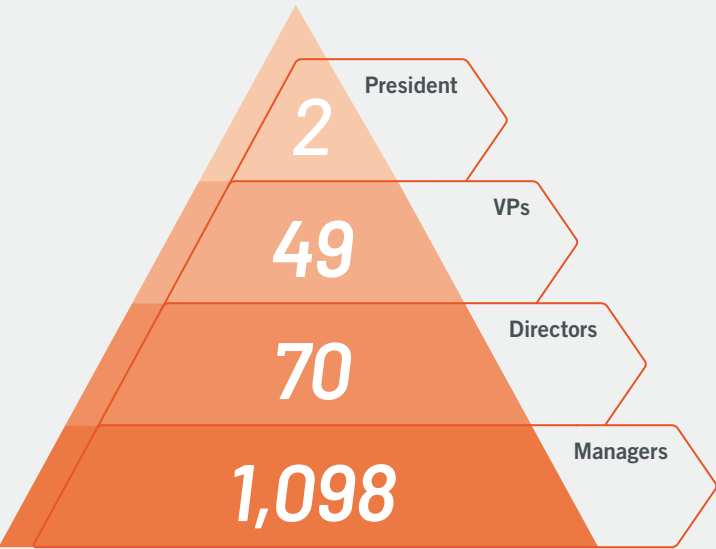


Spotlight

LEADERSHIP DEVELOPMENT PROGRAM

Since 2007, our Leadership Development Program (LDP) has been at the heart of our strategy for developing talent. In 2024, the program welcomed 1,357 new associates, providing them with the tools, resources, and experiences necessary for both professional and personal growth. These associates have the opportunity to work in an environment that is conducive to innovation, collaboration, and continuous learning. With over 30% of program leaders identifying as female, we also ensure a space that promotes diversity and inclusion.

Our recruitment spans more than 100 colleges and universities globally, and upon graduation, associates have the opportunity to rotate across various functions, departments, business units, and countries. This rotational approach equips them with the skills and experience needed to step into key management roles within the organization.



LDP Promotion Progression Pyramid



72%
Male

28%
Female



Gender Ratio of LDPs Recruited in 2024

31%

of leadership positions in the program are female

18 Years

of nurturing Exceptional People

10,052

LDPs recruited since 2007

1,357

Recruited in 2024

Sales and Marketing Leadership Program

Associates begin in entry-level sales and marketing roles, where they drive sales for our product lines at our strategic retail partner. Field Sales and Marketing Representatives learn the fundamentals of the business by engaging directly with customers, conducting in-store product demonstrations, negotiating additional merchandising opportunities, and building strong relationships with our partners. We recruit individuals who are not only qualified and driven but also possess the leadership potential and adaptability to quickly learn and apply their skills in future roles within the organization.

Finance Leadership Development Program

The Finance Leadership Development Program associates undergo development and training in both soft and technical skills to prepare them for their future rotations within our finance and accounting departments. Participants take on increasingly challenging assignments, with opportunities to explore areas such as operation finance, internal

audit, financial planning and analysis, commercial finance, and investor relations. This program equips associates for high-level finance roles across our global operations.

Engineering Development Program

The Engineering Development Program prepares engineers for the fast-paced work environment, offering them the opportunity to connect with a large network of engineers across the company. Associates in this program work directly with end users to develop new products and enhance existing solutions, all while benefiting from an application-based learning environment focused on practical skill development. Throughout the program, they receive guidance from an advisory group of engineering leaders who coach them through challenges, along with support from the corporate training team to navigate the overall experience. This program is designed to build the technical and professional skills necessary for long-term success.



Summer Internship

Our internship programs are available across our global business units, offering interns the opportunity to explore sales, management, marketing, finance, product development, engineering, or operations. Each program provides hands-on experience while fostering leadership development in real time. Based on their graduation timeline, interns may be offered full-time employment upon completion of their studies or invited to return for a second-year summer internship.

Youth Development Program

This program in Hong Kong fosters innovation in high school and university students through collaboration, training, and mentorship. The program offers two-week job shadowing opportunities for high school students and eight-week summer internship opportunities for university students. Participants are able to gain professional development in areas of product marketing, corporate communications, sustainability, concept engineering, and industrial design.

Operation Development Program

The Operation Development Program offers associates the opportunity to gain a deep understanding of the interconnected functions of manufacturing, supply chain, quality, and procurement. Each of these areas plays a critical role in ensuring a smooth, transparent, and efficient flow of products to end users. This program is a two-year rotational program designed to develop these associates into leaders through hands-on experience.

Legal Leadership Development Program

This program recruits top talent to shape future leaders in the areas of legal, compliance, and intellectual property. This program offers a comprehensive understanding of the legal function, equipping them with the tools and resources to advance their careers and develop their skills. Drawing from diverse backgrounds, these future leaders are contributing to building a responsible future for our industry, customers, and communities.