

With Employees

Developing Human Resources at Each Region

Developing Global Human Assets

Giving priority to utilizing employees' talents and abilities, respecting diversity, and offering challenging work assignments

As stated in the "Our Associates" section of the Global Charter, the Brother Group gives priority to:

- (1) respecting associates' diversity;
- (2) utilizing associates' talents and abilities to the fullest; and
- (3) giving associates great opportunity through challenging work assignments.

It is important to develop human assets who can fulfill their tasks in respective countries, regions, and businesses, and to upgrade relevant programs, to enable associates to fully use their talents and enhance skills over the long term. We are therefore committed to improving the environment for developing human assets and arranging various programs.

Training Professional Human Assets at the Product Development Branch Office in Taiwan to Build a Global Development Framework

Accelerating efforts to train engineers in Taiwan who can develop derivative models

The Brother Group strives to ensure quick delivery of products that meet regional needs within the global management framework. This mission can be efficiently fulfilled through the ability to modify specifications and develop/manufacture derivative models on production lines. To embody this concept, P&H Company, which deals in home sewing machines and embroidery machines among others, set up the Product Development Branch Office at Taiwan Brother Industries, Ltd. (a manufacturing facility) to invest resources in training product development engineers in collaboration with the Product Development Department in Japan.

Specifically, design engineers recruited by Taiwan Brother Industries, Ltd. are sent to the Product Development Department of P&H Company (which is part of Brother Industries, Ltd.) for product project training via the international trainee program. Meanwhile, at Taiwan Brother Industries, Ltd., the Product Development Branch Office hosts on a weekly basis (i) education programs for engineers and (ii) workshops to learn about sewing machine mechanisms.

Other efforts include twice-a-week Chinese lessons given by Taiwan Brother Industries, Ltd.'s trainees (serving as instructors) to help Brother Industries, Ltd.'s young engineers communicate better with each other.

P&H Company remains committed to helping local engineers improve their product development abilities, thus reinforcing the global product development framework.



Education programs at Taiwan Brother Industries, Ltd.'s Product Development Branch Office where participants learn about sewing machine mechanisms



Taiwanese lessons for Brother Industries, Ltd.'s employees given by Taiwan Brother Industries, Ltd.'s trainees