



漢台科技股份有限公司

HANTIC PRECISION TECHNOLOGY, INC.

負責人：賴旭泉
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推薦單位：磐石獎聯誼會、玉山商業銀行
營業項目：其他非鐵金屬基本工業、印刷電路板成型代工服務
產品名稱：印刷電路板用刀具之研發設計、製造及銷售、工業用各項銑刀、印刷電路板成型代工服務



董事長 賴旭泉先生
Chairman : Mr. Hsu Chuan Lai

Owner : Hsu Chuan Lai
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Recommended by : National Outstanding SMEs Award Friendship Club、ESUN BANK

Business Items : 1.Other Non-ferrous Metal Basic Industries
2.Printed Circuit Board Foundry Service.

Products : Printed Circuit Board Router bit design , manufacture and sale、End Mill for every kind of industrial、Printed circuit board foundry service



www.hantic.com.tw



● 工業用銑刀 End mill



● 公司大門全景 The whole view of Company



● 印刷電路板用刀具 Printed Circuit Board Router bit



● 經營團隊 Management team

漢台科技成立於2000年，千禧年時代正值台灣印刷電路板蓬勃發展時期，當時印刷電路板用之專業銑刀均需仰賴國外進口，賴旭泉董事長在一次機緣轉念下，心中萌起：「為什麼我們不自己生產？」的念頭，經過多方思量評估及憑藉著一股拼勁，遂以「專業、敬業、和諧」的理念打造一支全新經營團隊，朝世界最大之印刷電路板加工用專業銑刀製造廠為目標邁進，創造「HANTIC」自有品牌。

把客戶需求深藏心底 共同打造綠世界

「客戶優先，持續改善。」是漢台科技歷年來堅持的品質政策。以客戶的需求為首要前題，共同合力開發符合市場需求的商品，善用自家成型的經驗與技術為客戶解決問題，以提升附加價值，並且同時不間斷地改善創新產品以達追求更高效率、高品質、高壽命的目標。

目前世界趨勢朝向環保意識抬頭，漢台科技亦不落人後以自身產品打造綠世界，推出廢

銑刀回收再利用，落實循環經濟。銑刀主要材料為貴金屬-鎢鋼，鎢礦為天然礦產資源，漢台科技為降低全球礦產耗竭速度，近年來致力於推展環保銑刀的綠能經濟-回收舊銑刀再製成全新銑刀。透過此種銷售模式，一方面降低漢台科技原料成本，二方面提供客戶更經濟實惠的價格，三方面回饋環保愛地球行動，開創一個三贏的局面。

不瘋東西南北 深根本土 培養臺灣人才

二十年前，臺灣產業一窩蜂西進，賴旭泉董事長認為雖然有土地、人力及稅務優惠等短期利益，然提升核心競爭力才是企業永續經營之道，故與眾不同、毅然決然的選擇以「臺灣生根、臺灣製造、臺灣品牌」為願景，希望與這塊土地共存共榮。儘管外在環境日趨嚴苛，現今多數企業南進轉往東南亞發展，漢台科技依舊抱持本心，扎根臺灣。

漢台科技高度重視公司治理與人才培訓，除延攬各領域專家擔任公司董事及監察人，以



● 員工活動 Employee engagement activity

提供公司未來方向與建言，並採行經理人制度，招募具有各項專業的經營團隊，滿足公司發展的需求。

在人才培養上，依基層、中階及高階人才專長制定各項長期培訓計劃，暢通升遷管道，照顧員工福利。「把手空出來，讓員工用腦做更有意義的事。」，賴旭泉董事長亦秉持著這樣的概念，持續投入高精密自動化設備，減少重複性的人工操作，讓員工同仁們能發揮所長，運用智慧腦力激盪出更有價值的產出。取自臺灣亦回饋予台灣，培養臺灣人才，希望同仁員工們都能在這買車、買房，安居立業，找到屬於自己的歸屬感！

以人為本 團隊 快樂 成就的企業文化

打造優質團隊，共創快樂工作氛圍，進階使每位員工都能達到心中的成就，漢台科技「團隊、快樂、成就」的企業文化並非單純紙上談兵。

針對員工「食、衣、住、行、育、樂」各項基本需求進行改善：每三個月調查一次員工伙食滿意度；員工制服依流行款式設計並採用吸濕排汗材質；提供遠鄉員工宿舍免去市場高額租金負擔；提供建教合作學子們交通車及外籍員工腳踏車；廠內技術傳承培訓及廠外專業學識機構學費補助；舉辦攀登玉山、泳渡日月潭等休閒活動。在外在基本工作環境無虞後，便可心無旁騖的追求內在心靈層面的富足-「成就」，如此相輔相成良性循環。

永不停滯 持續壯大的使命

「如果我們只是安穩於眼前，勢必會在時代洪流中被淹沒。」，漢台科技練功十餘載，扎穩馬步後，已朝「高規客製化」與「國際化」邁進。高規客製化將提高與競爭對手的產品差異，國際化將拓展版圖至海外市場。漢台科技將善用自身的優勢與價值，發跡臺灣，布局全球，期望在銑刀發展史上寫下一頁里程碑。▲



● 員工教育訓練 Employee training

At the turn of the millennium, the printed circuit board (PCB) industry was booming in Taiwan. At the time, professional milling cutters for PCBs were all imported. During a serendipitous event, the thought: "Why don't we make it ourselves?" occurred to the Chairperson, Mr. Lai Hsu-Chuan's mind. After thorough evaluation and with great determination, a whole new management team was built based on the philosophy of "professionalism, dedication, and harmony", bringing the company towards the goal of becoming the world's largest PCB milling cutter manufacturer. And the brand "HANTIC" was thus created.

Bearing customer needs in mind and creating a world of environmental sustainability

"Customer first, continuous improvement" is the quality policy that Hantic Precision Technology, Inc. has insisted on for many years. We develop products that meet market demand by putting customers' needs first, and fully utilize our accumulated experience and technology to solve customers' problems and increase added value. We are constantly improving our innovative products in hopes of achieving higher efficiency, higher quality, and longer service life. Hantic Precision Technology, Inc. helps build a greener world through its products under the rising awareness of environmental protection, and has introduced the recycling of discarded milling cutters to achieve a circular economy. Milling cutters are mainly made from precious metal called tungsten

steel. Tungsten is a natural mineral resource, and Hantic has dedicated its efforts in recent years to the green economy by promoting environmentally friendly milling cutters –recycling old milling cutters and making them into new ones to slow the depletion of the world's mineral resources. This sales model lowers Hantic's materials costs, provides customers with lower prices, and contributes to environmental protection, showing care the Earth and creating a win-win-win situation for all.

Staying local, rooted, and committed to the development of domestic talent

Taiwan's industries flocked west twenty years ago. Chairperson Lai Hsu-Chuan believes that increasing the company's core competitiveness is the only way to achieve corporate sustainability, and not short-term benefits such as land, labor, and tax preferences. He resolutely and determinedly chooses the vision of "rooted in Taiwan, made in Taiwan, branded as Taiwanese", hoping to co-exist and mutually prosper with Taiwan. Despite the growing difficulties in the business environment, which has driven most companies into Southeast Asia, Hantic has not been swayed and has remained firmly rooted in Taiwan. Hantic takes corporate governance and talent training very seriously, and has recruited experts from various fields to serve as the company's directors and supervisors, so that they can steer the company in the right direction and offer advice. We adopted a modern management system and assembled



● 辦公室 Office



● 生產作業情形 Production line



● 員工旅遊 Company trip

a management team that collectively has the expertise necessary for the company's development. Talent cultivation, long-term training plans, smooth promotion channels, and employee benefits are in place for basic, middle, and high level talent. "Let's use our hands less and use our brains to do more meaningful things!" This is the concept held by Chairperson Lai Hsu-Chuan as he continues to invest in automated high precision equipment to reduce repetitive manual operations, allowing employees to utilize their expertise and brain power to create even greater value. Give back to Taiwan. We cultivate Taiwanese talent in hopes that our employees can buy a car, buy a house, start a family and career, and find a sense of belonging!

Shaping a people-oriented, cohesive, and enriching corporate culture

We put together an outstanding team and create a happy atmosphere at work so that every employee can gain a sense of accomplishment. Hantic's corporate culture of "cohesiveness, happiness, accomplishment" is not empty talk. We make improvements in all

of our employees' basic needs for "food, clothing, accommodation, transportation, education, and entertainment": Employee satisfaction with meals is surveyed every three months. Employee uniforms are designed according to the latest fashion trends and made from moisture wicking materials. Dormitories are provided to employees far from home, lifting the burden of expensive rent. Shuttle buses are provided for students participating in our cooperative education project and bicycles are provided to foreign employees. Technical training within the plants and subsidies for studying at professional educational institutions. Leisure activities such as climbing Jade Mountain and swimming across Sun Moon Lake. Once employees no longer need to worry about their basic work environment, they will be able to pursue spiritual fulfillment – "sense of accomplishment", thus creating a virtuous cycle.

Continuing on a mission of persistent growth and advancement

"If we are content with our current state, we will drown in the tides of time." Hantic has laid a solid foundation after a decade of hard work, and is now taking strides toward "high-spec, customization" and "internationalization". High-spec customization will increase our product differentiation from our competitors, and internationalization will allow us to expand into overseas markets. Hantic will fully utilize its advantages and value as it expands worldwide from its base in Taiwan, hoping to set new milestones in the milling cutter industry. ▲



聚焦於PCB產業的成型刀具製造，進而延伸到成型刀的精密製作，其核心能力極具市場競爭力。擁有自我品牌，在創新策略上，透過成型代工服務，從根本解決客戶生產問題；以環境保護為出發點，推動「循環經濟」，回收產品再造，致力永續經營。

Focusing on the manufacturing of forming tools for the PCB industry and extending to the precise manufacturing of forming tools, Hantic's core capability is highly competitive in the market. With private brand, Hantic addresses fundamental production issues for customers through innovative strategies such as forming OEM services. Based on environmental protection, Hantic promotes "circular economy" and reproduce recycled products to commit to sustainable operation.