



AKC WATCHSTRAP

PROFILE COMPANY



Akcc

AKC WATCHSTRAP

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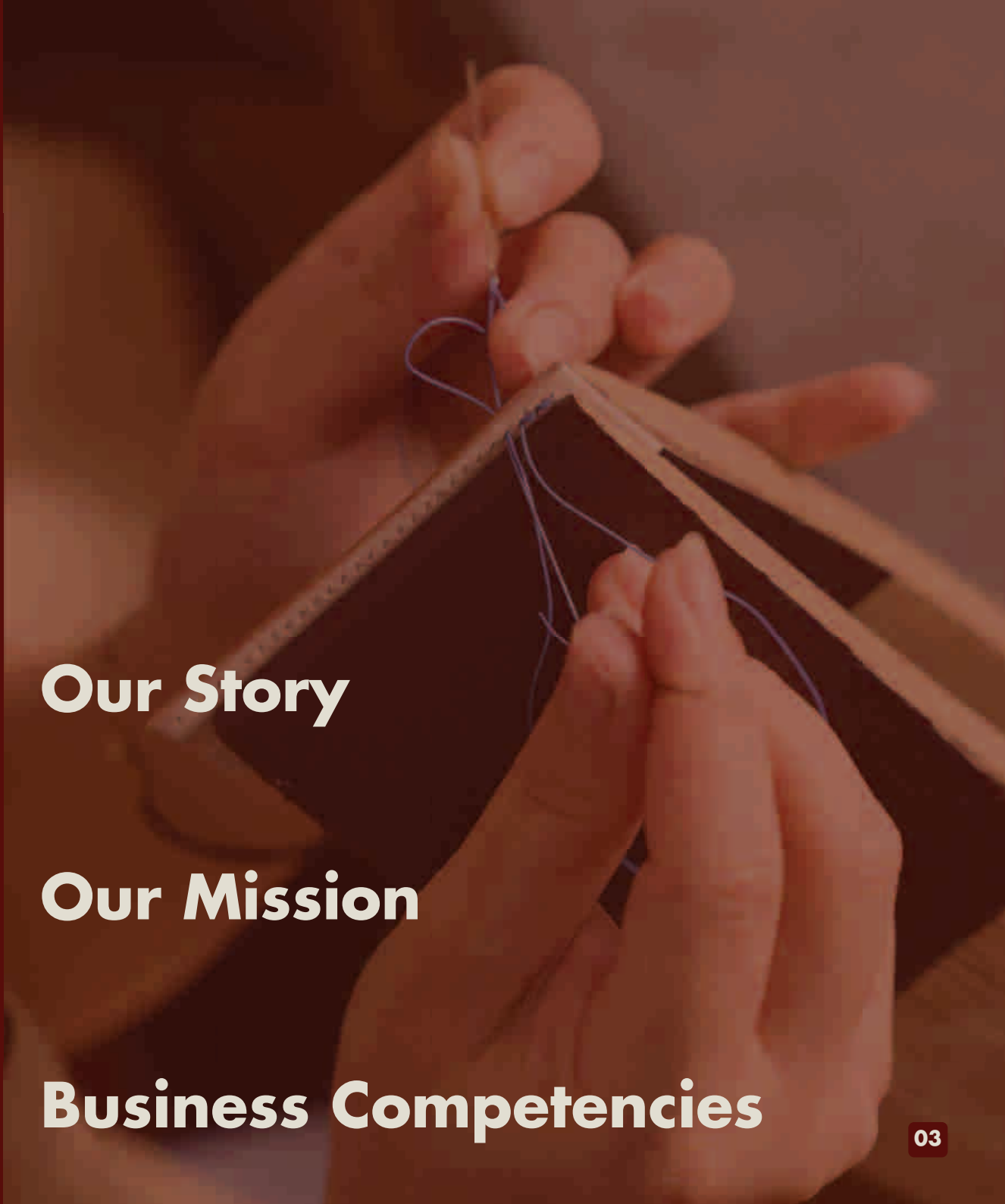
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Our Story

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Our Story



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A wristwatch is a proud symbol of luxury and contemporary living. While often overlooked, the watch strap is an essential accessory that completes the overall look, enhancing harmony through its details, colors, and the wearer's outfit. Beyond adding aesthetic value, it distinguishes each timepiece with its unique character. Our mission is to craft watch straps that not only elevate style but also provide lasting comfort and durability

Founded in 2004, AKC boasts over two decades of expertise in crafting premium leather watch straps. To maintain our unwavering standards, we embrace traditional handcrafting techniques, supported by a team of skilled artisans and modern machinery. This combination allows us to create meticulously finished watch straps and accessories tailored to our customers' needs. Alongside our dedication to quality and production efficiency, we are equally committed to sustainable development and fulfilling our social responsibilities

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AKC
AKC WATCHSTRAP

Our Mission



Prioritize product development, introducing market offerings that seamlessly blend aesthetic appeal with practical functionality



Invest in human development, offering professional training for young artisans and providing opportunities for individuals with

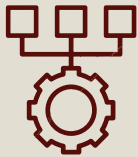


Commit to sustainable values including environment protection, community development, and fostering a safe workplace

Business Competencies



Exquisite
Handcraftsmanship



Streamlined
Workflow



Outstanding
Customer Service

Infrastructure & Products



**Manufacturing Infrastructure
& Personnel**

Products

Working Procedures

Manufacturing Infrastructure & Personnel

The production workshop model of AKC is divided into two main groups.
These include:



The R&D departments, which is responsible for researching new products and technologies to meet customer demands.



Production Department consisting of nearly 40 skilled craftsmen divided into multiple production teams. Our team meticulously handcraft every straps to provide the finest quality.

Personnel

At AKC, we have craftsmen who have spent decades accumulating experience in the field of crafting and processing handmade leather goods, especially watch straps.

Supported by a team of nearly **40** skilled craftsmen and state-of-the-art equipment, AKC has the capacity to produce up to **250,000** handmade watch straps annually, or approximately **18,000** sets per month. Our profound expertise in manual production techniques and our efficient production line model enable us to rapidly train personnel and scale up production to meet higher demand, potentially reaching **500,000** units per year.

Starting with product quality, AKC's R&D department is responsible for researching new designs and techniques to ensure the functionality and comfort of each product.



Manufacturing Infrastructure

In addition to the team of skilled craftsmen, our factory is equipped with a complete set of modern machinery and equipment to support human resources and to ensure that the production process is carried out accurately and efficiently.



A standardized process is established in the production workshop to ensure that each product is created according to the highest quality standards. From selecting materials, preparing tools, performing production steps, to conducting final quality checks, every stage is carefully executed and adheres to the standardized process. The quality control process in watch strap production may vary depending on each company and specific procedures. However, the general goal is to ensure quality and compliance with prescribed standards to produce high-quality watch straps that meet customer needs.

Our process includes:



Pre-processing and
processing material



Intermediate product
testing



Final product testing



Packaging and
transportation



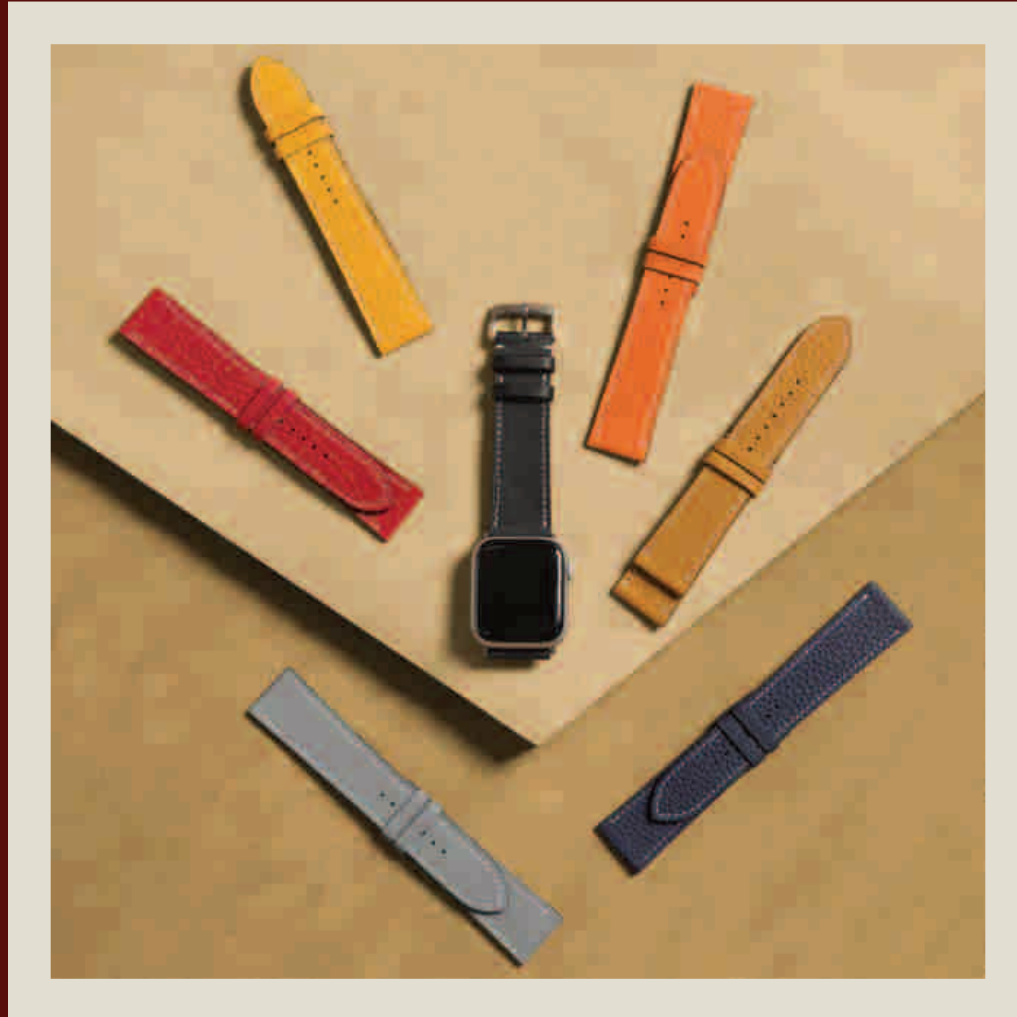
After-sales
customer care



Products











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RANCHO LOMA

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IN THE MIDDLE OF NOWHERE

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Working Procedures



PRODUCT SPECIFICATIONS

Understanding the products specifications
Understanding customer requirements



NEGOTIATING TERMS

Pricing Negotiation
MOQ Requirements



PRODUCTION

Sample production
Bulk Production
Quality Control



SHIPPING & LOGISTICS

Arranging Logistics



POST DELIVERY FOLLOW-UP

Feedbacks Loop
Warranty Fulfillment





Corporate Sustainability

At AKC, we understand that setting criteria for sustainable development in manufacturing is the greatest driving force of a business. For this reason, alongside production, AKC also focuses on implementing strategies and business activities that meet the needs of the business and stakeholders such as customers, workers, while also protecting, maintaining, and enhancing the human resources and natural resources that will be needed in the future.

Environment Sustainability

Choose sustainable leather suppliers:

AKC sources leather from reputable suppliers who strictly adhere to local environmental protection regulations in their workshops, from the leather tanning process to packaging and transportation, minimizing waste disposal into the environment. AKC also offers vegan leather as a material option for customers, minimizing the impact on protected animal species.

Pollution-free production process - Waste management:

By predominantly using handcrafted production methods, AKC minimizes the environmental impact of watch strap manufacturing. Additionally, waste generated during the production process (such as excess leather) is utilized to create small details or undergoes hydrolysis treatment to become organic fertilizer used in agriculture.

Optimize resource utilization:

In addition to using handcrafted techniques, AKC constantly strives to optimize the use of energy sources, including electricity, water, and raw materials, by utilizing advanced technology machinery for certain stages.

Ensure compliance with environmental regulations:

AKC guarantees compliance with environmental protection regulations, waste treatment, and resource management.



Social responsibility



In addition to environmental concerns, AKC also prioritizes the establishment and maintenance of a suitable and healthy work environment for its employees.

AKC understands that the workforce is a vital and determining factor in the company's success. Therefore, we aim to create a comfortable, reliable, and inclusive work environment that provides ample opportunities for development for all members of the organization.

CONTRIBUTING TO LOCAL ECONOMIC DEVELOPMENT

Job creation:

As of October 2023, AKC proudly employs over **40** master craftsmen and **29** additional staff members, maximizing local talent and resources



Increasing income:

With employment, local residents can earn a stable income from handmade watch strap production. On average, the income of employees participating in AKC has increased by 20%. This can help improve the standard of living and increase the purchasing power of the people, while also generating local economic development.

HUMAN DEVELOPMENT

At AKC, we aim to help employees reach their full potential and ensure the development and well-being of the workforce.

Training and development

As of October 2023, AKC has organized three vocational training classes, teaching handmade leather craftsmanship to over **40** individuals. Among them, **80%** continue to work at AKC. In 2024, AKC plans to continue organizing training classes to provide development opportunities for local workers at the production workshop.

Health and physical care

We care about the health and physical well-being of our employees by providing regular health care programs, medical insurance, and physical activities in which **100%** of the employees participate. Additionally, AKC regularly organizes team-building activities to foster bonding and promote physical fitness among employees.

Encouraging creativity and contribution

AKC maintains monthly internal meetings to encourage employees to showcase their creativity and contribute their opinions, aiming to create a friendly and fair working environment.



OPPORTUNITIES FOR DISABILITIES

In addition, AKC's social spirit is also most evident in creating opportunities for many disabled workers in the local community. More than anyone else, we understand that everyone, regardless of their abilities and limitations, has the right to participate in life and work fairly.

We aim to build a comfortable and safe working environment for employees, providing support for disabled workers to gradually integrate into the community. This includes skills training, counseling, and psychological support to help disabled employees develop and advance in their careers. As evidence, over the course of **10** years of operation, AKC has provided job opportunities for over **10** individuals with disabilities in the local and surrounding areas. Among them, **80%** are still employed to this day.





AKC encourages companionship and interaction within the team, creating opportunities for sharing experiences and learning from each other. Additionally, the company promotes sharing information and knowledge about creating an inclusive environment for disabled workers with the surrounding community, aiming to raise awareness and bring about positive changes in society.

Gender equality

Promoting gender equality in the implementation of human resources policies is a key factor that helps improve productivity, labor efficiency, and enhance the employees' commitment and connection to the company.

40%

of AKC's management staffs are women

The national average is 36%

100%

of female employees at AKC has insurance & maternity benefits

In the past 3 years, the annual salary ratio at AKC for men and women was 52% - 48%; corresponding to a gender ratio of 55% male - 45% female.

96%

of female employees return to work at AKC after maternity leave.





Respecting gender equality in the enterprise

We understand that gender equality in the workplace does not mean having a balanced male-female ratio in the company, but rather ensuring equal access to opportunities and resources, as well as equal compensation for equivalent jobs, regardless of gender.

To create a gender-equal working environment, at AKC, we always care about the physical and mental well-being of women, ensuring equal opportunities and rights between men and women.

AKC regularly organizes discussions to listen to opinions and address issues related to implementing gender equality in the enterprise.



Not only focusing on quality and sustainable value, we also prioritize customer dedication and satisfaction. We always listen to feedback and meet the needs of our customers to provide the best products and attentive customer care services.

With experience and passion in the watch industry, AKC is confident to be a reliable partner for renowned watch brands in the market. We commit to delivering high-quality, unique, and reliable products to our valued customers.

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