

帝斯曼与中国共同发展 DSM Grows with China

以使命为导向，以绩效为驱动，专注于营养、健康和绿色生活的科学公司
A Purpose-led and Performance-driven Science-based Company Active in
Nutrition, Health and Sustainable Living

营养、健康、绿色生活



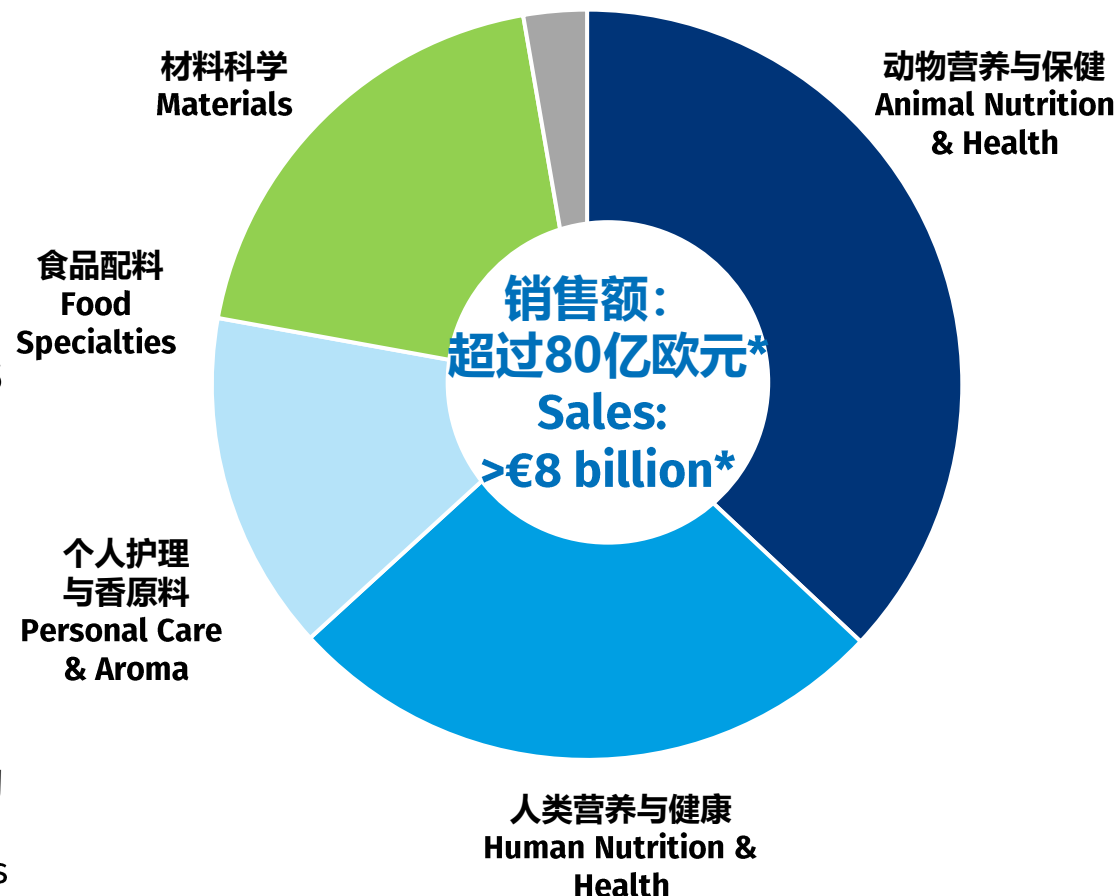
DSM

缤纷科技，美好生活

帝斯曼概览 DSM at a glance

2020年数据 2020 numbers

- 面向高增长经济体的销售额占比为43%（营养板块约为80%）的全球公司
Global company with ~80% of sales in Nutrition and 43% of sales to high-growth economies
- 创新根植于帝斯曼的基因，20%的销售额来自过去5年推出的产品
Intrinsically innovative with 20% of sales from products launched in the last 5 years
- 全球约有23,000名高度向心力的员工**
Highly engaged workforce across the world of ~23,000 employees**
- 使命导向战略与联合国可持续发展目标一致
Purpose-led strategy aligned with the UN Sustainable Development Goals
- 被明晟（MSCI）和Sustainalytics评为ESG（环境、社会责任和公司治理）方面的领导者
ESG (Environmental, Social and Governance) leader in MSCI and Sustainalytics



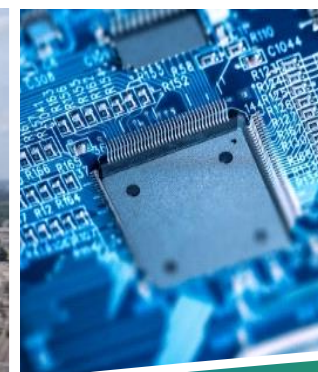
成功转型，面向未来的帝斯曼

Successful transformation future-proofing DSM

煤矿开采 Coal mining

石油化工 (Petro)chemicals

营养、健康和绿色生活
Nutrition, Health & Sustainable Living



2021

1902



DSM

Unlimited. DSM

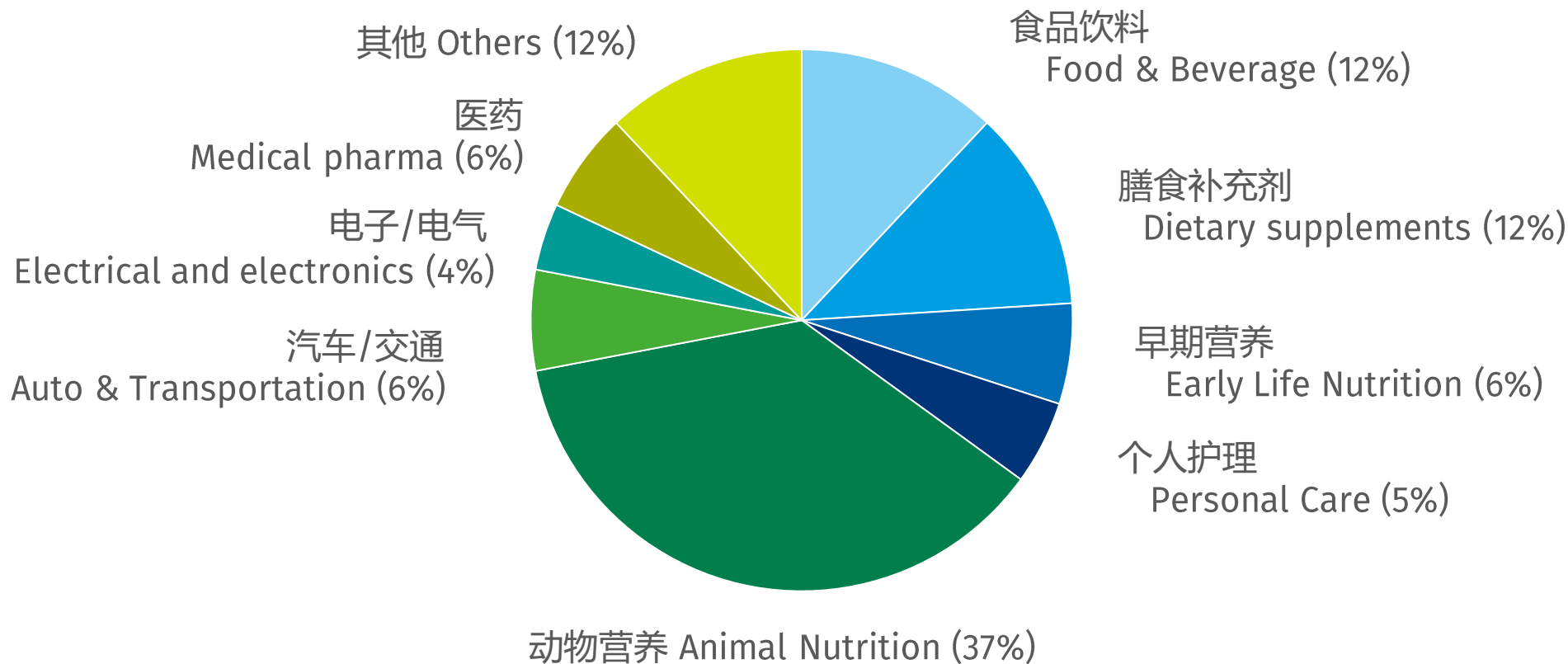


帝斯曼为广泛终端市场提供产品和解决方案

DSM offers products & solutions to a wide range of end-markets

按最终用途市场划分的净销售 (2020年, 单位: %)

Net sales by end-use markets (in %)*



帝斯曼全球员工分布 DSM global workforce

约55%的员工位于欧洲以外地区 (2020年) ; 约23,000名员工, 包括合资企业/关联企业员工
~55% Employees outside Europe (2020); ~23,000 Employees incl. JVs/associates

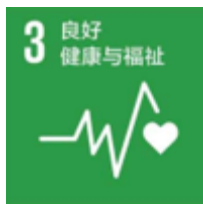


营养业务概览

Nutrition at a glance

2020年数据 2020 numbers

- 提供动物精准营养、食品饮料、药物、医学营养、早期营养、营养改善、膳食补充剂、个人营养和个人护理等领域的解决方案
Providing solutions for (precision) feed, food & beverages, pharmaceuticals, medical nutrition, early life nutrition, nutrition improvement, dietary supplements, personalized nutrition and personal care
- 50个动物营养和15个人类营养预混料设施
50 animal nutrition and 15 human nutrition premix facilities
- 我们70%以上皮肤护理产品组合的天然含量超过90%
>70% of our skin care portfolio is more than 90% of natural origin
- 领先的酶解决方案供应商，为全球酿酒行业提供节能的解决方案
#1 supplier of energy-saving enzyme solutions to the global brewing industry



提供行业中最丰富的产品
Broadest offering in the industry

销售额63.65亿欧元
Sales €6,365 million

各大洲均有生产设施
约有16,000名员工
Facilities on all continents
~16,000 employees

材料业务概览

Materials at a glance

2020年数据 2020 numbers

- 为电气和电子、汽车、食品包装、医疗、个人防护、商业海运和服装提供专业的高质量可持续材料

Provides a high-quality portfolio of specialty sustainable materials for electrical & electronics, automotive, food packaging, medical, personal protection, commercial marine, and apparel

- 到2030年，100%的工程材料最终产品中，包含重量超过25%的可回收或生物基

100% of Engineering Materials portfolio to contain alternatives with >25% recycled and/or bio-based content by weight in final product by 2030

- 与1公吨化石基迪尼玛®纤维（Dyneema®）相比，1公吨生物基迪尼玛®（Dyneema®）产生的CO2当量减少5吨

1 metric ton of bio-based Dyneema® generates 5 tons less CO2eq compared to 1 metric ton of fossil-based Dyneema®

全球领先的
高性能材料供应商
World leading supplier of
high-performance
materials

销售额：15.18亿欧元*
Sales: €1,518 million*

各大洲均有生产设施
约有3,000名员工
Facilities on all continents
~3,000 employees



*Continuing operations
*持续运营



创新概览

Innovation at a glance

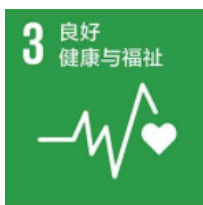
2020年数据 2020 numbers

- 通过以使命为导向的创新项目，支持未来的业务机会和业绩增长：
Supports the creation of opportunities for future earnings growth by cultivating purpose-led innovation
 - 发酵甜菊糖苷：用于降糖
Fermentative Stevia: for sugar reduction
 - Clean Cow项目：减少牛甲烷排放的饲料添加剂
Project Clean Cow: feed additives for reduced methane emissions in cattle
 - Veramaris®: 藻类omega-3，用于可持续水产养殖
Veramaris®: algae-based omega-3 for sustainable aquaculture

20%的销售额 来自于创新业务
研发费用占销售额的5%
20% Innovation sales
~5% R&D expenditure
as a % of sales

在10个国家拥有30多个实验室
约1700名科学家
More than 30 labs across
10 countries ~1,700 scientists

参与200个以上学术网络
80个以上公私合作项目
Participation in:
>200 academic networks
>80 public-private
partnerships



七大增长领域推动创新渠道发展

Driving the innovation pipeline through 7 growth themes

营养 *Nutrition*



精准 Precision

数字化赋能商业模式 Digitally-enabled business models



精准营养 Personalized Nutrition



动物精准营养 Animal Precision Nutrition



预防 Prevention

纯天然健康解决方案 Healthy solutions provided by nature



肠道健康 Healthy Gut



免疫健康 Immunity



减糖 Sugar Reduction



菌种培养 Cultures Powerhouse



医学营养 Pharmaceutical Nutrition



个人护理 Personal Care



动物肠道健康 Animal Gut Health



蛋白质 Protein

推动可持续蛋白发展, 满足全球人口需求
Driving adoption of sustainable proteins to feed the population



可持续食品蛋白 Sustainable Food Proteins



低碳足迹饲料蛋白 Low-footprint Feed Proteins



减少动物生产碳足迹 Animal Emission Reduction



途径 Pathways

可持续的原料生产 Sustainable ingredient manufacturing



生物基维生素与类胡萝卜素 Bio-based Vitamins & Carotenoids



可持续脂质 Sustainable Lipids

七大增长领域推动创新渠道发展

Driving the innovation pipeline through 7 growth themes

材料 *Materials*



健康与生活改善

Improved Health & Living



绿色产品与应用

Green Products & Applications



全新移动性与连接性

New Mobility & Connectivity



个人防护 Personal and Protection



消费品 Consumer Goods



医疗 Medical



海运 Marine



包装 Packaging



汽车 Automotive



电子 Electronics



电气 Electrical

蒂斯曼车队
建立以使命驱动的战略合作

Purpose-driven
partnership
with Team DSM

我们的使命是 为所有人创造更美好的生活 Our purpose is to create brighter lives for all

我们为全球25亿人提供服务

*We are already reaching more
than 2.5 billion people worldwide*

使命驱动增长机会

Purpose drives growth opportunities

增长与价值——使命导向，绩效驱动

Growth & Value – Purpose-led, Performance driven

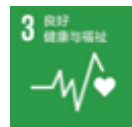
我们的能力与使命...
Our competences and purpose...

我们的主要能力+ 应对大趋势和
联合国可持续发展目标：

Our key competences +
addressing megatrends and the
UN SDGs:



大趋势 Mega Trends



为重点领域提供增长机会
Provide growth opportunities in
the focus domains...

一家致力于营养、健康和绿
色生活的科学公司：

A science-based company
active in nutrition, health
and sustainable Living:



构建 一家成长型企业...
creating a growth company...

公司
业务发展
Company growth



支持长远使命的具体目标
with targets that underpin our
purpose.

我们2019年-2021年的目标：
Our 2019-2021 targets:

高个位数的年均税息折旧及
摊销前利润增长%
High single-digit %
annual increase in Adjusted EBITDA

约10%年均调整后净经营自由现金流增长
10% average annual increase in Adjusted
net operating free cash flow

创造价值的企业并购
Value-creating M&A



持续提升可持续发展领导力

Continued step-up in sustainability leadership

(定义和详细数据, 请参见《2020年帝斯曼年度综合报告》)
(for definitions and detailed data see 2020 Integrated Annual Report)

2020年已实现的目标 Realization 2020	~18%	5.7%	60%	76%	0.24	20%	63%
	GHG结构改进 (对比 2016) GHG structural improvement (vs. 2016)	能源效率提升 Energy efficiency improvement year-on-year	采购可再生电力 Purchased renewable electricity	员工向心力指数 Employee engagement favorable score	可记录伤害事故率 Safety Frequency Recordable Index	女性高管占比 Female executives	美好生活解决方案 Brighter Living Solutions
未来目标 Ambitions	2030年, 绝对减排 30% (对比 2016) 30% by 2030 (vs. 2016)	2030年, 平均每年提高1% 以上 >1% average annually till 2030	2030年, 75% by 2030	2021年, >75% by 2021	2021年, <0.25 by 2021	2021年, 25% by 2021	2021年, >65% by 2021

帝斯曼企业文化

Our Culture

文化罗盘 Our Culture Compass

文化罗盘是一个可以指引我们去往我们所期望未来的导航工具, 它为我们展示了公司文化的前进方向, 并让每一位帝斯曼人找到实现抱负的途径。

The culture compass is a navigational tool that helps us steer DSM to where we aspire to be. It shows us the future we're aiming for, while allowing each of us to find our own ways of being DSM.

文化罗盘还体现了我们以使命为导向的公司战略。为所有人创造美好生活的愿景是我们文化罗盘的核心, 激励着我们开展各项业务, 通过充分展现自我、表达主张的日常决策实现更优的绩效。

The compass also reflects our strategy to be purpose-led and performance-driven. Our purpose of creating brighter lives for all sits at the heart of the compass – it inspires everything we do. And we deliver performance by being more of who we are, and by taking decisions every day that show what we stand for.

罗盘最外围的六个部分是我们实现帝斯曼理想的方式, 帮助我们明确帝斯曼所追求的企业文化, 同时指导我们的日常沟通和决策。

The six outer sections of the compass – our ways of being DSM – help us define the culture we want to build, and guide our day-to-day interactions and decisions.

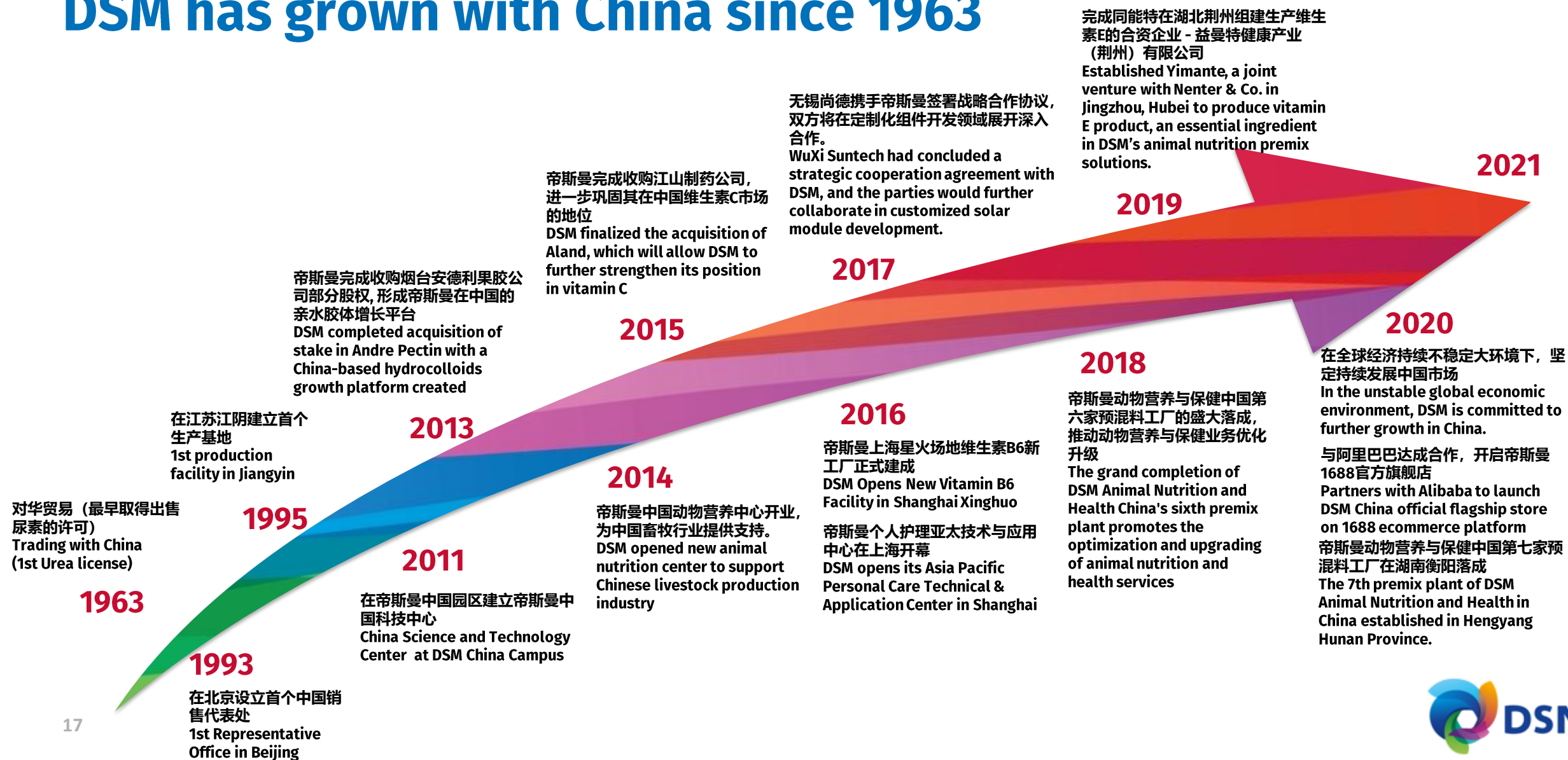
使命导向, 绩效驱动



帝斯曼在中国 DSM in China

1963年伊始，帝斯曼与中国共同成长

DSM has grown with China since 1963



中国正在成为帝斯曼的本土市场

China is becoming DSM's home market

超过5,300名员工，包括26个生产场地在内的48个分支机构

More than 5,300 employees, 48 affiliates across 26 manufacturing sites, 4 branch offices & 1 headquarters



帝斯曼中国官方微信
DSM China Official WeChat



截至2021年3月
As of March 2021



抗击全球营养不良合作伙伴关系让多方受益

Rewarding partnerships to fight malnutrition globally



帝斯曼与联合国世界粮食计划署和中国扶贫基金会为抗击全球营养不良建立了长期伙伴关系：2008-2018年，该项目在中国提供近5370余万份营养加餐，配备1785个标准化爱心厨房设备，受益学生人数超过98.8万人次。DSM – UN World Food Programme – China Foundation for Poverty Alleviation longstanding partnership to combat global malnutrition: From 2008 to 2018, this program had provided 53.7 million nutritious meals, 1,785 kitchen appliances and benefited over 988,000 school children in China.



大力支持联合国可持续发展目标（巴黎），包括消除饥饿。
Championing the UN Sustainable Development Goals (Paris) including eradicating hunger.



帝斯曼与联合国儿童基金会（Unicef）合作共同支持尼日利亚和马达加斯加的微量营养素补充计划。该合作伙伴关系将通过支持“非洲营养领导方案”，提高非洲的区域能力。

DSM and Unicef collaborate to support micronutrient programs in Nigeria and Madagascar. The partnership helped build capacity by supporting the African Nutrition Leadership Program.



参与非洲食品改善计划，解决卢旺达的营养不良问题。
Participating in Africa Improved Foods to address malnutrition in a/o Rwanda.



帝斯曼还参与多种营养合作伙伴计划，包括：扩大营养运动（SUN）、美国国际开发署（USAID）、维生素天使（Vitamin Angels）、国际世界宣明会（World Vision）和食品解决方案合作伙伴（PFS）组织。

Engaged in various nutrition partnerships, including: Scaling Up Nutrition movement (SUN), US Agency for International Development (USAID), Vitamin Angels, World Vision International, Partner for Food Solutions.



通过展开宣传和建立公私伙伴关系，普及更健康的饮食习惯。
Supporting healthier diets through advocacy and public private partnerships.

人、地球和利润：在衰退的社会里，即使成功也不意味着功成
People, Planet, Profit: We cannot be successful in a society that fails

帝斯曼中国研发中心-为中国而创新

DSM China Science and Technology Center – Innovate for China

- 超过百名科研人员在帝斯曼生命和材料科学研发中心工作
Over 100 staff representing a range of competencies at the forefront of science and technology in the area of Life Sciences and Materials Sciences.
- 约20% 是来自中国，美国，欧洲的著名高等院校博士
~20% of staff holding PhDs from leading universities in China, US and Europe
- 跟世界各地著名院校，科研机构的密切合作
Extensive collaboration with academic institutes and universities

材料科学 (Materials Science)

- 性能材料研发中心 (Performance Materials Research Center)
- DEM中国创新研发实验室 (DEM China Innovation and Science Lab)

生命科学 (Life Science)

- 化工工艺 (Chemical process research)
- 生物工程 (Biotechnology research)
- 人类和动物营养 (Human and Animal Nutrition research)
- 食品创新应用 (Food Innovation Center)
- 个人护理亚太技术与应用中心 (Asia Pacific Personal Care Technical & Application Center)
- 测试中心 (Analytical Center)



本土化解决方案与合作

Local for local solutions and partnerships



帝斯曼个人护理亚太
技术与应用中心在上海开幕
DSM opened its Asia Pacific
Personal Care Technical &
Application Center in Shanghai



帝斯曼与中国科学院上海药物研究所合作
开发维生素应用配方新技术
DSM collaborates with
Shanghai Institute of Materia Medica to
explore new technology to create new
application formulation for vitamins



帝斯曼与北京大学联合
开展高分子物理（结晶）
相关课题研究
DSM collaborates with
Peking University for
joint R&D on polymer
physics (crystallization)



帝斯曼参与由联合国粮农组织跨境动物疫
病应急中心（ECTAD）中国办公室与中国
农业农村部共同创建的中国兽医现场流行
病学培训项目(CFETPV)，为全国各地畜牧
所技术人员进行专业培训与分享。
DSM collaborates with ECTAD (Food and
Agriculture Organization) to train animal
husbandry technical professionals



2020年4月，帝斯曼与阿里巴巴达成合作，开启帝斯
曼1688官方旗舰店。这是DSM在全球范围内首次与
电商平台合作

In April 2020, DSM announced partnership with
Alibaba, launched the 1688 official flagship store,
marking DSM's first cooperation with e-commerce
platform globally.



帝斯曼人类营养与健康和英国Phynova/博仲盛景公司就
新产品桑多安®本土化合作的战略伙伴关系确立，共同推
进辅助控制血糖解决方案的市场化，为消费者带来更多好
产品

DSM HNH established strategic partnership with
Phynova on Reducose® to bring more blood sugar
solutions to the market and consumers



在中国为实现消除饥饿的目标努力 DSM strives to support China to achieve Zero Hunger

“为5加油”项目帮助边远穷困地区学龄前儿童成长

Power of 5 Program help preschool children living in poor areas of China to grow

- 关注学龄前儿童的营养改进
Focus on preschool children's nutrition improvement
- 与安利慈善基金会和中国发展研究基金会合作
Partnership with Amway Charity Foundation and the China Development Research Foundation
- 帮助穷困地区3-5岁的儿童获取必须的营养支持
Helps three-to-five-year-old children living in poor areas of China gain access to the necessary nutritional support
- 帝斯曼创新开发出含有DHA和多种维生素、矿物质的咀嚼片，取代传统的粉包。
DSM created innovative, chewable tablets containing DHA, multi-vitamins & minerals, replacing the more traditional sachet form.
- 帝斯曼动物营养与保健事业部发起“我们 坐言起行 (We Make it Possible) ”战略举措。推动畜牧业可持续发展，助力全球动物营养与保健产业转型。
We Make It Possible: Strategic initiative to make animal protein production sustainable, and to accelerate solutions in 6 key areas that will foster a brighter future. Helping tackle anti-microbial resistance



在新冠疫情中积极承担企业社会责任

DSM takes social responsibility during COVID-19

- 帝斯曼向中国抗击新冠肺炎疫情的工作捐赠人民币200万元，及超过一亿片维生素C产品
DSM donated 2 million RMB and a total of 1.1 million bottles of vitamin C products to support China's work of COVID-19 prevention and control

- 针对新冠疫情，帝斯曼携手职业心理健康中心推出帝斯曼中国员工关爱服务热线，为员工和员工的家人提供严格保密的、专业的身心咨询和辅导
DSM China P&O team engages CIIC to provide Employee Assistance Program services to employees and their immediate family members

- 帝斯曼为全球超过23,000名员工免费提供了为期两个月的维生素与个人护理产品，帮助员工在疫情期间提升免疫力
23,000 employees and their families across DSM globally received 2 months supply of vitamins and personal care products to protect their immune system during COVID-19

- 凭借营养健康领域的专长与为提升免疫力作出的突出贡献，帝斯曼中国获南方周末第十二届中国企业社会责任年会颁发“2020年度战疫情优秀案例”，并荣登2020金蜜蜂企业社会责任中国榜
DSM was awarded by influential media Southern Weekend awarded the ‘Best Case Studies in the Combat against COVID-19’ for its expertise in nutrition and its contribution to improve immunity, and named again as “Corporate Social Responsibility Company” by Golden Bee.



呼应“健康中国2030”规划纲要，提升全民大健康意识

DSM supports “Healthy China 2030”

- 帝斯曼与联合国世界粮食计划署（WFP）、中国扶贫基金会（CFPA）合作“缤纷体验”慈善项目。帝斯曼已连续13年在中国19座城市举办“终结饥饿，行走天地间”全球慈善义走活动，以提高全国人民的营养意识，共有超过2000名帝斯曼员工参与该项活动

DSM, together with the United Nations World Food Programme and China Foundation for Poverty Alleviation, has held 13 consecutive years of employee charity walks in 19 cities with over 2,000 DSM employees participating annually.

- 帝斯曼与包括“提升营养运动”(SUN)、美国国际开发署（USAID）、维生素天使（Vitamin Angels）、世界宣明会、食物解决方案伙伴（PFS）在内的多个机构达成营养合作伙伴

DSM is engaged in various nutrition partnerships, including: Scaling Up Nutrition movement (SUN), US Agency for International Development (USAID), Vitamin Angels, World Vision International, Partner for Food Solutions.



帝斯曼中国荣誉一览

DSM China Awards



帝斯曼中国荣登国际前沿商业媒体《快公司》“中国最佳创新公司50”榜单
DSM named “50 Most Innovative Companies in China” by world-leading business media Fast Company



2017-2018年，帝斯曼两度荣膺《经济观察报》“中国最受尊敬企业奖”
DSM was recognized again as the “Most Respected Company in China” by The Economic Observer in 2018



荣获《上海日报》“2018年中国女性领导创新奖”，彰显帝斯曼中国包容与多元的企业文化
DSM won “2018 Best Female Leadership Companies in China” award by Shanghai Daily



前帝斯曼中国总裁、全球联合首席执行官特别顾问蒋惟明博士荣登《快公司》2018年度“中国商业最具创意人物100”榜单
Former President of DSM China, Special Advisor to the Global Co-CEOs Dr. Jiang Weiming was named as the “100 Most Creative People in Business in China” by Fast Company



帝斯曼集团迪尼玛公司莱芜场地获得高新技术企业认证
DSM Dyneema Laiwu site obtained high-tech enterprise certification



星火场地被授予“上海市厂务公开民主管理工作先进单位”荣誉称号
DSM Xinghuo Site won “Advanced Shanghai Factory Democracy Management”



帝斯曼丙烯酸酰胺降解酶 PreventAse® XR荣膺2018荣格技术创新奖
DSM's acrylamide degrading enzyme, PreventAse® XR, won the 2018 Ringier Technology Innovation Award



帝斯曼中国消费者教育活动“嘘！太阳光的秘密”荣获中国香料香精化妆品工业协会社会责任奖
The consumer education “Hush! The Sunlight's Secret” won the social responsibility award of China Association of Fragrance, Flavor and Cosmetic Industries



帝斯曼中国荣获“2018年中国光通信市场最具品牌竞争力企业十强”
DSM won the “2018 Top 10 Competitive Brands in China's Optical Communication Market”



帝斯曼中国获得2018中国石油和化学工业改革开放40周年本土发展推进者荣誉称号
DSM received the award “Local Development Advocate in Petroleum and Chemical Industry” by China Chemical Industry News



帝斯曼中国获南方周末第十二届中国企业社会责任年会颁发2020年度战疫优秀案例
DSM recognized in the category of “Best Case Studies in the Combat against COVID-19” by Southern Weekend

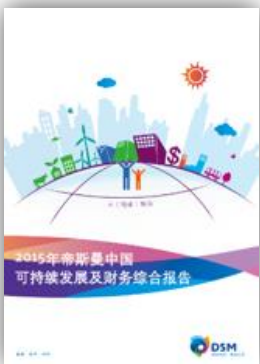


帝斯曼中国荣登2020金蜜蜂企业社会责任中国榜
In 2020, DSM named again as “Corporate Social Responsibility Company” by Golden Bee



连续14年发布帝斯曼中国可持续发展及财务综合报告

Issue China Integrated Annual Report/Sustainability Report for 14 consecutive years since 2007



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