層印刷電路板

Owner : Shu-Mu, Wang、Jui-Hsiang, Chou

Address : 30/101,102 MOO 1 SINSAKHON
INDUSTRIAL ESTATE CHETSADAWITHI Rd.,
KHOK KHAM, MUANG SAMUTSAKHON 74000

Tel : +66-34-490537~40

Fax : +66-34-490542

Recommended by : Shi, Bo-Shi, Deputy Representative of the Taipei Economic and Cultural Office in Thailand、Kao Chia-Fu, Director of the Overseas Community Affairs Division of the Taipei Economic and Cultural Office in Thailand

Business Items: PCB Manufacturing and Sales

Products : Double-sided and Multilayer Printed
Circuit Boards



研發部門 R_D department

Apex Circuit (Thailand) Co., Ltd. (hereinafter referred to as Apex) was established in 2001. The main products of Apex are single-sided, double-sided, and multilayer printed circuit boards for consumer electronics and automobile audio used. In 2006, Apex invited an international management team and put a professional manager system in practice. After deeply cultivated in Thailand for nearly 2 decades, Apex has grown into the designated supplier of major international consumer electronics brand manufacturers.

Establishment of Apex-Southeast Asia's Largest Taiwanese-owned PCB Factory / Thailand's Second-largest PCB Factory

Chairman Wang, Shu-mu followed the government's southward policy in 1989 to set up a single-sided printed circuit board factory in Samutsakhon, Thailand. Chairman Wang has made a lot of progress since the humble beginnings and established Apex Circuit (Thailand) Co., Ltd. for producing double-sided PCB board. In 2006, Mr. Chou, Jui-hsiang, who came from an EMS factory, was invited to Apex as the chief executive officer. He invited an international management team to develop business, improve process technology, and strengthen management methods. The scale of operation has gradually grown from 1 billion baht a year in revenue to about 12 billion baht a year. During this development, strict Western-style management requirements gradually improved the company's physique. Chairman Wang was awarded by the Youth Innovation Association in 2011. The parent company Apex International Co., Ltd. was listed in TPEX in 2011 and listed in TWSE

in 2015, becoming the first Thai Taiwanese company to be listed in Taiwan. Now, Apex is the No.1 PCB manufacturer of consumer electronic products such as TVs, set-top boxes, and office MFPs in Southeast Asia. Its customers cover internationally well-known brands such as Samsung, Canon, Epson, Technicolor, etc. Apex has become the preferred electronic component partner of international brand manufacturers under the conflict of China-United States trade war.

Innovative Management Method

In addition to investing in the business, technology, and quality, Chairman Wang and CEO Chou have spent a lot of time and effort on shaping Apex's management culture and other soft practices, setting Apex culture to be "Oriental thinking with Western management". Thai employees of Apex account for more than 98.5%. In line with the care for employees and localization, Apex actively invites outstanding Thai employees into the important management team.

Apex has also strengthened the connection between the company and employees and their families and implemented the company's care for employees and society into practical actions. The company sincerely cares for employees and thus employees spontaneously care about the company's work. For example, Zero Fire Project has touched employees and connected their family and the company, inspires employees to plan and control their creativity to prevent problems before it happens.

Apex's core value is trust. Apex trusts employees will do things well, and let employees trust that the Company will take care and educate



生產線作業情形-Production line operation situation



卓越事蹟 Excellent deeds

them. Integrating Taiwanese and Chinese manufacturing technologies and Thailand's simple and perceptual human-based management methods, while strictly demanding disciplines, it also gives employees sufficient care and solutions, laying the foundation for Apex's growth and creating a unique management culture.

Take it from Thailand, use it in Thailand

In addition to seeking excellence in the professional PCB manufacturing, Apex actively fulfills its corporate social responsibilities. Apex has worked hard on social activities which include charitable donations, blood donation, provide job opportunities for blind people to massage, and donations of daily necessities to school, medical

foundations and local monasteries. Apex initiatively takes care of the physical and mental needs of employees, making employees willing to contribute to society after work, forming a cycle of goodness. In terms of environmental protection measures, Apex aims to "reduce pollution, improve resource use efficiency, and become a sustainable enterprise." In addition to complying with relevant local environmental protection, safety, and health laws and regulations, and taking international standards as benchmarks, Apex has established clear key performance indicators for greenhouse gases, process waste, printed electronics, board waste, and wastewater to promote continuous improvement and jointly pursue a sustainable and beautiful society.



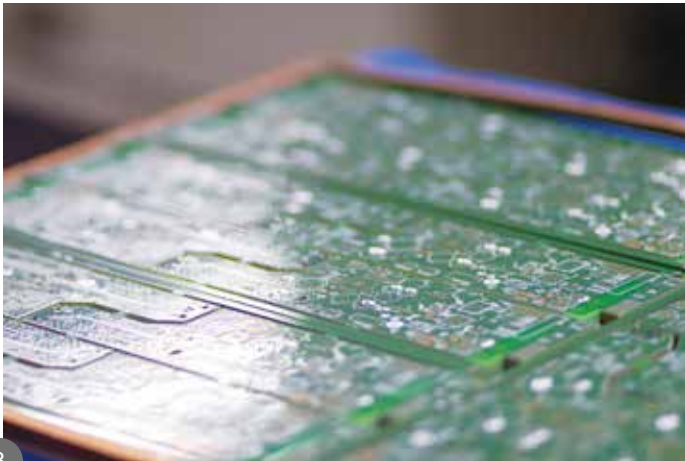
福利措施 Welfare measures



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- 1.福利措施 Welfare measures
- 2.卓越事蹟 Excellent deeds
- 3.產品 Products

綜合評語 Commentary

企業有別於同業，將產能集中在泰國，在地化管理制度優良，東方思維，西式管理，其運作管理卓越。設立獎學金、捐助物資、重視環保，可為表率。

Unlike other companies in the same industry, APEX centralizes capacity in Thailand and fosters an outstanding localized management system that integrates oriental thoughts with western management styles for optimal management. It also offers scholarships, makes in-kind donations, and practices environmental protection, setting an outstanding example of its kind.



鈴鹿塗料有限公司

Suzukacoat(M)sdn bhd.



www.suzuka.com.my

除了品質 還要有品味

作為美觀建築塗料的製造商，Suzukacoat重視產品品質也以美化居住空間提昇品味價值為目標，同時透過團隊追求卓越發展。

環境保護與企業發展兼顧

經過20年的努力SUZUKA鈴鹿塗料已經成為市場上知名的品牌通過質量第一、持續改進與客戶全面滿意的ISO9001質量政策與致力保護和改善Suzukacoat營運各個領域的環境，遵守法規的要求以及相關對環境保護的原則，並通過ISO 14001的高效、精簡和一致的程序，確保管理的持續改進以提高環境績效。

小樹苗的茁壯及分支成長

Suzukacoat在馬來西亞成立於1997年，應運東南亞建築市場的蓬勃發展，專精於建築高級塗料的生產。Suzukacoat由初期的500平方米廠房12名員工發展到現在20,000平方米的廠房與200位員工，並於2017年於泰國設立規模更大新工廠。

Suzukacoat的產品施作在許多著名的建築物包括馬來西亞的首相府、行政部、財政部、皇宮、國家回教堂，還有各大五星級飯店、高級辦公大樓等。

蛻變才有更多的機會

在2008年Suzukacoat在行銷模式上做了很大的轉變也就是由工程路線再加上零售通路。由於不同消費市場的關係在Suzukacoat的營運、研發與行銷模式也做了很大的調整。

Suzukacoat從技術生產導向走向市場導向，由佔有市場變成創造市場。而具體的作法就是網路上的行銷與產品的開發。

追求利潤要懂得分享

Suzukacoat與客戶的關係以達到雙贏的目標。為客戶提供好的產品能獲利的產品Suzukacoat才能長久的獲利。董事會力行利潤共享。Suzukacoat的盈利要同時滿足公司、股東及員工等三方，才能長久發展更上層樓。

群策群力 集體領導

人力資源的運作以種族、性別、年齡等平權發展，由於客戶消費群遍及各種階層並考慮穩定性、創意性、理性與感性之平衡再加上接棒梯次的考量，Suzukacoat各部門主管除了各司其職之外也參與重大決策，群策群力集體領導。

取之社會 用之社會

企業的經營雖以營利為目的，但追求利益的同時必須兼顧人文及社會責任。除了環境的保護之外公司內部職場倫理和對同仁之照顧、對Suzukacoat客戶出自內心服務以及對社會公益的付出，都是Suzukacoat注重的目標。所以Suzukacoat由上而下多次集合大家的力量，對尼泊爾外籍勞工家鄉地震、馬來西亞檳城水災的賑災，以及對於馬來西亞貧困學生的獎助學金捐助等不遺餘力。

負責人魏早增先生除了企業經營之外，對於台灣商會的活動也積極參與，擔任兩屆的吉隆坡會長，在公益的部分如台灣花蓮地震的賑災、馬來西亞希望基金的捐贈及馬來西亞新冠肺炎醫療物資捐贈等，負責統籌台商會員的力量有所成效。

機會是給有準備的人

身在海外二次創業當然比在國內更是辛苦主要是在法規的部分必須更加的注重。初期由於沒有地緣的



1樓辦公室 1St Floor Office

關係以及當地的人脈所以台商的朋友給予的協助相當受用。初期在用人的部分也會有比較多的挫折但是只要以人為本，善意互動最終還是可以找到適用而且可信任之人。現在Suzukacoat重要的幹部幾乎都是本地的人包括友族的同胞。

“機會是給有準備的人”這一句話不但對個人對Suzukacoat也是一樣的。董事長經常對Suzukacoat的員工這麼說在產品的開發以及行銷的模式上必須要跟的上時代的腳步隨時為下一次的戰鬥做好準備。

終身學習 廣結善緣

做人就必須要終身學習不管是工作、興趣或者娛樂，都要抱持相同的態度，活到老學到老。對上要學習對下也要學習。你的貴人有可能是你的父母親、你的老師、你的上司、你的朋友，也有可能是你的下屬甚至是你的孩子。



總裁 魏早增 先生 Chairman : Mr. Tsao-Tseng, Wei
行銷總監 魏翊琪 女士 Marketing Director : Ms. Pauline, Wei

負責人：魏早增

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珠、住馬來西亞經濟文化辦事處僑務組
林渭德組長、馬來西亞台灣商會聯合總
會林永昌總會長、台灣KPMG會計師事
務所會計師葉建郎

營業項目：建築塗料製造與銷售

產品名稱：複層紋膜與砂壁狀建築塗料

Owner : Wei-Tsao, Tseng

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Recommended by : Economic and Cultural
Office in Malaysia、World Taiwanese Chambers
of Commerce in Malaysia、KPMG Taiwan

Business Items : Architectural coating
manufacturing and sales

Products : Architectural texture coating



包裝機器 Packing Machine

Adding style & taste into quality

Suzukacoat (M) sdn bhd amongst the company's main products are high-end architectural coatings and veneers. In addition to the functionality and aestheticism of the products, the aim of the company is to design and manufacture trending and relevant products to enhance the interiors and exteriors of buildings and spaces.

Corporate development with environmental protection

In pursuing excellence and prioritizing teamwork across the last 20 years, we have established ourselves as a well-known brand in multiple markets. Through the ISO 9001 quality policy, we uphold and embody the motto, "Quality first, continuous improvement, and full customer satisfaction". Furthermore, we are committed to protecting and improving the environment in all aspects of the company's operations. Not only do we comply with environmental protection regulations, but we also meet the ISO 14001 standard. We have streamlined SOP's to not only ensure quality and consistency, but we also strive to be on the leading forefront of environmental management and architectural innovation.

Growing The Company

Suzukacoat Malaysia was established in 1997 as a part of the Suzuka Group (Malaysia, Thailand, Taiwan). Building on the booming construction market in Southeast Asia, we specialize in the production of advanced architectural coatings and



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1. 研發部門 - R_D Department
2. 主管合照 - HOD

paints for both interiors and exteriors. The company has grown from an initial 500 square meter factory with 12 people to the current 20,000 square meter factory with 200 people. In 2017, we also built another production facilities in Thailand. Some of the company's notable projects include the Prime Minister's Office, the Ministry of Administration, the Ministry of Finance, the Royal Palace, the National Mosque, Marriott Hotel, KPMG office building, and many more.

Transformation Brings Opportunity

In 2008, we made some drastic and expansive changes in our business model due to demand and changes in consumer behavior. We shifted from a project-oriented distribution channel to also incorporate the retail distribution channel. In doing so, our R&D, product offerings, and operations models have also been greatly adjusted.

Sharing Your Margins

To achieve a win-win situation with our customers, we not only provide our customers with a product offering with high demand but also with fair profit margins. We also adopt the profit sharing model – the company's profits are to benefit the three parties - the company, its shareholders, and also its employees.

Collective Leadership with Innovation

Malaysia is a multi-racial country, to achieve what the market demands, our Head of Departments must achieve the perfect balance between design and function. Though we are committed to enhancing the outlooks of buildings and spaces, our product development process must not only take into account the aesthetic factor and trendiness of the product, but also its functionality, ease of application, protection to the walls, and relationship to the environment.

Corporate Social Responsibilities

Although the operation of a corporation is for profit, it must take into account corporate social responsibilities. In addition to the protection of the environment, the company also prioritizes internal workplace ethics, care of its staff, service and treatment of its customers, and contribution to social welfare. James Wei, our Managing Director, has organized and led multiple donation initiatives for various causes, such as the earthquake in Nepal, our foreign workers' hometowns, the flood relief in Penang, Malaysia, and the provision of scholarships for the underprivileged students in Malaysia. In the public welfare front, he has played a pivotal role in leading the disaster relief for the Taiwan Hualien earthquake, the coronavirus pandemic in Malaysia via donating supplies to the Malaysian Hope Fund, and others. He is responsible for coordinating the capabilities of Taiwanese business members in Malaysia to not only fundraise, but to acquire items in need during desperate times.

Opportunities are for those who are prepared

There is no denying how hard it is to start a business in a foreign country. As a foreigner,



1.週年晚會 2019 Annual Dinner
2.研發部門- R_D Department

one of the most critical rules is to always follow the local guidelines and regulations. In the early days, there were no connections or local contacts, so I am very thankful for my friends from the Taiwanese Chamber of Commerce who have provided us with immeasurable assistance and advice. A major challenge was bridging the cultural difference in the hiring of staff – but by adapting to the local culture, the company was able to build a strong team of committed and trustworthy people. The company now mainly comprises of diverse Malaysians. This applies not only to individuals, but also to companies. I often tell my colleagues that in product development and marketing strategies, we must keep up with the pace of the times and be ready for the next challenge at any time.

Never Stop Learning

As a person, one must never stop learning and growing – whether it is for work or hobbies, one must always approach with an open attitude. There is always something you can learn from everyone across all walks of life. You will find knowledge not only from your parents, your teacher, your boss, or your friend, but also from your staff or even your children.



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1. 2019 CNY 大團拜 Chinese New Year's Party
2. 產品 Products
3. 週年晚會 2019 Annual Dinner
4. 週年晚會 2017 Annual Dinner



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綜合評語 Commentary

鈴鹿塗料建立創新求變的品牌形象，銷售通路扁平化，以數位行銷策略強化品牌形象，得以在當地市場享有領先地位。企業致力於公益及台商會活動，積極協助海內外學子，聲援台灣參與世衛等活動，其貢獻值得肯定。

Suzukacoat creates a brand image of innovation through constant changes, dealers distribution channels, and improves brand image through digital marketing to earn leadership in the local market. Apart from dedicatedly promoting social welfare and activities of the Taiwan Chamber of Commerce, it also actively provides assistance for domestic and overseas students, supports Taiwan's participation in the WHO and other international events, with contributions deserving recognition.



評審委員會

決審委員名單 (依姓氏筆畫排序)

童振源 主任委員
僑務委員會 委員長

決 審

李育家

中華民國全國中小企業總會 理事長

張傳章

中華經濟研究院 院長

李耀魁

中小企業信用保證基金 董事長

張銘斌

經濟部投資業務處 處長

施至隆

世界台灣商會聯合總會 名譽總會長

陳坤煌

來利木業有限公司 董事長

張建一

台灣經濟研究院 院長

廖慶榮

台灣科技大學 校長

複審委員會 委員 (依姓氏筆畫排序)

何晉滄 主任委員
經濟部中小企業處 處長

複 審

李峰春

李林公司 董事長

趙義隆

台灣大學國際企業學系 教授

林見松

世界台灣商會聯合總會 名譽總會長

劉琍綺

世界華人工商婦女企管協會 總會長

張淑燕

僑務委員會僑商處 處長

戴麗芬

中華民國全國中小企業總會 秘書長

葉明水

中華民國對外貿易發展協會 前秘書長

卓越台商 選拔表揚辦法

一、宗旨：

為表彰海外經營有成，在各方面均表現卓越，且對台灣或僑居地等國際社會有貢獻之台商企業，特辦理本表揚活動，以肯定當選企業之成就，讓全球台商企業相互學習觀摩，以提升經營能力及競爭力。

二、指導單位：僑務委員會

主辦單位：經濟部中小企業處

中華民國全國中小企業總會

世界臺灣商會聯合總會

三、參選資格：

(一) 成立滿5年之台商企業(須於2015年6月10日以前成立之企業)。

(二) 最近3年(2017-2019年)連續獲利或營運成長狀況佳。

(三) 對台灣或僑居地等國際社會有顯著貢獻之企業。

註：台商係指非大陸地區的台籍商人及其子女/下一代

四、表揚名額：

以8家企業為原則，惟實際當選家數由評審委員會議決之。

五、參選方式：

需由僑務委員會等國內政府單位，或我政府(外交部、僑委會、經濟部等)駐外單位、辦事處、當地僑團、台商會、參選企業僑居地之政府有關單位及機構，或海內外金融界、工商團體等推薦參選，自行參選者不予以受理。

六、參選應繳資料：(請以中文書寫，相關證明文件、圖片請加註中文說明)

(一) 參選企業送件自我檢核表。

(二) 推薦書。

(三) 企業基本資料表。

(四) 評審項目說明書。

(五) 企業在僑居地之事業登記及營運相關證明文件影本。

(六) 企業之董監事(含股份)名冊。

(七) 最近3年(2017-2019年)之資產負債表及損益表影本，其中最近一年需提供完整之會計師簽證報表，無法提供者，請說明。

(八) 最近一年企業納稅證明文件影本(需經稅捐單位查驗之正式報稅資料)。

(九) 相關事蹟證明文件(如品質驗證證明書、得獎紀錄)或照片。

(十) 企業內部、外觀、產品及工作情況的書面照片各1~3張。(另以電子檔或光碟提供)

以上資料如有影印務請清晰，文字敘述以中文為主，財務報表內容請加註中文，請檢送10份(正本乙份，副本A4紙影印9份裝訂整齊)。

郵寄至：社團法人中華民國全國中小企業總會

地址：臺灣 台北市106大安區羅斯福路2段95號6樓

電話：886-2-23660812分機117/152 高正穎/盧巧羚 傳真：886-2-23675952

E-mail：kathy_kao@nasme.org.tw 網址：smeaward.moeasmea.gov.tw、www.nasme.org.tw

* 參選資料由主辦單位於活動結束後燒毀，概不退件。



七、報名時間：

即日起至6月10日截止。(通訊寄件以掛號郵戳為憑)

八、評審：

(一) 評審程序：分為初審、複審、決審3階段進行。

- 1.初審：由中華民國全國中小企業總會同仁組成專案工作小組，對參選資料之參選資格予以初步認定，若資料不齊者予以限期補件，資格不符合者發文通知，資料符合者送交複審委員會審查。
- 2.複審：由具專業素養和代表性之學者專家擔任複審委員，就入圍企業整體表現進行複審審查作業。
- 3.決審：由我國政府首長、工商企業領袖及跨國企業經營有成之代表擔任決審委員，依據入圍決審企業之書面資料及複審委員會評審報告進行審查。

(二) 評審項目：

項目	內容說明	權重
企業特色	<ul style="list-style-type: none"> • 企業在當地經營的特色或獨特性的價值 • 創新的能力與成效 • 當地經濟現況與企業經營策略分析 	20%
社會貢獻	<ul style="list-style-type: none"> • 公益活動之投入與表現(包含：對臺灣或僑居地等國際社會之貢獻、企業在僑社的活動度等) • 對生態保護的相關環保措施 • 對僑界影響力與表現(如：協助有意在當地投資之台商進行在地行銷與相關資源協助等) 	25%
整體管理制度	<ul style="list-style-type: none"> • 經營理念與願景、企業文化 • 行銷策略(包含：行銷據點和通路、自有品牌運用情形、顧客關係等) • 人力資源管理策略(包含：勞資關係、教育訓練、員工福利、知識管理等) • 經營團隊的重要成員及運作情形 • 企業創業歷程與轉變 	30%
財務會計	<ul style="list-style-type: none"> • 會計制度與內控制度 • 經營效能(包含：資金週轉與償債能力、營收與獲利能力、財務結構等) 	25%

九、頒獎表揚：

- (一) 預計於2020年11月份與第29屆國家磐石獎同時舉行，恭請我國政府高階首長頒獎，頒發海外台商磐石獎獎座及當選證書。
- (二) 拜會我國政府單位首長或僑居國之駐華大使館或駐華辦事處，以肯定當選企業之經營成就。
- (三) 出版當選企業專輯，介紹當選企業卓越事蹟及貢獻。
- (四) 由本會透過傳播媒體對國內外宣傳表揚。

十、得獎企業義務：

- (一) 得獎企業有配合提供印刷專輯、企業簡介帶所需題材、錄製中小企業通廣播節目及參加各洲際台商總會年會發表企業成功經驗等相關活動之義務。
- (二) 得獎企業屆時應派高階主管參加頒獎典禮、記者會、拜會等活動，若無法出席視同放棄當選。
- (三) 得獎企業若經查證有違反本辦法或不實陳述者，其獎座及當選證書應繳回主辦單位。

我們為中小企業服務 中小企業為社會服務



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