

## Brose wins the certification of "Top Employers China" once again by strengthening the strategic talent management



Group photo of Brose management representatives receiving the award on stage.

**Shanghai (05. December 2017)** With the innovative strategic talent management program and excellent enterprise culture, Brose won the certification of "Top Employers China" once again issued by the Top Employers Institute. The certification, one of the most influential and charismatic annual awards in global human resources, was gained by 76 enterprises in total this year. Since Brose joined the evaluation in 2016, it was the second consecutive year to win the honorary title. On 4 December, Jenny Xiang, President of Brose China, Hou Jiaqian, Vice President of Human Resources Brose China, and other management representatives attended the banquet for Top Employers China certification held in Shanghai.

Jenny Xiang, President of Brose China said, "Winning the honor again proved Brose a trusted employer. Brose, a century-old family enterprise, has been following the idea of putting employees first, regarding employees as its treasure. The company attaches importance to the professional capability enhancement and career development of employees, and continuously works on building a humanistic working environment for employees to enjoy a balanced work and life."

### **Optimizing Leadership**

In the "VUCA" (Volatility, Uncertainty, Complexity, and Ambiguity) era, in order to adapt to industry changes and respond quickly, Brose carried out leadership optimization programs to positively drive managers to change ideas and build agile leadership. In 2017, Brose held three leadership forums to learn the innovative ideas and practical experience of other companies and the market that can be converted into the strategic ability to deal with future challenges. Except for the common trainings for managers, Brose also places more emphasis on teamwork, and offers a variety of learning forms to effectively improve the capability of teams among different levels of management teams and business teams. In the

VUCA era, Brose is dedicated to becoming a learning-oriented organization and promoting long-term and steady success.

### **Deepening Talent Management**

“Strategy and Talent Oriented”: By building leadership models, Brose further promotes employees to plan their career lives to make the best use of talents. The company is not only committed to providing a variety of trainings to help employees improve their capacities in a short time, but also attaches more importance to the medium and long-term career planning and development of employees. Brose is a company that sets eyes on employees’ lifetime development. The company provides various resources to help employees improve their career planning skills. One is the "Career Development Dialogue". The dialogue mainly helps employees make career plans based on their capacities and career interests. In this way, the leaders and Human Resources Department allocate resources together to support employees to achieve their career goals.

“Talent advantage is one of our core competitiveness. Through the talent review, training, development and caring, we constantly pay efforts to attract and retain excellent talents and motivate their entrepreneurial spirits so as to achieve the win-win results for the company and employees,” said Hou Jiaqian, Vice President of Human Resources of Brose China.

In addition, Brose China provides comprehensive welfare programs, such as flexible work time and provision of the gym and 24-hour restaurant, so as to build a safe, comfortable and happy work environment for employees. This year, Brose is also awarded “Employer Excellence of China for Excellence in Employee Care Plan” by 51job. In respect of talent recruitment, Brose China initiated “Talent Hunting Day” project, which largely improved the quantity and quality of internal referral via innovative recruiting shows held by different departments in the company. As such, Brose China was awarded the "Best Recruitment Project Award" on the Employer Branding Creativity Awarding Ceremony of Greater China 2017.

### **About Brose**

The Brose Group is the world’s fifth-largest family-owned automotive supplier. The company develops and produces mechatronic systems for vehicle doors and seats as well as electric motors, drives and electronics, among others for steering, brakes, transmissions and engine cooling. More than 25,000 employees at 60 locations in 23 countries generate 6.5 billion euros in turnover. Every second new vehicle worldwide is equipped with at least one Brose product.

### **About Brose China**

Brose started its activities in the Chinese market in 1996 and has been growing ever since. Today, the mechatronic specialist is presented with 12 sites in six of China’s most important automotive regions (Shanghai, Beijing, Changchun, Chongqing, Wuhan and Guangzhou) and has localized its entire product portfolio as well as its research and development competence in the country. The company employs around 4300 people in China and generated a turnover of approximately 8 billion RMB in the fiscal year 2016.

### **About Top Employers China Certification**

Top Employers China certification is issued by Top Employers Institute whose headquarter is located in Amsterdam, Netherlands. Based on human resource policies and practices objectively existed in and practiced by the employers, the certification appraises and elects the employers that can provide employees with the best human resources environment within the area through global unified certification research standards and processes.



(From right) Jenny Xiang, President of Brose China and Hou Jiaqian, Vice President of Human Resources Brose China at the banquet for Top Employers China certification.