9[™] EUROPEAN CHAMBER CORPORATE SOCIAL RESPONSIBILITY AWARD



Acknowledge CSR successes, raise sustainability awareness and share CSR experience

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I am delighted to present to you the booklet for the 9th European Chamber CSR Awards. This publication serves as a tribute to the outstanding achievements of companies that are leading the way in Corporate Social Responsibility.

The 9th edition of the CSR Awards was held amidst challenging circumstances due to the COVID-19 pandemic. Nevertheless, we remained committed to recognizing and honoring companies that have demonstrated exceptional dedication to sustainability, responsible practices, and social impact. This booklet showcases the winning entries and provides insights into the strategies, initiatives, and projects that have contributed to their success. The pandemic has highlighted the need for companies to address longstanding social and environmental challenges, such as inequality, climate change, and access to healthcare. Many businesses have used the crisis as an opportunity to accelerate their efforts to address these issues, recognizing the interconnectedness between business success and social and environmental sustainability.

The awards would not have been possible without the support of our sponsors, judges, and other stakeholders. We are deeply grateful for their contributions and unwavering commitment to advancing the cause of CSR. Looking ahead, we are excited to build on the successes of this year's CSR Awards and continue to promote the values of sustainability, responsible practices, and social impact. We invite companies from across China to join us in this important mission, and we look forward to celebrating their achievements at future editions of the CSR Awards.

Once again, I would like to extend my heartfelt thanks to all of the stakeholders who made this year's CSR Awards a resounding success. We hope that this publication will inspire and motivate other companies to initiate CSR measures, providing a positive impact on our world.

Dr. Andreas Risch Chair of the European Chamber Nanjing Board

European Business

In the current macroeconomic environment and tense geopolitical developments, I'm convinced that, more than ever before, we need to lead by example as good corporate citizens. In the VUCA world, we are operating in, and in which we are continuously challenged, we need to make sure to continue driving sustainable development, combining and balancing ecological, economic, and societal aspects. I am happy to see that the EUCCC continues to be an important bridge connecting European business with local communities, facilitating tangible CSR achievements and thereby inspiring many stakeholders in China. As a joint-venture company with European roots, BASF-YPC is and will continue to be committed to our social responsibilities, especially in terms of sustainable development, environmental protection, and educational support, with our own expertise, strength, and, above all, our passion.

Bram Jansen President, BASF-YPC Company Limited

Academia

For better or for worse, corporations are more involved than ever in how the world handles sustainability issues. Acknowledging the undeniable role of corporations in addressing sustainability is vital in our world. Despite the challenges, corporations possess the potential to be a positive force, acting as unexpected environmentalists in the pursuit of saving our planet.

As a member of the award judge panel, I am grateful for the opportunity to gain insights into the best practices adopted by corporations. I believe it is essential to recognize and commend those companies that are taking the lead in championing sustainability efforts. The CSR Awards organized by EUCCC (European Union Chamber of Commerce in China) play a vital role in disseminating these best practices and promoting the adoption of sustainable practices, thereby fostering positive environmental spillovers throughout China.

Together, through initiatives like the CSR Awards, we can encourage corporations to embrace sustainability and contribute to a greener future for all.

Maoliang Bu

Professor at Nanjing University and Adjunct Professor at Hopkins-Nanjing Center

Corporate Social Responsibility and The Path To Responsible Leadership In Crisis Times

On 16th November 2022, the European Chamber hosted its 4th Clean & Green Forum and 9th Corporate Social Responsibility (CSR) Awards in Nanjing. In this article inspired by that event, Chia-Lin Coispeau from Maverlinn Impact Innovation shares food for thought on the imperative to develop responsible leaders that can encourage inclusive growth.

To lament that we are in a 'crisis' is to bury our heads in the sand, for the truth is that, over the last 20 years, we have lurched from one crisis to another. In retrospect, the 2008 financial crisis offered a timely opportunity for transforming the role, functions and operations of the banking system and the mindset of its leaders to be more inclusive. Sadly, that opportunity was missed. The current health crisis is a second chance to rethink our societal model and dominant economic paradigm. Furthermore, to label climate change merely as a 'crisis'would be a huge mistake, for to counter it will entail a very long fight.

From Asia, the current geopolitical crisis in Ukraine might seem to be taking place too far away to have a serious impact locally. But this too would be a mistake.

Today, we are finally beginning to grasp the true extent of our complex interdependence and recognise how quickly what begins as a local or regional crisis can rapidly take on a global dimension that can impact our supply chains, travels, lifestyles and mindsets. However, a crisis can also be an opportunity for us to change and to innovate.

Five decades ago, the Club of Rome think tank blew the whistle on the dangers the addiction to growth would bring. The United Nations' Intergovernmental Panel on Climate Change (IPCC) and the COP27 meetings continue to constantly raise the alarm and try to provoke action that will change the dominant growth paradigm.

To enable this paradigm shift, improving leadership skills and developing responsible leaders remain a categorical imperative. Business leaders, political leaders and citizens must cooperate to leverage the present situation and induce the changes necessary to ensure sustainability, welfare and a happy life for future generations.

Leaders and "responsible" leaders: What is their role in society?

The essence of leadership is the capacity to influence, and whether in politics, business or civil society, leaders—responsible leaders—must be willing to take action to drive change now.

There are a number of leaders who are trying to manage the complexities of today's world, to use their imagination to build resilience. For example, a global furniture firm pledged to decouple its growth and its carbon footprint, and reduce its greenhouse gas emissions by more than its value chain emits, while still growing its business.

Its supply chain, from sourcing from Forest Stewardship Council forests through to design, production, distribution and the management of the end-of-life cycle of its products, is run on a circular economy model.[3]

Responsible leadership must take into account all stakeholders that will be affected by a decision and integrate the long-term impact of choices made. The challenge lies in handling competing claims and conflicting objectives, and deciding how to prioritise and measure them, all while under pressure from the multiple stakeholders involved.

The vital competencies required to demonstrate responsible leadership in today's complex ecosystem include the ability to reimagine and articulate a company's place in the world; leverage the potential benefit of digital disruption; better control marketing tools used to influence and manipulate consumers; work on reducing gaps (whether they be of gender, nationality, race or ethnicity); and to nurture cooperation among individuals and teams. In short, the responsible leader must 'perform and transform'. [4]

This imperative is not confined to the Western world. For example, a leading gaming industry player, headquartered in Asia, has developed strong women empowerment initiatives. Ahead of the gaming industry average, 30 per cent of its employees are women and it aims to reach 40 per cent by 2025.

Companies in China will also increasingly be compelled to play a broader role in society to take into account their full range of stakeholders. Already, companies are capitalising on the power of data as digitalisation spreads rapidly and on an ever-larger scale. The number of digitally savvy consumers will also grow as firms thrive in this algorithmic world.

Responsible leaders will also have to place greater emphasis on anticipating their employees' expectations, and their wish to find a sense of purpose in their work. Decision-making that integrates environmental, social and governance with rigorous, reliable and trustworthy measures will become essential.

The responsible leader: In search of the common good?

The creation of a virtuous circle between citizens, government and businesses will frequently require businesses to play a leading role and to sometimes even initiate steps. The European Green Deal, the Next Generation EU recovery budget or the 'Fit for 55' decarbonisation legislative package provide frameworks for such cooperation. The promotion of the circular economy, the écologie intégrale, will require significant investment in education to facilitate public understanding of what it means for them and hopefully, win their acceptance of it. However, to benefit all stakeholders, more direct government intervention will be necessary as well as, on a global basis, greater cooperation between Organisation for Economic Co-operation and Development countries and emerging economies.

This means initiating a serious debate about the purpose of a company, the leader's role in society, and the 'reasonable' size of profit. As a green alternative to gross domestic product, China is pioneering a new environmental accounting framework known as gross ecosystem product (GEP), which attempts to assign a monetary value to the contribution of ecosystem services to human wellbeing.

Piloted in Shenzhen and Pu'er, among other cities, GEP was applied to coordinate urban development and nature conservation, and to evaluate the performance of government agency in natural conservation. It is believed that GEP can provide a more holistic assessment of national success to drive investment in environmental protection and social welfare.

Likewise, the Corporate Sustainability Reporting Directive (CSRD) voted in by the European Parliament in November 2022 aims to put sustainability reporting on an equal footing with its financial counterparts. From 2024, the CSRD will require all large companies operating in the European Union to disclose data on the impact of their activities on people and the planet, as well as any sustainability risks they are exposed to.

Such measures aimed at leading towards the target growth paradigm shift can only be realised through inclusive cooperation of political, business and society leaders. In this regard, European companies operating in China can and must play a key role.

Acknowledgements

Finally, we would like to take this opportunity to thank the European Chamber, the judges, the winners and all applicants, and the speakers that participated in the 4th Green & Clean Forum and 9th CSR awards for providing such an enriching discussion platform. The Chamber gratefully acknowledges the support of the sponsors of our CSR event: BASF-YPC Company Limited; Dafeng District, Yancheng; Virtuos China Ltd; and Maverlinn.

NOTE: This article is inspired by Developing Responsible Leadership for Sustainability: a Categorical Imperative (published in Think, September 2022, pp 2-15), by Henri-Claude de Bettignies, Emeritus Professor, INSEAD and Distinguished Emeritus Professor of Globally Responsible Leadership at CEIBS, as well as speeches delivered during the European Chamber Nanjing Chapter's 4th Green & Clean Forum and 9th CSR awards, in particular by Octavian Stamate, counsellor for energy and climate action at the Delegation of the EU to China.

Chia-Lin Coispeau

Partner at Maverlinn Impact Innovation, an advisory firm aimed at reducing social and environmental issues in China and Europe.

Corporate National

Excellence in Carbon

Neutrality

1.1 Excellence in Carbon Neutrality

- 1.1.1 L'Oréal (China)
- 1.1.2 SAP Labs China
- 1.1.3 Epiroc
- 1.1.4 SUEZ
- 1.1.5 Schaeffler Greater China

1.2 Excellence in Environment & Conservation

• 1.2.1 Schaeffler Greater China

1.3 Leadership in CSR & Sustainable Growth-National

- 1.3.1 Goglio Packaging
- 1.3.2 EnviroVest Environment Technology Services
- 1.3.3 Philips China
- 1.3.4 Schaeffler Greater China

L'Oréal (China)

As we've learned, climate change poses a risk for our environment, our communities, and our businesses. At L'Oréal, we decided to adapt and innovate early on to build an ambitious roadmap for a sustainable future for our business.

As a company, we recognized the gravity of the global environmental crisis more than 20 years ago and began reducing our environmental footprint in our manufacturing plants and distribution centers back in 2009. With the launch of our ambitious sustainability commitment in 2020 - L'Oréal for the Future - which states that all L'Oréal sites worldwide must reach carbon neutrality by 2025, the North Asia Zone accelerated its efforts to achieve its goals 3 years ahead of schedule.



In 2020, L'Oréal launched L'Oréal for the Future, Sustainability Commitments for 2030. Among its 26 targets, there are 4 concrete targets on fighting climate change: *1st* By 2025, all of our sites will achieve carbon neutrality by improving energy efficiency and using 100% renewable energy. **2nd** By 2030, we will innovate to enable our consumers to reduce their greenhouse gas emissions resulting from the use of our products by 25% compared to 2016, on average and per finished product.

3rd By 2030, we will reduce by 50% on average and per finished product, the greenhouse gas emissions linked to the transport of our products, compared to 2016. 4th By 2030, our strategic suppliers will reduce their direct emissions (scopes 1 and 2), by 50% in absolute terms, compared to 2016.

L'Oréal North Asia Zone has achieved several firsts on the company's carbon reduction roadmap. L'Oréal China was the first market worldwide to achieve carbon neutrality for all L'Oréal sites in 2019. Now with the Japan market achieving carbon neutrality for its sites in July 2022, L'Oréal North Asia became the first zone of the L'Oréal Groupe to achieve carbon neutrality for all the sites L'Oréal operates. This achievement marks a significant milestone in the company's efforts in fighting against the pressing threat of climate change.

SAP Labs China

CSR Strategy

As a global leader, SAP stands for a higher purpose that goes beyond economic success – our purpose is to help the world run better and improve people's lives. We use our considerable resources and broad reach to help the world's economy, society, and environment prosper. Together with our employees, SAP CSR leads the company in putting our purpose into action. We focus on 3 strategic areas that foster digital inclusion and create opportunity for all people by: building digital skills, accelerating best-run nonprofits and social enterprises, and connecting employees with purpose. The programs we run within each pillar embrace the framework of the United Nations Sustainable Development Goals (SDGs).

SAP's Carbon Neutrality Goals

At SAP, our purpose is to help the world run better and improve people's lives. Sustainability is an integral part of our vision and purpose. We strive to be a role model of a sustainable company and enable our customers to create positive social, environmental, and economic impact. Improving the environmental performance of our operations while creating social and economic value is crucial to our long-term success as a company.

1. Reduce our carbon emissions and energy consumption to achieve carbon neutrality in our operations by 2025 (it was set in 2017 and we decided to revise and accelerate our carbon neutral target: we now aim to become carbon neutral in our own operations by 2023 – two years earlier than what we aimed for thus far, considering the impact of COVID-19 on our carbon emissions and our role model position in sustainability)

2. Phase out single-use plastics by 2020, continually reduce waste and improve waste segregation

3. Reduce water consumption

4. Develop solutions and services that enable our customers to create positive environmental impact

5. Raise employee awareness for environmental challenges and enable our workforce to contribute to improving SAP's environmental performance.

While the company's focus is on developing products and services that support customers in implementing sustainable business models and achieving their climate targets, SAP is also committed to reducing its own greenhouse gas emissions. As a major step, SAP set a science-based target to contribute to limiting global warming to 1.5° C above preindustrial levels. Additionally, we are part of the We Mean Business coalition and the UN Global Compact's Business Ambition for 1.5C, among others.

How we achieve decarbonisation goals?

Our strategy to create positive impact and to address climate action is implemented through a dual approach: (1) SAP as enabler: We aim to provide products and services to our customers to reduce their carbon emissions and pave the way towards a low-carbon future together; and (2) SAP as exemplar: To live up to our corporate responsibility and to build climate resilience, we strive towards leading by example in SAP's business operations and practices by running our own operations more sustainably. On our way to carbon neutrality, SAP is following a three-pillar approach: avoid, reduce, compensate. This means: Firstly, whenever possible, SAP aims to avoid the creation of greenhouse gases, for example by using virtual telecommunication instead of business flights. Secondly, if greenhouse gas emissions cannot be avoided, SAP aims to reduce these through innovations, among others in the areas of building efficiency, data center operations, carpooling and car sharing, or e-mobility. Thirdly, unavoidable emissions are compensated for in collaboration with partners that fulfill the gold standard or equally high-quality standards.



Total Net Carbon Emissions





Epiroc

The planet, people and companies are facing a number of challenges in the future – the coronavirus, climate change and urbanization, just to mention a few examples. The need for a more sustainable future that tackles these challenges is more urgent than ever. Epiroc is on the cutting edge on intelligent mining and infrastructure, and our view is that sustainability is not only ethically right and a good thing to have but it will also drive our long-term growth. Innovative, safe and sustainable solutions for increased productivity are key for us.

Our new sustainability goals are far-reaching. They include halving CO2 emissions from operations, transport and major suppliers, as well as from customers' use of Epiroc equipment by 2030.

Operations:

Halve CO2 emissions in operations 90% renewable energy in own operations Transport Halve CO2 emissions from transport Products Offer a full range of emission-free products Halve CO2 emissions from machines sold (in 2030 compared to machines sold in 2019)

Suppliers

Required 50% reduction of CO2 emissions from relevant suppliers

Now, Epiroc has started a new collaboration project together with several mining companies, equipment and system manufacturers and universities for carbon-neutral sustainable mining. The three-year project, called NEXGEN SIMS, will support new technologies, methods and processes that will enable a more sustainable and efficient carbon-neutral mining operation. This project is coordinated by Epiroc, which stands for Next Generation Carbon Neutral Pilots for Smart Intelligent Mining Systems, started May 1, 2021, and will run until April 30, 2024.

NEXGEN SIMS project builds on the successful EU-sponsored H2020 SIMS project, which is coordinated by Epiroc, ran between 2017 and 2020. SIMS played an important role in advancing sustainable mining operations that is safe, carbon-dioxide-free, digitalized and autonomous, partly through the use of battery-electric machines.

A key aspect of NEXGEN SIMS project is to develop autonomous carbon-neutral mining processes.



This includes the use of battery-electric mining equipment, full utilization of 5G for optimal connectivity and positioning, autonomous material handling, AI-powered traffic and fleet control, and collaboration among machines. Epiroc machines that will be part of the project include the Scooptram ST14 Battery loader and the Minetruck MT42 Battery hauler, among others. The project is also focusing on the mine worker of the future - 'the modern miner' – including safety, for example by developing autonomous mine inspection technology.



SUEZ

Faced with growing environmental challenges, for more than 160 years, SUEZ has been acting to deliver essential services that protect and improve the quality of life. SUEZ enables its customers to provide access to water and waste services, with resilient and innovative solutions. With its 35000 employees present in 40 countries, the Group also enables its customers to create value over the entire lifecycle of their assets and services, and to drive their ecological transition, together with their end-users.

In 2021, SUEZ produced drinking water for 66 million people worldwide and sanitation services for more than 33 million people. The Group generates 3.6 TWh of energy from waste and wastewater per year and avoided the emission of 3.8 million tons of CO2.

On 27th Sep 2022, Our Strategic Plan has been announced – "as part of its strategy, the Group also aims at maintaining its leadership in sustainable development. By the end of 2022, SUEZ will publish its sustainable development new roadmap, outlining its contribution, ambitions and quantified targets for climate, nature conservation and social matters. 20% of Group executive long-term compensation will be linked to the achievement of environmental, social and governance criteria."

In Asia, by aligning SUEZ's sustainable development direction with the UN sustainable development goals (SDGs), we have committed to becoming a company that is positive for the People, Planet and Prosperity. China's journey towards ecological civilization, as well as its energetic pursuit of "dual carbon" goals – peak carbon emissions before 2030 and carbon neutrality by 2060 - are hugely impressive. In Asia, our sustainability efforts can play a meaningful role in supporting these aspirations. Please see SUEZ Asia 2021 Sustainable Development Report for details (https://www.suez-asia.com/en-cn/who-we-are/a-committed-group/asia-sd-report).

Sludge is an inevitable by-product of the wastewater treatment process. Its toxic and harmful contents can cause secondary pollution and threaten human health. The proper disposal of sludge is essential for maintaining a clean water environment and minimizing the impact of industrial pollution. On top of environmental compliance, from energy transition to carbon neutralization, from linear economy to circular economy and industry synergy have been our focus.

One of our joint ventures - Suzhou Industrial Park (SIP) Sino French Environmental Technology Co. Ltd. has demonstrated how decarbonization realized through SUEZ technology and industry synergy in sludge drying.

The sludge drying plant is located close to a co-generation plant, and a wastewater treatment plant. Together, the synergy between the three plants achieves the concept of resource recycling.

Through SUEZ's advanced InnodryTM2E two-stage sludge drying process, together with the industrial synergies, sludge, the by-product of wastewater treatment plant is now turned into a new resource. This is a perfect example of circular economy.





Key sustainability performance figures:

600 t/d of sludge treated 30,000 t/y of hazardous waste treated safely

20,000 t/y of CO2 emissions reduced through converting sludge into resources

Zero nitrogen and phosphorus emission with the most stringent European standards

Schaeffler Greater China

The Schaeffler Group is a publicly listed family business with a strong foundation in its values that shape its entrepreneurial activity and corporate culture. Economic success, long-term orientation, and awareness of the social and environmental concerns of its own business are traditionally closely interlinked in the Schaeffler Group. The Roadmap 2025 defines three strategic priorities – innovation, agility, and efficiency. The company has established management structures and processes to implement these priorities and thus to ensure that all business activities along the entire value chain are legally compliant and meet highest ethical standards.

In order to be economically successful while at the same time assuming responsibility for the environment and society, the Schaeffler Group focuses on eight targets:

1. Energy Efficiency: 100 GWh cumulated annual efficiency gains through implementation of energy efficiency measures by 2024

2.Renewable Energy: 100% purchased power from renewable sources by 2024

3.Climate-neutral Supply Chain: CO2 reduction in the supply chain (Scope 3 upstream) by 2040 compared to base year 2019

4.Climate-neutral Production: CO2 reduction in own production (Scope 1 and 2) by 2030 compared to base year 2019

5.CDP Rating: "A-" rating for CDP climate score by 2021

6.Freshwater Supply: 20% reduction of freshwater supply by 2030 compared to base year 2019

7.Accident Rate: 10% average annual reduction of accident rate (LTIR) by 2024

8.Sustainable Suppliers: 90% of purchasing volume of production material from suppliers with sustainability self-assessments by 2022



Excellence in Environment & Conservation

Schaeffler Greater China

is implementing sustainability actions in line with the Group's targets, as the table with details below:



Sustainability target of Schaeffler Group	Status of Schaeffler Group in 2021	Status of Schaeffler China in 2021	Status of Schaeffler China ir 2022, updated to August
Climate-neutral Production	31%	~ 19% GHG reduction compared to year 2019 of GC*	Expected ~ 92% GHG reduction compared to year 2019 of GC*
Climate-neutral Supply Chain	New target	New target	New target
Energy Efficiency	47%	Contributed 3.2 GWh energy saving	Contributed 2.95 GWh energy saving
Renewable Energy	68%	Contributed 135 GWh renewable power through I-REC certificates and 3.5 GWh green power through own Solar	100% (400 GWh I- REC certificate have been purchased and 9. GWh expected green powe generation own Solar)
CDP Rating	100%	100%	100%
Freshwater Supply	15%	Contributed 29,020 m3 water saving	Contributed 14,549 m3 wate saving
Accident Rate	100%	100%	100%
Sustainable Suppliers	76%	77%	88%

* Considering the purchase of I-REC certificates



Rating	Rating scale	Current rating	Previous rating	
climate	"A" to "D-", whereby "A" is the best grade and "D-" the worst.	"A-"	"A-"	
Water 2021	"A" to "D-", whereby "A" is the best grade and "D-" the worst.	"A-"	"В-"	
ecovods Internet	0 to 100 points, whereby 0 is the worst value and 100 the best.	75/100 points platinum status	65/100 points silver status	
a Moningstar company 1)	Five risk categories: Negligible (0–10), low (10–20), medium (20–30), high (30–40), severe (40+).	8.8 "negligible risk" – core framework	18.5 "low risk" – compre- hensive framework	

Goglio Packaging



Overall sustainability has been at the core of Goglio Group from the time it was not even a hot topic. With over 170 years of history, Goglio is an exemplification of business sustainability, and this couldn't be achieved without a keeping CSR and Environmental sustainability always at the top of our strategy.

We tackle environmental sustainability by strictly comply to the 3R principal (reduce, resue, recycle) across manufacturing and product development.

Through specific working groups cross departments based we have tackled the reduction of resources by reducing scraps. This has not only reached an environmental benefit but also provided an equal opportunity platform for our staff to develop their leadership skills and receive and additional project-based incentive reward.

• We have supported the reduction of GHG by developing FIBC special liners reuse the foldable container with less waste handling, better protection and economical solutions for customers. For example, this FIBC innovation bring one of our customer, a top international company of its industry field a total annual cost saving of 2,254,000 RMB.

BENEFIT ANALYSIS Power Generation Forecast

Year	Power Generated (kWh)	Conversion Efficiency	Year	Power Generated (kWh)	Conversion Efficiency	Year	Power Generated (kWh)	Conversion Efficiency
1	1758900	100%	9	1641053	93.3%	17	1556626	88.5%
2	1714927	97.5%	10	1630500	92.7%	18	1546073	87.9%
3	1704374	96.9%	11	1619946	92.1%	19	1535519	87.3%
4	1693820	96.3%	12	1609393	91.5%	20	1524966	86.7%
5	1683267	95.7%	13	1598840	90.9%	21	1514412	86.1%
6	1672713	95.1%	14	1588286	90.3%	22	1503859	85.5%
7	1662160	94.5%	15	1577733	89.7%	23	1493306	84.9%
8	1651607	93.9%	16	1567179	89.1%	24	1482752	84.3%
т	OTAL			414660)67 kWh	25	1472199	83.7%

appr. <u>1700000 kW</u>h / year <u>544 tons / year</u> <u>1653.6 tons / year</u>

· Re-use the water designed and

installed in the plant in all the bathrooms and green maintenance generated the cost saving by around 40%.

• Developed be recyclable materials with the same barrier properties for coffee packaging and thanks to our solution-based approach we had guarantee the same packing speed.



Many are the activities implemented by the Group to reduce waste and to find innovative solutions with low environment impact.

Goglio contributes to sustainable development by delivering economic, social and environmental benefits for all stakeholders. Decisions and activities of an organization have a specific impact on society and environment.

In order to safeguard future generations, organizations analyze all ethical, social and environmental effects in the corporate strategical evaluation, dealing with very important global issues as:

- NOT unlimited resources, the exponential growth of transport by road or by air,
- The global demographic growth and consequently the increase of consumption,
- The rise in temperatures and the extinction of animals,
- · The child labour.

EnviroVest Environment Technology Services



EnviroVest is a High-Tech environmental company founded in 2002 with presences in China and Europe. EnviroVest's Nanjing subsidiary with joint-venture partner Veolia, has treated over 100 thousand tons of hazardous waste since 2016. Over decades EnviroVest provided sustainable solutions for large companies such as Veolia, BASF,

Celanese, Siemens, etc. as well as over 300 universities and high schools in Jiangsu increasing awareness of sustainable development.

As a high-tech enabled company focusing on environment services, EnviroVest actively undertakes its mission of promoting green economy. Our strategy is to develop world's leading technologies in China, optimize solutions to protect the environment.

Over decades, EV has done remarkable works with dozens of international environmentadvocators such as BASF, Veolia, top universities led by University of Padova in Italy, Business France, Business Finland etc., actively promoting Sino-Euro green cooperation in China.

At EnviroVest, we view CSR as being able to provide innovative technology and solution customized to fit the needs of the environment and benefit the global society.

EnviroVest implements CSR strategy and activities by developing opportunities in concert with top institutions assisting with strategic changes in clean energy, energy efficiency and environmental services; establishing international platform to research, innovate technologies in green sectors to drive the transformation.

EnviroVest has demonstrated its innovative capability for the industrial upgrade of treatment and re-utilization of industrial wastes in China and is recognized and trusted by governments of all levels in the country.

EnviroVest's goal and objects are to lead the transformation of China's green industry. Over the years, EnviroVest has cultivated over dozen CSR programs partnering with different level of government, global organizations, associations,500 fortune companies, universities and institutes in Europe and China.

Since 2015,EnviroVest has initiated CSR programs with: EITEP (Germany,2015), Nanjing Solid Waste Association and universities in Nanjing (100+ companies and universities in China,2016), NUMA (100+French start-ups in France, 2017), Business Finland (20+Finnish companies in Finland,2018),ANIMA(1000+companies in Italy, 2019), SMACT (9 universities and 40 companies in Italy, 2020), Jiangsu Environment Department (167 universities in Jiangsu,China, 2021), Fudan University (Shanghai China, 2022)

The programs have enjoyed recognitions and supports from Ministry of Finance (France), Ministry of Italy, Ministry of Science and technology in Finland and Ministry of Environment and Science and Technology of China.

Dec 2021, EnviroVest won the Award of Excellence in Environment Conservation (National level) from European Chamber Nanjing Chapter; 2022, founder of EnviroVest Margot SONG is bestowed the distinguished Knight of Star of Italian Republic in recognition of her extraordinary contributions on strengthening international cooperation.



Leadership in CSR & Sustainable Growth-National

Philips China



With the mission of "To improve people's health and well-being through meaningful innovation", Philips China is committed to mitigating the threats of climate change and its impacts on human health. Our sustainability strategies and targets for 2025 are in line with the SDGs. While engaging in and driving other SDGs, we focus on Goal 3 – good health and well-being, Goal 12 – responsible consumption and production, Goal 13 – climate action, and Goal 17 – partnerships for the goals.

In China, we have been focusing on "health for all," "sustainable planet" and "solid sustainability foundation," and have taken concrete moves to advance Philips' 2025 sustainability targets in the Greater China region.

1) Philips China launched our Sustainable Planet project in 2016, focusing on SDGs 12, 13 and 17. We work on making green product innovations, and implementing low-carbon production and recycling of resources along the value chain toward the target of environmental sustainability.

We aim to:

- generate 25% of our revenue from circular products, services and solutions, offer a trade-in on all professional medical equipment, and take care of responsible repurposing, by 2025

- embed circular practices at our sites and put zero waste in landfill by 2025

- maintain carbon neutrality and use 75% renewable energy in our operations by 2025 2) Our Health for All project focuses on SDGs 3 and 17. We improve the health and wellbeing of the people, healthcare outcomes and access to affordable healthcare through innovation.

We aim to:

-improve the health and well-being of two billion people per year by 2025, including 300 million people in medically underserved communities.

3) Meanwhile, we take solid steps to advance management and actions in environmental, social and governance dimensions. By improving our sustainability performance, we can provide a solid foundation for a more sustainable world.

We aim to:

-achieve 30 percent gender diversity in senior leadership positions -through our supplier development program, improve the lives of 1,000,000 workers in our supply chain by 2025.

Schaeffler Greater China

The company relies on Sustainability Committee as а central decision-making body to give these topics the attention they deserve. The Sustainability Committee meets on a quarterly basis and consists of eight Members of the Board of Managing Directors of Schaeffler AG, four regional CEOs, and the function heads of departments associated with sustainability. In 2021, three Great China Sustainability Committees (CSC) was established to anchor sustainability more strongly in the regions, both organizationally and operationally.



Corporate General

2.1 Excellence in Environment & Conservation

- 2.1.1 Pullman Hotel Nanjing
- 2.1.2 Lenzing Nanjing Fibre

2.2 Excellence in Carbon Neutrality

- 2.2.1 Bosch Automotive Aftermarket
- 2.2.2 D'Andrea & Partners Consulting Co Ltd Nanjing Branch
- 2.2.3 Virtuos

2.3 Leadership in CSR & Sustainable Growth

- 2.3.1 Befesa China
- 2.3.2 Leitz Tooling System
- 2.3.3 Arkema
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Excellence in Environment & Conservation

Pullman Hotel Nanjing



pullmar

NANJING LUKOU AIRPORT 南京禄口机场铂尔曼大酒店

According to Skift Research's 2022 Visitor Survey, Accor has gathered feedback from respondents from five countries around the world: sustainability and telecommuting are two areas that will fundamentally affect people's lives and travel. Skift Research data shows that visitors aged 25-44 are most likely to prioritize companies that practice sustainable business, while also willing to pay higher prices for companies that adopt environmentally friendly practices.

Our industry relies heavily on world resources and the environment in which we operate. If we do not act now, we will jeopardize the future of our industry and our planet. IT'SURGENT8300 million tons of plastic have been produced in the world since the 1950s, of which 79% have been discarded in landfills or nature. Currently, one million bottles are used every minute. Only 8% are recycled and it takes 450 years for a bottle to biodegrade. Invisible microplastic pollution from textiles and cosmetics accounts for 20% of plastic pollution. IT'SMANDATORY Plastic is a growing concern in public opinion. All over the world, anti-pollution legislation is increasing.

In this context, Accor has taken the lead in implementing the corresponding environmental requirements in its hotels in Greater China: gradually eliminating the use of single-use plastics in the hotel in order to achieve the goal of sustainable development while contributing to environmental protection, and the Group has included this requirement in the annual assessment project.



Lenzing Nanjing Fibre



Lenzing Group, a world-leading provider of sustainably produced specialty fibers, has been awarded platinum status in the CSR rating from EcoVadis in September 2022. This comprehensive assessment covers the four key

practices of corporate social responsibility: the environment, fair working conditions and human rights, ethics and sustainable procurement.

Lenzing Group, founded in 1938, is a global company which produced high performance materials and listed on the main board in Vienna. It is one of the largest producer of specialty cellulose fibers in the world. It is also a signatory to the World Economic Forum's Alliance of Leading Business ceos on Climate Protection and the United Nations Fashion Industry Charter for Climate Action, In 2019, Lenzing became the first fiber manufacturer to set a target to reduce its carbon emissions by 50 percent by 2030 and to be climate neutral by 2050 (since in 2017). This carbon reduction target has been confirmed by the Science Based Targets Initiative.



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As the only Chinese site of Lenzing Group, Lenzing (Nanjing) Fibers Co., Ltd(LNF) implement and promote the strategy of sustainable development and make the target of reducing carbon emission, reducing its carbon emission by 49 percent until 2024 and reducing its carbon emission by 52 percent until 2030 and become carbon neutral by 2050.

LNF has invested 1 billion RMB to launched two sustainable development project to ensure the carbon emission target: in 2019, LNF invested 350 million RMB for the construction of LNF building distributed energy stations and natural gas pipeline construction projects, LNF will be the first company to use natural gas to produce recycled cellulose fibers in China after the project was put into use; LNF invested 650 million to build annually 40,000 tons Modal green ecological cellulose fiber production line project after it commissioning, LNF will become a production base to produce environment-friendly special fibers.

LNF will use renewable energy sources solely since in 2023 and carbon emission will be reduced 100,000T which is to be estimated with the above two projects implemented.

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Excellence in Carbon Neutrality

Bosch Automotive Aftermarket

BOSCH

Invented for life

NjP1 is an enterprise with a strong sense of social responsibility and has always been committed to environmental protection, we focus on carbon neutral and sustainable

development in our company strategy. From 2020, Bosch global has already achieved carbon neutral target. We as Bosch Nanjing campus (NjP1 for short) is dedicated to lead the approach as role model. For NjP1, the carbon neutral road is composed by 5 parts:

• 1. Sustainable development concept construction. E.g., ISO 50001 certification; Energy saving roadmap.

• 2. Optimize energy consumption structure. A 6.9 MWp photovoltaic plant generating since 2019 Dec. This is the first photovoltaic project in Bosch Automotive China. It provided over 20,000 MWH clean power so far.

• 3. Energy saving project platform. From 2019 BOSCH set up an energy saving project platform 'EEF' (energy efficiency) to encourage more energy-saving projects. BOSCH group provide financial support on EEF projects in BOSCH locations. NjP1 contributed a lot in this platform, E.g., optimized production plan and shutdown management; improved energy saving of equipment with the use of smart solutions.

• 4. Energy visualization and intelligent analysis. Invested in an energy platform to monitor the energy consumption. It provided data basis for analyzing energy efficiency and formulating energy saving measures.

• 5. Purchased green electricity and carbon credit. CO2 produced by energy sources such as electricity and natural gas, could be offset by green electricity and carbon credit. It supports NjP1 to realize carbon neutralization and eliminate carbon footprint to become a frontrunner in this aspect in Nanjing and Jiangsu.



D'Andrea & Partners Consulting Co Ltd. Nanjing Branch

D'Andrea & Partners Legal Counsel - Nanjing Branch (hereinafter referred to as "D'Andrea & Partners" or "Our Company") poses great attention on the environment and our employees' footprint on the world:

• Our Company's short-term environmental goal is to contribute through our day-to-day actions to reduce environmental problems such as air, water and soil pollution.

• Our Company's Standard Operating Procedure (SOP) stipulates the company's policy on environmental sustainability which is mandatory for all employees to follow. Per our SOP, Employees should:

- (i) strictly follow the rules of garbage classification;
- try our best to choose the environmental protective method to go to work such as take bicycle, by walk or subway instead of driving a car;
- (iii) conserve electricity;
- (iv) avoid unnecessary printing of papers;

(v) avoid buying consumables and opt for products or packages that can be reused. Since the incorporation of Our Company, we are deducting 1.5 RMB from all Our Company's employees, to pay for the plantation of trees to neutralize the carbon impact generated by all the employees, as yearly assessed by our HR Department. We planted 115 trees in Inner Mongolia to cover the emission of carbon footprint our employees (at Group level) in 2020.

As integral part of our CSR policy, Our Company actively supports, with periodical donations, many NGOs operating in the fields of environmental and animal protection, climate change and poverty alleviation.



Virtuos

The speed and severity of global climate change have far exceeded human expectations, and this grim situation is profoundly affecting every one of us. Starting 2020, we focused on understanding our carbon footprint and finding solutions to reduce it.

· Carbon inventory methodologies and procedures

In 2021, we calculated our first carbon inventory using the GHG Protocol & ISO 14064-1 standards, covering our 5 main studios located in Asia: Shanghai, Chengdu, Xi'an, Ho Chi Minh City, and Singapore. In 2022, we added two European studios: Paris and Dublin. We studied Virtuos' operational activities to determine which emission scopes and source of activity are material. We concluded that electricity consumption, employee commuting, business travel and purchase of goods and services account for most of the Virtuos total GHG emissions. We do not own any emissions sources under Scope 1 direct emissions. To ensure the accuracy of the carbon inventory calculations and reporting, we engaged TEMBUSU Asia to conduct an independent verification of our 2021 GHG emissions. We attached the independent reasonable assurance report to this application form.

Goals and objectives

After the first year of carbon inventory, we set up the goal of becoming carbon neutral. We deployed an action plan and set up intermediary targets such as achieving 100% renewable energy and reducing electricity consumption per employee by 10%. We present our initiatives and achievement in the sections below.

 Scope 2 emissions, consist of indirect emissions that occur from our electricity consumption. We use two methodologies:

 Scope 2 location-based approach: emissions from grid-attributed energy based on average energy generation emission factors of the particular geographic location.

 Scope 2 market-based approach: we take into account the purchase of green power, renewable energy certificates (RECs).





Scope 3 emissions include all other indirect GHG emissions. Even if it is optional and more challenging to report Scope 3 emissions, we wanted to be as exhaustive as possible in our analysis.

• Emplovee commute. We conducted an employee survey regarding employees' travelling mode to determine the right vehicle conversion factors for the calculation of GHG inventory.

· Business travel. We included the emissions from aircraft, train and taxi, as well as the hotel nights incurred during business travel.

· Purchase of goods and services: For 2020, we covered the use of IT equipment such as computers and physical servers. For 2021, we added the procure of Amazon Web Services (AWS).



Leadership in CSR **& Sustainable Growth**

Befesa China BEFESA

Befesa has been actively involved in various CSR activities, and Befesa Charity Project Contest has been successfully held for 5 editions so far, aiming to identify specific projects where can promote a good cause through a donation. The purpose of the contest is to reward concrete charity projects that have a positive impact on our communities.

For this reason, and as employee with social engagement, we very much welcome the active participation of our employees, looking for one nonprofit organization for turning this idea into reality.

At the 4th edition of Befesa Charity Project Contest in 2021, the Solar Power for Education project submitted by Befesa China won the first prize. Befesa China united Amity Foundation facilitated the local implementation of this project, and finally sent 490 sets of small photovoltaic power plants to the hands of students on July 9, 2021.



Leitz Tooling System



The culture and values of the family-owned group Leitz and its have been characterized by long-term thinking and sustainable action for generations. It is part of the group's self-image that the companies are part of society and actively assume the associated responsibility. For the world market leader, it is always the aspiration to simultaneously combine

ecology and economy with the best processing quality and to set sustainable trends. Therefore, the group launched a two weeks global activity initiative called WeCare at the beginning of this year. The WeCare initiative brings together the worldwide activites of the Group, in the areas of society, social affairs and culture as well as species, nature and environmental protecticon, some of which have existed for decades, e.g. Leitz China has supported China's higher education for more than 20 years. The WeCare concept places particular emphasis on combining the strengths and commitment of all the companies and employees involved in order to achieve the best possible results in terms of sustainability.

With the WeCare projects successfully implemented in 2022, a positive sign was set for social responsibility. The aim is to maintain the momentum in the long term and also to implement further heartfelt and desired projects together with the employees of the corporate groups in the coming years.



Arkema's social responsibility approach aims to create long-term value for all its stakeholders. This approach is based on five major themes, namely the sustainable solutions offering, circular economy, climate, safety and environment, as well as labor and relations with stakeholders. We are doing a lot of work in our plants worldwide and in 2021, we recorded excellent results in terms of reducing water consumption, improving energy efficiency and boosting waste recovery.

• 1. Circular economy: a source of opportunities for Arkema

The Group has made the circular economy and responsible resource management a priority, applying to both the Group's solutions and its industrial operations, and covering the entire value chain based on four main drivers.

In Changshu (China), the systematic approach to optimizing water resources led to the roll-out of several water reuse projects, as a result of which the site's consumption fell by 22% between 2019 and 2021.

At the ArrMaz plant in Kunming (China), more direct channels have also been set up, which returns intermediate bulk containers (IBCs) to its suppliers, and which itself set up a take-back system for empty drums and IBCs from several of its customers in 2021.

 2. ARCHIMEDES: to evaluate and develop a portfolio of increasingly sustainable and virtuous solutions

To shift its product range more assertively toward sustainable solutions, in 2021 Arkema continued the program it started in 2018 to systematically assess its portfolio of solutions in light of sustainability criteria. The approach used is consistent with the Chemical Industry Methodology for Portfolio Sustainability Assessments (PSA) established by the World Business Council for Sustainable Development (WBCSD). It takes into account all of the social, environmental and economic impacts.

• 3. Climate Plan: doing more for the climate

We significantly reduced our greenhouse gas emissions in 2021 and increased our efforts to engage our suppliers in setting ambitious climate targets.



Fordia Changzhou

• End of 2020, the management team reviewed the Group strategy and during a local Strategy Workshop we have decided to focus more on "People and Planet" for the coming years. We have listed what is missing, what could be done and deploy an action plan that we presented to our employees during our Annual Party. We even take it as a theme of the different performances on that night.



· Keeping "People and Planet" in focus and still ensuring our high sales and production numbers (Sales record in 2021, secund higher Sales year in 2022), we have accomplish to increase our Electricity Renewable rate from 28% to 100% by installing Solar panel and contracting Green Certificate for the remaining MWh, increase % Female 32% to 41% (63% to 71% for Managers), Keep sick leave rate very low (0.43%), Keep Injury as very rare (1 finger cut per year without work absence), Decrease Energy (MWh/Cost of sales) 21.4% to 16%, Close to 0% employee turnover with average aging growing every year, Redecorate common space and give more quality of time to employees.

 Almost 2 years after, we start to see the results of our management team investment in this task and also from our employees who contributed to this success.

FORDIA Pored by Epiroc



Budweiser APAC

To actively respond to the call of the nation, Budweiser APAC established the new supporting model for farmers in China and carried out a series of "Rural Vitalization" projects, with the mission to economically empower the farmers who grow the ingredients for beer brewing, improve their planting skills, and set up direct connections to raise the living conditions of fruit farmers.



BUDWEISER BREWING COMPANY APAC 百 | 威 | 亚 | 太 | 控 | 股 | 有 | 限 | 公 | 司

• The lime project, as one of "Rural Revitalization" projects, was officially launched in Anyue County, Sichuan Province in 2019. The project employed a professional team to provide technical guidance and conduct comprehensive technical innovation to local Anyue lime. It focuses on the improvement in the quality and yield of local limes, the development of the local lime industry, the promotion of employment rate, and the increase in income per capita.

 In addition, another project of the series project, called Sedrin Lychee project, was launched in 2020. To solve the problem of sales stagnation caused by low yield and poor preservation technology, the company bought large quantity of local lychee fruit to make the lychee flavor beer, and also helped with fruit selling combining with our resource, like beer festival etc. All these efforts making it a sustainable supporting model for local farmers, embodied in raising the income of local farmers, promoting the online marketing of agriculture products as well as Sedrin Lychee beer, and making great progress in branding and standardization of agricultural e-commerce.



Natixis Corporate & Investment Banking

Natixis "Green Weighting Factor" (GWF) is an unprecedented mechanism formed in early 2017 and established in 2019 that the Bank has been using to assess the environmental impact of its financing activities.

It has two main objectives:

• 1 - incentivize the pursuance of carbon friendly financing

• 2 – Track Natixis' balance sheet's impact and alignment towards our 1.5 degree carbon neutral target by 2050 as fixed by our commitment to the United Nations Net-Zero Banking Alliance

How it works is pretty straightforward: for each financing that the banks consider granting to corporations, the GWF gives a rating. For projects that are considered to have a positive impact on the environment (say financing the construction of a solar farm) the GWF gives a greener rating. On the contrary, if the project is estimated to have a negative impact on the environment the GWF gives a browner rating. By doing so, the bank is able to incentivize the origination of environmental friendly financings by directly assessing the environmental impact of the financing operation. Moreover, it can also "rate" all the financing it has provided and ensure they comply with its Climate trajectory target.

The Green Weighting Factor allows Natixis to design a clear carbon reduction trajectory as well as setting intermediary targets to reach this commitment. As such, The Green Weighting Factor allowed Natixis to estimate the 2021 temperature of its portfolio (3.2°C) and to define targets of 2.5°C and 2.2°C to be reached by 2024 and 2030 respectively.


Beijing MTR Corporation Limited 京港地铁

Beijing MTR Corporation Limited (hereinafter referred to as BJMTR) is a joint-venture company that participates in the investment, construction and operation of Beijing Metro Line 4, Line 14 and Line 16 by adopting PPP model, and is responsible for the operation and management of Daxing Line and Line 17(with rolling stocks lease).

BJMTR believes that advancing the coordinated development of economy, society and environment is the key to sustainable development. To achieve this, we integrate the CSR concept into both strategy and operation to create shared values for our stakeholders. By leveraging our core advantages, we improve safety management and service quality, engage in community development, work with partners for win-win results, and value employee growth and environmental protection. For community engagement we focus on 4 responsibility priorities: Education, Culture, Arts and Health, Community Outreach and Volunteer Services.

The corporate should develop along with the community as community serves as the foundation of sustainable growth. So, we carried out education programs like Safety Camp and STEAM Education, to promote metro safety awareness and to foster innovative spirit for youngsters. We rolled out M-series programs including M-library, M-gallery, M-broadcast, M-sports to bring cultural and artistic inspirations as well as health awareness for passengers. We hold community outreach programs such as Special Experience Officer program, BJMTR Open Day, and Meeting with Management to listen to the voices of passengers and work with them to jointly improve metro services. A shared volunteer service platform is set up to encourage both employees and public to give volunteer service in metro stations and communities en route.



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Social Enterprise & NGO Excellence in Social Innovation

3.1 Stepping Stones

3.2 NetSpring



Stepping Stones is a Shanghai registered non-profit with a mission to improve the education and general welfare of disadvantaged children in China. Volunteers teach English and digital literacy to children online and offline.

Our Home Classroom (HCR) project was launched in February 2020, in response to children being confined to their homes. Instead of teaching children in their schools through videolink, we started to teach students in their homes using parents' smart-phones.

We adapted existing materials, methodologies and volunteer trainings so quickly that our first volunteers started teaching on February 18th 2020!

We began on zoom and zhumu, but in 2021 Classin donated use of their purpose-built platform to us. For sustainable scale-up, we implemented a student registration system, leveraging Mingdao, a platform that we already used pro bono for volunteer and staff management.

Our innovative approach focuses on oral English, maximising students' active engagement.

Our volunteers are trained to provide fun and interactive lessons, and to motivate and engage students in an English-only classroom.

Stepping Stones' objectives:

- · Increase students' confidence and self-esteem;
- Optimise students' access to better quality education and work opportunities in the future;
- · Connect communities to promote inter-cultural understanding;
- Promote responsible and high impact volunteering

Specific HCR goals:

- Provide weekly lessons to increase confidence, interest and aptitude in English to 800 children / term and 600 / summer, a total of 3,500 lessons / year.
- Provide responsible, meaningful volunteering opportunities for 135 volunteers / term, 100 / summer.



NetSpring

NETSPRING transforms "e-waste into e-education" NETSPRING is a social enterprise pioneer launched in 2012 to build up green IT classrooms for underprivileged schools. NETSPRING collects and refurbishes old computers, installs and maintains them for three years

or dismantles those cannot be re-used. During a 3-year period, NETSPRING team follows-up to ensure that IT resources are used to the benefit of students and teachers.

• 2020: Considering Covid-19 influence, NETSPRING launched the "Teach the teachers" program and developed distance teaching for students with aiming to improve rural education and create common good.

• 2021: To fight against the digital divide, NETSPRING collaborated with many partners such as PwC, PVH, Cisco... to innovate on new courses and coding classes, distance teaching for rural schools which created long-term Tech4Good impact for local communities. We again cooperated with the French Embassy notably on a digital exhibition with the theme of "Earth Resources in the Eyes of Children" at Shanghai Jing'an Library attended by Consul for Education, Consulate General of France in Shanghai and our distinguished guests.

• 2022: In order to actively respond to the epidemic, NETSPRING and PwC volunteers once again launched the 2nd distance teaching sessions, bringing children specially customized and creative "cloud classrooms" in April, effectively empowering migrant students and left-behind children in mountainous areas. Moreover, we are partner again of the 9th Franco-Chinese Month of the Environment and held digital art competition on the theme of "The Blue Planet" in NETSPRING schools to enhance the impact.



Special Award Diversity & Women Empowerment

4.1 Virtuos 4.2 Epiroc 4.3 Budweiser APAC

4.4 Beaufour Ipsen

Virtuos

Equality and Diversity remain a top priority for Virtuos as we continue to grow and we are proud of the many contributions women in our company have made. To Virtuos, equality isn't just about fulfilling a predetermined quota of female talent, it's about giving our brightest talents the chance to challenge societal norms and grow to their fullest potential.

How does Virtuos promote diversity, equality, and inclusion in the workplace and beyond?

• Talent acquisition strategies: We have an unbiased hiring process and we're making efforts in attracting female talents to join the gaming and tech industry. With this mission, Virtuos has set a goal of attracting a 10% growth of the company's female talent, with the target of having 40% of the company's employees be women by 2025

 Supporting future young talents: As a Corporate Ambassador of Women in Games, we commit to doing our part to increase the proportion of female talent in the video game industry. Meanwhile, we also strive to support the education of female students by offering scholarships and strengthening our partnership with universities such as roadshows, outreach events, and trainings that can help them become more professionally competitive.

 Building an inclusive workplace: We hold various cross-department and cross-studio sharing and networking sessions regularly to allow team members to communicate and collaborate in an open, cooperative, and equal working environment. To further expand the influence, we have been working on a series of initiatives to empower our employees, such as #ChooseToChallenge interview series on Women's Day, "Empowering moms in gaming" networking events on Mother's Day, Virtuos Insider, which is a series of interviews where Virtuosi share about their careers and experiences in the company and video game industry.

• Multicultural Policy Development: The human resources policy is also designed to ensure equal access to



employment, learning, and development opportunities, as well as fair pay for equal skills and performance. And we have zero tolerance for sexual harassment and this is also implemented firmly in every studio.

• Female leadership: Virtuos values the role of female leadership in our company and believes that women have a very positive impact on game development. Virtuos has set a goal of having 50% of the company's senior management will be women by 2025.

• Career development and Women-friendly benefits: Virtuos strives to create a safe and comfortable working environment for women that offers equal opportunity in their career growth. In most of our studios, we have nursing rooms for young mothers. Alongside providing additional family care leave and arranging flexible working hours and part-time work for women during childbirth.

Epiroc

Epiroc Diversity and Inclusion project proudly supports women in the workplace, to keep a good gender balance among our employees. We do this to enable better business results through better decision making where broad perspectives have been evaluated.

Epiroc's steadfast support to improve female representation at all different levels in our industry has increased over the years, through the implementation of new programs and career paths to attract more and more females. At Epiroc, we have set a target to double the number of women in operational roles by 2030, which will achieve 35% white-collar women, 10% blue-collar women and 30% female managers. It is also a core part of Epiroc Group sustainability goals.



Leadership: strong public commitment from CEO and top management to raise awareness and work actively with leadership in understanding the benefits and how to make it happen.

Policy review: competitive policies to attract top female talent.

Increase women amount on instream with applications, active search and collaborations with universities.

Work environment: Epiroc maintains an environment in which women want to work.

Refinitiv's diversity and inclusion top 100					11		
	Explore the full I	ist of this year's top 100 most diverse and inclu You can view the 2020 list here →	ive companies.		n and		A CAR
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	Epiroc A8	Machinery, Tools, Heavy Vehicles, Trains & Ships	SWEDEN	72.25			A LL
46							
	Sandvík AB	Machinery, Tools, Heavy Vehicles, Trains & Ships	SWEDEN	72		C SI SI	
46 52 73	Sandvik AB Murata Manufacturing Co., Ltd.	Machinery, Tools, Heavy Vehicles, Trains & Ships Machinery, Tools, Heavy Vehicles, Trains & Ships	SWEDEN	72	K.		KA

Career pathways and development opportunities: create career growth and opportunity to develop women's career at Epiroc, such as programs to facilitate and encourage females so they can stay and grow.

Targeted development roles for women: Epiroc has apprentice, intern and graduate opportunities.

Travel: Epiroc provides the potential opportunity to work overseas for in all positions.

Budweiser APAC

In Budweiser APAC, we strongly believe that promoting diversity and inclusion is not just a social impetus or a financial driver, it is a way to celebrate, include and value our people. We treat people equitably – regardless of gender, ethnicity, sexual orientation, or any other characteristics that make our colleagues unique.

We seek to create a culture in which all our people feel valued and supported to achieve their best. In pursuit of gender equality, we provide opportunities for women throughout the beer industry. Empowering women and to unleash their potential to brew in a better world remains the top priority of our D&I agenda. In April 2021, Bud APAC became the first publicly listed company in the beer sector in APAC to sign the Women's Empowerment Principles ("WEPs"), a joint initiative between the UN Global Compact and UN Women.





We track the diversity ratio of our workforce and have developed a D&I Dashboard for senior leaders to increase visibility of the diversity of their teams and take actionable steps to build a pipeline of diverse talent and build a culture to attract, hire, engage, develop and retain talent.

We have been working to strengthen our D&I strategy, starting with extending our approach across our business. Internally, we strive to be an inclusive workplace with equal opportunity for all. We also reflect the diversity of our consumers and customers, enabling us to create solutions with our brands and services to best meet their needs.

Beaufour Ipsen

Beaufour Ipsen's diversity and women empowerment project aims to provide a good working environment, also to create an equal and cooperative workplace for all employees, especially female employees to have a fair work experience, develop their ability and encourage them to grow quickly.

Within the organization, the management team leverage the issue of cultivating a diverse, equitable and inclusive "soft culture" as a strategic priority. Through engaging with our employees, we understand their needs and ideas, implement a series of policies and practices regarding women empowerment, provide them with diverse development opportunities.

In 2021, Beaufour Ipsen started to launch comprehensive women empowerment programs "Excellent Workplace" with special activities, including festival celebration, monthly women activities and online mini-lecture, to realize work-life balance, raise female employees' satisfaction and happiness.

These programs are highly appreciated internally and have equipped female employees with both soft skills and hard skills, relieved working pressure, stimulated their talents and potentials, and supported them to enjoy a positive work experience. It is an innovative way at Beaufour Ipsen to make every employee's small action into big impacts.

As a result of the successful implementation of this diverse and inclusive culture to empower women, Beaufour Ipsen was named "Best Workplaces in Greater China" of 2020 and 2021, and "Best Workplace for Women" of 2021.

In the future, Beaufour Ipsen will continue to strive for building exceptional work cultures for women, also produce outstanding workplaces for all employees.









Judges Panel



Ms. Dai Yibo Deputy General Manager of Goldenbee CSR Consulting



Dr. Serge Besanger Professor, Esce (Eiffel Campus)



Ms. She Hongyu Assistant Sg. and Director of R&D of Amity Foundation



Ms. Clare Pearson International Development Director, Dla Piper



Maoliang Bu Professor at Nanjing University and adjunct professor at the Hopkins-Nanjing Center

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Ms. Lin Jialei Programme Officer of UN Women China



Mr. Hui Zhang (Roy) Former Director of UTC Sustainability & Corporate Responsibility, Asia



Ms. Kathleen Bell CSR Lecturer and Owner of China Link

Student Art Competition Winners

Group Age 10 - 13



Eunseo Heo / Age 13 Nanjing International School



Kim Juwon / Age 10 EtonHouse International School Nanjing



Zoe Chen / Age 11 The British School of Nanjing



Kangjun Song / Age 18 Nanjing International School



Yuxuan Bao / Age 17 Jurong Country Garden School



Shirley Li / Age 14 HT Nanjing Impact Academy

Special Thanks

扬子石化-巴斯夫有限责任公司 BASF-YPC Company Limited















European Chamber 中国欧盟商会

The European Union Chamber of Commerce in China (European Chamber) was founded in 2000 by 51 member companies that shared a goal of establishing a common voice for the various business sectors of the European Union and European businesses operating in China. It is a members-driven, non-profit, fee-based organization with a core structure of 45 working groups representing European Chamber is recognized by the European Commission and the Chinese authorities as the official voice of European business in China.

European Chamber Nanjing Office

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