

Zhen Ding Deepens International Industry-Academia Partnerships to Help Cultivate Semiconductor Talent in Thailand

As part of its active global expansion and development of its Thailand manufacturing base, Zhen Ding Technology Group (TWSE: 4958) has been accelerating local industry-academia collaborations and talent cultivation alongside its investment in 2023 and official production in Q3 2025. Today, Zhen Ding has established multifaceted partnerships with ten Thai universities, technological institutes, and vocational colleges. Evolving from initial recruitment efforts to launching specialized PCB industrial training classes and joint academic programs, Zhen Ding has built a comprehensive organizational development ecosystem spanning campus cultivation, talent recruitment, and cultural integration to support Zhen Ding's next wave of rapid growth.

On July 16, 2026, Zhen Ding President Chien Chen-Fu was invited by the Thai government to deliver a keynote address and participate in a panel discussion for the delegation of the "AI Empowerment and Semiconductor Supply Chain Resilience: Global Elite Practical Training Program". President Chien Chen-Fu shared insights and case studies on the heterogeneous integration of PCB and semiconductor ecosystems, as well as the practical challenges and opportunities in smart manufacturing and digital transformation. The delegation comprised officials from Thailand's Ministry of Higher Education, Science, Research and Innovation (MHESI), government think tanks, and academic leaders. The delegation also visited Zhen Ding's Kaohsiung AI Campus, gaining firsthand insight into Zhen Ding's concrete achievements in advanced PCB technology, smart manufacturing, digital transformation, and workforce development through smart factory tours, production line demonstrations, and interactive panels. Both sides exchanged valuable perspectives on expanding government-industry-academia-research collaboration, driving heterogeneous integration across the semiconductor and PCB sectors, and promoting international talent exchange.

President Chien Chen-Fu highlighted that the Thailand facility serves as a critical base for enhancing supply chain resilience for global customers. Through a long-term, mutually beneficial, and diversified industry-academia collaboration model, Zhen Ding is committed to nurturing local talent with professional expertise and a global perspective across its campuses, while making tangible contributions to the development of Thailand's PCB and high-tech industries.

In June 2024, Zhen Ding signed MOUs with five prominent educational institutions—Asian Institute of Technology (AIT), Kasetsart University (KU), King Mongkut's University of Technology North Bangkok (KMUTNB), King Mongkut's Institute of Technology Ladkrabang (KMITL), and Sirindhorn International Institute of Technology (SIIT)—establishing a solid foundation for internships, recruitment, corporate visits, and industrial exchanges. In September 2025, Zhen Ding extended its collaborative footprint into the local vocational education system by signing an MOU with Prachinburi Technical College, aligning academic curricula with practical factory job requirements to cultivate

skilled talent in PCB manufacturing and engineering. Zhen Ding has further deepened exchanges through keynote lectures, internship interviews, and faculty site visits.

In November 2025, Zhen Ding and AIT co-hosted the "AIT-ZDT Forum" in Bangkok under the theme "Regional Development in the Semiconductor Era," bringing together over 100 leaders across industry, government, and academia to focus on key issues such as technological innovation, high-end talent cultivation, and supply chain resilience. In June 2026, Zhen Ding signed an agreement with KMUTNB for the second edition of the PCB Industry Specialized Class, with both parties jointly designing the course curriculum and internship programs, marking a transition from project-based collaboration to an institutionalized, normalized talent development mechanism.

Zhen Ding noted that new hires progressively master PCB manufacturing processes, quality management, engineering technologies, and teamwork through structured classroom training, hands-on shop-floor experience, and cross-departmental projects. To foster local talent equipped with engineering mindsets, global perspectives, and cross-cultural adaptability, Zhen Ding has established cross-regional exchange mechanisms that offer Thai employees opportunities to train and learn at Zhen Ding's global manufacturing facilities. This robust talent framework lays a solid foundation for the future expansion and sustainable operations of the Thailand campus. To enhance retention and organizational cohesion, Zhen Ding actively promotes cross-cultural synergy through traditional Thai festivals, cultural exchanges, sports competitions, and team-building activities, creating an inclusive work environment that offers both a strong sense of belonging and opportunities for professional growth.



▲ Zhen Ding President Chien Chen-Fu delivered a keynote address to the delegation of the "AI Empowerment and Semiconductor Supply Chain Resilience: Global Elite Practical Training Program" organized by the Thai government.

About Zhen Ding Technology Holding Limited

Zhen Ding Technology Holding Limited (Taiwan Stock Exchange: 4958) specializes in the research, development, production, and sales of a diversified range of products, including flexible printed circuit board (FPC) and surface mount assembly (SMA), substrate-like PCBs (SLP), high-density interconnect (HDI) PCBs, high-layer-count and high-density (HLC-HDI) boards, multilayer rigid printed circuit boards (RPCB) and IC substrates (ICS). These products are widely used in end products such as computer information, consumer electronics, communications networks, automotive electronics, AI server high-speed computing, optical module and medical applications. The company offers professional one-stop shopping, full-solution services to customer worldwide. According to Prismark's global PCB industry rankings by revenue, Zhen Ding has been ranked the world's largest PCB manufacturer for nine consecutive years, from 2017 to 2025. For more detailed information, please visit the company website: www.zdtco.com.

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