

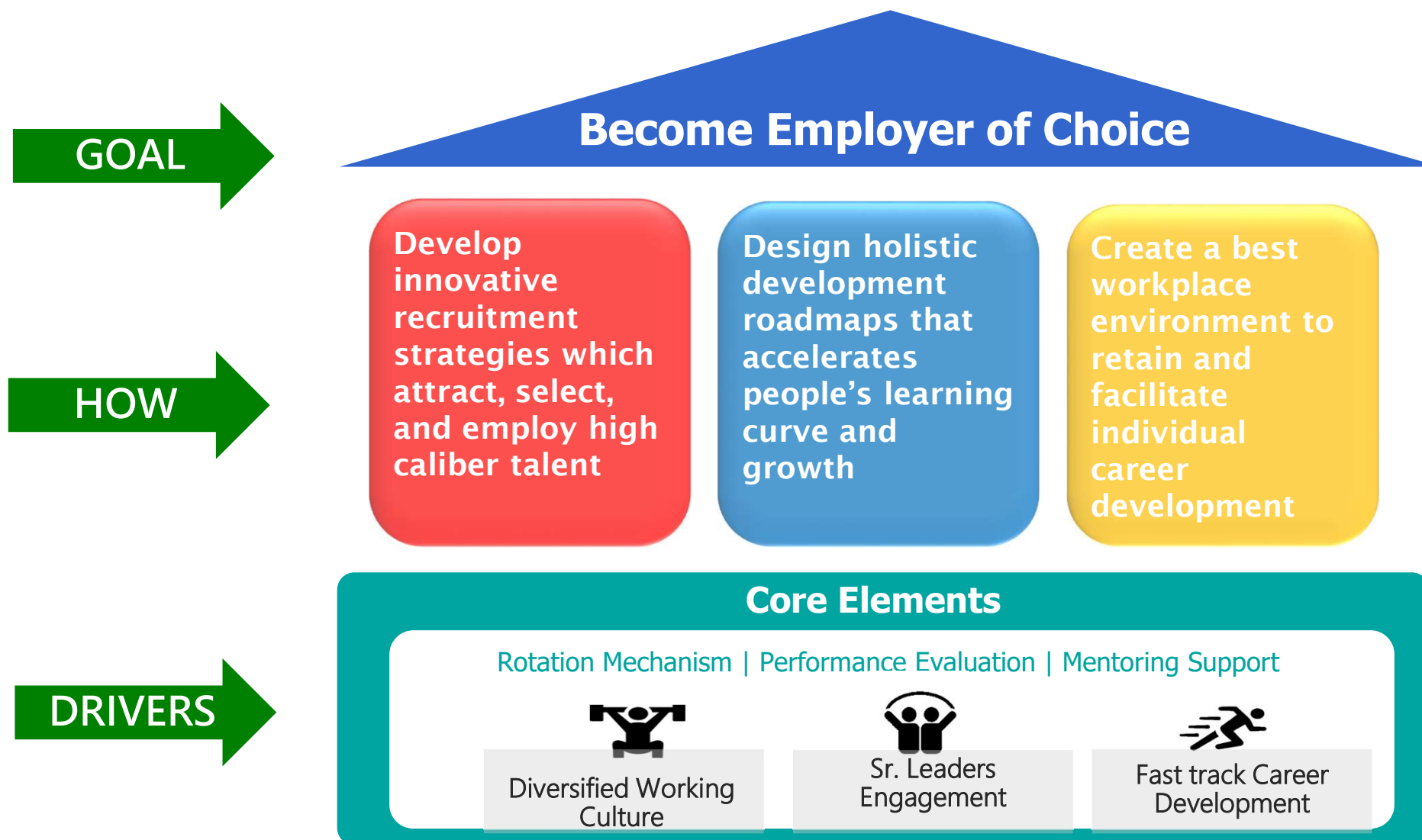


中華開發金控
CHINA DEVELOPMENT FINANCIAL

CDF 2022 MA Program

2022 MA Program

Program Design



2022 MA Program

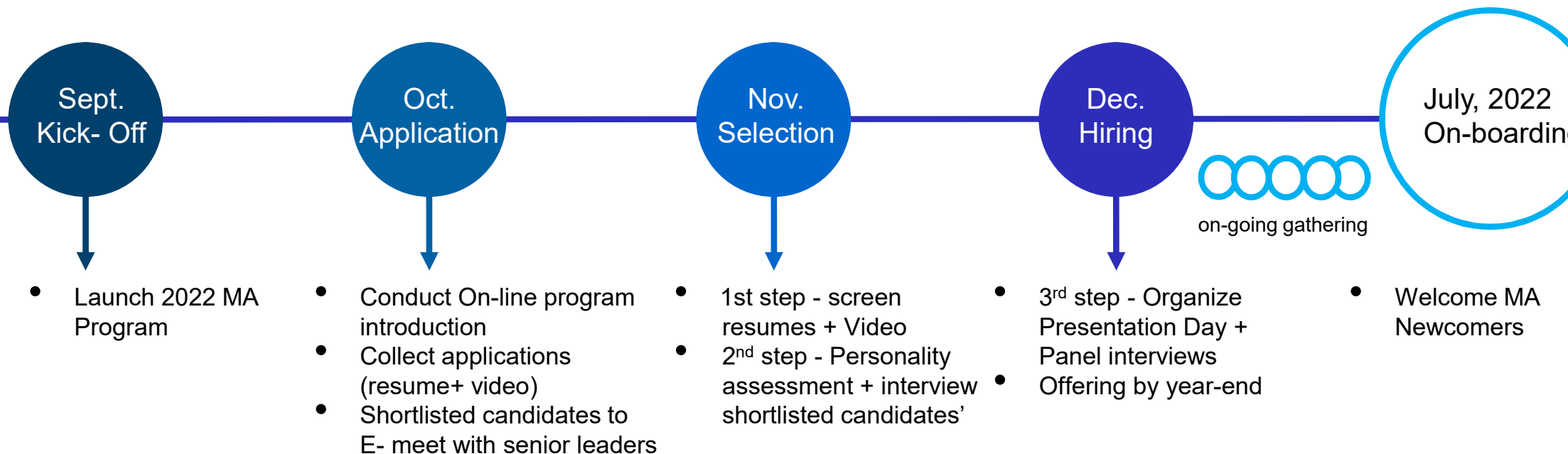
Leading Excellence to Accelerate Development

- **Objectives:** Recruit and develop young talents for leadership pipeline
- **Eligibility:** i) Current interns, ii) Internal employees or external candidates with less than 2 years of work experience, iii) 2022 BA/Mater's degree or above
- **Program Roll Out:** July 1, 2021
- **Program Length:** Projected 18 month program starting from July 1, 2022
- **Criteria:** ABCDE talent (ambitious, bright, creative, diligent, excellence) embraces our company's value
- **Salary Range:** Industry leading competitiveness

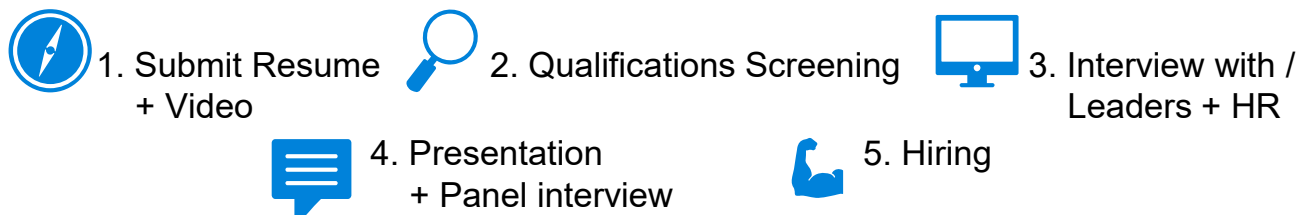
Program Aspects

ONE personalized development plan	TWO week Induction	THREE E-Development	FOUR Values	FIVE Rotations
<ul style="list-style-type: none"> • Tailor-made development plan that amplifies your strengths to achieve outstanding results 	<ul style="list-style-type: none"> • Gain an overview of the CDF group, such as operating models, Mission, Vision and Values etc. 	<ul style="list-style-type: none"> • Sharpen learning curve through the 3E's • Education: various professional skills training • Experience: projects, and business cases • Exposure: mentoring & networking 	<ul style="list-style-type: none"> • Embrace Company Values: Customer centric, Trustworthy, Entrepreneurial Collaborative 	<ul style="list-style-type: none"> • Grow your professional skills & abilities via 5 rotations within one entity and 1 special assignment in another subsidiary or CDF (rotation: 2-3 months)

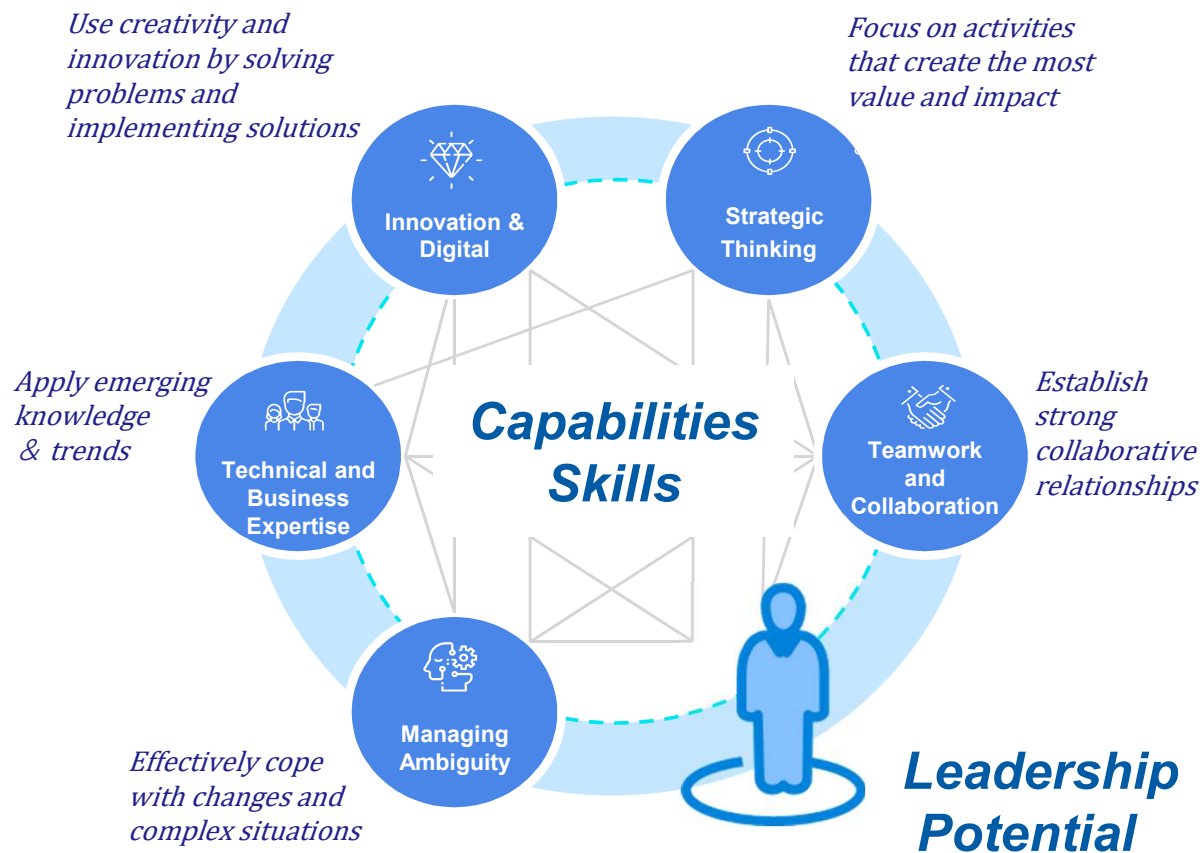
Talent Acquisition



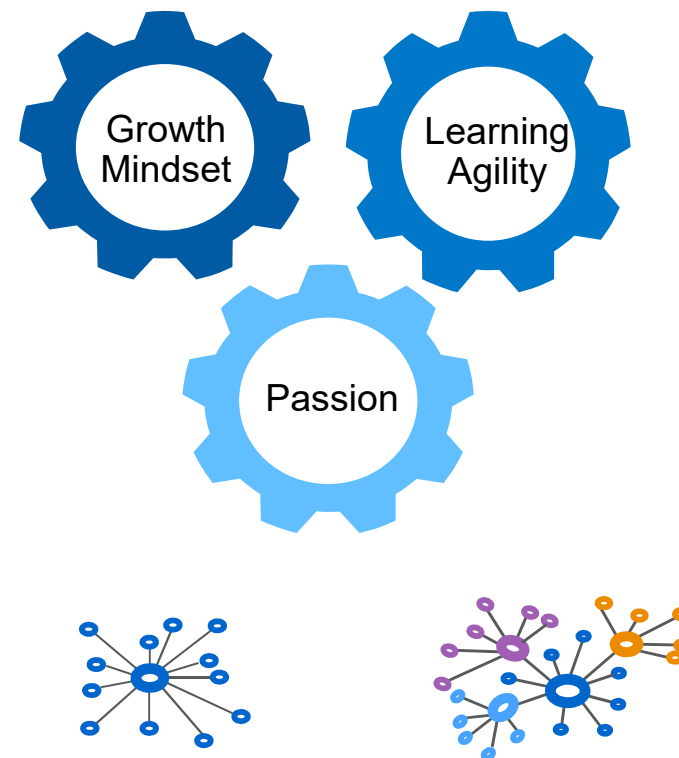
Recruitment Process



Candidate Profile



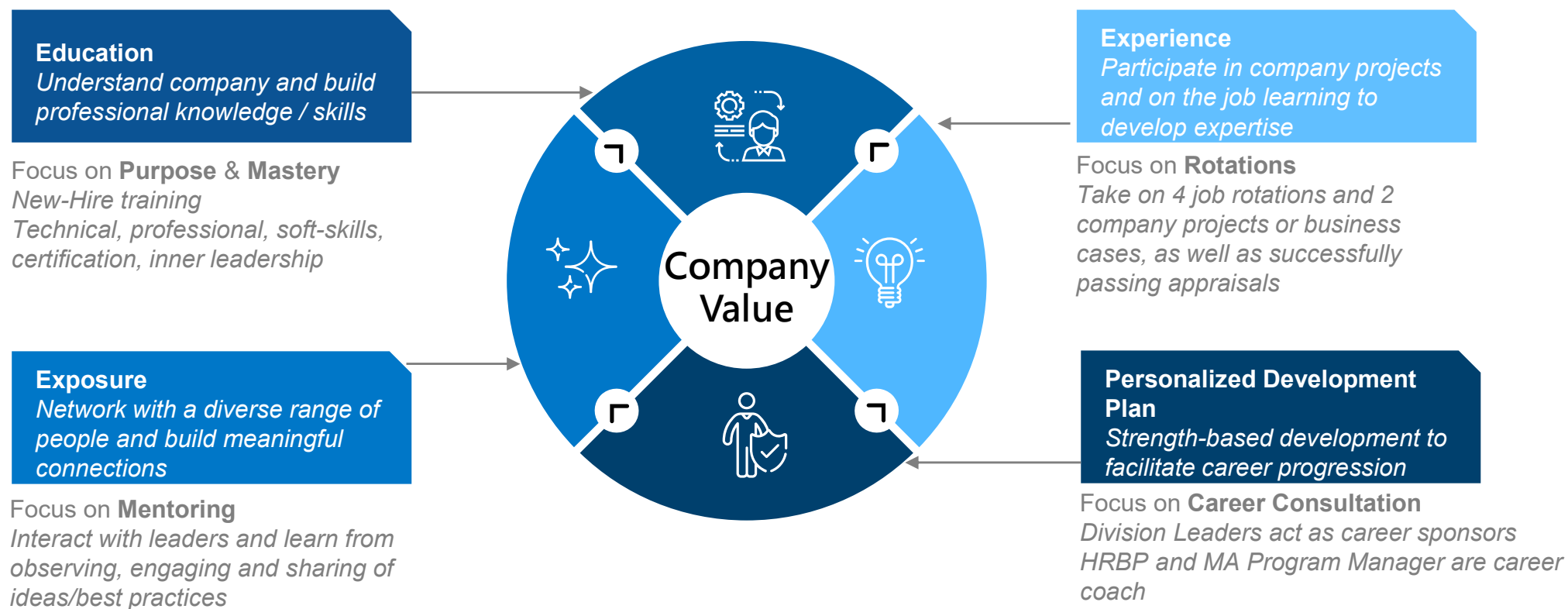
Mindset & Attributes



ABCDE talent (ambitious, bright, creative, diligent, excellence)
embraces our company's value

Learning & Development

“Leading Excellence to Accelerate Development” JOURNEY



Welcome to Join Us!!

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