






To establish the SDG Academy, promote industry-academia collaboration, and offer various scholarship programs. We are forming a talent development mechanism to foster lifelong learning and nurture a sustainable future.

4.2 MEAN WELL Cultivation

SDGs	Strategy	Mission	Vision
  	Establish a sound knowledge management and education training platform, and plan a blueprint for the development of cross-duty and cross-regional diversified talents.	Provide high-quality internal courses, teaching materials and lecturers, and establish a sound education and training system.	Improve employees' knowledge and skills, and assist them in self-learning and growth in the workplace.

4.2.1 Employee Development

- MEAN WELL's education and training policy is based on the belief of sustainable management, in line with the Company's business strategy goals, to improve the quality of human resources, strengthen professional skills, stimulate individual potential, and build an organization that innovates, improves, and inherits.
- There are no restrictions on gender, age, race, political orientation, or religious belief in terms of job acquisition or promotion. As long as the ability and qualifications meet the job requirements, every employee has equal and fair opportunities.



Industry-Academia Collaboration

- 60% Practical Application: About 60% of the results developed from industry-academia collaboration projects are applied in actual products.
- 20% Talent Retention: Over the past three years, approximately 20% of new R&D personnel were hired through industry-academia matchmaking channels.

Education and Training Policy

01

Adhere to the belief of sustainable operation and cultivate employees.

02

Cooperate with the Company's business strategy goals, strengthen professional skills, and stimulate human potential.

03

Construct a learning enterprise, continue to innovate, improve and inherit.



Commitment to Education and Training

1

Talents are the human assets of the Company, and their value can be enhanced through training.

2

Cultivating high-quality employees is the Company's responsibility to society.

3

Establish a complete education and training system and system, and implement continuous improvement.

4

Emphasize the connection between business strategy objectives and training development direction.

5

Effectively display training results, combined with promotion and performance appraisal system.

6

Develop an education and training platform and implement the company's professional knowledge.

7

Provide employees with appropriate, appropriate and timely education and training.

