



# TAILOR YOUR PATH

“Rooted in **Hong Kong**,  
Truly a **Global Organization**”

“**Everything is Possible** in TAL  
with a **Can-Do** attitude  
to learn and develop”



# WHO WE ARE?

For 70 years, TAL Apparel manufactures garments for global brands. Employing over 26,000 employees, we have 5 offices and 9 factories in 7 countries. Known as the INNOFACTURER®, we pioneer new technologies in garment innovation that boast style, comfort and functionality. We do not only comply to sustainability, we believe in it.

## FROM THE FIRST LOCAL TEXTILE PLAYER TO THE GLOBAL INNOFACTURER®

### KING OF DRESS SHIRTS BUT NOT JUST SHIRTS



Shirts



Polos



Pants



Suits



Outerwear

### GLOBAL PRESENCE



### BEHIND THE SUCCESS OF THE WORLD'S FASHION PLAYERS



**We make  
1 out of 6 dress shirts  
in the USA**

## UNLEASHING THE IMPACT OF BIG DATA TO CUSTOMERS FOR 20+ YEARS



SUPPLIER



PRODUCTION



WAREHOUSE



DISTRIBUTION



STORE

We do more than just making garments. Our unique Vendor-Managed-Inventory (VMI) solutions forecast consumer demand and allow us to manage customers' inventory at store level.

As a trusted partner, TAL Apparel shortens production lead time, improves inventory control and optimizes profits for our customers.

### Measurable impact to customers:

**> 90%**  
Forecast Accuracy

**+ 8%**  
In-stock Rate

**+ 30%**  
Inventory Turn

## THE RELENTLESS INNOVATOR IN A TRADITIONAL INDUSTRY

With a relentless drive to innovate and to exceed customer expectations, TAL Apparel has been devoted in new product innovations since the late 90s. Today, we proudly own over 30 innovative products.

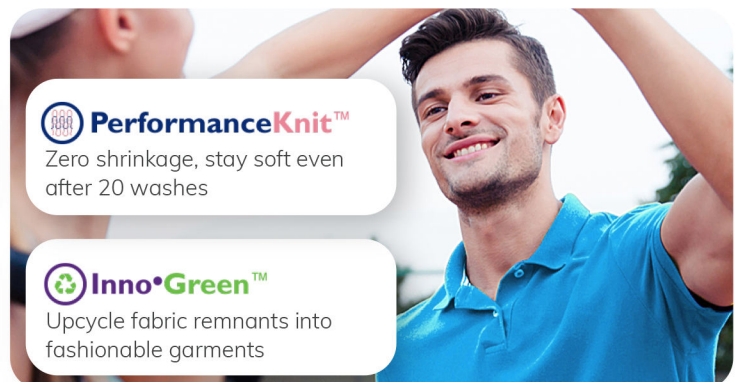


**SofTAL™**

The best non-iron shirt in the market

**PuckerFree™**

The 1<sup>st</sup> pucker free technology that smoothens your seams



**PerformanceKnit™**

Zero shrinkage, stay soft even after 20 washes

**Inno•Green™**

Upcycle fabric remnants into fashionable garments

# TAL APPAREL MANAGEMENT TRAINEE PROGRAM

Management Trainees are crucial to the future success of TAL Apparel. Our 2-year Management Trainee Program is designed for developing our future leaders and catered for individual's career development.

## PROGRAM HIGHLIGHTS



2-month Orientation



2-month Overseas Training



2 to 3 Department Rotations



Cross-Functional Projects



Top Management Exposure Opportunities



Mentorship Program

*\*We provide subsidized accommodation for overseas candidates*

## EXPOSURE ACROSS SUPPLY CHAIN & BUSINESS ANALYTICS

To better match your career goals with our business needs, TAL offers two program streams :

### PRODUCT STREAM



Sales & Marketing



Merchandising



Material Sourcing

### DATA STREAM



Production Planning



VMI Solutions



Finance

Amidst our orientation program, we worked as a team to develop a new digital recruitment campaign. Supported by experienced coaches from different departments, we learned to write our first project plan and were able to make an immediate impact on the company.

**Dickson So, Management Trainee 2018**



Throughout the journey, the top management does take a personal interest in every one of us. They meet with us regularly to understand our career aspirations and give advice on our paths.

**Pinky Lung, Management Trainee 2016**



# TAL APPAREL MANAGEMENT TRAINEE PROGRAM

## POST-PROGRAM CAREER DEVELOPMENT

Program graduation is just the start of your journey...

- A Career Development Committee, chaired by our CEO and represented by top management of various functions to oversee the career development of MT graduates
- Long-term and short-term rotations to increase exposure needed for advancement
- Continuous mentorship program to provide support at every step of your career

### CAREER PATH



"MTs are proven to be hugely successful in TAL Apparel. Among our MT graduates, we have the youngest Director and also a Senior Vice President."

CHRISTOPHE DEGOIX

SENIOR VICE PRESIDENT, FINANCE / MT PROGRAM LEAD

## ARE YOU ONE OF US?



Recent Graduates with  
<1 Year of Working Experience



Passion to Grow and Excel in the  
Apparel Industry

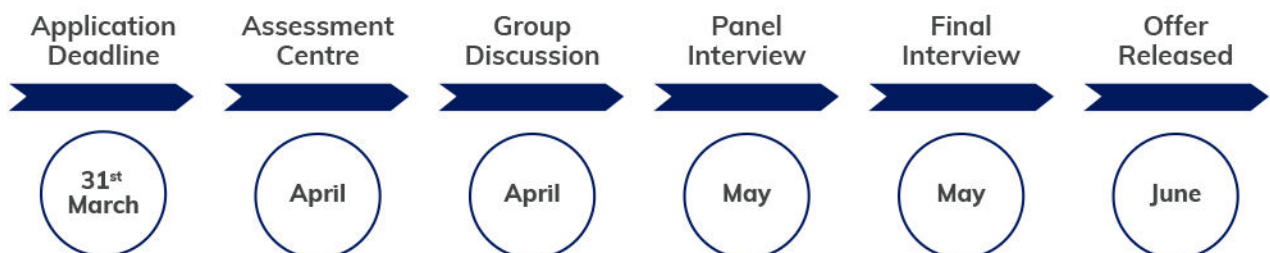


Excellent Command of English.  
Chinese is not Mandatory



Team Player with Curiosity to  
Learn and Explore

## RECRUITMENT PROCESS



*\*Early interview and admission are possible for overseas students or ongoing exchange students*

**IN TAL, WE BELIEVE EVERYONE IS DIFFERENT  
TAILOR YOUR PATH**

For more information, please visit <http://www.mtp.talapparel.com>  
or email us at [recruit\\_mt@talapparel.com](mailto:recruit_mt@talapparel.com)

