



TOGETHER

ONE TECKWAH



2024 EXPERIENTIAL LEARNING
Together, One Teckwah
心系德华 共创辉煌
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ADVISOR

Tan Peck Hoon

CHIEF EDITOR

Chua Xing Ling

SECRETARY

Betty Wong

CREATIVE

Trixie Ong

MEMBERS

Catherine Cheng

Koo Yuh Fang

Li Jing Yu

Moon Teoh

Rachel Cheo

Sabrina Soh

CONTRIBUTORS

Sandra Lim (Singapore)

Thong Siew Chou

(Malaysia)

Fairus Kamaruddin

(Malaysia)

Amy Nie (China)

Evayarna (Indonesia)

Tri Ganda (Indonesia)

EDITORIAL MESSAGE

1 April marked an important milestone transition for Teckwah. Ms Chua Ai Ling has assumed the position of Managing Director of the Group. She will oversee the day-to-day operations while Mr Thomas Chua remains as Executive Chairman, guiding Teckwah's future direction and being coach and mentor to Ms Chua. Learn about Teckwah's succession story on page 3 of this issue.

Experiential Learning made its comeback in Q2 this year. Themed "Together, One Teckwah," Teckwahers donned their brightly coloured team T-shirts on the island of Sentosa and embarked on a proud display of our core values in the morning's activities. In the afternoon, the focus shifted to assembling bicycles, a teambuilding activity that was part of a CSR initiative. The assembled bicycles were later donated to our migrant worker community, to show our gratitude for their unwavering contributions to the nation. Read on more about Experiential Learning 2024 and view the wonderful photos from the events in the special edition pull-out poster!

Our overseas entities in China and Indonesia also held their own teambuilding events in Q2. Jointac's 3-day nature immersion event in April united and connected the team through the natural surroundings. On a 2-day event in May, teams in Indonesia experienced cultural activities that reinforced core values and strengthened bonds. Whether surrounded by nature or immersed in cultural experiences, our teams spare no efforts in enhancing team dynamics and promoting cohesion.

10 April was the first day of Hari Raya Aidilfitri, an important festival for the Muslim community. At Teckwah Singapore, SWC prepared festive goodies for our Muslim colleagues for their enjoyment over the month-long celebration. Across the region, Teckwahers shared heart-warming stories and photos from their Raya celebrations with fellow colleagues and loved ones.

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SUCCESSION: THE NEXT CHAPTER OF OUR TECKWAH STORY

On 1 April, Deputy Managing Director, Ms Chua Ai Ling, assumed the role of Managing Director of Teckwah Group. This milestone transition marks the dawn of a new leadership era in Teckwah as Ms Chua takes over the management of the Group's day-to-day operations. Mr Thomas Chua remains as Executive Chairman, focusing on being a coach and mentor to Ms Chua while steering the Group's future strategic direction.

Corporate successions do not typically happen overnight; they are gradual, deliberate, and well-thought-out. In his

Kaigong Address to Teckwahers this year, Mr Chua explained that his succession was years in the planning. When the planting of Banyan Tree sapling ensued in August of last year, it symbolised the growth and continuity of Teckwah's leadership succession journey.

Under the leadership of Ms Chua, Teckwah shall continue to remain committed to creating stakeholder value while upholding our best practices, shared values, and goals. Onward, Teckwah!

TWL SHOWCASES LOGISTICS EXCELLENCE TO MITSUI CHEMICALS' GLOBAL TEAM

Recently Mitsui Chemicals ("Mitsui") hosted their Global Meet in Singapore. As part of the event, Teckwah Logistics ("TWL") organised a warehouse visit at their 5B Toh Guan facility on 30 May for Mitsui's overseas colleagues. Notably, TWL was the only company chosen among its logistics service providers in Singapore for this visit.

During the visit, TWL conducted an informative briefing to showcase the intricacies of their inbound and outbound processes. This was followed by a comprehensive warehouse walkabout. The aim of the visit was to provide Mitsui's colleagues with a deeper understanding of TWL's warehouse operations, highlighting their efficiency and systematic approach to logistics. The event was a valuable opportunity for cross-company learning and sharing best practices in the industry.



CaiXun is also available on www.teckwah.com.sg

Feedback: info@teckwah.com.sg

GIVING BACK TO THE COMMUNITY, ONE BICYCLE AT A TIME



Teckwahers were honoured to be a part of the “Build-a-bike” programme at the Experiential Learning events held in April and May. It was a meaningful initiative that not only fostered the spirit of team, but more importantly, the spirit of giving. All 36 bicycles that were built from scratch by Teckwahers were donated to 2 local dormitories – TS Group and S11 Dorm. In separate ceremonies, Managing Director, Chua Ai Ling, together with Executive Director, Ms Mai (for TS Group); and Operations Director, Sherlin Lee (for S11 Dorm) – presented the bicycles to the beneficiaries, our migrant workers.

After the presentation, the migrant workers cycled away in their new bicycles with bright smiles on their faces. To be able to touch the lives of a few of our migrant workers was a truly rewarding experience. The bicycles offer some respite that not only improves their quality of life here in Singapore, but also promotes social integration.



EARTH HOUR

With the 2030 goal of halting and reversing biodiversity loss, Earth Hour enlightens millions on the irreversible damage done to our planet and inspires millions to take a step towards change and improvement. An annual affair, this symbolic event’s iconic “lights-off” moment returned on 23 March. This year, the Staff Wellbeing Committee (“SWC”) invited Teckwahers to partake in this meaningful event by submitting a creative photo or video taken between 8.30pm and 9.30pm (SGT) — or “lights out” hour — along with a caption. Winning entries were awarded cash vouchers.

REGIONAL SUBSIDIARIES’ ANNIVERSARY CELEBRATIONS

Congratulations to the following subsidiaries which celebrated their anniversaries in the second quarter!



TECKWAH VALUE CHAIN JAPAN CO. LTD

“We will convey your warm and encouraging messages to everyone at TVCJ. We greatly appreciate your continuous support. All the best to the Teckwah Group.”

AKIHIRO NISHIHARA
EXECUTIVE DIRECTOR

TECKWAH VALUE CHAIN (TAIWAN) LTD

“Thank you for the warm blessings sent from headquarters; they have truly touched our hearts. We appreciate the management’s continued support and well wishes for TVCTW. Let us embrace and seize the opportunities as they come.”

VIVIAN CHENG
COUNTRY MANAGER



PROFOTO MALAYSIA SDN BHD

“We are thrilled to celebrate the 12th anniversary of Profoto Malaysia! Over the past year, we have reached new heights, thanks to the unwavering commitment and hard work of our dedicated team. As we look to the future, we will continue to strive for excellence and set new benchmarks in the industry.”

KIMMY NG
MANAGING DIRECTOR



TECKWAH TRADING (HK) LIMITED

“Thank you very much for the greetings! Time flies as it is the 17th year for Teckwah HK. Another year of success, growth, and achievement begins today. We are very grateful to be part of the team and we are excited for the successes to come!”

MARJORIE NG
PROGRAM MANAGER



TECKWAH VALUE CHAIN (THAILAND) CO. LTD

“Thank you for the anniversary wishes, and to the Top Management for your continuous support! Looking forward to many more successful years to come.”

SANTHAT MAKSAPH
COUNTRY MANAGER

TRI GANDA
GENERAL MANAGER

GET HEALTHY AT THE WORKPLACE



TABLE TENNIS TRAINING @ PIXEL RED

In April, SWC introduced personal coaching sessions for table tennis to allow more Teckwahers to have fun while getting better at the sport. The training sessions take place at Pixel Red's Multi-Purpose Hall ("MPH") on a bi-weekly basis, every Friday from 1pm to 2pm. What's more, trainees receive professional guidance at zero cost! Training intensity is based on individual ability — whether you're a beginner or an experienced player, get ready to sharpen those table tennis skills. Want to master table tennis? Sign up via Google Forms today to reserve your training spot!

"The trainer is very knowledgeable, and I hope to improve on my spin and smash moves next time."

KOO YUH FANG,
FINANCE EXECUTIVE

"The training session was really helpful and definitely brought my table tennis skills to a whole new level in 15mins!"

DECLAN TAN,
BUSINESS SYSTEMS MANAGER

ENGAGE IN A GAME OF POOL @ GUL

The recent installation of a pool table at Teckwah Logistics Centre's Learning Centre has proven to be a fantastic addition for Teckwahers. It offers an enjoyable and interactive way to unwind, while also encouraging team bonding. The games played on the table created a living and inviting atmosphere, fostering connections among Teckwahers. This initiative by the SWC enhances both the wellbeing of our employees and the working environment, promoting a healthy work-life balance.



LINE DANCING @ PIXEL RED

Line dancing is the latest programme introduced in collaboration with the Health Promotion Board, offering a fun and engaging way to stay active. From June 2024, sessions will be held on Wednesday evenings at the Teckwah Pavilion. Whether you're a seasoned dancer or a complete beginner, Line Dancing is a fantastic way to learn new moves, enjoy music, and socialise with colleagues in a lively environment. The structured sessions ensure that everyone can follow along and enjoy the benefits of this enjoyable form of exercise. For those interested, please register for a slot on the Healthy 365 app — lace up and get ready to move!

A RUN TO CELEBRATE FIREFIGHTERS



On 18 May, colleagues from Teckwah Malacca participated in "Run with Bomba 2024," a running event proudly organised by the Fire and Rescue Department of Malaysia. Staged in front of the Declaration of Independence Memorial in Bandar Hilir, Malacca, the event commemorates International Firefighting Day which falls on 4 May and attracted over 5,000 participants. What a great way to celebrate our firefighting heroes while working up a sweat!

"I took up running to improve my health so take I can take better care of my loved ones. Participating in 'Larian Bersama Bomba 2024' alongside my colleagues was a fulfilling experience. I hope it inspires them to start their own running journey, as it did for me."

CALVIN WOO MING KWAN,
GRAPHIC ASSISTANT

TECKWAH SINGAPORE CELEBRATES DRAGON BOAT FESTIVAL



On 10 June, Teckwah Singapore celebrated the Dragon Boat Festival at Pixel Red's Multipurpose Hall and the Learning Centre at Gul. The Staff Wellbeing Club prepared a spread of sticky rice dumplings (zongzi), a staple of the festival. A selection of packet drinks was also offered for Teckwahers to savour, providing a taste of the festival's culinary heritage.

In addition to the gastronomic delights, the event featured short films about the legends and traditions behind the ancient festival, and various board games that fostered camaraderie and a sense of community among the participants. The celebration successfully combined cultural education with interactive entertainment, honouring traditions through shared experiences and cultural appreciation.





BUILDING TEAMS IN THE SURROUNDS OF NATURE AND CULTURE

In April and May respectively, our overseas entities in China and Indonesia held their teambuilding events immersed in beautiful natural surroundings and traditional culture. Read on to find out more about their escapades as a team!

EMBRACING NATURE'S SPLENDOUR, SHOWCASING JOINTAC'S BRILLIANCE

Over a 3-day event spanning 19 to 21 April, employees of Shanghai Jointac International Logistics ("Jointac") participated in their teambuilding event titled "Embracing the Splendour of Daming Mountain, Showcasing Jointac's Brilliance." Arriving at the foot of Daming Mountain in Lin'an District, Hangzhou, enthused employees donned their team shirts and embarked on a hike that combined challenge and creativity. Teams participated in a creative photo competition, as they relished scenic views of Dragon Gate Waterfall, tunneled through the mountain in a mining train, and crossed Daming Lake on a suspended plank road.



'Blue', 'Green', and 'Yellow' teams emerged as competition winners! The following day, the team visited Qingshan Lake National Forest Park. A boat ride to the water forest park revealed stunning scenery, allowing everyone to unwind in peaceful solace. A group lunch marked the end of the teambuilding event, which gave employees a much-needed respite and a reignition of their passion, commitment, and energy back at the workplace.



"KEEP CHALLENGING TO BE A CHAMPION"

Employees from PT Teckwah Trading Indonesia ("TTI") and partner, PT Tunas Wijaya Laksana, convened in Yogyakarta, Central Java, for a 2-day teambuilding excursion on 9 & 10 May. Themed "Keep Challenging to be a Champion," the event meticulously blended local culture with the company's core values. After a humbling visit to the distinguished Prambanan temple, teams engaged in an "Amazing Race" style activity in the Merapi mountain area — home to one of the most active volcanoes. The event fostered healthy competition, and promoted leadership, communication, and teamwork. Employees donned traditional attire for the dinner event on Day 1.

Day 2 commenced with a batik-making workshop that emphasised the importance of self-control, attention to detail and persistence, which are skills crucial for enhancing accuracy and productivity at the workplace. The event wrapped up with a visit to tourist spot, Malioboro Street — once a government and economic hub established by the Dutch colonial government. Lasting memories were created as teams engaged in enriching activities over the 2 days that not only boosted morale and enhanced collaboration, but also instilled a sense of camaraderie and unity.

The opportunity to connect with colleagues that we typically only interact with online allowed us to deepen relationships. The trip was exciting, and the location and activities were particularly meaningful."

M. DENA MUSTOFA, BUSINESS EXECUTIVE



"The theme of 'Keep Challenging to be a Champion' unified and synergised the team to provide the highest level of customer service, which would create lasting customer relationships and ensure satisfaction levels are maintained."

RIZA SAVIRGA, ASP MANAGER

"The eagerly anticipated teambuilding, despite being exhausting, was filled with joy, laughter, and happiness. The event has created an unforgettable experience."

AKHMAD DANI L, STORE LEADER

"It was clear that each of us brought our unique strengths and perspectives to the table, which made the activities more enjoyable while highlighting the diverse talents within our team. This kind of teamwork sets us apart and drives our success. Let's carry this spirit of cooperation and positivity into our daily work. Keep Challenging to be a Champion!"

SUNARTO, SENIOR SERVICE CENTRE MANAGER

UNITING THROUGH FUN AND GAMES



Teckwah Malacca held their periodic in-house teambuilding event on 25 April. Featuring the Nintendo Ring Fit and the “Answer the Question” challenge, the activities aligned with the company’s emphasis on focus-driven performance and impeccable execution. The Nintendo Ring Fit game required concentration, quick reflexes, and strategic thinking, mirroring the focus needed in daily tasks. The “Answer the Question” challenge emphasised keen observation and attention to detail, crucial for achieving accuracy and excellence in work. These activities not only fostered team spirit but also reinforced important skills and insights and enhanced teamwork which contributes to collective success.

“Attending the company’s in-house event was a fantastic and engaging experience. The games reinforced our core values in an enjoyable and memorable way. I look forward to future events that continue to strengthen our team and uphold our values.”

CHIA YING SIN, PLANNING & SUPPORT EXECUTIVE

“I’m thrilled to announce that Group 4 (Sun Kiss) has emerged victorious in the in-house event! This was my first event with the company, and I am incredibly proud of our team’s dedication and impeccable execution. A special thanks to the organising committee for their seamless coordination and support.”

YAN YONG YEW, PROGRAM ADMINISTRATOR

TECKWAH & I

Designed to help employees better assimilate into Teckwah’s culture and workplace, “Teckwah and I” provides an opportunity for new hires to learn about the company’s history, values, management practices, and business philosophy. A recent session was held on 3 May and warmly welcomed new hires of Teckwah Singapore. After enjoying light refreshments at the Pixel Red Learning Centre, Senior Regional Business Operations Director, James Chua, commenced the sharing with Teckwah’s milestones, painting a vivid picture of the company’s journey through its 55-year history.

Senior Corporate Planning & ERM Manager, Chua Xing Ling, then offered insights into Governance, followed by Group Quality System & Asset Protection Manager, Calvin Sim’s discussion on Quality Systems Management and Business Continuity. HR practices, and employee activities were introduced by Assistant HR Manager, Fanszy Chiew; and Executive Director, Ms Mai, rounded up the HR segment with an iteration of Teckwah’s commitment to human capital development and growth opportunities within the company. The half-day event concluded with a tour of galleries where attendees had a glimpse of old printing machines and signages at the Lobby A History Wall, and thereafter at Level 5, where a mural of images showcased Teckwah’s vibrant culture.



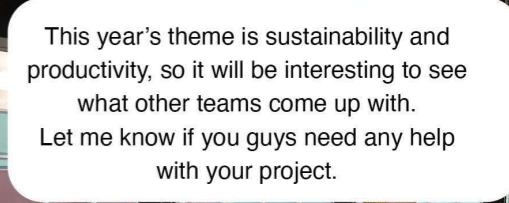
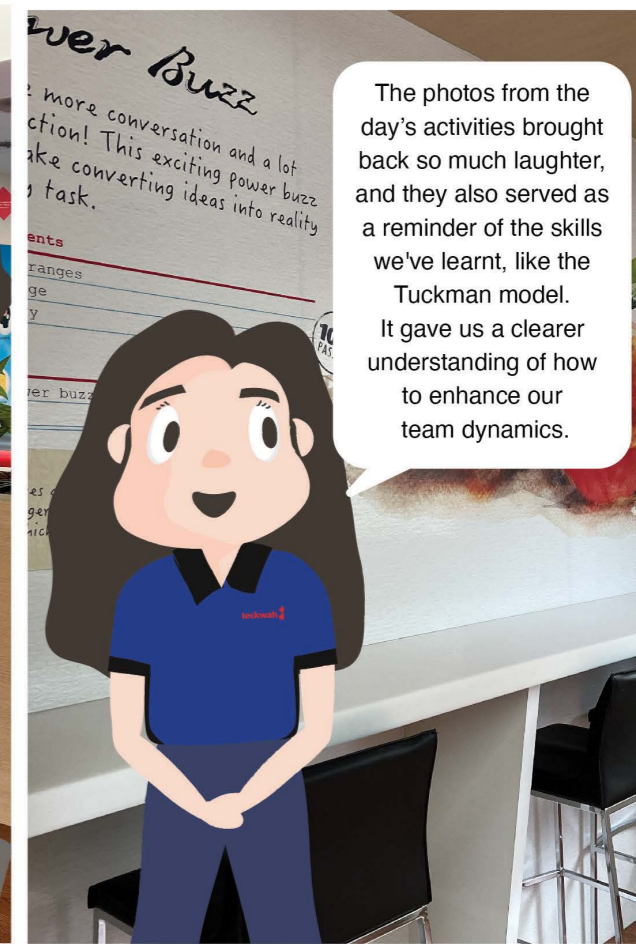
“The ‘Teckwah and I’ session enabled me to learn about the history of Teckwah, and I currently have a better understanding of the company. The session was interesting, and I realised that Teckwah always prioritises their staff by conducting such sessions to help new hires adapt to our new working environment.”

DELLA CHENG, FINANCE EXECUTIVE

“Teckwah has excellent core values and Management. Through the ‘Teckwah and I’ session, I have gained a deeper understanding of Teckwah’s operations and story.”

TEO FANG TING, ADMIN COORDINATOR

The team engages in a discussion on the recent staff departmental bonding event and the upcoming experiential learning.





REGIONAL RAYA CELEBRATIONS

各地庆祝开斋节

Hari Raya 2024 marked the 2nd year of celebrations post-pandemic. Our Muslim colleagues from around the region celebrated not only with friends and family, but also with fellow Teckwahers as they embraced Raya traditions and relished in good food and great company, regardless of race and ethnic backgrounds. Teckwah Malacca's Lwee Xue Yin and Teckwah Paper Product Indonesia's Sri Indarti gave personal accounts of their wonderful Raya experiences.

2024年开斋节是疫情后的第二个开斋节。在区域各地的德华穆斯林同事和家人朋友以及其他员工共同庆祝了开斋节，来自不同种族背景的亲朋同仁欢聚一堂，一起享受节日的美食。德华马六甲的雷雪莹和德华纸制品（印尼）的Sri Indarti分享了他们在开斋节的美好回忆。

“Besides the usual tradition of visiting and spending time with family and friends on the first 2 days of Hari Raya, we also visited the families of our fellow Teckwahers. It was a joyous way of reconnecting with colleagues in the spirit of Hari Raya, fostering a renewed sense of commitment to our work and strive to give our best to the company. The enduring bonds within the Teckwah family was noteworthy as Teckwahers also gathered and celebrated the festivities with ex-Teckwahers.”

“除了在开斋节的头两天按照传统探望亲朋好友，我们还来到了其他德华员工的家中，与他们欢度佳节。秉承开斋节的精神，我们在欢声笑语中，不仅加深了与同事的情谊，更坚定了全力以赴做好工作、推动公司发展壮大的决心。尤其令人难忘的是，前德华员工也受邀参加了节日庆祝活动，展现了德华大家庭日久弥坚的深厚情谊。”

SRI INDARTI,
ASSISTANT QA MANAGER 品质助理经理



“TPPSB & TOMPAC hosted a joint Hari Raya lunch on 6 May. Staff savoured delicious food such as soto, chicken rendang, nasi briyani and a variety of kueh. The traditional costumes that colleagues wore added to the festive atmosphere and it was such a delightful sight! It was wonderful to see colleagues embrace tradition and diversity, as everyone proudly wore their baju kurung and baju melayu. This shared experience truly embodies the spirit of Aidilfitri.”

“德华纸制品厂（马）和德明纸制品厂（马）在5月6日中午举行了开斋节聚餐活动。员工们一起品尝了印尼鸡汤饭、仁当鸡、印度香饭和各种糕点美食。同事们穿着美丽的传统服装，赏心悦目，增添了节日氛围！大家自豪地穿上马来传统服装，在延续传统的同时，也展现了多元文化。这共同经历真正体现了开斋节的精神。”

LWEE XUE YIN 雷雪莹,
SENIOR PROGRAM ADMINISTRATOR 客户服务管理员

RAYA GOODIES GIVEAWAY IN SINGAPORE

新加坡德华派发开斋节礼物



Hari Raya Aidilfitri fell on 10 April this year. At Teckwah Singapore, SWC prepared and distributed Raya goodies to all Muslim staff for their enjoyment during their Raya celebration. For our Muslim community, the celebratory festival carries deep spiritual and cultural significance. The month-long celebration not only marks the end of Ramadan but also showcases the gratitude, self-reflection and unity expressed by Muslims for their religion, family, and community.

今年的开斋节落在4月10日。新加坡员工福祉委员会为公司的所有穆斯林员工准备了佳节礼品来一起欢庆这个节日。对于我们的穆斯林群体来说，这个佳节具有深刻的精神和文化意义。为期一个月的庆祝活动不仅标志着斋戒月的结束同时也体现了穆斯林对其宗教、家庭和社区所表达感激、自我反省和团结。

“Thanks for the Raya goodies. I enjoyed the biscuits with my family during the celebration.”

“谢谢公司的开斋节礼物。在节日期间，我和家人一起享用了这些饼干。”

MOHD GHAZALI BIN IBRAHIM,
DISPATCH 派送员



“Thank you for the goodies! My Hari Raya celebration this year was delightful as I got to spend it in my wife's hometown. Before Raya, we would clean the house and prepare traditional food like rendang and ketupat together — in time to celebrate the festivities — and enjoy good food with our family and friends.”

“感谢公司的礼物。今年的开斋节，我非常开心，因为我回到了妻子的故乡。在开斋节之前，我们会打扫房子，一起准备仁当鸡和马来粽等传统美食，在节日当天和亲朋好友一起庆祝佳节，享用美食。”

FAREEZ IZZUDIN BIN OTHMAN,
BUSINESS SYSTEMS ADMINISTRATOR
业务系统行政员



彩訊

2024年第2期



心系德华

共创辉煌





2024年第2期
4月-6月

德华集团内部刊物
印刷—德华价值链
私人有限公司

顾问

陈碧芬

主编

蔡幸玲

秘书

黄彩云

创意编辑

王诗淑

会员

钟诗玲

邱钰芳

李靖宇

张梦欣

曹嘉欣

孙静佳

CONTRIBUTORS

林晓燕 (新加坡)

童秀珠 (马来西亚)

Fairus Kamaruddin

(马来西亚)

聂雯雯 (中国)

Evayarna (印尼)

Tri Ganda (印尼)

编委的话

今年，德华集团又掀开了一个里程碑式的新篇章。从4月1日起，蔡艾玲将从蔡其生手中接过集团董事经理职务，管理集团的日常营运，蔡其生将继续担任集团执行主席，指导集团未来的策略方针。敬请参阅本期第3页了解集团继任的报道。

阔别多年的体验式学习活动于第2季再度回归，今年的主题为“心系德华，共创辉煌”。德华新加坡员工穿上色彩鲜艳的定制T恤，一早来到圣淘沙岛。上午的户外活动体现了我们的核心价值观，下午活动重点是组装自行车，这是企业社会责任计划的一部分，组装的自行车将赠送给社区的外籍劳工，感谢他们长期以来对新加坡的贡献。请参阅本期特别版拉出活页，浏览活动的精彩照片。

今年第2季度，德华在中国和印尼的子公司也各自举办了团建活动。上海展通于4月举行了为期3天的自然浸濡活动，通过亲近大自然来凝聚团队。印尼的团队在5月的活动中把传统文化与德华的核心价值观相结合。无论是亲近大自然还是沉浸在文化体验中，我们的团队都不遗余力的增强活力，加强凝聚力。

4月10日是开斋节第一天，这是穆斯林社区的重要节日。新加坡德华员工福祉委员会为公司所有穆斯林同事准备了佳节礼物，让他们愉快的度过为期一个月的庆祝活动。各子区域公司的穆斯林同胞也分享了他们和同事及亲友在开斋节庆祝活动中的感人故事和照片。

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捐赠自行车，积极回馈社群
地球一小时

05 员工活动

区域子公司的周年庆典
工作不忘运动！
参加跑步活动，向消防员致敬
德华新加坡庆祝端午节

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新加坡德华派发开斋节礼物
2024年体验学习



《彩讯》也刊登在
德华集团网站
www.teckwah.com.sg

请电邮您的反馈到
info@teckwah.com.sg



接班：开启德华新篇章

4月1日，副董事经理蔡艾玲接班，正式出任德华集团的董事经理。今后，蔡艾玲将接手集团的日常管理工作，这是德华发展历程中一个新的里程碑，开启了新一代领导人执掌德华的序幕。蔡其生将继续担任集团执行主席，主要负责为艾玲提供指导和建议，同时掌舵集团未来的战略发展方向。

企业继任通常无法在一夜之间完成；它是一个循序渐进、谨慎、深思熟虑的过程。在向全体德华员工发表今年春节的开工致辞时，蔡其生表示，他的接班人事宜已经筹划多年。去年8月种下的榕树苗象征着成长和延续，也寓意着德华领导人的继任之旅。在蔡艾玲的领导下，德华将继续致力于为利益相关各方创造价值，同时秉持我们一贯的管理标准、共同价值和目标。德华，继续前行！



德华后勤服务向三井化学全球团队展示物流卓越

最近，三井化学在新加坡举办了全球会议。作为活动的一部分，德华后勤服务于5月30日在卓源路5B的仓库接待了三井化学的海外同事。值得一提的是，德华后勤服务是三井在新加坡所有物流服务供应商中唯一被选中参观的公司。

在参观期间，德华后勤服务进行了一场内容丰富的简报，展示了其入库和出库流程的细节。随后，安排三井化学的同事进行了全方位仓库参观。此次参观旨在让三井化学的团队更深入地了解德华后勤服务的运作，强调其高效和系统的物流方法。此次活动为跨国公司学习和分享行业最佳实践提供了宝贵的机会。

捐赠自行车，积极回馈社群



新加坡德华在4月和5月举行了体验学习活动，其中一项活动是“组装自行车”。这是一项意义非凡的活动。它不仅展现了团队精神，也发挥了奉献精神。全体员工总共组装了36辆自行车并全部捐赠给予两家本地外劳宿舍——TS集团和S11宿舍。

在分开举行的捐赠仪式上，董事经理蔡艾玲分别与执行董事麦亚娥以及业务运营总监李美云向TS集团与S11宿舍受益的外籍劳工赠送了自行车。随后，外籍劳工骑着他们的自行车离开，脸上洋溢着灿烂的笑容。这些自行车不仅能够提升他们生活品质，同时也帮助他们更好地融入当地社区。



地球一小时

地球一小时标志着全球对2030年阻止并逆转生物多样性损失目标的承诺，让数百万人了解我们的星球遭受的不可逆转损害，并激励数百万人迈出改变的一步。这个一年一度的象征性标志“熄灯时刻”于3月23日回归。今年，员工福祉委员会邀请员工参与这份有意义的活动，提交在晚上8:30至9:30（SGT标准时间）期间拍摄的创意照片或视频，并附带说明。获奖作品也获得礼券奖励。



区域子公司的周年庆典



祝贺以下子公司在2024年第2季度举办周年庆典！



德华价值链（日本）

“我们将向德华价值链（日本）的每一位同仁转达总公司的热情问候和鼓励。我们非常感谢总公司一直以来给予的支持。祝德华集团繁荣兴旺。”

AKIHIRO NISHIHARA
执行董事

台湾德华

“谢谢总部捎来的祝福，让我们内心倍感温馨，谢谢管理层对台湾德华的祝福和支持，我们一起等待时机的到来。”

郑淑尹
区域经理



PROFOTO 马来西亚

“我们非常高兴庆祝 Profoto 马来西亚的第12周年！在过去的一年里，我们凭借团队的坚定承诺和辛勤工作，已经取得了新的高度。展望未来，我们将继续为卓越而努力，为行业设立新的标杆。”

黄金月
董事经理



德华商贸（香港）

“非常感谢您的祝贺！时光飞逝，德华商贸（香港）已经成立17周年了。今天又是成功、成长和成就开始的一年。我们非常感激成为团队的一员，并对未来的成功充满期待！”

伍韻儀
项目经理



德华价值链（泰国）

“感谢您的祝贺，也感谢管理层的持续支持！期待未来更多成功的年份。”

SANTHAT MAKSAPH
区域经理

TRI GANDA
总经理

工作不忘运动!



乒乓球训练 @ PIXEL RED

为了让更多员工在享受运动乐趣的同时也提升员工的球技，员工福祉委员会从4月起推出个人乒乓训练课程。这项训练每隔一周的星期五下午一点至两点于Pixel Red多功能厅进行。受训者无需支付任何费用就能够得到专业的指导。不管你是初学者还是想要提升技术的老手，教练会根据你的能力来调整训练强度，让你轻松提升球技。想要成为乒乓高手吗？现在就通过谷歌表格预约下一次的训练课程吧！

“这次训练课程让我受益匪浅，在短短15分钟内，我的乒乓球技能提高到了新的水平！”

陈亮华，
业务系统经理

“教练非常专业，我希望下一次能够提升自己的旋转和扣杀技能。”

邱钰芳，
财务执行员



打台球 @ 卡尔

德华物流中心卡尔培训中心最近安装的台球桌对德华员工是锦上添花。它提供了一种愉快且互动的方式来放松身心，同时也有助于团队凝聚力。在台球桌上进行的游戏营造了一种生动的氛围，促进了同事之间的联系。员工福祉委员会的这一举措不仅提高了员工的整体福利，也改善了工作环境，促进了工作与休闲之间的健康平衡。



排舞 @ PIXEL RED

排舞是德华与新加坡健康促进局联合推出的最新活动，为我们提供了一种引人入胜的健身方式。从2024年6月起，每周3晚上将在德华广场开设排舞课程。无论你是舞林高手还是入门新手，排舞都能让你在欢乐的氛围中学习新舞步，享受音乐律动，并与同事轻松地交流互动。舞蹈的课程编排合理，确保每个人都能跟得上节奏，从这种有趣的健身方式中收获健康。感兴趣的同事们请通过Healthy 365应用程序注册，准备好了吗？一起舞动起来！

参加跑步活动，向消防员致敬



5月18日，来自德华马六甲的同事参加了马来西亚消防与拯救局举办的2024年“Run with Bomba”跑步活动。这次活动在马六甲怡力区的独立宣言纪念馆前举办，旨在纪念5月4日的国际消防日，吸引了超过5000人参加。在跑道上挥洒汗水的同时，大家一起向消防英雄们致敬，真是一次意义非凡的活动！

“我开始跑步是为了改善健康，以便更好地陪伴我关心的人。和各位同事一道参加2024年‘Run with Bomba’跑步活动，是一次有意义的经历。跑步让我受益良多，我希望这次活动能够激励更多人也踏上跑步的旅程。”

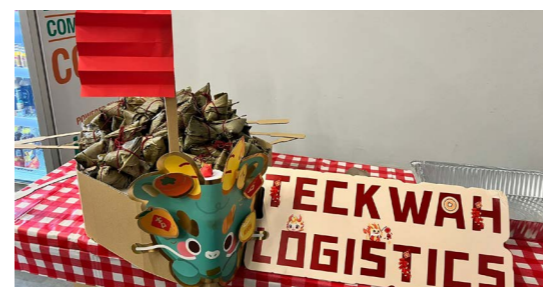
胡明琨，
设计助理

德华新加坡庆祝端午节



6月10日，德华新加坡在Pixel Red的多功能厅和卡尔的培训中心举办了端午节庆祝活动。员工福祉委员会准备了传统的节日美食——粽子，还有各种饮料供大家品尝，让德华员工感受到节日的饮食文化。

除了美食，活动还放映了关于端午节传说和传统的短片，并安排了各种桌面游戏，促进员工之间的友谊和团体意识。庆祝活动成功地将文化教育 with 互动娱乐相结合，通过经验分享和文化欣赏达到尊重传统的目的。





在人文山水中增进团队情谊

我们在中国和印尼的子公司分别于4月和5月举行了团队建设活动，在美丽的自然风光和传统人文环境中，增进团队情谊。活动详情见下文。

揽大明盛景，彰显通风华

2024年4月19日至21日，上海展通国际物流有限公司的全体员工参加了一场别开生面的“3日团建活动”，活动主题为“揽大明盛景，彰显通风华”。

4月19日，员工们满载期待地乘坐大巴车，经过近5小时的旅程，抵达浙江杭州临安区大明山脚下的酒店安顿下来。次日清晨，大家穿着代表各自团队的队服，开始了挑战和创意并重的爬山比赛。队员们游览了龙门飞瀑，乘坐了贯通大山的矿洞小火车，穿过了碧波荡漾的大明湖以及悬空栈道，同时参与了创意照片比赛。蓝队、绿队、黄队最终获得了比赛的前3名。



第2天，团队前往被誉为临安第一景的青山湖国家森林公园。乘坐游船来到湖之北的水上森林公园，大家被眼前的美景所震撼，在这里每个人都放下了生活和工作的压力，享受着难得的宁静和悠闲。

美好时光总是短暂的，团建的最后一天，大家共享午餐后便踏上归程。这次团建活动不仅让员工在紧张的工作中得到了短暂的放松，更重燃了团队的激情、承诺和工作热情。



“不断挑战，勇争冠军”

德华商贸（印尼）和合作伙伴PT Tunas Wijaya Laksana的员工于5月9日至10日在中爪哇的日惹聚集，进行为期两天的团队建设活动。主题为“不断挑战，勇争冠军”。此次活动精心融合了当地文化与公司的核心价值观。参观了著名的普兰巴南寺后，团队们在梅拉皮火山区进行了一场“惊险大赛”式的活动，这里是最活跃的火山之一。此次活动促进了健康竞争，提升了领导力、沟通和团队合作能力。员工们在第一天的晚宴穿上了传统服饰。

第2天以一场蜡染制作工作坊开始，强调了自我控制、注重细节和毅力的重要性。这些技能对于提高工作场所的准确性和生产力至关重要。活动在游览景点马利奥博罗街结束，这里曾是荷兰殖民政府建立的政府和经济中心。团队在这两天的丰富活动中留下了持久的回忆，不仅提升了士气和加强了协作，还灌输了团结友爱的意义。

“借这次机会，我们能够与以前仅在线上交流的同事面对面沟通，增进了情谊。这是一次激动人心的旅行，地点和活动内容都特别有意义。”

M. DENA MUSTOFA,
商业主管

“这次团队建设活动备受期待，虽然有点累，但整个过程充满了欢声笑语。真是一次难忘的经历。”

AKHMAD DANI L,
店铺负责人



“以‘不断挑战，勇争冠军’为主题，整个团队团结一致，爆发出了无穷的能量，提供了最高水平的客户服务，与客户建立了深厚的长期关系，确保客户满意。”

RIZA SAVIRGA,
ASP 经理

“我们都知道，每个人都需要拿出自己独有的优势和观点，这大大增加了活动的趣味性，同时也彰显了团队成员的聪明才智。默契的团队合作让我们脱颖而出，大放异彩。在日常工作中，我们也要延续这种精诚合作、积极向上的精神。不断挑战，勇争冠军！”

SUNARTO,
服务中心高级经理

在有趣的游戏中增进团队凝聚力



“参加公司的这次内部活动，给我留下了美好而有趣的回忆。这些游戏以一种充满乐趣和令人难忘的方式，强化了我们的核心价值。我期待在未来的活动中，继续增强团队合作，弘扬企业的价值。”

谢银欣, 策划执行员

“我很高兴地宣布，4组 (Sun Kiss) 在比赛中赢得了胜利！这是我第一次参加公司的团队建设活动，我们团队的努力付出和一流的执行水平让我感到极为自豪。我诚挚地感谢组委会的倾力协调和支持。”

袁湧耀, 客户服务管理员

德华马六甲于4月25日举行了定期的内部团队建设活动。活动节目包括任天堂健身环和“问答”游戏，与公司精益求精和完美执行的要求一致。任天堂健身环游戏需要全神贯注、反应敏捷和策略思维，能够模拟日常工作中的要求。“问答”游戏要求观察入微和注重细节，这也是在工作中做到精确和卓越的关键。这些活动不仅增进了团队精神，还提升了员工的重要技能和认知，有助于改善团队合作，提升集体业绩。



“‘德华与我’活动让我学习了德华的历史，加深了我对公司的了解。活动内容非常有趣，让我了解到，德华一直以员工为先，通过开展这类活动，协助新员工尽快适应工作环境。”

庄君儿, 财务执行员

“德华有很好的核心价值以及体制管理，经过此次的‘德华与我’让我更加了解到了德华的运行与背景故事。”

张郝婷, 行政员

德华与我

为了帮助员工更好的融入德华的文化和工作氛围，我们专门推出了“德华与我”活动，让新员工有机会学习公司的历史、价值观、管理标准和经营理念。最近一次活动于5月3日举行，德华新加坡的新员工积极参与其中。活动地点是Pixel Red培训中心，在享用茶点之后，区域营运高级总监蔡其兴开始分享德华的发展里程碑，他生动地介绍了公司55年的光辉历程。

随后，企业规划与企业风险管理高级经理蔡幸玲介绍了公司的治理架构，集团品质系统与资产维护经理沈志强讲解了品质管理体系和业务延续性。人力资源助理周佩思介绍了人力资源管理和员工活动；在人力资源专题收尾之时，执行董事麦亚娥讲述了德华对发展人力资本和为员工提供职业成长机重视。为期半天的活动结束之际，参会者一起参观了德华历史画廊，在A大厅大家见识了从前的老式印刷机和公司招牌，随后来到5楼，参观了展示德华企业文化的图像墙。

小组回顾2024年的体验学习活动，并讨论即将到来的“创意与构思日”。



EXPERIENTIAL LEARNING 2024

2024年体验学习

2024 marked the return of Experiential Learning ("EL"). The theme for this year was "Together, One Teckwah" which symbolises how diverse talents, each with unique experiences, skillsets, and domain knowledge, unite as One Teckwah to achieve a common goal while living up to our core values. Inspired by this theme, the logo is a stylised heart that seamlessly transforms into a flame formed by our 'Change vs Un-Change' symbol. It represents the passion and dedication of Teckwahers, blending together to form a collective and resilient force.

2 separate EL events were held for Packaging Printing (13 April) and Logistics (4 May) segments. On both days, Teckwahers gathered on Sentosa Island in their brightly coloured team T-shirts, creating a beautiful sea of colours! On 13 April, teams set off for their morning activity, the Monopoly Challenge. Core values were on full display as teams worked together to complete a series of challenges to stake a claim for their selected properties. While the heavy downpour on 4 May meant that the morning's activity had to take place indoors, it certainly did not dampen the Teckwah spirit as teams demonstrated their core values in a roller-coaster building challenge.

On the afternoons of both events, Teckwahers experienced a more meaningful teambuilding segment. Themed the "Build-a-bike" challenge, each team was tasked to assemble a bicycle from scratch. Teams fervently went into assembly mode, each wanting to be the first to complete the task. When it was revealed later on that the challenge was in fact a CSR initiative and that the bicycles will be donated, the entire mood of the room changed from "competitive" to "collaborative."

Teckwahers worked across teams to ensure that all bicycles were properly assembled. The bicycles were subsequently donated to the migrant worker community, who worked tirelessly in various sectors such as construction, to contribute to the building of our nation. The BBQ dinner signaled the end of each EL event and saw many colleagues participating in the optional t-shirt contest. Big thank you to all Teckwahers for making EL 2024 a rounding success and our warmest congratulations to the winning teams and winners of the t-shirt contests!

2024年，体验学习活动正式回归，今年的主题是“心系德华 共创辉煌”，我们鼓励所有德华员工发挥各自的才能，以及个人的独特经验、技能和专业知识，携手同心，共同实现公司的目标，同时发扬我们的核心价值。根据这一主题，今年的活动标志采用心形设计，通过变形，演化为“变与不变”标志构成的火焰。它代表了德华员工的热情和奉献精神，大家众志成城，最终汇聚成了一股充满韧性的力量。

我们在4月13日（包装印刷）和5月4日（物流）分别举行了两场体验学习活动。期间，德华员工齐聚圣淘沙岛，身穿颜色亮丽的T恤，形成了一道亮丽的风景线。4月13日上午的第一项活动是大富翁游戏。参与的团队通过完成各种挑战，争取赢下特定的财产，在这个过程中充分展现了德华的核心价值。5月4日午下了瓢泼大雨，上午的活动只能在室内举行，但这并未浇灭德华员工的热情，各个团队在合力建造过山车的过程中，充分发扬了德华的核心价值。

这两天下午都安排了团队建设活动。主题为“造一辆自行车”，要求团队从头开始，组装一辆自行车。活动开始了，各个团队立刻开启热火朝天的组装工作，大家都想率先完成任务。后来，组委会宣布，这其实是一项企业社会责任活动，组装好的脚自行车将用于慈善捐赠。于是，现场的氛围瞬间从“竞争”变成了“合作”。

参赛的德华员工不分彼此，各团队相互帮助，确保所有自行车都正确组装完成。之后，我们也把这些自行车捐赠给新加坡的客工，他们在建筑等行业辛勤工作，为我国的建设作出了巨大贡献。晚上的烧烤活动标志着体验学习的结束，期间，很多同事自愿参加了T恤比赛。非常感谢所有德华员工，让2024年体验学习圆满落幕，衷心祝贺获胜的团队和T恤比赛获胜者！



