

人才的培育與關懷

員工培訓與發展

本公司深信員工是企業最寶貴的資產，致力提供全方位且持續性的培訓與發展機會，協助同仁因應市場趨勢，持續精進技能、拓展知識視野。透過完善的教育訓練規劃，協助員工在適才適所的環境中發揮潛能、提升績效。同時，本公司每月依規定提撥員工薪津的 1% 至至人力資源發展基金（HRDF，現更名為 HRD Corp），積極配合政府推動人才培育政策。HRD Corp 由馬來西亞人力資源部（MOHR）管理，依據《2001 年人力資源發展基金法案》（PSMB Act）運作，透過徵費與資助機制，促進產業人才技能提升與就業競爭力，支撐馬來西亞經濟轉型與永續發展。

本公司將持續強化員工的數位技能、環保意識與跨文化溝通能力，以因應快速變遷的市場環境，確保團隊競爭優勢。藉由持續學習與成長，不僅提升企業永續韌性，亦為員工打造具前瞻性的職涯發展平台，實現個人與企業共榮共進的願景。


訓練類別

員工的專業成長是企業邁向永續發展的關鍵動能。本公司持續投入資源於多元教育訓練計劃，協助員工掌握應對快速變遷市場所需的核心理技能與專業知識。同時，鼓勵同仁參與涵蓋環境、社會與治理（ESG）、數位轉型與創新科技等領域之外部專業認證課程，以拓展視野、強化競爭力。此外，我們重視職場安全與健康，透過系統化訓練降低工作風險與傷害，營造安全、永續的工作環境。以下為本公司各類訓練項目一覽表：

訓練類型	內容
新進人員訓練/ 職前訓練	為協助新進試用人員迅速適應工作環境與企業文化。訓練內容涵蓋瞭解公司之組織，業務概況，職場安全環境衛生，現場作業標準等技能，含基礎訓練及到職引導。此外，新進人員之主管也同步協助新進人員盡快適應公司文化及工作內容。
在職訓練	提供多元化的在職訓練，以提升各部門人員之職類所應具備之基礎職能及專業職能，以強化各職場工作能力。
內部訓練	依職務類別培訓，含馬來西亞當地政府法令規定、公司政策要求及全公司整體性之訓練活動，如職場安全訓練課程、品質類訓練課程、及廠區緊急應變訓練課程等。
外部訓練	針對專業性及職能別訓練，含各職能單位所需之技術及專業訓練，如設備工程類課程、財會類課程、資訊技術類課程、馬來西亞稅法及馬來西亞勞工法課程等調派員工外訓，以增補員工職能。

本公司之女性與男性平均訓練時數有差異，其主要原因為工廠操作者以男性居多，廠內工作者需依照政府法規接受教育訓練，公司會定期安排相對應的訓練課程，如消防公安、技術專業及品質管理等課程。

本公司 2023 年及 2024 年教育訓練時數統計表如下：

項目/類別	年度	2023	2024
		總受訓人次	 134
受訓總時數	小時	729	266
平均受訓總時數	小時/人	1368.25	1032.50
		1.59	2.42

Talent Cultivation and Care

Employee Training and Development

Our company firmly believes that employees are the most valuable asset of the enterprise. We are committed to providing comprehensive and continuous training and development opportunities to help our team members stay aligned with market trends, continuously enhance their skills, and broaden their knowledge. Through well-structured training programs, we support employees in realizing their potential and improving performance within the right roles and environments. In addition, the company contributes 1% of employees' monthly wages, as required, to the Human Resource Development Fund (HRDF), now known as HRD Corp, actively supporting the government's talent development initiatives. Managed by the Ministry of Human Resources (MOHR) Malaysia, HRD Corp operates under the "Human Resources Development Act 2001" (PSMB Act). Through a levy and grant system, it promotes skills enhancement and employment competitiveness in industries, supporting Malaysia's economic transformation and sustainable development.

Our company will continue to strengthen employees' digital skills, environmental awareness, and cross-cultural communication capabilities to adapt to the rapidly changing market environment and ensure the team's competitive advantage. Through continuous learning and development, we aim not only to enhance the company's sustainability and resilience but also to provide employees with a forward-looking career development platform—realizing a vision of shared growth and mutual success between individuals and the company.

Training Categories



The professional development of employees is a key driving force for the company's journey toward sustainable growth. Our company continues to invest in a diverse range of training programs to help employees acquire the core skills and professional knowledge necessary to respond to rapidly changing market demands. At the same time, we encourage our staff to participate in external professional certification courses covering areas such as Environmental, Social, and Governance (ESG), digital transformation, and innovative technologies to broaden their perspectives and enhance competitiveness. In addition, we place great emphasis on workplace safety and health. Through systematic training, we aim to reduce occupational risks and injuries, fostering a safe and sustainable working environment. The table below provides an overview of our various training programs:

Training Categories	Content
New Employee Training / Pre-employment Training	To help new probationary employees quickly adapt to the work environment and corporate culture, the training covers understanding the company's organizational structure, business overview, workplace safety and hygiene, and standard operating procedures. It includes basic training and onboarding guidance. In addition, the supervisors of new employees also assist them in adjusting to the company culture and job responsibilities as quickly as possible.
On-the-Job Training	Provide diversified on-the-job training to enhance the fundamental and professional competencies required for various roles across departments, thereby strengthening workplace capabilities.
Internal Training	Training based on job categories includes programs mandated by local Malaysian government regulations, company policy requirements, and organization-wide training activities, such as workplace safety training, quality-related training, and emergency response training at the factory.

External Training	Professional and functional-specific training includes technical and specialized courses required by each functional department, such as equipment engineering, finance and accounting, information technology, Malaysian tax law, and Malaysian labor law. Employees are assigned to attend external training to enhance their professional competencies.
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There is a difference in the average training hours between female and male employees in our company, primarily because the majority of factory operators are male. In accordance with government regulations, factory workers are required to undergo specific education and training. The company regularly arranges corresponding training programs, such as fire safety, technical skills, and quality management courses.

The following is the summary of employee training hours for 2023 and 2024:

Category/Item	Year	2023	2024
		Total number of training participants 	
		729	266
Total Training Hours	Hours	1368.25	1032.50
Average Training Hours	Hours/person	1.59	2.42