Excellence recognized in well-being and many others

Covestro certified as Top Employer in China for sixth consecutive year

Materials manufacturer Covestro has been certified as a Top Employer in China for the sixth consecutive year by the Top Employers Institute. The company outperformed benchmarks in such areas as well-being, employer branding, digital HR, and diversity and inclusion.

“Securing the title of Top Employer China for six years in a row stands as a remarkable affirmation, underscoring our steadfast commitment to advancing employee well-being, encouraging diversity, equity and inclusion (DEI), and fostering an enriched workplace,” said Covestro China President Holly Lei. “At Covestro, we recognize that our employees are the linchpin of our enduring success in this challenging time. We have been consistently empowering our people through a diverse range of programs and initiatives, while bolstering the agility and resilience of our organization to ensure long-term, sustainable growth.”

In the realm of well-being, Covestro China prioritizes the physical and mental health of its staff. Approximately 30 employee independent well-being clubs, falling under sports and entertainment categories, operate with enthusiastic involvement from company management as role models. Since 2022, Covestro has implemented the Harvard Happiness Course, designed to enhance employee happiness through targeted attention and exercises across five dimensions: spirit, body, mindset, relationship, and emotion. The establishment of the “Happiness Club” in 2023 has seen increased participation, indicating a growing interest in the pursuit of happiness through learning and experience. These initiatives also play a pivotal role in strengthening the DEI landscape within Covestro.

Elsewhere, Covestro has also been consistently enhancing its commitment to people development. The company has integrated and refined the overarching framework, concepts, and tools, with the launch of a dedicated “People Development Experience Room.” This innovative space serves as a central hub for enlightening employees about Covestro’s people development concepts and tools. It offers a holistic view, prompting self-reflection among employees and managers regarding their personal and team development, and igniting enthusiasm across the workforce to embrace and apply the development tools.

“At Covestro, we align employee aspirations with the company’s objectives for joint success, prioritizing people in the continuous strengthening of our people development framework and concept. We care deeply about employee well-being and strive to improve their happiness and engagement. Through a variety of initiatives, including the implementation of digital tools and programs, we actively
elevate the employee experience and facilitate effective organizational decision-making,” said Lesley Lin, Head of Human Resources, Greater China, Covestro.

The Top Employers Institute program certifies organizations based on the participation and results of their HR Best Practices Survey, which covers six HR domains consisting of 20 topics, including people strategy, work environment, talent acquisition, learning, diversity, equity and inclusion, and well-being.

About Top Employers Institute:
Top Employers Institute is the global authority on recognizing excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Program, participating companies can be validated, certified, and recognized as an employer of choice. In 2024, Top Employers Institute has certified more than 2,300 organizations in 121 countries/regions. These certified Top Employers positively impact the lives of over 12 million employees globally.

Top Employers Institute. For a better world of work.

About Covestro:
Covestro is one of the world’s leading manufacturers of high-quality polymer materials and their components. With its innovative products, processes and methods, the company helps enhance sustainability and the quality of life in many areas. Covestro supplies customers around the world in key industries such as mobility, building and living, as well as the electrical and electronics sector. In addition, polymers from Covestro are also used in sectors such as sports and leisure, cosmetics and health, as well as in the chemical industry itself.

The company is committed to becoming fully circular and is striving to become climate neutral by 2035 (scope 1 and 2). Covestro generated sales of EUR 18 billion in fiscal 2022. At the end of 2022, the company had 50 production sites worldwide and employed approximately 18,000 people (calculated as full-time equivalents).

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available at [www.covestro.com](http://www.covestro.com). The company assumes no liability whatsoever to update these forward-looking statements or to conform them to future events or developments.