

CSR AWARDS 11TH ANNIVERSARY

Shortlisted Cases Handbook

2024



European Chamber
中国欧盟商会



Acknowledge CSR successes, raise sustainability awareness and share CSR experience

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Forewords from **BASF-YPC**

In an era of growing global challenges, corporate social responsibility (CSR) is playing an essential part of business operations. It integrates social and environmental concerns into every aspect of our business strategies. It is the moral compass that guides us towards long term sustainable development.

European Chamber Nanjing Chapter serves as a vital platform in this context. By bringing together businesses, it facilitates knowledge - sharing, collaboration, and the setting of industry wide CSR standards. This platform allows us to learn from each other, pool resources, and drive collective action on issues like sustainable supply chain, social equality, and ethical business practices.

As the president of BASF-YPC, I am proud to reaffirm our company's unwavering commitment to sustainable development. We will spare no effort in implementing environmentally friendly practices, promoting diversity and inclusion, and contributing to the well-being of the communities where we operate. We look forward to further cooperation with the European Chamber Nanjing Chapter and all member companies to create a more sustainable future.

Bram Jansen

President, BASF-YPC Company Limited

Forewords from **THE CHAIRMAN**

Over the years, the CSR Awards of the European Chamber Nanjing Chapter has grown into a symbol of recognition for European businesses in China that go beyond profit to embed sustainability and responsibility into their DNA. This year's event not only celebrates achievements but also reaffirms our collective commitment to building a greener, fairer society. We are honored to receive 41 submissions from 30 diverse organizations spanning industries from automotive to education. These initiatives—ranging from carbon-neutral innovations to inclusive community programs—reflect Europe's enduring dedication to advancing CSR in China. Your efforts not only inspire peers but also contribute to global progress toward the UN Sustainable Development Goals. We are thrilled to introduce the Student Art Competition, a collaboration with educational institutions that highlights the role of young minds in envisioning sustainable futures. This addition underscores our belief that CSR is a shared responsibility, requiring cross-generational engagement.

As global supply chains face increasing scrutiny for ethical practices, events like this remind us that business success and social impact are inseparable. By honoring excellence in CSR, we aim to inspire more companies to adopt sustainable models and contribute to a regenerative economy.

On behalf of the European Chamber Nanjing Chapter, I extend my heartfelt gratitude to everyone who has made this event possible. Together, we are not just celebrating milestones—we are building a legacy of responsibility. Let us continue to lead by example, innovate courageously, and foster partnerships that drive meaningful change.

Dr. Andreas Risch

Board Chair of the European Chamber Nanjing Chapter

Article

2025: a pivotal year for CSR

The start of 2025 has already seen a number of key events that will impact the course of CSR work.

On the international stage, 2025 marks the decisive halfway point leading to 2030 for the achievement of the 17 United Nations (UN) Sustainable Development Goals (SDGs). Signed by all 191 UN member states, they provide a common vision and a guiding framework to uncover possible pathways to sustainability for governments, companies, organisations and individuals alike. It is worth exploring the state of progress on some of the UN SDGs that businesses have been involved in tackling: No Poverty (Goal 1), Quality Education (Goal 4), Responsible Consumption and Production (Goal 12), Climate Action (Goal 13), and Peace, Justice and Strong Institutions (Goal 16).

On Climate Action for example, 2025 marks the pivotal 10th anniversary of the Paris Agreement, which was signed by 189 countries. Today, the decades of climate concerns have lost none of their acuteness. In its sixth assessment report released in 2023, the Intergovernmental Panel on Climate Change (IPCC) outlined how industry emissions led to a 1.1°C increase in current temperatures compared to pre-industrial levels. The report mentions that the 1.5°C target limit above pre-industrial levels is still achievable and that the largest gains in well-being could be obtained by focussing actions on lower income and marginalised communities. At COP29, which was held in Baku in November 2024, the new goal of tripling annual climate finance for developing countries to United States dollar (USD) 300 billion was announced.

This builds on the significant achievements made on global climate action at COP27, which agreed an historic Loss and Damage Fund, and COP28, which delivered a global agreement to transition away from all fossil fuels in energy systems. However, the United States, one of the world's leading greenhouse gas emitters, recently announced its withdrawal from the Paris Agreement and the end of the Green New Deal.

2025: The final year of China's 14th Five-year Plan (14FYP)

In China, 2025 also marks the final year of the 14FYP, covering the challenging 2021–2025 period. Alongside the climate crisis, the period has featured considerable geopolitical turbulence, such as the wars in Ukraine and Middle East, and the world was also hit by the Covid-19 pandemic.

In 2020, as the pandemic caused supply chain disruptions and a global economic slowdown, China orchestrated two macroeconomic shifts. First, credit conditions were tightened for the real estate sector, which represented up to 25 per cent of China's gross domestic product (GDP) in the last two decades, triggering a real estate crisis. Second, the transition to net zero became a new driver of China's economic growth. In September 2020, President Xi Jinping announced the dual '30/60 goals' for China to peak its carbon emissions before 2030 and be carbon neutral by 2060. Thus, in March 2021, China adopted the 14FYP focussed on increasing 'high-quality' economic development and consumption. It also featured a particular emphasis on building an 'ecological civilisation'. As an illustration, SKEMA Business School in China highlighted sustainability-related consumption markets such as health and outdoor lifestyle products, which reached a market size of Chinese yuan (CNY) 200 billion in 2023. It also underlined that consumption in China represents just 40 per cent of GDP versus an average 70 per cent in developed countries.

Halfway through the 14FYP, Xie Zhenhua, then China's climate representative, made the point that China could not do without fossil fuels while the technologies, particularly for storing renewable energy, are not mature. Besides, at COP28 China did not sign the global commitment on the tripling of installed renewable energy capacities, the doubling of energy efficiency by 2030 and the end of new coal-fired power stations. This demonstrates China's pragmatic approach to its energy mix, with coal still playing a role alongside renewables. More recently, on 1st January 2025, the Energy Law also came into effect. It describes green and low-carbon energy development as being crucial, due to the country's relative lack of natural resources. It aims to promote renewable energy development, meet energy demand, and develop a safe and efficient energy system. It is also worth noting a document issued on 31st July 2024 by the State Council, which lists significant targets to be hit by 2030 in key areas of green transformation.

EU-China cooperation possibilities

There are areas where the European Union (EU) and China could explore cooperation. Take the development of carbon markets as an example: the EU first launched a carbon market in 2005 and China has been conducting carbon emission trading pilots since 2011. In this regard, the EU and China have much experience to share. In the carbon market, enterprises buy quotas to obtain carbon emission rights for trading, and industries covered by this mechanism have seen faster emission reductions. According to the Climate Action and Environmental Affairs representative at the EU Delegation to China, legislation is crucial for responding to climate change as companies need legal certainty to make investments.

In 2023, the first EU-China High-Level Policy Dialogue on Circular Economy was also held in Beijing, marking a significant milestone in reaffirming the commitment to close cooperation on environmental matters between the two sides. The dialogue resulted in the extension of the Memorandum of Understanding (MoU) on Circular Economy for another five years. In 2024, the EU and China also agreed on a joint action roadmap for cooperation on the circular economy.

The actions focus on plastics, including ongoing negotiations for a global plastics treaty, as well as battery value chains and remanufacturing.

From crises to new opportunities?

The climate crisis calls for bold innovation and strong investments. It also offers many opportunities. Other crises, such as the recent pandemic, increased global poverty for the first time since 1998. Global supply-chain disruptions and containment measures caused massive job losses, notably amongst women and lower-educated workers. Education inequalities were worsened by school closures and the digital divide became wider. However, according to the Organisation for Economic Co-operation and Development, the pandemic also encouraged more open cooperation and exchange between global biomedical scientists. Similarly, though on a different level, humanitarian aid and relief is needed to support populations in war-torn countries. When peace in Ukraine or the Middle East comes, and with it the implementation of 'Peace, Justice and Strong Institutions', opportunities to act, rebuild and innovate will return.

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Article

Some companies have already undertaken bold CSR initiatives in the areas outlined in the SDGs, such as the winners of the 11th European Chamber CSR awards. These companies succeed in managing both complexity and uncertainty, and are skilled at using their creativity to design or support innovative strategies that will ensure sustainable economic growth, societal progress and the creation of impactful innovation ecosystems. In this regard, European companies operating in China must continue to play a key role.

Acknowledgements

We would like to take this opportunity to thank the European Chamber, the judges, the winners, all applicants, and the speakers at the 11th CSR Awards for providing such an enriching platform.

NOTE: This text is partly inspired by elements of speeches delivered during the European Chamber 11th CSR Awards, in particular by Professor Wenyu Dou, keynote speaker and academic dean of Skema Business School, and by Jason Hua, vice president of DB Schenker Global IT, and general manager of DB Schenker Global Technology Solution Center Nanjing.

Chia-Lin Coispeau is partner at Maverlinn Impact Innovation, an advisory firm aimed at creating impact and reducing social and environmental issues in China and Europe. Our team craft innovative strategies to deliver superior value to industry leaders. Maverlinn is committed to promoting a model of humane development through constant attention given to personal empowerment and the common good.

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扬子石化—巴斯夫有限责任公司 To face the challenge of economic weakness
BASF-YPC Company Limited in 2023 and 2024, BYC has always adhered to social responsibility fulfillment and sustainable development, achieved good operating performance and EHS performance, and continued to expand its leadership and influence in this field. At the same time, the smooth operation of the new plants has promoted the depth of the extension of the industrial chain, and the new project of the new company are also in the orderly planning.

By signing long-term green power purchase agreements with green power enterprises, it expects to achieve 100% outsourced green power (carbon reduction of more than one million tons in 10 years) by 2025. In the meantime, it is promoting the photovoltaic project at jetty area under new business mode. Therefore, it once again becomes the pioneer of industry transformation and upgrading and takes the leading position in the field of sustainable development and plays a demonstrative role in promoting the green and high-quality development of the whole industry.

Improve the overall EHS performance of regional enterprises and industries by sharing and communicating EHS practices with the government, industry and enterprises, ensuring the essential safety of the plant operation.

Overall plan and optimize the transferable energy consumption quota within region(NCIP), innovative use of the transferable energy consumption quota generated by the company's central energy recovery unit (c-ERU) before the production of IPS2.8, to coordinate the optimal utilization of transferable energy consumption in the region, to achieve the same growth, development and progress of enterprises and the park, and also to enhance the influence of BYC in the park.

Through responsible care into the community, scholarship donations into the campus, etc., to contribute to the development of the community and education, and effectively reflect the company's social responsibility.



B/S/H/

At BSH China, we aim to achieve sustainability throughout the entire value chain, aligning with the BSH group strategy and the expectation of the Chinese market.

• **Environmental performance**

All BSH production sites maintain ISO14001, ISO50001 certification, and have been awarded National or Provincial level Green Factory. Through the efficient utilization of energy and water resources, we have significantly reduced waste and CO2 emissions. Product design focuses on environmental protection and resource efficiency, complies with international standards such as RoHS and REACH, and is committed to minimizing the environmental impact of the entire life cycle and promoting the green transformation of the market.

• **Social Performance**

BSH firmly promotes the Diversity, Equity & Inclusion (DE&I) policy, aiming to increase the proportion of women in management positions to 30% by 2025. In addition, we are committed to preventive health management, pursuing the goal of zero injuries, with an 80% reduction in reportable accidents from 2012 to 2023. We are committed to responding to the needs of our employees and their families, and have launched an EAP program since 2021 to provide a full range of psychological support and ensure that the psychological needs of employees are responded to in a timely manner.

• **Governance Performance**

Since 2004, we have been a proud member of the United Nations Global Compact (UNGC), with its ten principles serving as a cornerstone of our operations. We have also enhanced our carbon disclosure through the CDP and actively support SBTi's temperature control targets. Additionally, we continually require our partners to adhere to high standards, including our terms and conditions of purchase, quality agreements, and the BSH Appliances Supplier Code of Conduct.




SYENSQO

Syensqo, originated from the spin-off from Solvay, is a specialty science company with over 160 year's legacy committed to delivering sustainable solutions to tackle the crucial challenges of our planet and society. Syensqo's sustainability strategy is completely integrated into the company's growth strategy.

Syensqo's One Planet Roadmap includes three pillars - Climate, Circularity & Growth and Better Life.

Syensqo is committed to achieving carbon neutrality for our operations by 2040. Manage our own footprint through emissions reduction: 65% of our global sites are using 100% renewable purchased energy, and 100% of our sites in China are using renewable purchased energy - we use Green Energy Certificates to diminish emissions every year in China.

Leverage science and technology to provide sustainable solutions and products that help consumers and industries lower carbon footprint: we use science and innovation for decarbonisation and renewable energy deployment. Syensqo is investing 5% of the turnover in research and innovation and today every second EV battery includes our solutions that make batteries lower in carbon footprint with stronger performance. Many of our innovations in biotechnology and chemistry are offering fundamental solutions to develop materials that are lighter in weight, lower in carbon emissions and thus enable many critical sectors e.g. aviation and car industries to become greener and more energy efficient, and, personal and home care industries to become more circular. On Growth and Circularity we have set a rare target: 18% of sales from products that enable circularity by 2030 and are already at 13%.

One Planet achievements, prior to Syensqo's birth



1.1.4

ARKEMA

Leadership in CSR & Sustainable Growth Award

Arkema

Arkema Group operates in fifty-five countries and actively contributes to the social development of local communities. Their efforts include creating jobs, developing local skills, purchasing goods and services locally, and forming business partnerships. The Group emphasizes hiring locally across all levels, including senior management. Their economic impact encompasses various aspects such as sales, capital expenditure, wages, taxes, and dividends. Additionally, Arkema focuses on revitalizing regional labour markets and supporting scientific research.



Arkema, a global company with over 21,000 employees, places strong emphasis on employee engagement and performance. Here are some key points from your provided text:

1- Employee Engagement

- Arkema considers each employee a talent and aims to maintain high engagement levels.
- The company organizes work time to enhance engagement and performance, following local regulations and employee representatives' approval.
Special compensation schemes and adapted work schedules account for specific features of industrial operations.
- Regular continuous employees' well-being is safeguarded through thoughtful shift planning.
- In response to demand fluctuations, Arkema may use fixed-term contracts, overtime, subcontractors, or temporary agencies.

2- SMART Project

- Part of Arkema's Operational Excellence program.
- Aims to foster a shared vision among employees.
- Encourages ideas for improvement and active contributions.
- Focuses on problem-solving and joint decision-making.

1.1.5

Leadership in CSR & Sustainable Growth Award

Atlas Copco Group



Water for All is the Atlas Copco Group's main community engagement initiative. Through the dedicated and passionate work of volunteering employees, Water for All funds projects which empower people through access to clean drinking water, sanitation and hygiene. Since 1984 we have reached millions of people all over the world and there is local Water for All organizations in more than 50 countries.

At the center lies the strong belief that clean water is a human right and all voluntary employee donations to this cause are matched by twice as much by the company.

Water for All in China since 2004, with 13 projects accomplished, 5 projects in pipeline. Until end of 2023 total beneficiaries over 31,000 including 10,000 children. Every month over 5,000 Atlas Copco Group employees donate for Water for All China. Water for All China help poor and water-deficient area to dig well for water, build water pools, donate water purification equipment and build or repair water pipelines.

Water for All China also donated books and stationery for local students. The project selection in China involves Water for All China committee (from local employee with project related technical background), external audit company and Atlas Copco Group management team.



Sustainability is a fundamental principle of DEKRA and DEKRA's business activities. DEKRA's overarching goal is to ensure the long-term success of the company while considering our social and ecological responsibility.

DEKRA is aware of its responsibility and has placed sustainability, in all its aspects, at the core of our Vision 2025: we will be the global partner for a safe, secure, and sustainable world.

It means that we are working tirelessly to improve our own internal sustainability performance, and sustainability performance of our supply chain. And we are supporting our customers with deep expertise and innovative services on their journeys towards their environmental, social and governance goals.

With our Sustainability Strategy, our objective is to achieve by 2025 major progress in our four fields of action "climate & environment", "employees & society", "supply & value chain", and "management & governance". This includes continuously reducing our carbon footprint, expanding our use of renewable energy, increasing employee training and engagement, promoting diversity and inclusion, improving occupational health and safety, promoting sustainability in the supply chain, and expanding the range of sustainability-related services we offer.

As part of our Sustainability Strategy, we strive to support our customers on their sustainability journeys. The DEKRA Corporate Focus Area (CFA) Sustainability Services was created for this reason and involves the expansion of our service portfolio in the three key areas "energy transition", "ESG" and "circular economy".

FLENDER

Flender is a leading global supplier for mechanical and electrical drive systems and has the reputation for the highest performance, innovation and reliability of drive components over 125 years with global footprints in 33 countries. With area of 255,000 m² in Tianjin since 1996, Flender China has become the largest manufacturing hub and R & D center of Flender outside of Europe.

Corporate Social Responsibility is Flender's top priority with firm commitment for a sustainable future. In 2021, Flender's CSR Board was formed leading by Group CEO with global endeavor in the whole group.

As an important part of Flender Group, Flender China has started "Blue Dream" Rural Education project, providing support to primary school students and teachers who live in remote areas in Gansu Provinces. We believe that education can change one child and family also one generation.

A volunteer team was formed by our employees in 2021, visiting several schools in Gansu, collecting information first hands from teachers and students. After comprehensive evaluation, Luochuan School was selected to launch our project in 2023 with a first five-year plan.

The significance of this project lies not only in its potential to foster educational advancements for young generation in rural areas but also in exemplifying the commitment of Flender towards sustainable community. It is a first long-term CSR project in Flender Group, with no external support, running by our volunteers with firm support from management team.



1.1.8

SIEMENS

Leadership in CSR & Sustainable Growth Award

Siemens

CSR has been an integral part of Siemens from the very beginning, with the aim of empowering people and societies in every country where we operate through voluntary work. Therefore, we externally align ourselves with the goals of the UN's 2030 Agenda for Sustainable Development while take full advantage of our employees' core skills and the company's unique resources to provide enhanced equal access to future opportunities, and to give young generation the views to master future challenges.

- Launched in 2009, Siemens I-Green Education Program is a program for China's migrant children in primary schools to foster their awareness of innovative science for environmental protection and help them better integrate into city life. Since it launched, about 3,000 employee volunteers have contributed to the program which benefitted over 25,500 migrant children.

- As an extension of the I-Green Education Program, I-Green University Students Summer Project (the I-Green Summer Project) has been launched in 2018. The I-Green Summer Project contributes to the environmental protection and innovation education in the remote areas of China through university students' summer social practice.

- In the past 7 years, the I-Green Summer Project has supported 129 teams with 2,907 university student volunteers to teach classes all over China, benefitting over 120,000 of primary and secondary school students and teachers in remote areas.

- As I-Green mentors, 296 experienced Siemens employee volunteers provide coaching and support to the university teams.

In 2025, Siemens will support 100 university teams to benefit more children in remote areas.



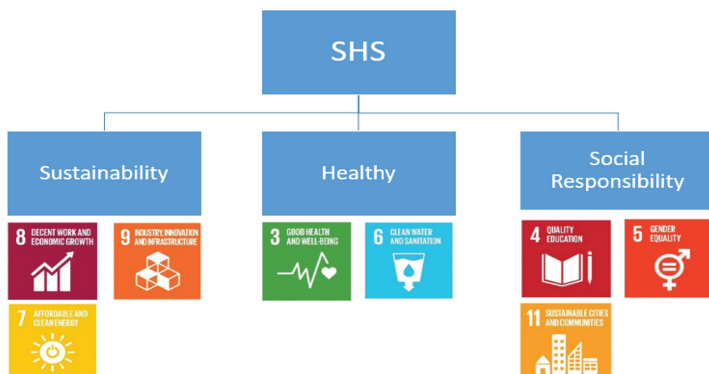


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1.2.1

Green Impact Pioneer Award Bosch Aftermarket

From 2020, Bosch global has already achieved carbon neutral target. We as Bosch Nanjing campus (NjP1) is dedicated to lead the approach as role model. NjP1 is an enterprise with a strong sense of social responsibility and we always focus on green and sustainable development. We use four levers to achieve carbon neutrality:

- ·Increase energy efficiency
- ·Use new clean power (direct purchase of renewable energy and self generation)
- ·Buy in green electricity (I-REC)
- ·Offset direct CO2 emissions (carbon credits)

First, we established an energy management system that conformed to sustainable development strategies and obtained ISO 50001 certification. Then we Invested in an energy platform to monitor the energy consumption. It provided data basis for analyzing energy efficiency and formulating energy saving measures.

Meanwhile, A 6.9 MWp photovoltaic plant generating green power since 2019 Dec. This is the first photovoltaic project in Bosch China. It provided over 36000 MWh clean power so far. Besides, to offset carbon emissions and supports NjP1 to realize carbon neutralization, we purchased carbon credit.

This year, in order to better absorb clean energy and assist the power grid in load shifting, a new-built 2MW/4MWh energy storage power station has been put into use since 2024 Feb. Energy storage system (ESS) can charge during off-peak or normal time and discharges during peak time of use. It also can store excess renewable energy generated during periods of low demand or high generation, making it available for use when needed.

Finally, in order to achieve coordination and complementarity between solar energy, energy storage and the power grid, we built NjP1 Micro-grid. Microgrids can control energy storage for charging and discharging according to the power grid conditions, to realize load shifting and assist in the consumption of solar energy, which can ensure the stable operation of the power system and reduce carbon emissions.



1.2.2

PHILIPS

Green Impact Pioneer Award

Philips China

1. Background

Philips recognizes that circularity is essential for the sustainable use of resources and a prerequisite for decarbonizing in the healthcare industry. In response to sustainability challenges such as climate change, resource scarcity and biodiversity loss, and in line with SDG 12 - Responsible Consumption and Production and SDG 13 - Climate Action, Philips is shifting to a circular model and has set a global target of generating 25% of our revenue from products, services and solutions contributing to circularity by 2025.

2. Content of action

Philips' circular economy strategy can be summarized as follows: Use less, use longer, use again. We recognize that improving resource efficiency requires not only going beyond the design and production of hardware, but also taking an integrated view of devices, services and digital solutions.

Philips practices a circular economy strategy from the top-level design, through the entire product lifecycle, service models and digital tools. We also influence stakeholders, such as supply chain, customers, consumers/patients, government, industry associations, social organizations, etc., to participate in circular economy practices.

3. Action Achievements

The Circular Economy Strategy has achieved significant results since its implementation in 2012. By the end of 2023, 20% sales from products and services that contribute to circularity; the operational waste reuse rate is 91%; and zero waste to landfill is realized in all factories.

For details, please refer to Appendix 1: Philips China Impact Report 2021-2023 Special Edition - Circular Economy and EcoDesign.



1.2.3



D'Andrea & Partners

LEGAL COUNSEL

Green Impact Pioneer Award **D'Andrea & Partners**

D'Andrea & Partners Legal Counsel - Nanjing Branch (hereinafter referred to as "D'Andrea & Partners" or "Our Company") places a strong emphasis on environmental responsibility and ethical behavior among our employees. Aligned with our core values, we are particularly committed to upholding human rights and advancing gender equality.

Our Company has set ambitious environmental targets, with a long-term goal of achieving a net-zero corporate carbon footprint. In the short term, we are dedicated to implementing daily practices that address environmental concerns, including the reduction of air, water, and soil pollution.

Our environmental sustainability policy is detailed in our Standard Operating Procedure (SOP), which all employees are required to follow. According to our SOP, employees must: (i) Adhere strictly to guidelines for proper waste segregation, (ii) Prioritize eco-friendly commuting options, such as biking, walking, or public transportation, over driving, (iii) Conserve electricity, (iv) Minimize unnecessary printing, and (v) Choose reusable products or packaging over single-use items.

Since our Company's founding, we have implemented a practice of deducting 1.5 RMB from each employee's salary to fund tree planting initiatives. These initiatives are designed to offset the carbon emissions generated by our employees, with assessments conducted annually by our HR Department.

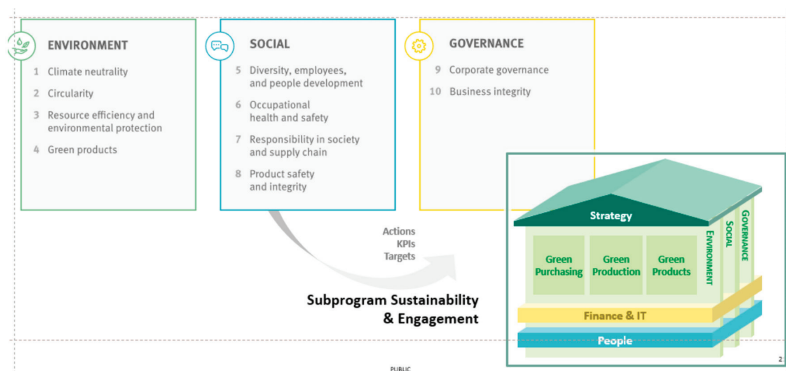
As a key element of our Corporate Social Responsibility (CSR) policy, our Company also actively supports various non-governmental organizations (NGOs) focused on environmental conservation, animal protection, climate change mitigation, and poverty alleviation through regular donations.

1.2.4

Green Impact Pioneer Award Schaeffler

SCHAEFFLER

For the Schaeffler Group, sustainable company success means assuming economic, environmental, and social responsibility throughout the entire value chain, which is why sustainability is not only one of the Schaeffler Group's four company values, but also a key component of the "Schaeffler Roadmap 2025". The "Sustainability & Engagement" subprogram in Roadmap 2025 is dedicated to a variety of topics, including the establishment of environmental and social responsibility in the company's value chain as a central success factor for sustainable management.



To be able to maintain these standards in the future as well, the sustainability strategy was further developed into ten action fields for a holistic approach throughout the dimensions of ESG.

Within the Schaeffler Group, sustainability and innovation have been a firmly established part of our corporate culture for years. Schaeffler is a leading global provider of technologies that determine and enable motion in various ways, and a company characterized by innovative strength and technological expertise. As a result, we provide our customers with sustainable solutions for the mobility and energy systems of the future.



1.3.1

Climate Action Leader Award Arkema

ARKEMA

In 2022, Arkema strengthened its commitment from well below 2 °C to 1.5 °C. The Group took its ambition even further in 2023. The new 2030 targets (shown in the figure below), aligned with the 1.5 °C trajectory, have been approved by the Science Based Targets initiative (SBTi), an independent global body.



2030 TARGET

48.5% reduction⁽¹⁾ in Scopes 1 + 2 Kyoto Protocol greenhouse gas emissions compared with 2019.

54% reduction⁽¹⁾ in Scope 3 Kyoto Protocol greenhouse gas emissions compared with 2019.



⁽¹⁾ Absolute emissions contraction approach.

The Group's climate plan, aligned with the Paris Agreement, includes mitigation measures across its entire value chain, as well as an adaptation strategy. The SBTi's validation of the Group's ambitious targets, aligned with a 1.5 °C trajectory, paves the way to the achievement of Net-Zero emissions by 2050.

The climate plan is also supported by an increase in investments contributing to the Group's decarbonization, which could reach a cumulative amount of €400 million over the 2022-2030 period and will be included in the Group's recurring capital expenditure envelope.

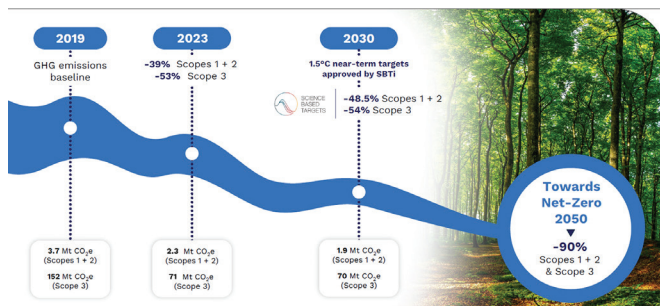
Moreover, the Group continuously innovates and improves its production processes, implements an ambitious energy efficiency improvement strategy, notably through its Arkema Energy program, and pursues its efforts to purchase energy from low-carbon sources.

In line with the Group's 2030 objectives, each of Arkema's Business Lines has drawn up its own decarbonization plan and trajectory, identifying the necessary industrial projects, improvements or disruptions, as well as low-carbon energy requirements.

In addition, climate issues are taken into account in industrial investment decisions, energy and raw materials supply contracts, as well as the evaluation of acquisition projects.

We are paving the way to Net-Zero by 2050

CAPITAL
MARKETS
DATA



1.3.2

Climate Action Leader Award Ericsson



ERICSSON

Sustainability is core to Ericsson's mission and vision and is embedded across our value chain. Ericsson has incorporated environmental sustainability into its business strategy and is driving actions on the pathway to "Net Zero" strategy across whole value chain (from own activities to upstream and downstream scope 3 emissions) by setting a long-term target to be "Net Zero" across complete value chain by 2040 and aiming to reduce 50% of total GHG emission in the value chain by 2030 based on the 2020 baseline.

So, aligning and fulfilling the "Net Zero" strategy and target of global Ericsson Corporate, Ericsson Nanjing has a new target for own activities to reach "Net Zero" emissions by 2030.



In order to achieve the "Net Zero" target of our own operational activities by 2030, Ericsson Nanjing has greatly promoted the "Net Zero" strategy in all business departments with actions focused on five topics: "Climate action", "Waste & scrap reduction", "Energy efficiency", "LEED gold certification" and "Environment sustainability engagement & competence". A sustainability driver network has been created across the Nanjing site, with environmental education activities and engagement of employees as ambassadors. The sustainability drivers and ambassadors propose, discuss, and foment or implement new innovative projects focused on these five topics.

We have implemented a number of climate action projects across supply chain, design for environment (DfE), production process, warehouse and logistics, material and product scrap recycling, business travel and employee commuting, etc., to reduce CO₂e emissions. Such as: smart lighting, solar photovoltaic power, diesel boiler upgrade into steam district heating, green packaging with plastics-free, etc. With the implementation of these sustainability and climate actions projects, we had achieved excellent performance in reducing scrap, improving energy efficiency, promoting the circular economy, implementing green packaging, green logistics, low-carbon transportation, green power, and green commuting.

The CO₂e emissions have been decreasing annually, and by 2023, Ericsson Nanjing has reduced its CO₂e emissions by 55% compared to the 2020 baseline.

1.3.3



**FETTE
COMPACTING**

Climate Action Leader Award Fette Compacting

In accordance with the accuracy and completeness requirements of DIN EN ISO 14064-3:2019, TÜV NORD has verified the organizational carbon footprint of FET (China) Pharmaceutical Technology

Co. As an independent certification body, Hangzhou Hande Quality Service Verification of Fette Compacting (China) Co.,Ltd. confirmed that the organization's organizational carbon footprint emissions for the period 01/01/2023 to 31/12/2023 is 3,580.17 t CO₂e. Through verification, the statements in the GHG Inventory Report are generally correct and truly reflect the GHG related data and information. In addition, it can be confirmed that the statements in the GHG inventory report are consistent with the ISO14064-1 standard.

ISO 14064 is the international standard for the management of an organization's carbon emissions, including the quantification, reporting and verification of greenhouse gas (GHG) emissions and removals. It's latest version was published in 2018, marking a further evolution in the global understanding and practice of GHG management. We have taken the following steps at the company level to optimize gas emissions:

1. Energy substitution: reducing the use of fossil fuels by substituting natural gas for other fuels, thereby reducing CO₂ emissions.
2. Adoption of high-efficiency or power-saving equipment: Use of energy-efficient equipment and appliances to reduce energy consumption.
3. introduce renewable energy sources: such as wind and solar energy to reduce dependence on fossil fuels.
4. Evaluate and promote waste reuse: Reduce the waste disposal load through effective waste management.
5. Recycling of resources: Promote the recycling of resources and reduce the exploitation of new resources.
6. Water conservation and wastewater reduction: Reduce the wastewater treatment load and reduce environmental pollution.
7. Waste reduction: Reduce disposal costs by reducing waste generation in the production process.
8. Electricity saving: Reduce electricity consumption through lighting management and summer air-conditioning management.

SCHAEFFLER**Sustainability organization and management**

Schaeffler Greater China has established a dedicated Sustainability Management Committee to anchor sustainability more strongly in the regions, both organizationally and operationally. Meanwhile we set up the core sustainability team from strategy, business divisions, procurement and supply chain management, production operations, logistics and other central functions, and we have appointed sustainability coordinators at each production site to jointly build an ESG working system in Greater China.

Fit4 Sustainability Training

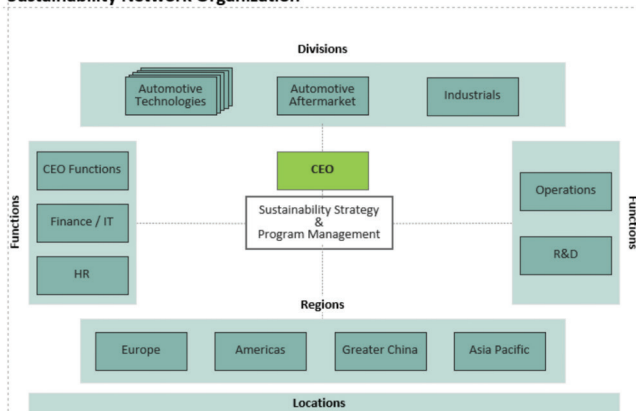
Each year, Schaeffler Sustainability Academy organizes sustainability/ESG awareness trainings, sharing and campaigns for all employees through different learning platform such as Global learning week, Tech-Inspire and Schaeffler's talk. Meanwhile we provide difference courses for sustainability competences building for the core team members and network colleagues.

Climate Action Day

At the Climate Action Day, which was launched on June 22 2022, more than 1,500 Schaeffler managers in Greater China participated in climate protection training, and organized more than 600 workshops and submitted 2,574 golden ideas. Over the past year, many golden ideas have played a good role. Schaeffler Nanjing contributed over 200 ideas.

SUSTAINABILITY 2023

SCHAEFFLER NANJING

**Sustainability Network Organization**

Schüco CARBON CONTROL[∞]

Buildings are responsible for >40% of global emissions. As a leader in our sector, we have the responsibility and opportunity to be a driver of decarbonization - achieving Carbon Neutrality by 2040 and actively shaping China's green building Sector.

To achieve our ambitious goal, we developed a comprehensive toolbox together with the SBTi

Internally

1. Emission Zero: Drastically reducing emissions in our sourcing through increasing recycling content and low carbon materials
2. Going Circular: Offering products that are by design circular and living up to the highest Cradle2Cradle Standards
3. Innovate Business: Developing new business models to leverage decarbonization potentials further

Externally

4. Carbon Control: Holistically addressing every step of a building's lifecycle from design, construction, operation and recycling.

Design: Our advanced software automatically calculates CO2 emissions of our Products. by offering low carbon aluminium grades, it enables to making informed decisions that reduce the footprint throughout the entire lifecycle

Construction: Optimized production flows and state of the art machinery reduces waste in the workshop

Operation: Optimized building shells bring down energy consumption, tailored upgrading and maintenance solutions help maximize usage and performance

Recycling: Crade2Crade certified products ensure that at the end of its life the raw materials can be given back to their respective flows with as little quality loss as possible.

The uniqueness lies in the integrated approach, combining advanced technology with comprehensive lifecycle management. We will further expand our partnerships and enhance our capabilities, driving even greater emission reductions to lead the transition to a net-zero future.



SAP has been dedicated to enhancing female leadership, with 30% of its workforce being female and 25% of leadership positions held by women.

The company supports women's advancement through mentorship, training, and recruitment, aiming for greater diversity and inclusion. This focus is strategic, as diverse leadership correlates with better business outcomes and helps attract talent, enhancing SAP's reputation. Challenges include overcoming systemic barriers and ensuring support for female leaders, but prioritizing female leadership is key to SAP's business performance and innovation.

The representation of women in technology organizations has been a subject of ongoing discussion, particularly as we strive to close the gender gap in STEM fields. Although the number of women pursuing STEM courses is gradually increasing, numerous barriers continue to hinder their progression in technology careers. These challenges are even more pronounced for girls from lower socio-economic backgrounds, who, in addition to facing career stereotypes and cultural biases, often lack inspiration and role models to guide them.

To address these issues, SAP launched the "Girls Power Tech" program in 2020, under the sponsorship of CEO Christian Klein. This innovative CSR initiative is designed to empower financially disadvantaged girls from remote areas by providing them with the tools and opportunities to pursue careers in technology. During the program's first phase, 25 girls were invited to participate in internships at six SAP Labs offices across China, where they gained hands-on experience, learned cutting-edge technologies, and developed career-enhancing skills through mentorship and bootcamps.

These experiences were crucial in helping them transition from academia to potential careers in technology, offering them the chance to work closely with women leaders and learn from their journeys.

**ERICSSON**

Ericsson is committed to creating a diverse and inclusive organization, as this is core to the Company's values and helps ensure that it attracts the best global talent, fosters innovation, and brings greater value to customers. As mentioned in Ericsson Code of Business Ethics "Treat everyone respectfully, inclusively and with dignity", Ericsson embodies its commitment to gender equality through the global strategy with a clear focus on increasing female representation among our workforce and leadership team.

To further the policy objectives of inclusiveness and equal opportunity, Ericsson has set target to increase the share of female among all employees, line managers. Precise KPIs were set to measure progress against our ambitious targets: reach 35% female new hire and people manager appointments, and local gender diverse team reach 60%. So far in Nanjing Ericsson Panda Communications Co., Ltd. (ENC) we have 29% people managers are female, 56% gender diverse team.

Moving forward, we will keep to set concrete targets, follow up on progress and take new actions whenever needed. We will reinforce existing practices such as diverse candidate shortlists when recruiting, career plans for retaining female who have expressed ambitions for bigger assignments, gender equality in succession planning, and creating the inclusive culture and environment where we all thrive.



Our success is powered by the unique perspectives of our people.

While pursuing technological innovation and excellence, our DB Schenker TSC has always committed to equality, inclusion, and respect.

Our diverse team, united by a common vision and passion, fosters strong relationships with our stakeholders, continuously striving for sustainability in all our endeavors.

TSC Nanjing · Great Place to Work



We create a work environment that values diversity and inclusivity, ensuring our female colleagues have equal opportunities for growth and advancement. We cherish our employees by seizing every opportunity to develop and engage them in both professional areas and CSR activities. A series of projects and events have been implemented at DB Schenker TSC Nanjing in the past months for female colleagues, including Female Talent Development Plan, “WiSTEM - Woman in IT” Program, and monthly themed D&I activities.

All these programs demonstrate our understanding on and commitment to such a great course. Built upon the nurturing foundation of care, with mutual trust as the fertile soil and vibrant, diverse activities as the foliage, our company consistently guides all female employees to unleash their potential and embrace their authentic, beautiful selves.

2023 DB Schenker TSC Nanjing was honored with the “Excellence in Diversity & Women Empowerment” in European Chamber Corporate Social Responsibility Awards.

As a consequence of the comprehensive survey on employee satisfaction and workplace culture, TSC Nanjing has been accredited as a Great Place to Work-certified™ company for the years 2023-2024, and furthermore, has been recognized and awarded as one of the Best Workplaces for Women™ in Greater China 2024 for the performance in various aspects such as female leadership, corporate culture, and trustworthiness.

1.4.4

Excellence in Gender Equality & Empowerment Award

Tietoevry



With more than 24,000 experts worldwide focusing on cloud, big data and software,

Tietoevry serves thousands of enterprises and public sector customers in more than 90 countries.

We are developers of digital futures who help to create smarter and more sustainable cities, increase wellbeing for citizens and support our customers' digital transformation. Our colleagues use specific sets of skills and expertise to create technology that reinvents the world for good.

Tietoevry's Diversity and Inclusion Charter aims to create an inclusive environment by reflecting the societies we operate in and meeting stakeholder expectations. Some specific priorities and commitments in the charter include:

- Having a target for gender balance, with a 49/49 female/male employee split over time.
- Seeking to have 30% of underrepresented genders in senior leadership positions by 2030.
- Aspiring to have the proportion of female leaders equal to or greater than the overall share of female employees.
- Expanding female recruitment, ensuring equal consideration of both genders for internal and external hires.
- Ensuring gender balance in manager level succession plans.

In China, efforts have been made to increase the share of female employees, which rose from 41% to 42% between 2022 and 2024. The share of women in senior management positions remained at 38% in 2024.

The company aims to build a diverse culture and empower women in every aspect of our organization and interactions with customers in the future.





At Virtuos, we recognize that equity and diversity are key components of our growth of innovation.

This initiative focuses on promoting, recruiting, retaining, and empowering women across all areas of our business. We are committed to refining our strategies continuously, ensuring that we not only foster an inclusive environment but also lead the way in innovation and leadership in gender equality.

Innovative Strategies and Methodologies

1. Promotion of Gender Inclusivity:

- Cultivating a shared understanding of the critical role gender inclusivity plays in the success of Virtuos.
- Establishing partnerships with organizations like Women in Games to enhance networking capabilities and provide greater visibility and opportunities for women.

2. Recruitment of Diverse Talent:

- Conducting unbiased hiring process, reinforced by continuous training and awareness programs.
- Conducting comprehensive unconscious bias training for all recruiters and management staff to ensure a fair and inclusive working environment.

3. Retention and Empowerment:

- Ensuring equal opportunities for all employees, which permeates all aspects of employment including training, remuneration, and promotion criteria.
- Supporting flexible working arrangements and maternity and parental leave policies, alongside facilities like well-equipped breastfeeding rooms to support working mothers.



At DB Schenker TSC Nanjing, we cherish our employees by seizing every opportunity to develop and engage them in both professional and CSR activities. We have implemented several programs and initiatives, including the Star Seeker Innovation Program, Children Care and Animal Care initiatives, and monthly themed D&I activities. These programs reflect our commitment to truly developing and engaging our employees.

Creating a diverse and inclusive environment is our first step. We have grouped talents from various areas and launched themed D&I activities to provide a platform for engagement and collaboration. Programs like Children Care, Animal Care, and Cloud Runner contribute to both professional and CSR areas.

Continuous learning and upskilling are key to employee development and engagement. Through a series of online and offline learning programs, our colleagues can explore new possibilities, pursue ambitions, and realize their personal value. An example is our Sharing Friday series.

Implementing an Innovation Strategy is crucial for accelerating employee development and engagement. Our first Star Seeker Innovation Program calls for innovative ideas and recruits talents to generate additional value for the company and community. We are committed to exploring more possibilities and initiating new CSR projects, such as the upcoming ESG Carbon Peak & Neutrality Platform project, which aims to contribute to global sustainability.



In response to changes in the external environment and new demands from shareholders, SUSPA Nanjing (or SLN in short) launched its new 5-year development strategy in late 2021, in which the mission of SLN by 2025 was defined as: 1 billion RMB business amount and significantly developed employee capabilities. To meet the requirement of new strategy, SLN launched a long-term Employee Competence Enhancement program at the beginning of 2022.

1. Definition of Targets

- a) Change mindset and build up boundaryless organization
- b) Empower core teams with professional tools and methodologies
- c) Establish ESG awareness among all members
- d) Develop skill and awareness of on-site employee



2. General plan

3. Methodologies

- a) Internal and external training
- b) Material and honorary incentives
- c) Promotion and certification



4. Innovations

- a) Career development path building
- b) Apply E-learning system and AI tools in learning and development activities
- c) Build up incentive system to encourage trainers and trainees
- d) Regular shareholder to employee events to increase internal transparency
- e) Innovative training events to promote ESG knowledge

5. Future Goals

- a) Sustain defined best practices to meet requirements of stakeholders
- Extend ESG trainings to vast topics such as climate change and carbon emissions, use of natural resources to build up better ESG awareness.

1.5.3

Employee Development and Engagement Award

BASF (China)

Company Limited Nanjing Branch



Clients and business development. To meet the growing market demand for customized digital solutions, the hub plans to expand its team to a three-digit number within the next two years.

Onboarding

A strong onboarding process is in place to ensure new employees feel welcomed and equipped to contribute from day one, featuring a professional digital onboarding solution, along with a 'buddy' for hands-on support.

Youth development

We offer trainee programs and internships that serve as a launchpad for early career growth.

Leadership development

We have introduced a leadership development program that targets to develop employees with potential to take up group lead roles in the future and develop current group leads to take up roles of leading larger teams. Potential leaders are also placed in administrative roles and responsibilities to help them get prepared in a more practical way.

Empowering female

Acknowledging the underrepresentation of women in IT, we support female employees through the Women in Digital (WiDi) engagement group, which promotes networking, mentorship, and equal opportunities. The yearly WiDi challenge also gives female colleagues a special platform to work on topics and present directly to management.

Develop specialist/generalist (non-leaders)

For non-leadership colleagues, we clarify development paths and supports continuous learning through initiatives such as Lunch & Learns, Chapters and 'Empower Hours'. The company also sponsors further study programs, reinforcing its investment in workforce education. Regular talent reviews and internal transfer opportunities further cement the organization's commitment to fostering a dynamic and engaged workforce





Daimler Truck China has committed to fostering a culture of DEI and embarked on CSR initiatives centered on “Employee Development and Engagement” as follows:

Employee Development

- We offered training system to all employees, encompassing leadership skills and professional expertise.
- We provided a structured talent development pathway from staff to senior leaders, including Leadership training and programs.
- We used a 360-degree feedback system to encourage a multi-perspective feedback culture.
- We provided blended learning model: Combining online and offline resources to offer employees a variety of learning experiences.

2. Impact Culture and Employee Engagement

- We cultivated the Daimler Truck Impact culture through DEI initiatives, such as Women’s Week, Diversity Week, Unconscious Bias training, and Inclusive
- We promoted the Daimler Truck IMPACT culture with EVP slogan” You Make Us” and engaged employees in representing our employer brand through EVP campaigns.
- We enhanced the newcomer onboarding process by providing Daimler Truck cultural merchandise in the welcome package and upgraded the Employee Anniversary Program to celebrate the long service of employees.



Arkema Group operates in fifty-five countries and actively contributes to the social development of local communities. Their efforts include creating jobs, developing local skills, purchasing goods and services locally, and forming business partnerships. The Group emphasizes hiring locally across all levels, including senior management. Their economic impact encompasses various aspects such as sales, capital expenditure, wages, taxes, and dividends. Additionally, Arkema focuses on revitalizing regional labour markets and supporting scientific research.

Arkema, a global company with over 21,000 employees, places strong emphasis on employee engagement and performance. Here are some key points from your provided text:

Employee Engagement:

- Arkema considers each employee a talent and aims to maintain high engagement levels.
- The company organizes work time to enhance engagement and performance, following local regulations and employee representatives' approval.
- Special compensation schemes and adapted work schedules account for specific features of industrial operations.
- Regular continuous employees' well-being is safeguarded through thoughtful shift planning.
- In response to demand fluctuations, Arkema may use fixed-term contracts, overtime, subcontractors, or temporary agencies.
- Overtime is compensated with time off or pay, adhering to local regulations.
- Focuses on problem-solving and joint decision-making.
- Involves 82 sites across three continents, transforming the organization and culture in various areas.



ERICSSON

Ericsson's ability to attract, develop and retain talent is largely determined by the experience it provides for its people. Employee development and engagement are on the top of Ericsson People strategy.

In Ericsson we encourage a growth mindset, together with their managers, employees set individual annual and long-term career goals and learning plans. We make learning easy, employees have access to a broad range of upskilling assets such as online internal and external courses and articles through the digital learning platform. In 2023, average recorded training hours per employee 38.1 hours, spend on learning and development per employee 3200 SEK, 93% employees receiving performance and career development reviews.

Employee engagement survey VOICE is carried out regularly to understand how employees are experiencing work and their perceptions of the Company, results are summarized for managers and leaders to be able to act when and where appropriate. We are so proud of our VOICE results, which reflect employees' recognition.

Ericsson Volunteers is one way through which the Company delivers a meaningful employee experience and contributes to positive impacts on communities and broader society. In Ericsson each employee default has one day of paid working time per year to spend on volunteer activities. Extended Volunteering which up to 80 hours of paid working time per employee, per volunteer project.

Ericsson not only supports the immediate development needs of employees but also prepares them for future challenges, reinforcing our commitment to their growth and the long-term success of our organization.



高利尔

(天津)包装有限公司

GOGGLIO

(Tianjin) Packaging Co. Ltd.

As a family business with 174 years history, Goglio is always committed to CSR strategy, not only in terms of developing sustainable products, building a green factory, creating value in the whole

sustainable supply chain, and making every efforts to contribute to the community we live in, but also in talents development and engagement, which is the key to keep our business prosperous.

1.Establish and maintain a compensation structure system with external fairness and internal competitiveness: Since 2017, Goglio Tianjin has begun to implement the compensation system of Mercer Consulting, a world-wide consulting firm, to establish a compensation structure system based on the 3P model, i.e., Pay for Position, Pay for Performance, and Pay for Person competence, and to determine the company's level in the overall compensation market.

2.Enhancement of employees autonomy and continuous improvement: The company advocates employees to self-organize for continuous improvement, establishes procedures for continuous improvement activities, and encourages employees to set up improvement groups on their own initiative for production cost improvement, rationalization of operation processes, etc.

3.Build a team of internal trainers to create a learning organization: In the pursuit of excellence and sustainable development, talent training and talent skills enhancement are the key to corporate knowledge transmission and innovation. For this reason, Goglio Tianjin launched the TTT(training the trainer) training program, and began to build a team of internal trainers to pave a channel to teaching excellence and professional growth.

4.Disseminate and continuously strengthen the corporate culture, and involve employees in building the enterprise together: As an independently operated European company in China, it is very important to tell the brand story of the 170 years and spread the corporate culture, which is a long-term and continuous work for attracting and retaining talents, enhancing the employee experience and strengthening the brand value.

1.5.7

Employee Development and Engagement Award

Schueco

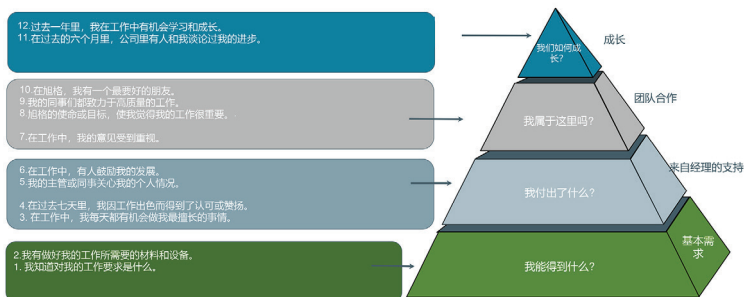
SCHÜCO

Employee Development:

On the purpose of ensuring sustainable organizational development and preparing for the selection of talents, Schueco China has started a continued Talent Development Program (TDP) since 2021. Around 20 potential employees from different departments attended the program each year. The program includes an off-line workshop on Business Simulation, online learning courses, the Business Impact Program and assessments of Hogan and DISC in order to train, evaluate and inspire potential employees. This is a new combination of training and assessment, fully designed according to Schueco China's business module and employees' capabilities. We are planning to start our TDP Plus course in 2024 as an upgraded version of previous courses.

Employee Engagement:

At Schüco PEOPLE are our focus. We practice Trust, Innovation and Care to live our values. By giving feedback, employee enable Schüco to understand the team's attitude, feedback, motivation, and satisfaction. In 2024, we conducted a company-wide employee engagement survey. This is also the third time held by Schüco in the past three years. This event is open to all employees in cooperation with Gallup Consulting. With the help of the classic twelve questions, through the analysis of survey data, we can know employee engagement and find potential problems in time, each department will take action plan in the weak area and make continuous improvement.

Engagement Index – the Gallup pyramid
员工调查索引 – 盖洛普金字塔




Jiangsu Sino French Water CO.,LTD. (JSFW), as a professional water company under Changshu Urban Investment Company, it adheres to management

philosophy of "People-oriented", implement an occupational safety and health management system centered on "Employee Safety and Health", implement measures in both management and technology, create a good safety environment, and ensure commitment to society and employees.

JSFW regards doing practical things for employees as an important part of its corporate culture construction, and regards employees' smooth living and comfortable work as important standards to improve motivation. Actively innovate two-way communication mechanisms, carry out condolence visits during holidays and festivals, and widely carry out cultural and sports activities such as Spring Festival skipping rope, Chongyang hiking, etc., to enrich employees' life and enhance their sense of belonging and responsibility to the company and society.

As a public utility enterprise, JSFW actively participates in the construction of ecological civilization and building a beautiful China. Encourage employees to actively participate in social activities, fulfill their social responsibilities. During World Environment Day, we organize and carry out the "Green Life Riding Fun Endless" (Cycling activity) "Green Life Riding Fun Endless" cycling activity, total distance is 35km, to promote the concept of green travel and environmental protection through practical actions.

In the future, JSFW will continue to innovate, continuously practice social responsibility, stimulate employees' creativity and dedication, assist in the sustainable development of the water industry, and contribute greater strength to social sustainable development.



1.5.9

Employee Development and Engagement Award Tietoevry



With more than 24,000 experts worldwide focusing on cloud, big data and software, Tietoevry serves thousands of enterprises and public sector customers in more than 90 countries.

We are developers of digital futures who help to create smarter and more sustainable cities, increase wellbeing for citizens and support our customers' digital transformation. Our colleagues use specific sets of skills and expertise to create technology that reinvents the world for good.

Curiosity and lifelong learning are crucial parts of our culture and the keys to success in our dynamic industry, so developing and nurturing a learning culture is essential for us. We call this "Keep Learning."

As one of our Culture Code ("Customer Driven", "Achieving Together", "Keep Learning", and "Always Genuine"), "Keep learning" reflects our values as well as our strengths, what we want to be and what we need to be as an organization to be successful. Our culture and values are introduced to new employees during their onboarding, and tied to all our HR processes such as MyGrowth (personal development), OurVoice(Satisfaction survey), Learning paths, and leadership aspirations.

Looking forward, we will also continue developing our businesses and their learning and development offering towards our employees and leaders, based on industry-specific capabilities and skills. We will continue to drive our core values globally and the initiatives that bring them to life through MyGrowth, learning paths, personal development and leadership aspirations. Our employees, teams and leaders will continue to be responsible for having a frequent MyGrowth dialogue and making Tietoevry a great place to work for everyone, by acting according to our Culture Code and values of openness, trust and diversity.



30+
Training
Sessions

1200+
Participants
(per-person)

4.85
Avg Feedback
Score

1800+
Training Hours





Since 2020, Virtuos has committed to a comprehensive CSR strategy around three key pillars: Education & Employability, Environmental Sustainability, and Equity & Diversity. These pillars are integrated into our corporate growth strategies, ensuring that our social responsibility initiatives align with our overarching business objectives and contribute to substantial employee development and community engagement.

Traineeship program: We offer 3-month paid internal training program developed by our in-house experts, focus on AAA game design and development to enhance the technical skills of fresh graduates in environment and character art. Additionally, a central training fund supports external certifications for our team members.

Internal Mobility Programs: We actively promote career mobility across our global locations, supporting employees and managers in exploring new opportunities within the company, enhancing skill development, and fostering cross-cultural integration.

Comprehensive Career Advancement Program: Our programs are designed with clear career development paths, including resources for professional growth in areas such as foreign languages, communication, project management, and leadership development.

Central Technology Group (CTG) Initiative: The CTG was established to disseminate best practices and guidelines across all global Virtuos studios, enhancing knowledge sharing through professional articles, internal seminars, and video tutorials on advanced tool usage.



Our company's Lifelong Learning project started from 2 years ago, With a suite of programmes and courses designed to give staff & interns an edge in key emerging areas, Career Planning through a multi-step approach to move into in-demand job roles.

Also our company provided resources to support employees embarking on a skills development journey.

At WOWTRAN, employees can get insights on the translation profession from different angles, and test what they learned in practice!

Employees frequently participated in Nanjing University's sports meeting, international school's activities and supported schools' activities to develop student academic experience and student life.

Our company's goal is to win by quality and become a world-renowned translation company with all staff's effort.

At WOWTRAN, stakeholders believe that knowledge and research can, and should, be used to improve lives. To empower employees, they've pioneered some of the most innovative programmes available such as "Industry translation training" programs.



2 Special Award

2.1 Sustainable Supply Chain Award

- 2.1.1 Schaeffler Greater China
- 2.1.2 SUSPA

SCHAEFFLER

In order to reduce the carbon emissions of steel raw materials, on one hand, we are exploring low-carbon emission reduction technologies such as hydrogen-based vertical furnaces, hydrogen-rich carbon cycles, waste steel short processes, CCUS carbon capture, utilization, and storage. On another hand, we enrich the overall research information of green steel, including carbon intensity, price, procurement volume, and predict future carbon emissions. Schaeffler has signed Green Steel Sustainable Development Strategy Agreement with major steel suppliers like Baosteel, CITIC steel, Shousteel, Shisteel etc. to explore future carbon emission reduction.

As a leading enterprise in the automotive parts and industrial sectors, Schaeffler has set a leading example for its value chain partners in sustainable development, especially in the supply chain dimension. Since 2020, Schaeffler Greater China has participated in the annual ranking of a well-known domestic NGO called IPE (Institute of Public & Environmental Affairs).

In terms of the CITI (Corporate Information Transparency Index), it is evaluated from Green Supply Chain aspect at following five items: "Response and Transparency", "Compliance and Corrective Actions", "Extend Green Supply Chain Practices", "Energy Conservation and Emissions Reduction", Promote Public Green Choice. According to the annual ranking from 2020- 2023, Schaeffler ranks No.1 in the automotive parts industry and No.25 out of over 700 brands in all industries in 2023.



2.1.2

Special Award Sustainable Supply Chain Award SUSPA



Our organization is committed to achieving sustainable supply chain through multi- functional supply chain management, encompassing environmental, economic, and social aspects.

Over the past three years, we have actively participated in and is guiding the development of industrial sub products in the green energy industry, for which we have formulated the sustainable development policies and sustainable supply chain goals. This includes a clear and long-term company strategy and goals, long-term and reliable partnerships, and with a fair profit. And practice supply chain development that is conducive to environmental sustainability, the development of personnel sustainability, and encourage supply chain stakeholders to participate in more social contributions.

In selection of supply chain partners, we have written it into the procedure that to prioritize business with the customers and suppliers committed to green industries. In cooperation with various supply chain partners, specific articles in respect of sustainability like environmental protection and social responsibility are written into and practiced in the procedures and methodologies within their respective fields. Overall, on basis of sustainable economic, the green industry in our business continues growing.



SUSPA Stands For...



Progress

- Innovations for our customer requirements.
- Competent and innovative employees.
- Future-oriented organization and process structure.



Sustainability

- Clear and long-term company strategy and goals and control thereof.
- Long-term and reliable partnerships.
- A company with a fair profit.



Competence

- The right people in the right positions.
- Professional solutions.
- Contribution of professional and social skills.



Appreciation

- Binding and consistent actions.
- Respectful interaction.
- Appreciative and cooperative communication.



3 NGO/Social Enterprise

3.1 Excellence in Social Innovation

- 3.1.1 Stepping Stones
- 3.1.2 NetSpring
- 3.1.3 Wordwise



Stepping Stones is a non-profit organization registered in Shanghai with a mission to improve the education and general welfare of disadvantaged children in China. We train hundreds of volunteers to teach English,digital literacy,life skills (including social-emotional learning) to thousands of disadvantaged students each week.

In 2016,we implemented an innovative digital literacy/life skills project to support students from disadvantaged communities in China (e.g.,migrant and rural children,and urban children from low-income families). The project provides regular online or offline classes to around 2,500 students annually. We are pleased to report that we have increased our number of beneficiaries by more than 100% over the past two years.

Digital literacy and social-emotional skills are basic for survival in the modern world. Unfortunately,many students in China lack the ability to develop a positive self-image,forge relationships with the people around them,and do not have computers at home or attend schools that do not provide computer classes. Furthermore,due to the context of China's education system - which combines high competitiveness with institutional barriers and limited access to quality education -,many teenagers are entering the workforce at an early age without a high school education,and without the navigational skills necessary to thrive in today's workplace.

By providing digital and life skills,our innovative project aims to prepare them for the future with the objective of improving their self-awareness,social awareness,self-esteem,critical thinking,confidence,and employment prospects in adulthood,and safeguarding them from social harm.

3.1.2

NGO/Social Enterprise-Excellence in Social Innovation NetSpring



NETSPRING
GREEN I.T. CLASSROOM

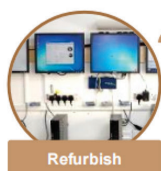
NETSPRING transforms “e-waste into e-education”
NETSPRING is a social enterprise pioneer
launched in 2012: to build up green IT classrooms

for underprivileged schools. NETSPRING collects and refurbishes old computers, installs and maintains them for 3 years or dismantles those cannot be re-used. NETSPRING team follows-up to ensure that IT resources are used to benefit students and teachers.

2022: In order to actively respond to the epidemic, NETSPRING and PwC volunteers 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.

2023: Netspring launched digital art competition and contributed to Learning Bridge for supporting Special Education Needs (SEN) Youth for the first time in HK. We’ve also been continuously working on new Green IT Classrooms opening with our supporters Grundfos, Virtuos, etc. We also collaborated with our partners such as UPS China and Colliers to launch volunteering activities successively in China, actively mobilized employees and collected massive obsolete electronic products, brand new computer headphones and spare books to support underprivileged students.

2024: To fight against the digital divide, Netspring dedicates to innovating new courses and coding classes. Besides that, Netspring partners with Grundfos and Robin Charity to launch a new common good initiative in 2024 to enable disabled individuals for future employment. Moreover, we are partner again of the 11th Franco-Chinese Month of the Environment and will hold students’ digital art competition.



Refurbish



Install



Support



Eco-dismantle



Wordwise Language Service Platform (Wordwise) has developed the innovative “Translate4Good” initiative, implemented over the past two years. This project combines high-quality language services with a commitment to social responsibility. It focuses on two core elements: developing young language talent and supporting NGOs and social enterprises with pro bono or discounted translation services.

The program addresses the language needs of organizations striving to create social and environmental impact, offering them affordable solutions to expand their global reach. Simultaneously, Wordwise nurtures the next generation of translators by providing practical, hands-on training, helping them gain valuable experience in the field.

Innovative methodologies such as online platforms and collaborative workshops ensure efficient service delivery while enabling trainees to contribute meaningfully to real-world projects. Future goals for “Translate4Good” include expanding partnerships with more NGOs, scaling up the training program to include more youth, and continuously refining service quality and impact assessment. The initiative is designed to become a scalable, sustainable model that maximizes social value through language services.

Judges Panel



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Professor At Nanjing University And Adjunct
Professor At The Hopkins-Nanjing Center



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Director, Dla Piper



Ms. Dai Yibo

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Dr. Wenyu Dou

Professor, Academic Dean,
Skema China



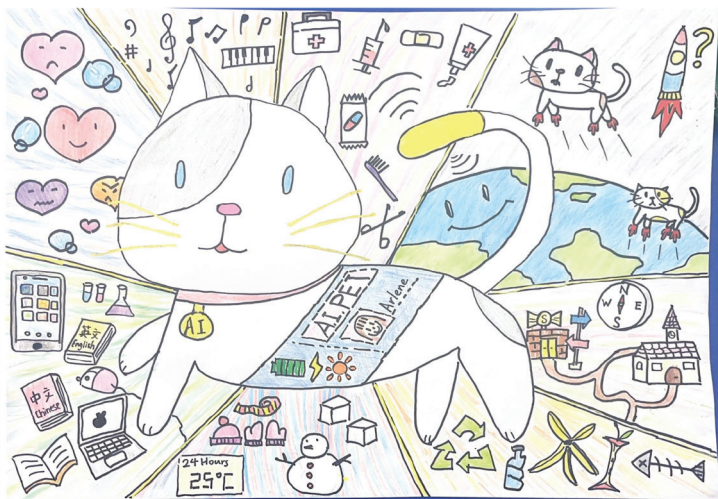
Ms. Kathleen Bell

CSR Lecturer and Owner
of China Link

Winners of the 11th CSR Awards



Group Age 9 years & Under



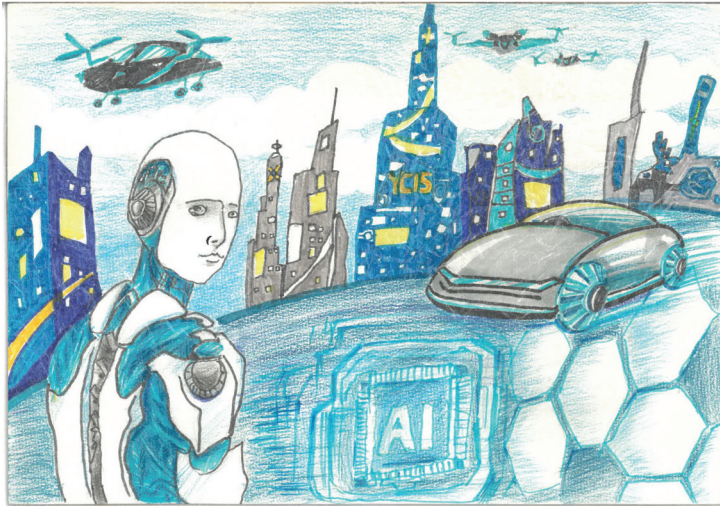
Arlene Yang

International School of Shanghai



Caleb Chenhao Milton

International School of Shanghai



Huang Hengyen
International School of Shanghai



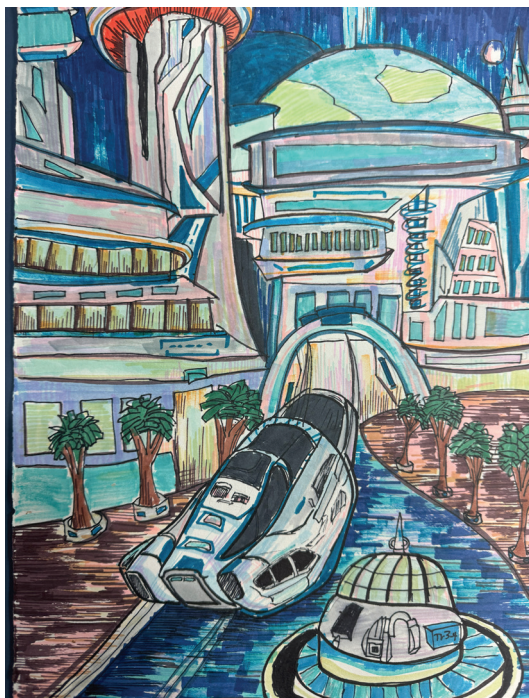
Liang Kasson
International School of Shanghai

Group Age 10 years & Above



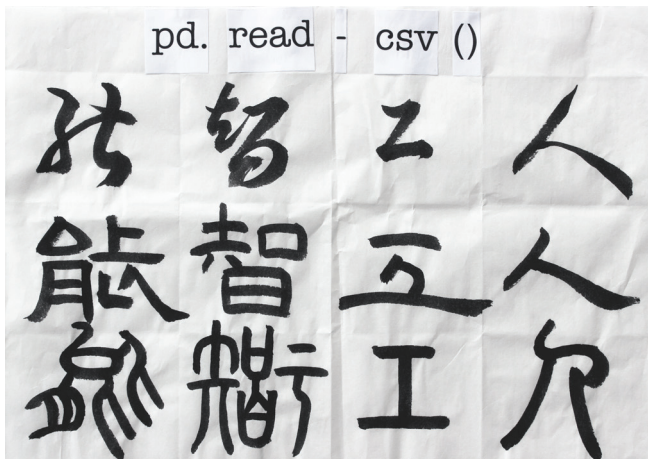
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Special Thanks

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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.

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