

Inventing
for 50 Years,
Inspiring the
next 50

ANNIVERSARY

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Chairman of Inventec, Sam Yeh

Pioneering the Future Through Innovation Amid Global Shifts

As global economic and geopolitical landscapes shift at an unprecedented pace, how can businesses remain competitive in a market defined by constant uncertainty? Since taking on the role of Chairman at Inventec in 2023, Sam Yeh (葉力誠) has confronted a series of complex challenges—from supply chain relocation and evolving talent demands to accelerating digital transformation and rising ESG priorities. Yeh has championed *Inventing Today, Inspiring Tomorrow* not merely as a motto, but as a core guiding principle for Inventec's future. Emphasizing the importance of cutting-edge innovation, he states: "In the face of challenges, companies must remain agile and forward-looking if they are to thrive in the global competition."

Adapting to a New Era of Global Competition: Building Resilient Supply Chains and Manufacturing

Before the outbreak of COVID-19, globalization had driven nearly two decades of steady economic growth. But the pandemic changed everything. Combined with rising geopolitical tensions, the global economy has shifted from broad globalization toward increasing regionalization. "The growing rivalry between two major world powers has added to global economic instability, affecting

national economies in different ways. To ensure continuity and minimize disruption, companies must strengthen the resilience of their supply chains," Yeh explains.

In response, Inventec has proactively diversified its global manufacturing footprint. While its production was previously concentrated in China, shifting market dynamics and growing customer emphasis on supply chain security prompted the company to expand or establish new facilities in the Czech Republic, Mexico, Vietnam, Malaysia, and Thailand. These strategic moves have enhanced both the flexibility and stability of Inventec's supply chain. "By broadening our manufacturing presence, we offer global customers more location options and deliver truly resilient manufacturing," Yeh explains.

As Inventec expands and diversifies its global manufacturing footprint, its talent needs have evolved. The company collaborates closely with supply chain partners and local governments to recruit local talent. Yeh explains that while many companies once relied heavily on centralized, headquarters-based management, Inventec now focuses on recruiting and nurturing local leaders to manage production, R&D, and other key functions tailored to each region's culture, work practices, and climate.



"In the face of challenges, companies must remain agile and forward-looking if they are to thrive in the global arena." says Sam Yeh.

Attracting New Talent to Drive Creative Growth

Yeh notes that half of the jobs in the future have yet existed. To prepare for this rapidly changing landscape, Inventec is investing in the next generation of talent— young professionals who bring fresh ideas and innovation. Guided by its “right person, right position” philosophy, Inventec actively supports employee development through technical workshops, cross-disciplinary interactions, industry seminars, and international forums. These programs help employees sharpen skills, improve language proficiency, and build the global perspective and cross-cultural communication abilities needed to succeed in an evolving world.

To foster innovation company-wide, Inventec regularly hosts activities like Hackathon competitions and Green

patent proposal contests. These programs encourage employees to apply innovative thinking across product development, testing, manufacturing, packaging, logistics, and factory energy-saving and carbon reduction efforts—creating a more employee-friendly environment. Additionally, recurring Tech Day events organized by Inventec’s Personal System Group (PSG), Enterprise Business Group (EBG), New Business Group (NBG), Information Technology Center, and factories serve as key platforms to spark creativity, promote cross-department and cross-site collaboration, and turn ideas into tangible results.

Yeh explains, “Whether it’s saving materials, reducing energy use, or improving labor efficiency, these employee-driven ideas have delivered real value to the company.” To encourage ongoing innovation, Inventec

established the tangible application award to recognize employees who refine their proposals and successfully implement them. Yeh adds that this award ensures “their efforts are seen, valued, and truly appreciated.”

Redefining Core Values — Powering the Group into a New Century

Since its founding, Inventec has remained committed to four corporate philosophies: Innovation, Quality, Open Mind, and Execution. These philosophies have long served as the foundation of its corporate culture and the engine driving its continued growth and breakthroughs. However, as the company navigates generational shifts, global geopolitical upheaval, rapid technological change, climate challenges, and other pressing issues, these values must evolve to maintain its leadership in this ever-changing market. “Our traditional values are the cornerstone of our success,” said Yeh. “But only by continuously reinterpreting them and infusing them with relevance for current trend can we guide the company to new heights amid the challenges ahead.”

I Innovation in Action: From Technological Breakthroughs to Enhanced Work Efficiency

Innovation today goes beyond technological breakthroughs. It’s about creating a more friendly and collaborative work environment. By fostering greater staff commitment and improving work efficiency, companies can build sustainable operations and elevate their corporate image. This positive cycle not only makes a company

more attractive and competitive but also strengthens its ability to thrive over the long term. In the environment where employees can fully express their talents with care and efficiency, innovation flourishes naturally, providing a unique competitive edge that sets the company apart.

I Quality Redefined: From Product Excellence to Employee Well-Being

At Inventec, quality isn’t just measured by product excellence; it’s also defined by how well the company supports the well-being of its employees to ensure a work-life balance. Yeh said, “While we want to optimize our product quality, we also want every employee to find both fulfillment and happiness in their work.” To achieve this, Inventec has built a comprehensive quality management system that covers the entire industry chain, from raw materials and manufacturing to services, ensuring that every facet of the process meet international standards. At the same time, the company has implemented flexible working hours and extra leaves to give employees greater freedom in managing their work schedules, allowing them to work efficiently while still taking care of their personal lives. This balance helps spark greater passion and creativity, further driving innovation across the organization.

I Open Mind: From Personal Growth to Collective Collaboration

The spirit of an open mind attitude has evolved from an individual learning mindset into a culture of sharing and co-creation across the organization. Employees are encouraged to speak up during meetings and discussions, with the understanding

that even differing opinions can sharpen insights. Ongoing cross-departmental dialogues continually generate new opportunities for innovation. This open and inclusive culture has not only strengthened collaboration across teams but also helped every employee feel valued and empowered to reach their full potential. “True competitiveness stems from a willingness—at all levels, including management—to listen, embrace diverse perspectives, and engage in open, meaningful conversations. In the realm of technological R&D, cross-department collaboration has facilitated the seamless exchange of ideas and significantly improved the efficiency of innovation. This is what drives the spirit of One Inventec,” says Yeh.

Execution: Beyond Hitting Targets—Toward Ownership and Accountability

At Inventec, execution means more than just delivering results; it embodies a spirit of accountability. Yeh explains, “Achieving goals is the visible outcome of execution, but what truly drives execution from within is accountability—when an employee actively takes responsibility and pursues excellence. Only by internalizing this sense of accountability can one consistently meet and exceed goals while remaining resilient and clear-headed amid constant change. This mindset not only strengthens individual capabilities but also lays a solid foundation for sustainable team growth.”

As the market landscape and customer expectations continue to evolve, Inventec is moving beyond its past successes and actively revitalizing its four corporate philosophies—Innovation, Quality, Open Mind, and Execution—to align with today’s

dynamic environment. “We want these values to guide every employee, helping Inventec stay ahead of the competition while supporting individual career growth and personal fulfillment,” says Yeh. He envisions a leadership-driven culture that fosters personal achievement, a strong sense of team belonging, and a clear direction for the future.

Upholding the core spirit of “One Inventec,” Inventec is steadfastly advancing three key strategic directions: deepening smart manufacturing, driving digital transformation and AI applications; strengthening its global footprint to stay close to markets and actively expand new business frontiers; and laying a solid foundation for long-term operations through international standards and sustainable governance. Through this inside-out transformation, Inventec is turning its corporate commitments into action—laying the groundwork for the next 50 years while continuously infusing the Group with innovation and sustainable momentum.



We are laying the groundwork for the next 50 years by continuously infusing the Group with innovation and sustainable momentum.

President of Inventec, Jack Tsai

Transforming Innovation into Reality

As the world entered the 1980s, portable personal computers (PCs) began to emerge in the market. Sensing the potential of this new technology, Inventec quickly embraced it as the company's next strategic focus. In 1988, in partnership with Zenith Data Systems, Inventec launched its first notebook computer. This milestone, following more than a decade of steady growth, marked a pivotal moment in the company's transformation into a world-class electronics manufacturer. It also laid a solid foundation for future success, embodying Inventec's enduring commitment to innovation.

For Inventec, a company that remains at the forefront of information technology, the importance of innovation is self-evident. Among the four corporate philosophies established by founder Mr. Kou-I Yeh—Innovation, Quality, Open Mind, and Execution—innovation takes precedence and serves as the guiding thread throughout the organization. This philosophy emphasizes placing innovation at the core, pursuing excellence in quality, embracing diverse perspectives with humility, and translating these philosophies into action to create lasting value.

Innovation at the Core: The Foundation of 50 Years of Growth

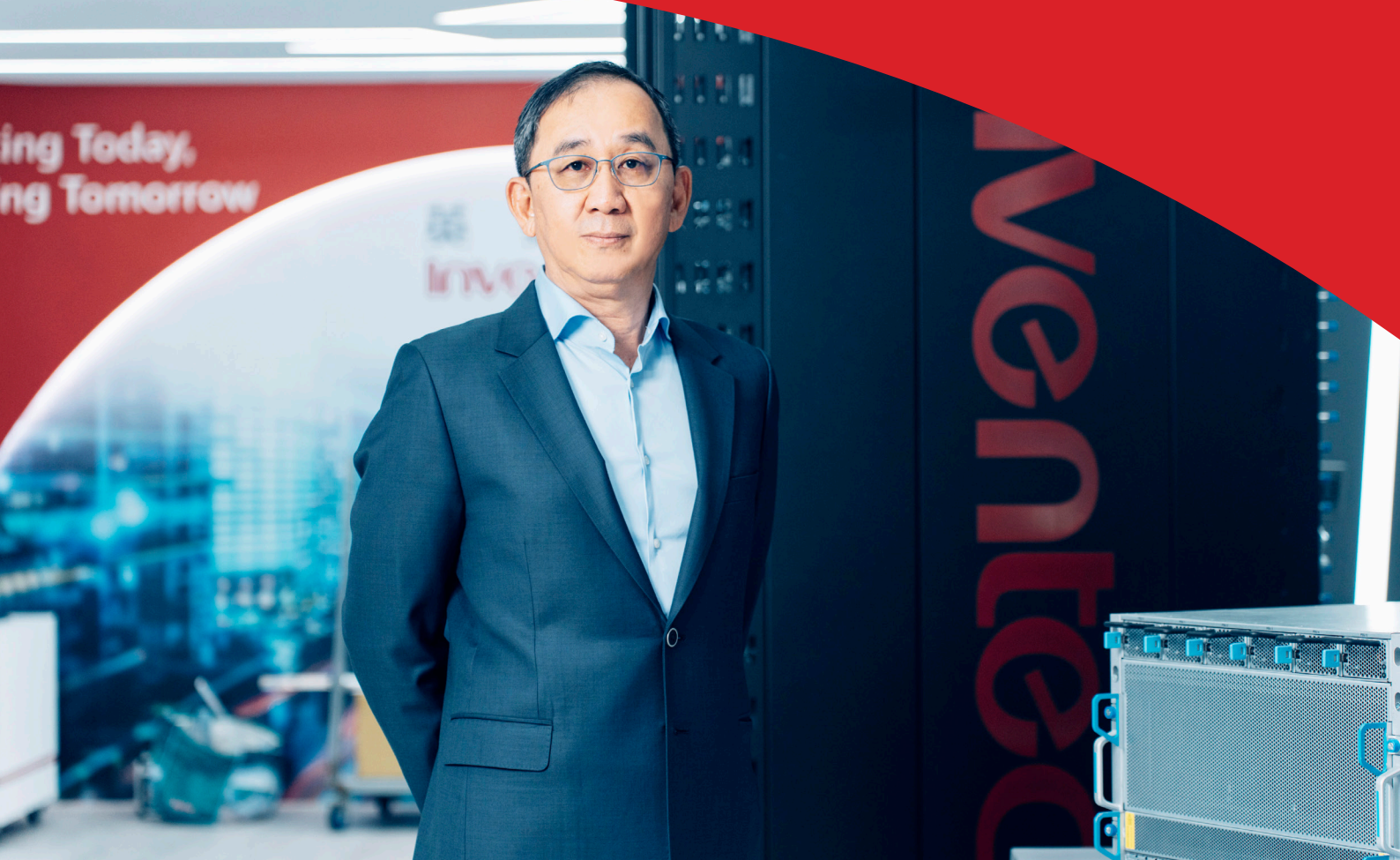
Inventec's President Jack Tsai believes that innovation is essentially a continuous process of improvement and problem-solving. In other words, there is always a better way to approach

any task and hence creates greater value. This mindset of "there is no best, only better," and the relentless pursuit of excellence, perfectly embodies Inventec's concrete attitude and approach toward innovation.

This naturally aligns with the rapid pace of technological advancement and the constant stream of new information products, alongside evolving societal expectations and regulatory requirements. For Inventec, there is no doubt that innovation is essential for advancing its technologies and services. Beyond meeting customer and market demands more effectively and strengthening its competitive edge, innovation also enables the company to explore new business models and opportunities, serving as a key driver of sustained growth.

Inventec's recent investments in innovation clearly reflect this commitment. In 2024, the company invested NT \$12.6 billion in research and development—amounting to 2% of its annual revenue—while its total global patents exceeded 17,000. Tsai emphasizes, for a company like Inventec that specializes in ODM services, meeting customer requirements is both a fundamental responsibility and a core mission. Consequently, a significant portion of Inventec's innovation efforts is focused on co-developing new products with clients and continuously optimizing its manufacturing processes.

For example, although server products from



"Innovation must not be confined to a few departments—it must become a mindset that flourishes throughout the entire organization." says Jack Tsai.

different business units are customized to meet each client's specific requirements, many of their components and modules are similar or even identical. Designing each customer project from scratch would significantly increase both workload and development time. To address this, Inventec developed a standardized server motherboard prototype that can be shared across business units and easily adapted to individual customer needs. This approach has shortened production time, and reduced overall costs.

In light of today's trend toward diverse and dynamic innovation, Tsai notes that more and more customers are redefining their expectations of innovation. They now look to partners like Inventec to deliver greater innovation potentials, and implement them in product design and manufacturing. This shift has prompted Inventec to place even greater emphasis on fostering innovation—especially within the organization—by creating

an environment where ideas can move from initial concept to validation, development, and ultimately, value realization.

Innovation Everywhere: Bringing Ideas to Life in Diverse Ways

In fact, the vast majority of innovative ideas ultimately fizzle out or end in failure. However, without a continuous flow of new ideas, there would be no subsequent attempts or chances of realization — and no growth or breakthroughs for a business. This highlights how difficult it is to make innovation successful; it requires not only rigorous testing and validation, but also sufficient resources and support.

Therefore, when it comes to driving innovation at Inventec, Tsai believes that the first step is to achieve "widespread participation." In other words, ideas and new ways of thinking should continuously emerge from all levels and corners of the organization. This is because

even business leaders or managers cannot fully grasp or understand everything. On the contrary, it is often the frontline employees who are carrying out the tasks that best understand the challenges and difficulties in their work—and are thus more likely to come up with practical and relevant solutions.

As a result, Inventec has established various channels to continuously “trigger” innovation in different forms. For example, on both the engineering and production sides, there are dedicated technical committees that encourage brainstorming and the exchange of innovative work methods, while also helping to integrate the necessary resources. The company also organizes hackathons and innovation events centered around different themes—such as environmental sustainability—to inspire everyone to contribute fresh and creative ideas.

Employees are even encouraged to share and discuss their innovative ideas informally as they arise in daily work. These initial ideas are then further developed through teamwork—undergoing feasibility analysis, application validation, and more—so that the innovations can become more mature, align more closely to workflow and improvement needs, and ultimately increase the chances of success. This process helps drive more significant progress and impact for Inventec.

For example, Inventec’s long-running Quality Control Circles (QCC), as well as the annual Improvement Weeks held at production sites around the world, all utilize this operational mechanism. These initiatives continuously introduce innovative methods—developed and refined through employee discussions and research—with the goal of improving production quality. What’s more, they often result in surprising and impressive ideas, further empowering every employee to become a driver of innovation.

Fostering a Culture and Environment to Shape Inventec-Style Innovation

More importantly, once an environment or atmosphere that encourages innovation begins to take shape, it’s essential that every employee feels empowered to freely share new ideas at Inventec—knowing they will be supported, encouraged, and given the opportunity to bring those ideas to life. This, in turn, becomes Inventec’s unique culture of innovation and reflects the core philosophy that the company strives to uphold.

Tsai explains that, for Inventec, there is only one perspective when it comes to promoting innovation: if an employee’s idea can benefit the company, why reject it? That’s why, while building a culture of innovation, it’s essential for all employees to clearly understand and genuinely feel Inventec’s encouragement and respect for new ideas. In this process, managers at all levels—those who lead and work closely with their teams—play a crucial role.

These managers must not only lead by example and value innovation, but also adopt a top-down approach with an open mindset—actively listening to diverse opinions and ideas to foster and implement innovation. Tsai candidly acknowledges that building such an innovative team takes time and will inevitably involve setbacks. For instance, in the past, due to a lack of sufficient innovation input and timely adjustments, the factory in Mexico went through three plant managers in a single year, which disrupted production and delivery schedules. Similarly, when some production lines were relocated from Shanghai back to Taiwan, inadequate preparation in terms of personnel and capacity led to the loss of customer orders.

However, Tsai believes that if we regard innovation purely by its outcome, it’s either a

success or a failure. While successful innovation is what everyone hopes for, failure also holds valuable lessons. It provides an opportunity to reflect, understand what went wrong, and apply those insights to future innovation efforts—ultimately increasing the chances of success next time.

That's why, in building a culture of innovation, Inventec emphasizes the importance of being tolerant of failure. When employees make mistakes or experience setbacks in the process of innovating, the focus should be on learning and growth, not blame or punishment. Offering encouragement rather than criticism fosters an environment where better and more frequent innovation can thrive, and where a stronger innovation culture can truly take root.

Driving New Ventures for Sustainable Innovation

A deeper momentum of innovation and a well-established culture can be a great force to drive new businesses. Inventec's 50-year history is, in many ways, a continuous journey of exploring new frontiers—leveraging innovation to build several successful ventures, such as notebook computers and servers. At the same time, following this path of innovation has also led to numerous failures, but these have brought irreplaceable experience and assets that continue to shape and strengthen the company's future.

Currently, when it comes to developing new businesses, Inventec's strategy—according to Tsai—is largely driven by each business group. They identify promising investment opportunities and targets by analyzing industry dynamics and market trends. Depending on the product and market characteristics, some new ventures adopt a follower strategy at first, aiming to establish a foothold by offering products that meet existing demand. As the

business matures, innovation is then introduced to create differentiation and expand market share—automotive electronics being one of the most notable examples.

Additionally, such emerging sectors or markets where competitors and product standards are more diverse—like the Industrial Internet of Things (IIoT)—a unique approach is required. These fields demand proprietary technologies or distinctive products to gain a competitive edge. As a result, greater investment in innovative R&D is made within the relevant business group. Once the technology reaches a certain level of maturity, it is spun off into an individual business unit. For example, AIoT originated from the Personal Computing Business Group (PSG), while 5G emerged from the Enterprise Business Group (EBG).

Tsai emphasizes that creating more new businesses means the company must continuously expand and diversify its product offerings. Compared to saturated markets, emerging business areas offer more growing opportunities. Without venturing into new fields, a company's development may stagnate and even risk losing competitiveness. This drive toward expansion also opens up more space for innovation, while increasing demand for talent and individual growth.

Talent, after all, is the true source of innovation. Tsai believes that as the company grows and its business evolves, employees also gain more opportunities for growth and development. A wider range of innovation needs and goals allows individuals to engage, contribute, and shine. It also enhances the company's ability to attract and retain top talent—creating a virtuous cycle where innovation fuels sustainable development. and this will remain one of the corporate philosophies of Inventec's management philosophy for the next 50 years.



"If a company fails to integrate ESG into its business strategy, its future growth will become increasingly limited." says Sam Yeh.

Chairman of Inventec, Sam Yeh

Shaping Inventec's Next 50 Years: Driven by ESG Commitments

On the occasion of Inventec's 50th anniversary, Founder Kou-I Yeh proposed three core goals to guide the company's future development: "Sustainable Operations and Continuous Self-Improvement," "Charity and Public Welfare to Benefit Society," and "Net-Zero Carbon Emissions to Protect the Planet."

In 2022, Inventec established the Sustainability Development Committee

under its Board of Directors, positioning it as the company's highest governing body for sustainability. The committee reports regularly to the Board and oversees six specialized subcommittees—Corporate Governance, Green Innovation, Environmental Sustainability, Sustainable Supply Chain, Risk Management, and Social Inclusion—each led by a senior executive. To support the committee's work and

advance key initiatives, Inventec also created a dedicated Sustainability Development Office. Together, these efforts aim to build a strong, organization-wide foundation for long-term sustainable development.

Chairman Sam Yeh emphasizes: “ESG has become a global consensus, and Inventec will not stand on the sidelines. We are not simply responding passively — we are proactively leading, using technology to drive positive environmental change. In fact, long before the term ‘ESG’ even existed, Inventec was already deeply engaged in these areas. Our goal is not just to score well in various evaluations, but to genuinely embed Environmental, Social, and Governance principles into every aspect of our operations.

Environment: Advancing Toward Net-Zero Emissions by 2050

Inventec deeply understands the importance of environmental sustainability for both business and society. The company is committed to achieving net-zero emissions by 2050 and has completed greenhouse gas inventories for its parent company and 49 subsidiaries, laying the foundation for science-based carbon reduction. Through smart technologies and energy transformation, Inventec continues to build a low-carbon manufacturing model, integrating low-carbon principles into its operations to drive both sustainable development and enhanced competitiveness.

As part of its drive toward low-carbon manufacturing, Inventec is actively increasing its usage of renewable energy while steadily reducing reliance on fossil fuels. The integration of clean energy sources—such as solar and wind power—has further decarbonized the company’s energy mix. At the same time, AI-

powered smart manufacturing technologies are optimizing production processes, reducing energy waste, and enhancing operational efficiency. From production to logistics, Inventec promotes comprehensive carbon footprint management across the entire product lifecycle, ensuring that every stage of its operations aligns with environmental standards and contributes to meaningful carbon reduction.

The low-carbon transformation of the supply chain is a key pillar in Inventec’s sustainability journey. The company actively collaborates with suppliers to align with ESG standards, working together to build a greener and more sustainable supply chain. Logistics and packaging processes have been fully optimized through AI-driven design, enabling the redesign of packaging materials and structures to reduce volume, minimize plastic use, enhance transportation efficiency, and ultimately lower the carbon footprint across the entire supply chain.

Yeh emphasizes: “Net-zero emissions is not just a goal for 2050 — it’s a commitment we must act every day. We encourage all employees to adopt simple energy-saving habits, such as turning off lights and faucets when not in use and choosing the stairs whenever possible.”

Society: Upholding Social Responsibility and Investing in Talent Development

A company’s success is measured not only by its market competitiveness, but also by the positive impact it makes on society. Inventec believes that businesses and communities should grow together and has long been dedicated to giving back through meaningful public service. Since 2012, the company has sponsored Guandu

Nature Park for twelve consecutive years, actively promoting environmental education and raising public awareness of ecological conservation. This initiative reflects not only Inventec's sense of corporate responsibility, but also its commitment to inspiring the next generation with a deep appreciation for environmental stewardship. In addition, Inventec encourages employees to actively engage in charitable efforts, contributing over 10,000 volunteer hours annually. Whether supporting community development, assisting vulnerable groups, or taking part in environmental initiatives, Inventec's employees consistently demonstrate a strong sense of social responsibility and passion for making a difference in their communities.

Yeh explains: "Beyond reducing our own carbon emissions, Inventec is committed to ecological conservation by leveraging technology to protect the natural environment." A key example is the company's collaboration with National Taiwan University on experimental forest projects, where edge AI technology is used for ecological monitoring. AI-powered sensors provide real-time data on Taiwan's cloud forests, analyzing the effects of human activity and climate change on the ecosystem—ensuring that technology plays a meaningful role in environmental protection. Within its own operations, Inventec has also implemented smart monitoring systems that utilize AI to analyze factory energy consumption. These insights not only help ensure compliance with international carbon emission standards but also enable the company to fine-tune production strategies to further reduce its environmental impact.

"The value of a business lies not only in today's achievements, but in its ability to create better possibilities for the future," Yeh

adds. From corporate charity and employee well-being to talent development, Inventec continually reinforces its social responsibility—both within the organization and in the broader community—ensuring that business growth and social progress go hand in hand toward a shared success.

Governance: Advancing Transparency and Effective Oversight

Sustainable development in a company relies not only on environmental protection and social responsibility but also on robust governance mechanisms to maintain stable operations. Inventec promotes the modernization of corporate governance through a highly transparent management structure and advanced digital technologies, enhancing operational efficiency and ensuring all decisions align with Environmental, Social, and Governance (ESG) standards. By establishing a Sustainability Development Committee, implementing AI-driven digital management, and upholding integrity in business practices, the company strengthens governance resilience and demonstrates both responsibility and strength in the global market.

Corporate governance is a key factor in future business competitiveness. Inventec strengthens regulatory mechanisms and reduces human errors through digital governance, making internal management more precise and efficient. For example, Inventec has implemented AI technology in internal audits and developed an intelligent risk management system that uses big data and AI to analyze supply chain risks, ensuring stable operations while enhancing the company's adaptability and competitive resilience.

Additionally, the company has established

a dedicated ESG portal to provide real-time disclosure of its progress in sustainable development, enabling stakeholders to clearly understand Inventec's actions and achievements in Environmental, Social, and Governance areas.

Everyday AI, Everywhere ESG: Crafting the Future of Sustainable Growth

In today's era of global industrial transformation and sustainability, ESG has become an essence of business competitiveness. As Yeh explains, "Companies that fail to integrate ESG into their operational strategies will increasingly limit its future growth." With this in mind, Inventec has adopted the "Everyday AI, Everywhere ESG" strategy—merging technological innovation with sustainable practices to ensure business growth advances alongside meaningful contributions to society and the environment.

For Inventec's long-term and sustainable

development, the company will continue to follow the three major ESG goals established by Founder Kou-I Yeh as guiding principles. First, through "sustainable operations and continuous self-improvement," Inventec aims to enhance resilience and maintain its global market leadership by driving ongoing innovation, transformation, and digitalization. Second, by focusing on "charity and public welfare to benefit society," the company deepens its charity efforts in education, health, and environmental initiatives, extending its impact beyond business value to give back to the community. Third, with a commitment to "net-zero carbon emissions to protect the planet," Inventec actively promotes a carbon-neutral supply chain and accelerates the adoption of low-carbon technologies to fulfill its corporate responsibilities. As Yeh emphasizes, "These three goals are not short-term plans, but the blueprint for Inventec's development over the next 50, even 100 years.



Through the Family Day event, Inventec demonstrates its commitment to work-life balance, bringing employees and their families together for cherished moments.

We Make Dreams Happen

用科技的力量改變世界



The goal is to ensure that every employee can thrive, feel proud to be part of Inventec, and truly embrace the spirit of “Enjoy work. Enjoy working life.”

President of Inventec, Jack Tsai

People is the Essence of Inventec: Our Most Valuable Asset

A company is a profit-driven organization formed by people, and every business activity depends on individuals to carry it out. By integrating the collective wisdom and efforts of its people, a company can achieve its operational goals and transform them into sustainable growth. In other words, every individual within an organization plays a critical role in ensuring smooth operations and generating profits. This is why it's often said that “talent is a company's most valuable asset.”

At Inventec, this principle holds especially true—talent has been the cornerstone of the company's

growth throughout its 50-year history. Among Inventec's ten core business beliefs, “people-oriented” ranks highest, serving as the guiding principle behind all company initiatives and its broader commitment to social responsibility. In today's global shift toward ESG, both prospective talent and current employees are recognized as key stakeholders whose voices and needs must be continuously heard, respected, and addressed.

These perspectives not only reflect Inventec's deep commitment to valuing talent but also

underscore the company's responsibility to work hand in hand with its people—fostering mutual growth that drives both corporate and social development. Inventec's President Tsai emphasized that talent cultivation and development have always been one of the company's top operational priorities. He also expressed the hope that through Inventec's commitments and initiatives, the company can create an environment where all employees can thrive, grow sustainably, and fully contribute their strengths.

Right Talent Is the Key: Reflection of Inventec's Core Culture

For most companies, talent is often regarded as the top strategic element in pursuing growth and development. However, on the path toward sustainable development, it is essential to first ensure the sustainable growth of talent in order to drive the company forward. This principle has long been a key focus for Inventec—and a crucial reason why the company has been able to sustain its operations and success over the years.

The path to sustainable development looks different for every company—each organization has its own approaches, methods, and forms of implementation. These differences reflect distinct business strategies, organizational cultures, and management styles. As a result, required characteristics and capabilities of talents also vary accordingly, and may need to evolve over time with the company's direction and changes in society or the environment. This highlights a deeper meaning behind the phrase “talent is a company's most valuable asset”—it's not just about talent in general, but about having the right talent. In other words, talent must be a good fit for the company—aligned in both capabilities and mindset. The qualities individuals bring should meet the company's developmental needs and align with

its culture and values. For Inventec, for instance, founder Kou-I Yeh once defined four corporate philosophies: Innovation, Quality, Open Mind, Execution. Importantly, each of these philosophies focuses on people—because it is through the actions of every Inventec employee that innovation is achieved, quality is refined, an open mindset is maintained, and execution is carried out.

To truly embody these four corporate philosophies and drive Inventec's development, Tsai emphasizes that the most important qualities in talent are a proactive learning ability and an attitude of humility and curiosity. Employees should actively and broadly enrich themselves—not only in their professional knowledge and skills but also in interpersonal communication. This continuous learning serves as the foundation for innovative thinking and quality improvement, enabling them to effectively tackle the various challenges that arise in their work.

Furthermore, when viewed from the perspective of learning, the ultimate goal is to bring about positive changes for Inventec. Tsai also believes that talent in modern enterprises must possess a strong sense of responsibility and agility. This requires a comprehensive and nuanced insight—being able to clearly perceive changes in the environment, identify opportunities, and maintain a strong sense of direction. With these qualities, employees can respond quickly, propose more effective changing strategies and solutions, and in doing so, not only support the company's development but also create their own value.

Revolutionizing Talent Management to Power Employer Branding

After half a century of development, a talent-centered management approach has gradually become deeply ingrained in Inventec's identity and culture. Tsai points out that, from an external perspective, Inventec is generally regarded as a solid, respectable company with consistent performance.

At the same time, its management style, like many Taiwanese enterprises, tends to be somewhat people-oriented, which carries both advantages and disadvantages.

Tsai, who previously worked at Daxi plant of U.S.-based Digital Equipment Corporation and joined Inventec through its 1998 acquisition, has observed that Inventec's people-oriented management provides comprehensive employee care and a wide range of benefits. However, this approach also leads to a significant degree of human intervention in organizational operations. This can sometimes hinder the execution of tasks, and some people may feel that even if their work performance is less than satisfactory, they still receive considerable leniency—something that can ultimately impact the company's overall business performance.

As a result, Inventec's traditionally people-centered management culture now faces the need for transformation. While maintaining its strengths in caring for employees, the company must also emphasize the value employees create and enforce clear rewards and accountability. This shift involves adopting a more performance-driven management style, similar to that of many American companies. When employees actively deliver strong performance and put in greater effort, they receive deserved recognition and a sense of accomplishment—ultimately boosting Inventec's operational results.

Tsai believes that under this talent-driven corporate culture, Inventec can build a unique employer brand that attracts individuals who resonate with the company's environment. Those who choose to join Inventec are not merely seeking financial compensation for their labor; they place greater value on work-life balance. They aim to maintain a high quality of life while showcasing their expertise and contributing to performance in a positive work environment, growing and developing alongside the company.

This employer branding is exactly the corporate image that Inventec aims to establish, attracting talent who share the same values. As a company rooted in electronics manufacturing, Inventec relies on innovation to bring new ideas to life and create value—making talent the core of its operations. Therefore, in positioning its employer branding, Inventec seeks to provide engineers and hands-on professionals with the space and environment to fully apply their skills. Through teamwork and collaboration, they can transform creativity into reality, embodying the company's motto: "We Make Dreams Happen."

Building an Exceptional Workplace to Ignite Talent Growth

Of course, to make dreams come true at Inventec, it's essential not only to bring together the "right talent" but also to create an environment advantageous to their development. Supporting employees' innovative ideas and continuous learning, while meeting their needs for work-life balance, are equally indispensable. This is the true way for Inventec's employer branding to realize its full impact.

Starting from talent recruitment, Inventec continuously builds diverse channels to effectively connect with potential candidates. In addition to common methods such as job banks, recruitment events, and employee referrals, Inventec places special emphasis on collaboration with universities and colleges. Through course promotions, industry-academia partnerships, and scholarship programs, the company discovers more promising new talents and expands its talent pool—while also enhancing the visibility and recognition of Inventec's employer brand.

Once talent joins Inventec, the work environment plays a critical role in their

development and growth. It also determines whether their knowledge and skills can be effectively transformed into meaningful contributions to the company. That's why key talent management policies—such as merit-based employment, placing the right people in the right roles, encouraging innovation and continuous learning, as well as promoting fairness and respect for differences—are all essential. These practices aim to help employees perform at their best and fully realize their potential.

Tsai further emphasized that Inventec aims to create a work environment where it is “easy for employees to get things done.” For example, when employees are driving projects, executing tasks, or proposing new ideas and solutions, the goal is to ensure smooth processes without unnecessary bureaucratic or systemic barriers. By removing these obstacles and minimizing irrelevant considerations, employees are better able to solve problems, complete their work efficiently, and naturally deliver stronger performance.

Conversely, if an organization lacks smooth systems and clear communication channels—and if departments or individuals are caught up in power struggles, taking credit, or shifting blame—it becomes difficult for employees to focus on their work. Such an environment often shuts out good ideas and sound decisions. Not only does this undermine the very purpose of attracting talent, but it also frustrates and disheartens capable employees who genuinely want to contribute. In the worst cases, it may even drive them to leave, leading to a “bad money drives out good” effect within the company.

However, Tsai acknowledges that creating an environment where employees can “work with ease” still requires ongoing improvement

and optimization. This effort depends on leaders at all levels faithfully implementing Inventec's talent development policies—communicating effectively with their teams and helping to foster a supportive, comfortable workplace. It also involves providing diverse development opportunities, such as rotational assignments across different business units or locations, encouraging employees to take on new challenges. These initiatives not only enhance employee capabilities but also play a crucial role in talent retention.

Accelerate Sustainable Business Growth with Potential Talents

Inventec's talent capital has been steadily built over time on a culture that values people, combined with a spirit of innovation and strong teamwork. This environment empowers talents to unleash creativity and turn dreams into reality—forming the foundation of Inventec's employer branding and image. For example, when the COVID-19 pandemic struck and disrupted both operations and production, Inventec was able to stay resilient thanks to its people. Unified in purpose, employees responded quickly, proposed solutions, and worked together to carry them out—enabling the company to fulfill its mission and stay on course in the face of adversity.

In other words, the talent capital Inventec has built over the past 50 years is the company's greatest driving force for sustainable development. Tsai emphasizes that no company or organization is perfect—including Inventec. That's why its “people-first” culture and philosophy must continue to evolve and improve. By strengthening its employer branding, Inventec can attract like-minded talent, foster continuous learning and growth, and build strong, collaborative teams. The goal is to ensure that every employee can thrive, feel proud to be part of Inventec, and truly embrace the spirit of “Enjoy work. Enjoy working life.”



Shilin Headquarter | Andy

Bringing the Right People to the Right Roles

From the very start of his career, Andy has built his expertise in industrial design. But it was after joining Inventec that his professional world truly expanded. With operations that span from product design to mass production, Inventec offered Andy not only a larger platform but also a chance to collaborate with a wide range of departments and colleagues across various functions and disciplines. Every project brought new challenges, new learning opportunities, and a deeper understanding of what it takes to successfully bring a product from concept to market.

At one point, Andy left Inventec to work for a competitor, but this experience made him even more aware of the distinct cultural differences between organizations. He observed how company structure and leadership styles create different work environments. In Inventec, all functional departments operate within the same business unit and under the same decision-making structure. This ensures that everyone is aligned around the same mission: completing projects successfully and delivering excellent service to clients. Andy believes this shared sense of purpose fosters stronger teamwork and cohesion, allowing work to progress more smoothly and ensuring that individual contributions are fully recognized and appreciated.

With everyone working toward the same goals at Inventec, Andy rarely encounters interpersonal conflicts. There's a clear focus on solving problems together, which

creates a positive and collaborative work environment. Of course, that doesn't mean the work is easy, the constant challenges push him to keep learning, stay creative, and continually refine his skills. For Andy, nothing is more rewarding than when clients specifically request him to take the lead on a design project. This gives him a greatest sense of accomplishment.

Having worked at different companies, Andy has come to appreciate how Inventec has been ahead of many peers in building its leadership pipeline. The company has introduced younger managers earlier than many of its peers, bringing in more flexibility, efficiency, and a fresher approach to management and communication. This shift has driven the organization forward while keeping it in tune with industry changes and the expectations of a new generation of talents.

Andy saw many of these changes first-hand when he returned to Inventec during the COVID-19 pandemic. Remote communication had largely replaced the need for constant business travel, easing the physical demands of work. Flexible working hours also made it easier for him "now a father" to balance his career and family life.

As Andy describes it, work is a bit like a relationship: it takes ongoing communication and adjustments to build a stable and long-lasting partnership. Now, Inventec is exactly where fits him the most.



Taoyuan Plant | Dennis

Back Where People Come First

Dennis's journey with Inventec began in the Software Business Unit. Although he came from a marketing background, his initial role focused on supporting product managers and sales teams. Only after the staffing was finalized for Dr. eye(譯典通) translation software project did Dennis transitioned into a full-fledged marketing role dedicated to the product. This shift allowed him to finally apply his academic training to real-world marketing initiatives and take on a wider array of promotional responsibilities.

In addition to Inventec's reputation for cutting-edge development, what left the deepest impression on Dennis was the friendliness and supportiveness of his supervisors and colleagues. From his first days on the job, they were eager to guide him through the details of his work. While Dennis initially felt his limited marketing assignments fell short of expectations, his supervisors regularly engaged with him, offering encouragement, which helped him settle into his role with confidence.

Dennis discovered that marketing in practice is highly dynamic and demands constant flexibility. This realization motivated him to remain committed to continuous learning and skill-building. Later, driven by the desire to broaden his expertise even further, Dennis pursued opportunities at other companies. These experiences exposed him to

various facets of marketing, and even transitioned into a salesperson, which allowed him to build a comprehensive understanding of product promotion, market positioning, and customer engagement.

After starting a family, Dennis re-evaluated his career path and found himself drawn back to Inventec, a company he remembered for its strong people-oriented culture. He returned to the Taoyuan plant, closer to home, initially taking on a sales role that leveraged his previous experience. Through Inventec's internal job rotation program, Dennis later returned to marketing, contributing to brand promotion, exhibition planning, and cross-departmental collaboration. He sees the rotation system as a way to diversify experience, develop new skills, reduce burnout, and strengthen employee retention.

For Dennis, the most familiar and comforting aspects of returning to Inventec remain its people and the "human touch." The harmonious relationships with supervisors and colleagues create a calm and comfortable work environment, free from unnecessary conflicts. Enhanced amenities, such as improved dining services, on-site medical professionals to monitor employee health, and a variety of club activities, have further enriched his work experience, reinforcing his sense of being well cared for by the company.



Shilin Headquarter | Ellen

Driving Innovation to Create Business Value

As Inventec marks its 50th anniversary, Ellen is preparing to celebrate a milestone of her own, 28 years with the company for her on and only job after graduation, to grow and innovate ever since. When she first joined, she became part of a newly created technical research team that was ahead of its time, exploring vibration control, thermal solution, and other cutting-edge technologies for notebooks. Over the years, her work has turned research breakthroughs into real-world applications, adding unique value to Inventec's products and strengthening the company's competitive edge.

This reflects Inventec's core philosophy of Innovation, which is to drive corporate growth through technological advancement. But cutting-edge research often means starting from scratch—requiring continuous exploration, trial and error, and persistent effort to build technical expertise. Through this challenging process, Ellen has come to appreciate Inventec's culture of encouraging innovation and providing an open environment for learning and experimentation. She believes that in such an environment, it's important to be self-driven and committed to growth, to take initiative, stay curious, and bring fresh ideas to the table.

For Ellen, facing challenges at work isn't just about quick solutions; it's about digging deeper, exploring new areas, and finding ways to keep improving and innovating. She believes this mindset not only helps her become an expert

in her field, but also keeps her passionate, brings a sense of accomplishment, and allows her to enjoy her work every day.

Ellen also regards Inventec as a highly people-centered company where teamwork and knowledge sharing are deeply valued. Everyone works together to solve problems, reach goals, and find better solutions. This supportive culture helps employees grow while strengthening customer relationships and driving business success. For example, Ellen's team once took the initiative to develop a simpler, more efficient thermal module that won praise from a Japanese client and helped strengthen their partnership.

Now leading the technical department, Ellen is focused on passing these same values on to the next generation. She knows that without new challenges and opportunities to grow, it's easy for people to lose motivation. That's why she continues to sharpen her own leadership skills while guiding her team through transformation—developing dual-skilled talent who can apply AI to their work. Just as her own managers once encouraged and inspired her, Ellen works to create an inclusive, innovative environment where team members have the freedom, resources, and support to try new things and continue growing.

This resonates the people-oriented culture and reflects Inventec's core belief that people are the key to long-term growth and shared success.



Shilin Headquarter | Naihao

A Workplace for Growth

When Naihao joined Inventec in 2017, fresh out of school, he stepped straight into a culture of innovation. The department he joined had only just been created to meet the growing demand for USB Type-C technology, which required entirely new solutions for power control. From his very first days on the job, Naihao worked closely with colleagues and suppliers to develop technologies and methods from the ground up.

Since USB Type-C was still a relatively new field at the time, and with Naihao just starting his career, he openly admits that he was like a sponge, constantly absorbing knowledge and technical skills from every direction while building hands-on experience on the job. In one particular case, Naihao joined a task force with a supplier, where the team spent nearly a month working side by side each day to identify and resolve a technical issue. While the process was intense, the sense of accomplishment he felt after overcoming the challenge was especially rewarding.

Today, Naihao has taken on a leadership role, which brings new challenges in communication, coordination, and team management. In addition to overseeing projects, he makes a point to check in on his team members, offering support and guidance to help keep work running smoothly. He continues to strengthen his leadership skills by attending management training programs provided by the company, while drawing on his own experience at Inventec to better understand his team's needs and help them grow. Naihao

often encourages his team to take full advantage of Inventec's many learning opportunities and reminds them not to be afraid of making mistakes, believing that mistakes are simply part of the learning process and a valuable way to grow.

Looking back on his early days at Inventec, Naihao recalls how having teammates around his own age made it easy to communicate, collaborate, and build strong connections. It felt more like learning and growing together as classmates rather than colleagues. They worked side by side, traveled together for business, and often spent time with each other after work, building close friendships and a strong sense of teamwork. This supportive environment helped him feel more connected to his work, and over time, as Inventec continued expanding its benefits and programs, it became a place where he felt confident about building a long-term career.

With his engineering background, Naihao particularly appreciates the practical benefits Inventec has introduced since the COVID-19 pandemic, such as flexible working hours, birthday leave, and a variety of free meal options that make daily life more convenient.

He also enjoys the company's wide range of leisure and sports clubs, which give employees a chance to relieve stress, stay active, meet colleagues from other departments, and maintain a healthy work-life balance while building stronger relationships across the organization.



Taoyuan Plant | Kelly

From Campus Dreams to Corporate Reality

Fresh out of graduation, Kelly was ready to make her mark, but the sudden arrival of the COVID-19 pandemic disrupted her carefully laid career plans. Navigating the stormy job market during these unprecedented times, Kelly ultimately found herself at Inventec, embarking on an unexpected yet inspiring journey filled with unique experiences and valuable lessons.

Kelly recalls feeling like a blank slate when she first joined Inventec. Although the company implemented staggered shifts because of the pandemic, colleagues and seniors around her proactively took turns checking in on her well-being, showing kindness and support in a time of uncertainty. The company also arranged orientation programs to familiarize new employees with the workplace environment and benefits, greatly easing her transition.

Additionally, to acquire the necessary professional knowledge and skills, her supervisor arranged for Kelly to learn from various mentors across different departments. This not only enriched her learning but also allowed her to interact with more colleagues and quickly adapt to her job responsibilities.

Kelly's primary responsibilities include managing projects after mass production begins and verifying alternative materials during the server development phase. She is also responsible for coordinating with all relevant departments and arranging various tests. Kelly notes that every colleague

has unique methods or tips when handling projects. Additionally, customer requirements, product strategies, and operational timelines today differ significantly from past practices. Consequently, she has developed a habit of asking questions, actively listening, closely observing, and comprehensively assessing various project situations, enabling her to gradually establish her own effective approaches.

More than two years into the role, Kelly has shifted from simply asking questions to confidently supplying answers and adding tangible value to her team. One telling example came during a client meeting: while reviewing a bill of materials, she spotted a structure that differed from previous projects. Her prompt follow-up uncovered a potential mismatch, sparing both sides from costly rework.

Today, Kelly feels challenged, fulfilled, and in constant growth. Inventec's flexible-hours policy means she no longer has to sprint to the time clock, making her commute safer and less stressful. This flexibility gives her more control over her schedule, helping her manage both work and personal responsibilities. Perks such as the company-wide "In-portant Day" personal leave, introduced for Inventec's 50th anniversary, along with a rich mix of club activities and a supportive workplace culture, further reinforce her sense that the job supports a balanced, stable and high-quality life.



Shilin Headquarter | Junzi

Taking the First Steps in the Career

With a strong passion for the electronics industry, Junzi got his first taste of the professional world when he joined Inventec as an intern during his master's studies in industrial design. The internship offered him a rare opportunity to witness the entire product lifecycle—from initial design concepts all the way to mass production. Along the way, he gained valuable insight into the real-world challenges of product development, cross-department collaboration, and hands-on experience that went far beyond the classroom.

While Inventec is a large organization with many established processes, Junzi values how committed the company is to guiding and developing its new hires. Rather than leaving newcomers to figure things out on their own, Inventec provides structured learning opportunities and room to grow.

When Junzi first started as an intern, he mostly did primarily supportive tasks. However, his abilities were quickly recognized by his supervisors, giving him the chance to participate in full-scale projects and work alongside senior colleagues, a level of trust and encouragement that greatly motivated him as he began his professional career.

Thanks to his strong performance during the internship, Junzi was offered a full-time position when a role opened up, officially becoming part of the Inventec team. His familiarity with the work environment helped him hit the ground running and put his skills to good use right away.

For example, during one project, he took the initiative to apply modeling techniques he had previously learned, which helped streamline the workflow and improve efficiency. His efforts earned recognition from his supervisors, and he was later invited to develop training materials based on his methods to share with the team, helping boost overall productivity.

Looking back on his transition from student to intern to full-time employee, Junzi admits that the biggest shift was in mindset—moving from a student mentality to a professional one. In the workplace, there's far greater emphasis on scheduling, efficiency, and teamwork. He also quickly discovered that many aspects of the job couldn't be learned in school, such as how to follow up with suppliers to ensure projects stay on schedule. While some of his early assignments were more repetitive and basic, he saw them as important learning experiences—foundational steps in understanding the full product development process and building real-world experience.

Grateful for the opportunity to grow in such a supportive environment, Junzi feels that Inventec has given him the chance to steadily build practical experience while continuing to strengthen his professional skills. Looking ahead, he hopes to keep learning new technologies that not only bring greater value to the company but also open up new possibilities for his own personal and professional growth.



Tianjin Plant | Coco

Building a Career Alongside Inventec's Growth

When people think of Inventec, they often associate it with hardware manufacturing for information technology. However, Inventec has also made significant strides in software development and applications. One prime example is Inventec Electronic Technology Co. (ITC) in Tianjin, which was established as early as 1993. Coco joined ITC after graduating from school in 2005, and over nearly two decades, she has grown into a key pillar of the company.

Coco still remembers her first days at ITC, when she participated in a month-long onboarding program. In addition to learning the skills and processes required for her role, the training helped her become familiar with her colleagues and the workplace. This thoughtful introduction left her with a strong impression of Inventec's care for newcomers, energetic atmosphere, and growth prospects. As Inventec Group expanded, Coco's responsibilities evolved. She took part in the development and implementation of software systems essential to manufacturing, such as Manufacturing Execution Systems (MES). Building on ITC's expertise, the company began offering services to external clients starting in 2015. This transition allowed Coco to further broaden her role, taking on business development and marketing affairs.

Coco shares that seeing the software systems she has helped develop and implement make a real difference in the production operations of Inventec's factories and clients around the world gives her a deep sense of fulfillment and

pride. Today, the team she leads is not only responsible for software development but also for providing frontline operational support-offering real-time troubleshooting to keep production lines running smoothly without interruption. As a result, developing more advanced software solutions, understanding client needs, building strong communication channels, designing effective service models, and closely collaborating with local teams at various sites have all become core responsibilities of her team.

To stay on top of evolving software trends and incorporate new technologies and ideas into their products, ITC regularly organizes a variety of internal and external training programs. These learning opportunities allow team members to continuously refine their skills while bringing greater value to the group. For example, in 2022, ITC arranged agile development training, which Coco's team later applied while promoting MES 3.0. Thanks to these efforts, the new system was successfully developed and launched in just six months.

For Coco, working at Inventec has been a process of mutual growth and shared achievement. It is a place where continuous skill development directly translates into meaningful results, rich rewards, and the fulfillment of long-term career aspirations. She believes this environment, where generations of employees pass on knowledge and experience, embodies the very essence of Inventec's sustainable development.



Shanghai Plant | April

Building a Career of Growth and Shared Success

When April first joined Inventec's Shanghai plant in 2004. Fresh out of school, she was recruited through a campus hiring program and entered one of the world's leading technology manufacturers with a mix of excitement and ambition. Though relocating to Shanghai meant leaving home and stepping into unfamiliar territory, Inventec's thorough training and onboarding programs helped her quickly adapt to the fast-paced work environment, setting a solid foundation for her career ahead.

April recalls that transitioning from student life to the professional world required her to adopt a more disciplined and grounded mindset. She joined the company at a time when product orders were surging and factory operations were rapidly expanding. Fortunately, the supportive environment Inventec had established allowed her to learn and grow while working closely with her team to overcome challenges. This not only gave her a sense of stability but also strengthened her confidence to face the demands and uncertainties of her new career.

April initially started her career handling production planning and customer order management, working closely with the manufacturing team on a daily basis. In 2008, she stepped into her first managerial role, and by 2012, she had also taken on responsibility for overseeing warehouse operations and production line material scheduling. Beginning

in 2013, April led a major project to automate material transfers and accounting processes. She and her team built a digital system that integrated seamlessly with the factory's ERP platform, eliminating manual notifications and data entries, while dramatically improving the efficiency and accuracy of material management.

Looking back, April notes that while digitalization and automation are now standard in most factories, things were very different back then. Much of the factory still relied on traditional, manual management methods. Introducing digital tools to transform production processes required not only technical solutions but also cross-department collaboration, careful resource coordination, and helping employees adapt to new ways of thinking and working. For April, leading this transformation remains one of the most meaningful and fulfilling experiences of her career.

Now, after 20 years, April reflects on how she and Inventec have grown together: constantly learning, overcoming challenges, and evolving side by side. She credits her growth to two key values that have guided her throughout her career: open mind and execution. These principles have helped her remain open to learning, fully commit to every task, and continuously lead her team forward, achieving better results and making steady progress. In the process, she has truly come to embody what it means to be part of the Inventor.



Chongqing Plant | Bob

Driving Smart Transformation Through Innovation

As a leading manufacturer of advanced tech products, the company has long made innovation the driving force behind its continuous upgrades and transformation. Over a decade ago, Bob from Sichuan joined this mission. Starting at the Shanghai facility before relocating to the Chongqing plant, he led his team through every stage of Inventec's smart manufacturing evolution, from implementing and maintaining Manufacturing Execution Systems (MES) to building a full-fledged development team. Today, his team harnesses cutting-edge technologies like AI, IoT, and big data to create software tools that help factories achieve full digitalization and intelligent operations.

At the heart of Inventec's push for smart manufacturing lies its enduring emphasis on innovation, a corporate philosophy that has left the deepest impression on Bob since joining the company. Programs such as Quality Improvement Teams (QIT), Personal Improvement Proposals (PIP), and various creative idea campaigns are all designed to encourage employees to think innovatively, improve work quality, and enhance production efficiency.

Traditionally, when producing notebook computers, optical imaging equipment, often costly, has been used to read the extremely small QR codes printed on CPUs, enabling proper tracking and matching with motherboards. Recently, however, Bob's team has adopted AI-powered image recognition to scan and verify both the CPU and its

placement on the motherboard. This approach not only improves speed and accuracy but also significantly reduces costs, helping the company achieve both economic and operational gains.

Bob explains that one of the most common challenges in applying IT innovations to manufacturing is the gap between developers and frontline production teams. Developers are often lack of firsthand knowledge of manufacturing processes and their pain points, while production staff may be unfamiliar with how new technologies can empower their work. To bridge this gap, Bob makes it a point to personally visit the production lines, observing how operators work, how equipment runs, and where issues arise. He emphasizes open communication with manufacturing teams to ensure that new technologies truly enhance production efficiency and deliver meaningful benefits.

In addition, Bob notes that Inventec offers a variety of training programs, enabling team members to continuously refine their skills and develop more effective technological tools that support smart manufacturing. For Bob himself, these diverse learning opportunities not only help him strengthen his technical and managerial capabilities, especially as the pace of technological change accelerates across the industry, but also allow him to maintain a healthy balance between work and personal life while staying prepared to tackle new challenges.



Czech Plant | John

Inventec makes me enjoy embracing challenges.

John currently works at Inventec Czech and shares that he genuinely loves what he is doing and that being in an environment which challenges, supports, and helps him evolve makes him feel motivated every day. Inventec's work environment provides opportunities to learn and new challenges to take on, and allows employees to contribute in meaningful ways. "It's all about growth, purpose, and the people I work with." Summarizes John, "plus, the connections I've built here make it more than just a job - it feels like a place where I belong and where my contributions matter."

John's proudest moments come when he is outside his comfort zone. He thrives on turning obstacles into achievements and sees high-pressure situations as opportunities to learn and grow personally and professionally. "One of the biggest challenges I've faced was navigating the transition of business from Scotland to the Czech Republic. I'm proud of contributing to Inventec's family growth, especially as we expand across Europe." The Mega-site development in the Czech Republic has been an incredible journey, pushing John beyond his comfort zone and teaching him resilience, strategic thinking, and teamwork.

"Over the past 30 years, my greatest growth has been in my ability to adapt, lead, and drive meaningful change." Challenges and difficulties have been constant

companions throughout his career, but John always approaches them as opportunities for learning. Whether it is handling operational shifts, managing complex projects, or leading teams through uncertainty, he relies on his problem-solving and strong collaboration skills as well as a forward-thinking mindset. Staying adaptable, embracing change, and focusing on solutions rather than obstacles are keys to overcoming hurdles and achieving long-term success. "The learning never stops," remarks John, "and I still find that every day brings new insights and opportunities for growth. It's a continuous journey, and that's what makes it so rewarding."

Inventec has shaped John's values and experiences. Core values like teamwork, innovation, and commitment to excellence have profoundly impacted him. "I've had incredible mentors who helped me embrace the company's values, which shaped my understanding of the culture and operations." These values guide him, especially during challenging projects like the Mega-site development.

John believes Inventec's success comes from resilience, adaptability, and a strong culture. The willingness to evolve and expand operations across Europe has been crucial. "The people here have always been the driving force," he says. Looking ahead, John hopes Inventec will continue investing in new technologies and fostering growth. "I'm excited to be part of this journey and contribute to the next chapter."



Mexico Plant | Cosme

Working at Inventec Helps Me Find Life Balance

For Cosme Sierra, who works at Inventec's Mexico Office, he feels that he has found the right company which challenges and motivates him to do his best. Sierra has been working with Arch Chen, his supervisor, for the past ten years and enjoys the camaraderie he shares with his team at Inventec. "Every day is like a group of friends dedicated to figuring out the best results," he described. Amazing teamwork and a pleasant working environment free of labor-related conflicts are some of the company's features that make Sierra proud to be part of Inventec.

Sierra is a witness to Inventec's growth and development in Mexico. He recalls that during the initial years of operation, there were only about 400 employees, but now the number has increased. "In 2015, Inventec had around 400 employees, but now we are looking at nearly 7,000 people," said Sierra. "In the past five years we had the lowest turnover rate in the City." Moreover, Inventec Mexico values its senior employees and holds Seniority Celebration events in their honor.

The competition against many global companies and an overall high turnover rate are a few of the common challenges in Mexico's business scene, but thanks to the company's excellent leadership, teamwork, and respectful working environment with fair treatment, Inventec Mexico is able to thrive and keep growing. As Sierra points out, the company has no problem finding employees even without a hiring bonus, as it is considered the Best Place to Work in

the City. "Currently, we see more than 300 candidates waiting to apply for different positions, and the average annual turnover rate is about 2.7%," Sierra shares proudly.

"The best challenge to be part of it," replied Sierra when asked to summarize what Inventec means to him in one sentence. He expressed that Inventec's values and principles related to integrity have a profound impact on him and constantly remind him that his work should be honest, transparent, and fair. The company's vision of committing every day to move towards becoming a world-class manufacturing company is also very inspirational. Furthermore, Sierra mentions that he maintains a very good work-life balance here at Inventec. He enjoys his job with the trust and support of his superiors and appreciates the peace and tranquility back home with his family. "Usually if you are unhappy at your job, it is reflected in the family environment," said Sierra.

To newcomers or potential employees, Sierra shared a few tips for success. "Teamwork is very important, as well as having a sense of urgency and working with a results-oriented mindset." He also gave some suggestions on how to be a good leader, such as focusing on the problem, not the person, and avoiding damage to the self-esteem and dignity of team members. "Be comfortable with asking for help to solve problems, offer assistance to others when needed, and don't forget to follow up on the progress."



Thailand Plant | Nattaporn

Starting the Career Journey with Inventec

Nattaporn Preeyochaisarn has been working for more than one and a half since joining Inventec since 2023. As a Chinese literature graduate, she happened to come across a job opening at the company, which led her to apply for the position and start her first full-time job. The company's large scale, well-structured systems, and strong demand for Chinese-language talent made Inventec an ideal place for her to launch her career and put her academic training to work.

What has stood out most to Nattaporn since joining the company is the strong sense of support and collaboration among colleagues. Although she was new to the workforce and lacked experience, her supervisors and coworkers were always willing to guide and assist her. Whether it was learning work processes or understanding company policies, everyone readily offered advice and shared their experiences. This supportive environment allowed her to grow quickly and build the confidence needed to take on new challenges.

As a member of the HR team, Nattaporn played a part in helping establish systems and processes during the early stages of Inventec's new plant in Thailand—a valuable learning experience for someone just starting out in her career.

She admits that the initial period came with its fair share of pressure and fast-paced challenges, but the demanding

environment quickly helped her build problem-solving skills and adapt to the rhythm of the workplace. Beyond improving her language abilities, she feels this role has taught her the importance of teamwork, collaboration, and taking initiative to learn.

When reflecting on her experience, Nattaporn highlights Inventec's friendly work environment and inclusive culture, which allows employees to feel secure and empowered to perform at their best. She's especially grateful for how the company supports and cares for new employees—encouraging learning and always listening to employees' voices.

Looking ahead, Nattaporn hopes to see Inventec continue expanding its presence in Thailand while further strengthening career development opportunities and clear advancement pathways for young employees. She also hopes the company will continue enhancing employee benefits, attracting more talented individuals to grow with the company in the years to come.

For Nattaporn, Inventec has been an important partner in the very first stage of her career. She cherishes the opportunity to contribute from the ground up and is thankful for the platform the company has provided for her personal and professional growth. This first year and a half has laid a strong foundation, giving her great confidence as she looks to the future.



英業達集團
Inventec