

Compendium of Best Practices of Women Leadership in Sustainability

APEC Policy Partnership on Women and the Economy

March 2026



**Asia-Pacific
Economic Cooperation**



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APEC Project: PPWE 03 2023S

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Compendium of

Best Practices of Women Leadership in Sustainability

(PPWE 03 2023S)

I. Background

Women's leadership role in achieving the sustainable development of economy, society and environment had proved to be indispensable. In alignment with the APEC PUTRAJAYA VISION 2040, the La Serena Roadmap for Women and Inclusive Growth (2019-2030), the Bangkok Goals for bio-circular-green economy, and in response to the 2023 APEC theme "Creating a Resilient and Sustainable Future for All", the endorsed "Women Leadership in Sustainability" Project aims to provide an exchange and learning opportunity for women representatives of the public and private sectors, academia and civil society from the Asia-Pacific region to explore opportunities to promote business, innovation as well as sustainable development, and to enhance the progress of women leadership in sustainability.

II. Brief Introduction of Best Practices of Women Leadership in Sustainability

As one part of the self-funded Project, the Best Practices Compendium, aligning with the Bangkok Goals on the Bio-Circular-Green (BCG) Economy, and in response to the 2023 APEC theme "Creating a Resilient and Sustainable Future for All", aims at recognizing women's indispensable roles and commending their contributions. It was also expected to provide relevance for MSMEs to learn and grow, helping women play a bigger role in achieving sustainable development.

There are five indicators of the standards: 1) Technological Innovation, 2) Business Innovation, 3) Women's Empowerment, 4) Social Impact, 5) Women's Leadership.

The organizer had invited PPWE members to recommend business cases or initiatives led/driven by women leaders or empower women's in-depth participation that make meaningful contributions to sustainable development, inclusive growth and value creation.

The application started from 11 September 2023 – 17 November 2023. Reviewed by organizer from November - December 2023.

Open to all APEC economies, the collection process spanned two months, attracting nearly 100 submissions from China; Peru; the Philippines; Russia. The submissions cover diverse sectors, including investment, new materials, logistics, e-commerce, artificial intelligence, and consumer goods.

These women leaders have drawn on their extensive industry experience and expertise to spearhead sustainability initiatives within their enterprises and project teams. Their

efforts encompass delivering innovative technological solutions and tools to drive sustainability across industries and society, advancing carbon reduction, zero-waste processing, and circular economy strategies, promoting children's and youth education through philanthropy, and empowering female entrepreneurs to achieve growth and success within large organizations.

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 - Ma. Aurora Geotina-Garcia, Independent Director and member, Corporate Governance and Risk Committees
 - Joanna Marie S. Bergundthal, Senior Vice President and Head of Marketing and HR
 - Vera Alejandria, Sustainability Officer and Head of the Corporate Foundation, Cebu Landmasters Foundation, Inc.
- 29** Mylene Abiva, CEO and President of FELTA Multi-Media
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- **Shirley Yu-Group General Manger at Greater China, Visa (China)**

Visa women empowerment programs: “BJ2022 and Women”, “Rural Revitalization and Women”

Visa was a world leader in digital payments, facilitating transactions between consumers, merchants, financial institutions and government entities across more than 200 economies and territories. Our mission was to connect the world through the most innovative, convenient, reliable and secure payments network, enabling individuals, businesses and economies to thrive. We believed that economies that included everyone, everywhere, uplifted everyone, everywhere and see access as foundational to the future of money movement.

As a purpose driven company, Visa's purpose was to uplift everyone, everywhere by being the best way to pay and be paid. Visa had long been paying attention to the development of small and micro enterprises around the world, especially those led by women. Small and micro enterprises were the backbone of the economy and played an important role in promoting social development. According to statistics by Ministry of Industry and Information Technology of the People’s Republic of China (PRC), China's small and medium-sized enterprises accounted for more than 95% of the total number of enterprises, contributed more than 50% of the China's tax revenue, more than 60% of GDP, more than 70% of patented inventions and more than 80% of urban employment.

In 2019, Visa joined hands with the China Women's Development Foundation and Beijing Sport University to launch the " Beijing2022 and Women" program. As an Olympic sponsor for more than 35 years, Visa had innovatively used the resources and platform of Olympic sponsorship to empower women's small and micro enterprises and enhanced their internal capabilities and external resources to connect with Olympic opportunities. The program covered the sports, tourism and cultural industries in the Beijing-Tianjin-Hebei region. Through a diversified empowerment mechanism, it provided practical business skills, digital tools, enterprise development funds and an international promotion platform for the development of female small and micro enterprises. The program also created a communication platform for female small and micro entrepreneurs to exchange information and share experiences. The program had benefited more than 6,000 female small and micro business owners. According to the "Evaluation Report of the "Beijing2022 and Women" Female Small and Micro Entrepreneurs Empowerment Program", it was found that the overall satisfaction of the trainees with the project reached 87.3%; nearly half (48.4%) said that through the program, small business owners gained capabilities in using digital/online marketing tools to expand brand influence; 30.3% said that the financial management courses are the most useful; nearly 60% (58.8%) agreed that the training enhanced entrepreneurial confidence. The program provided a platform for female entrepreneurs to communicate and cooperate, promoted development through empowerment, and contributed value to

the inclusive and sustainable development of the Olympic host city.

In 2022, Visa continued the commitment of empowering female small and micro business owners and launched the "Rural Revitalization and Women" project with the China Financial Education Development Foundation, aiming to support rural revitalization through rural talent enablement. Female labor force occupies the main labor force in rural areas, and unleashing the power of women was crucial to developing the rural economy. Visa has teamed up with Sichuan Mengdingshan Cooperative Development Training Institute, Beijing Changping Rural Women Practical Skills Training School, and other professional institutions to empower rural female entrepreneurs and agricultural leaders. It had leveraged the resource advantages of each partner to form a curriculum research and development team to develop both online and offline. The course provided multi-dimensional and long-term empowerment and support. The goal was to empower 100 female agricultural cooperative leaders, train 300 rural entrepreneurial women, and benefited at least 1,000 women through online empowerment in 3 years. Over half of the numbers are completed so far.

Shirley Yu, the Group General Manger of Greater China and General Manager of Corporate Communications Department of Greater China Annie Cheng provided great support to both women empowerment programs. As the lead of the program, Annie Cheng proactively designed and advanced the innovative “Beijing2022 and Women” program, emphasizing Visa's attention and support for female small and micro business owners. Through this program, Annie successfully leveraged Visa's advantages and resources in Olympic sponsorship to provide a platform for regional female small and micro business owners for exchange and advancement. Shirley Yu also provided strong support, a lot of guidance on program strategy, including communication and advocacy. Through the sponsorship entitlement, she recommended the beneficiary representative of the “Beijing2022 and Women” program to run the 2022 Beijing Winter Olympics torch relay, representing the women entrepreneurs Visa supported in the Beijing-Tianjin-Hebei region and advocating for more societal attention and support for female entrepreneurs. The "Rural Revitalization and Women" project was another important women's initiative supported by Visa. Both female leaders believed that women played an irreplaceable role in rural development and actively participated in in-depth research and field visits.

Within Visa, Shirley Yu also actively advocated and promoted gender equality and female empowerment, encouraging employees to establish and develop “Visa Women’s Network”. She empowered people inside and outside the company through her actions and influence. Shirley Yu’s firm support not only helped improve the status and influence of women in business and rural development but also demonstrated Visa’s commitment and actions towards gender equality and female empowerment to the world.

- **Elaine Chen, Vice President, Corporate Public Affairs, DHL Group (China)**

DHL Group was the world's leading logistics company that connected people and markets, and enabling global trade. The group was home to two strong brands, DHL and Deutsche Post. DHL offers a comprehensive range of parcel and international express service, freight forwarding, supply chain management services, and e-commerce logistics solutions. Deutsche Post was Europe's leading postal service provider. DHL Group employs approximately 600,000 people in over 220 economies and territories worldwide. In 2022, the group generated revenue of over EUR94 billion, a 15.5% year-on-year increase, ranking 103rd on the Fortune 500 list, which was the 29th year that the group has been included in the list.

As Vice President, Corporate Public Affairs at DHL Group, Elaine Chen was responsible for the political communication and representation of DHL's interests in corporate public affairs in Asia Pacific. Led by Elaine, DHL launched the first ESG report in China in September 2023. This showed DHL Group's commitment to fulfilling ESG responsibilities globally.

Since the launch of the first ever ESG report in China, Elaine's team had been actively seeking collaborative opportunities with Chinese organizations to promote DHL Group's ESG initiatives. The group had received many ESG awards, including: 2023 E-commerce Logistics ESG Best Practice Award by China Federation of Logistics and Purchasing (CFLP) and 2023 ESG Best Practice Award received at the 12th China Finance Summit Sustainable Business Conference. In ESG, DHL worked with many other esteemed partners, including: the United Nations Industrial Development Organization, EU Chamber of Commerce in China, German Chamber of Commerce in China, China Express Association, and the Shanghai Federation of Industry and Commerce.

In 2023, DHL Group demonstrated its renewed commitment and confidence in the Chinese market by establishing a representative office in Beijing, enabling it to strengthen its ongoing dialogues and exchanges with key Chinese stakeholders. In the past years, DHL had also engaged in multiple in-depth exchanges with Chinese government representatives. In June 2023, Li Xiaopeng, China's Minister of Transport, visited DHL mega parcel center and exchanged with DHL Group CEO, Tobias Meyer, ahead of the seventh Germany-China intergovernmental dialogue. In September 2023, DHL was invited by China Ministry of Transport to attend the 2023 Global Sustainable Transport Forum. Tobias Meyers delivered a video speech to introduce DHL Group's strategy and progress in sustainable logistics. Meanwhile, Niki Frank, CEO of DHL Global Forwarding Asia Pacific and Elaine had the opportunity to have face-to-face exchange with He Lifeng, China's Vice Premier, and introduced DHL Group's business development in China and the sustainable innovation initiatives. Mr. He highly recognized DHL's long-term commitment in the Chinese market and encouraged DHL to continuously leverage its leading role in global sustainability and in working closely with Chinese companies on 'Go Global' strategy.

In enhancing Sino – Germany exchanges, Elaine and her team had been actively supporting Chinese government and associations to communicate with German companies and industrial partners. In 2023, to enhance cooperation in global sustainable development, DHL enabled and supported exchanges between the German government and related business partners and the Chinese side including: China State Post Bureau and China Communications and Transportation of Association. Elaine’s team also coordinated DHL Group’s headquarters to actively engage in various bilateral and multilateral exchanges and dialogues.

- **YANG YANG (China)**

First Chinese Winter Olympics Champion

Founder of the Champion Fund

Founder of Feiyang Skating Center

The Champion Fund was a sports public welfare special fund established by Yang Yang, China's first-ever Winter Olympic gold medalist, Vice President of World Anti-Doping Agency (WADA), and member of CPPCC National Committee. The Champion Fund was initiated by the Chinese Red Cross Foundation in May 2011.

Mission: Achieving lifelong champions

Vision: Enabling every athlete to have a bright future after retirement, allowing every child to participate in and enjoy the joy of sports, and empowering everyone to become a champion in their personal lives under the inspiration of sports spirit.

Values: Transcendence, responsibility, passion, unity, friendship

Areas of Work: Athlete professional development, youth sports education, social advocacy

Shanghai Feiyang Skating Center, founded by Yang Yang in 2013, was dedicated to promoting ice sports, with a particular emphasis on youth development. The center has established a comprehensive ice sports training system, including basic ice skating, ice hockey, figure skating, and other programs. Through the creation of a multi-level ice sports intellectual property (IP) framework, the club provided a stage for participants at all levels to showcase their talents, from the Asian Curling Championships to the Kontinental Hockey League (KHL), as well as youth ice hockey festivals and elementary and middle school ice sports competitions.

With 20,000 registered members, the center attracts over 1.55 million people to the ice annually. As a top ice sports facility in China, Feiyang Ice Sports Center has drawn 300,000 spectators in seven years, establishing itself as a popular venue for ice sports enthusiasts.

The Champion Fund was established in May 2011 by Ms. Yang Yang, China's first Winter Olympic gold medalist, Vice Chair of the World Anti-Doping Agency (WADA), and member of the National Committee of the Chinese People's Political Consultative Conference (CPPCC). The fund was dedicated to focusing on the professional development of athletes and youth sports education. The mission of the Champion Fund was to "achieve lifelong champions," with a vision to provide support for retired athletes and children, promoting the spirit of sports. Its areas of work include athlete professional development, youth sports education, and social advocacy.

In the field of professional athlete development, the Champion Fund was committed to assisting athletes in successful transitions, fully unleashing their potential in the workplace and society. The organization provided comprehensive services for registered professional athletes in China, including active, transitional, and retired athletes. These services encompass information provision, educational training, counseling, internship and employment opportunities, entrepreneurial support, as well as public welfare insurance and assistance for serious illnesses. As of June 2023, the Champion Fund had organized 363 sessions of professional development training, directly training nearly 8,000 athletes. It has provided one-on-one counseling services to over 3,600 athletes, assisted over 500 athletes in successful entrepreneurship, and offered public welfare insurance to more than 600 athletes.

Youth sports education was another focus area of the Champion Fund, aiming to allow every child to enjoy the fun of sports and learn resilience, cooperation, respect, and adherence to rules through sports. Through projects such as Happy Youth Sports, Happy Sports School, and Happy Sports Community, the Champion Fund promoted the construction of sports culture in schools and communities, improved sports infrastructure, and enhanced the effectiveness of sports education by organizing large-scale sports public welfare events and seminars. The Champion Fund has also trained over 6,400 sports teachers and community volunteers, covering more than 120 schools and communities, directly benefiting over 1.16 million youth.

Simultaneously, in the realm of social advocacy, the Champion Fund actively promoted the formulation of sports-related policies and the expansion of the social impact of sports. As a representative and member of the CPPCC, the founder of the fund, Yang Yang, had contributed to the development of sports through the submission of policy proposals and motions. Through activities such as the Champion Public Welfare Dream Plan and Champion Forum, the fund mobilized athletes to participate in public welfare, disseminated the spirit of sports, and promoted exchanges and cooperation in areas such as sports and social responsibility, athlete entrepreneurship, and gender equality.

Shanghai Feiyang Skating Center, was an extension of Ms. Yang Yang's passion and commitment to ice sports. Since its establishment in 2013, the club had become a significant force in promoting ice sports culture, especially among the youth. With 20,000 registered members and over 1.55 million instances of people participating in ice activities annually, the center provided extensive opportunities for ice sports enthusiasts at all levels, thereby enhancing the social impact of ice sports. In addition, through charity events like Hope On Ice, the club combined sports spirit and charitable endeavors, supporting talented ice sports athletes' growth and contributing to the popularization of ice sports in China.

Through the implementation of these projects, Ms. Yang Yang demonstrated her leadership and profound understanding of social contribution, effectively driving the

sustainable development of the sports sector. She had made outstanding contributions to promoting female leadership development in sports, not only elevating the value of sports in society but also inspiring and setting an example for women's leadership in other fields. The success stories of the Champion Fund and Feiyang Skating center aligned perfectly with the objectives of the Women's Sustainable Leadership Program, showcasing the crucial role of female leadership in societal transformation.

● Annabelle Long (China) - Founding and Managing Partner & BAI Capital

ESG is the acronym of three English words, Environmental, Social and Governance, which was the figurative projection of the concept of sustainable development in the financial market and at the micro enterprise level. At the investment level, ESG was an investment philosophy that focused on the environmental, social and governance performance of enterprises rather than taking financial performance as the sole goal of enterprises, advocating the incorporation of ESG factors in investment research, decision-making and management processes, and emphasizing the contribution to the environment and society in the production process.

Under the leadership of Ms. Annabelle Yu Long, BAI Capital had included influence investment and ESG elements in multiple internal institutional documents, integrated ESG concept into their fund ethics and used influence investment and ESG standards to measure investment and post investment management practices. At the same time, the company attached great importance to the environmental, social, and corporate governance issues of the invested enterprises, as well as the directions of clean energy, energy conservation and emission reduction, and smart city construction, with their investors, portfolio companies and employees to further expand the scope and depth of ESG activities. BAI had released "ESG Annual Report" for many consecutive years, sharing with investors the influence of their invested company's ESG achievements. The report mainly included the actions of multiple invested enterprises in areas such as employee care, industrial transformation, and social responsibility.

Furthermore, Ms. Annabelle Yu Long commits to being an industrial transformation supporter and employee care & diversity promoter. BAI Capital's post-investment empowerment module, managed by Ms. Annabelle Yu Long, organized workshops, seminars and cooperative activities for portfolio companies at regular intervals, covering employee care, tax compliance, organizational development as well as cutting-edge technologies. BAI strives to empower their portfolio companies with necessary knowledge and tools for responsible and sustainable business practices, while at the same time make valuable recommendations on corporate governance and organizational change.

-Focused on portfolio companies' business/technology innovations at the recycling level.

BAI Capital joined in iCI (Initiative Climate International) Asia Pacific Chapter, sharing their investment focus, and what they had done regarding climate change, strategy, investment process as well as actions taken on portfolio companies. In addition, Ms. Annabelle Yu Long paid close attention to the portfolio companies' commercial or technological innovations and contributions to carbon reduction, circular economy, pollution prevention, resource conservation, and energy efficiency. BAI's portfolio company Dale Decoration helped enterprises easily achieve energy saving and emission

reduction; BOP embarked on a Fresh Cycle Initiative, weaving the commitment to sustainability into every day; sustainable clothing brand OGL's plastic-free water-soluble package bags minimized impacts on the environment and the marine system.

-Focused on corporate social contributions.

Aside from long-term financial returns and strategic values, Ms. Annabelle Yu Long always puts social responsibilities and impact deep in her heart, committed to long-term values that contribute to society. Each portfolio company, in its unique way, had contributed to society—a number of portfolio companies actively participated in the compassionate response during the epidemic and floods served as a testament to their dedication to humanitarian causes; SF Intra-city dedicated to the constant enhancement of riders' rights and protection; OGL partnered with a disabilities non-profit organization and provides work to women with disabilities; Seyond played a pivotal role in enhancing mining safety.

-Commitment to balanced representation inclusion, and women's leadership.

Ms. Annabelle Yu Long paid attention to advancement of women, unwaveringly focuses and supports for female leaders within portfolio companies, working to increase women's decision-making power in portfolio companies and had maintained elevated levels and rigorous standards in the realm of Diversity, Equality & Inclusion. In the management of BAI's portfolio companies, female representation had already reached 30%.

- **REN Pingping (China) - Vice President, Deputy Secretary of the Party Committee of iFLYTEK. iFLYTEK CO., LTD.**

Founded in 1999, iFLYTEK was a well-known listed company in intelligent speech and artificial intelligence technologies in the Asia-Pacific region. Since its establishment, the company was devoted to cornerstone research in technologies including intelligent speech, natural language understanding and computer vision and had maintained a world-leading position in those domains. The company actively promoted the development of AI products and their sector-based applications, with visions of enabling machines to listen and speak, understand and think, and create a better world with artificial intelligence.

Under the trend of AI development, as an AI industry practitioner with 18 years of experience, Ren Pingping stands in the perspective of women, actively devoted herself to the new development and main issues brought by AI technological innovation to education and women, and dedicated herself to providing a very specialized practical field for the sustainable development of AI, education and women.

- The Sustainable Development Practice of Artificial Intelligence in Education

With the development of artificial intelligence technology, iFLYTEK provided a new path and method for thousands of people to teach students in accordance with their aptitude and for the all-round development of students, which had widely promoted the quality education. Artificial intelligence promoted teachers to teach students in accordance with their aptitude. Since 2004, iFLYTEK had continued to deepen its efforts in the field of education, making breakthroughs in core technologies such as natural language understanding, machine translation, computer vision and machine reasoning, giving priority to innovative applications in the field of education. So far, according to the products of iFLYTEK artificial intelligence technology, we have realized the "portrait" of each child's learning, collecting every data in the process, thus forming the development map of each child. According to the different situations of each child, teachers could really pay attention to the differences of each child, carry out targeted teaching in accordance with their aptitude, and guide the growth of each child scientifically.

Artificial intelligence promoted the all-round development of students. Artificial intelligence technology was used to help students reduce their burden, which provided a practical guarantee for promoting students' "Five Dimension Educations, All-round Development". Anhui Bengbu Jianghuai Intelligent Education Research Institute, in conjunction with iFLYTEK, had found that the use of artificial intelligence technology could reduce 58% of students' inefficient repetitive exercises and 20% of their learning anxiety, thereby increasing 30% of their interest in learning, so that students have more

time to participate in sports, art and work, achieve all-round development.

The project was ongoing. iFLYTEK “AI + education” technology products have been applied in 32 provincial-level administrative regions, serving more than 50,000 schools and accumulating more than 1.3 billion teachers and students, and had been applied in overseas markets such as Japan and Singapore, forming a good social benefit and reputation.

-Sustainable Development Practice of Women in AI Industry

The vigorous development of artificial intelligence provided opportunities and stages for women's growth, development and value realization. Led by Ren Pingping, the team valued the women's empowerment, the rate of employed females in the department was above 80% for years. She takes great effort to provide decent work for women and increased the income for the employees, promoted the economic growth to some extent.

Based on this, Ren Pingping had participated in many activities such as "Women's Start-up Star "Tour into Colleges and Universities of Anhui Province, and "Women's Power Events”, publicized the science of artificial intelligence for college students and women in the workplace. Along the way, we felt that more and more outstanding female friends are increasingly enthusiastic about the cause of scientific and technological innovation, and our "Women" team was growing. At the same time, Ren Pingping received the honors of the National March 8th Red-Banner Pacesetter, the member of the Committee of Experts on Education, Women and Sustainable Development, and the 13th Executive Committee of the All-China Women's Federation.

Artificial intelligence has inspired women's social responsibility. Familiar with the value of artificial intelligence, Ren Pingping had always advocated and continuously strengthened the public welfare practice in the field of artificial intelligence. To this end, she launched the "iFLYTEK AI Public Welfare Program" in 2017. With girls as the main team, they went to more than 100 remote schools in many parts of China, such as Sakya in Tibet, Zhoukou in Henan, Jinzhai in Anhui, Shilou in Shanxi, Kuqa in Xinjiang, Wenchuan in Sichuan, Wufeng in Hubei, Solun in Inner Mongolia, Danzhai in Guizhou and Xingtai in Hebei and brought AI popular science classes and related learning products to children, hoping to plant the seeds of AI in their hearts from childhood. Over the past seven years since the implementation of the plan, we have forged a deep friendship with hundreds of thousands of teachers and students across China, and we would continue to promote this public welfare program.

As the project continued, AI science publicity events have been held in more than 50 schools across China, affecting millions of women through offline lectures or online activities. AI Public Welfare Program had been implemented in more than 100 schools in more than 10 provinces across China, connecting hundreds of thousands of teachers and students.

- **Chuang Liu, Director of GCdataPR, WDS/ISC and Principle Investigator of Geographical Indications Environment and Sustainability (GIES) Institute of Geographical Sciences and Natural Resources Research, Chinese Academy of Sciences (China)**

Prof. Liu Chuang was a Professor of the Institute of Geographic Sciences and Natural Resources Research, Chinese Academy of Sciences (IGSNRR/CAS). She played the leading role in the international organizations as Director of the World Data Center for the Global Change Science Research Data Publishing System (WDS-GCdataPR), Vice Chair of Organizing Group in Asia and the Pacific of FAO "One Country, One Product" (FAO-OCOP) program, Co-Chair of the Task Group of Geographical Indications Environment and Sustainability (GIES) of the Data Commission (CODATA) of the International Science Council (ISC). She services for China's organizations as Editor-in-Chief of Digital Journal of Global Change Data Repository, Associate Chief Editor and Director of Journal of Global Change Data and Discovery, Secretary General of Big Data Working Committee of the Geographical Society of China (GSC), Principle Investigator and Chair of Working Group of Innovation China GIES Program. She was also a member of Big Data Expert Committee of China, Consultant Committee on ITC of the China Association on Science and Technology (CAST) for the United Nations.

Liu Chuang's main responsibilities included: (1) Led a team to operate the Global Change Science Research Data Publishing and Repository, regular member of the World Data System, including global change data publishing infrastructure, policies, guidelines, services and operation sustainable; (2) Led China's and international innovative actions on geographical science and technology, specific data driven science for SDGs focuses on Geographical Indications Environment and Sustainability; (3) Led the international team to promote global change data and technology transformation and applications for SDGs, especially for FAO "One Country, One Product" program and international trade and economic corporation on special agriculture products.

Highlights:

(1) She established the World Data Center on Global Change Science Research Data Publishing and Repository (GCdataPR) and provided worldwide services, the GCdataPR was honored the United Nations World Information Summit Award (2018, 2021, WSIS Prize, e-Science, Champion).

(2) She was the Founder and Co-Chair (2002-2008) and Secretary (2009-2022) of CODATA Task Group on S&T Data Shiring in/for/with Developing economies, and played leadership role in bridging digital divide, she was awarded the CODATA Prize (2008);

(3) As Principal Investigator, she led the innovative research and tool development on Geographical Indications Environment and Sustainability (GIES), developed a methodology of special agriculture products value chain and solution for balancing environment protection and economic development, especially in mountains, small islands, and critical ecosystem regions, which was awarded by FAO as “good practice case”.

- **Xiong Wei, Co-founder & CTO (China) - Shanghai Re-mall Environmental Protection New Material Co., Ltd.**

Shanghai Re-mall Environmental Protection New Materials Co., LTD. (Re-mall) was a technology company founded in 2015 by a young team with a high degree and professional background. With the mission of "technology and innovation to promote the recycling of recycled plastics and protect the beautiful environment", it focused on the high-quality recycling and high-value application of plastic waste. The main products included r-PP, r-PE, r-ABS, r-PS and other high-quality environmentally friendly recycled plastics, and had passed the EU RoHS, REACH, FDA 21 CFR 177.1520 and other safety standards testing, it has an excellent performance in the impurities, odor, safety, stability and other aspects.

With a viable business model and innovative technology, Re-mall had become a prominent player in the field of physical recycling both domestically and globally, and belongs to the first echelon in the field of recycled plastics in China. Innovative plastic Sustainable recycling product solutions recovered value from waste plastic and offer more possibilities for sustainable materials. Through continuous research and collaboration, Re-mall had developed a number of patented technologies to recycle plastic waste from food grade sources and many other sources and achieved breakthroughs in recycled high-value applications. The team had applied for 110 patents and authorized 65 patents. Four China's standards have been drafted and released (one is the first drafting unit).

Re-mall uses proprietary technology and competitive products to reduce the carbon footprint of the plastics industry chain and achieved ESG goals for users. The team promoted more than 200,000 tons of recycled plastic particles, helping to reduce more than 350,000 tons of carbon emissions. To provide high-quality recycled plastics and services for more than 30 medium and high-end industries such as daily chemicals, toys, textiles, automobiles, sports, daily necessities and international high-end application markets.

As Deputy General Manager and Chief Technology Officer of the Company, Dr. Wei Xiong's responsibilities were as follows:

-Technological innovation and quality improvement.

Led the team to promote the concepts of automation, intelligence and cleaner production, established low-carbon demonstration factories, and developed cost-effective waste plastic recycling complete sets of technology and traceable quality management system.

-Develop product high value applications.

Led the team to break through the limitations of traditional applications, developed high-value applications of recycled plastics, and helped more industry enterprises realize sustainable material transformation.

-Enterprise's own sustainable development and social responsibility.

Build and led an efficient team and root the consciousness of guiding female employees to achieve and empower each other in the process of developing products, serving customers, creating value, and creating social impact.

Job highlights:

-Fulfilled corporate social responsibility with multiple "toughness"

Dr. Xiong Wei made full use of diverse thinking, gave full play to the advantages of female leadership, and created an innovative atmosphere in each operating module of the company with tolerance, delicacy and empathy. Uses the business characteristics and skills of female employees to promote the realization of value of women in the field of sustainable development.

-Solved the problem of waste plastic recycling industry with "innovation".

Led the team to overcome technical bottlenecks such as excessive impurities, heavy odor and poor stability of recycled plastics, and extended the service life of plastics. Breaks through the application field and took the lead in the industry to realize the sustainable recycling application of food-grade plastics from "packaging to packaging".

-Promoted the transformation and upgrading of the industrial chain through "linking power"

Filled the gaps in the industry and shaped the key influential role in the value chain of the recycling industry with a vibrant business model. Links the upstream and downstream industries, provided green value, and effectively enhanced the economic and environmental value of recycled plastics.

- **Zhuo Han, Chief Development Officer (China) - MECH-MIND ROBOTICS TECHNOLOGIES LTD.**

Founded in 2016 by a team of Tsinghua overseas returnees, Mech-Mind was selected as one of the China's specialized, special and new "small giant" enterprises, and had received multiple rounds of support from IDG, Meituan, Sequoia China, Source Code Capital, Intel Capital and other institutions. Mech-Mind was one of the world's largest, fastest-growing, and most highly-financed innovative enterprises in the field of AI+ industrial robotics.

Mech-Mind was committed to promoting the ubiquitous presence of intelligent robots. Through self-developed industrial-grade 3D cameras and AI software, industrial robots from Mech-Mind were able to gain stronger perception and planning capabilities to complete applications such as mixed splitting and piling, goods picking, disordered workpiece loading and defect detection. Mech-Mind had taken the lead in realizing the scale application of AI+ industrial robots, and its solutions had been used in thousands of application cases in automotive, 3C, clean energy, logistics and other fields, with business covering China; Japan; Korea; the United States; Germany and other economies.

Mech-Mind's executive team was composed of 55% women directors, and the head of sales and the head of technical products were all outstanding female leaders. They had excelled in the development and sales of the latest technological products and had led their teams to achieve a number of key breakthroughs. With high professionalism and excellent leadership skills, they provided stable leadership for the company, prompting the team to collaborate closely and pursue excellence together. Their decision-making ability, team management and innovative thinking had enabled the company to remain competitive in the highly competitive market, not only promoting the company's technological innovation, but also winning customers' trust and market share.

- **Liu Xuesong (China) - Founder & CEO, Beijing BOTTLOOP Environmental Technology Co., Ltd.**

BOTTLOOP was a sustainable lifestyle brand founded in 2019, dedicated to upcycle the wastes into creative products reflecting traditional cultures, environmental technologies and ecological aesthetics, insisting on presenting durable quality and timeless styles. They design a series of tote bags and small accessories for everyday life.

BOTTLOOP's calling came from the Chinese classic "Tao Te Ching", we believed wise man lives natural and simple life. Also, the word BOTTLOOP meant "bottle" plus "loop", indicated the regenerative life cycle of plastic bottles. It's among the first to present 'carbon and plastic reduction data' on commercial products in China. They tried their best to reduce the harm of environment by upcycle design throughout the process of production and transportation, creating a community for people who cared for the environment and pursued a sustainable lifestyle.

BOTTLOOP was among the first to introduce "carbon reduction calculation" to consumer products. Through 12 recycling processes including safe solid waste recycling, recycled fabric research and development, sustainable design, green production, sustainable packaging, and low-carbon transportation, Bottloop reduced the harm to the environment in many ways and created a community for people who cared about the environment and pursued a sustainable lifestyle.

At the same time, BOTTLOOP adopted the "system thinking" mode, to provide enterprise customers with one-stop zero waste overall solution, including but not limited to: sustainable products, sustainable design, sustainable packaging, sustainable marketing, sustainable impact, sustainable standards, from a multi-dimensional start, enabling enterprise ESG development planning and practice expression.

BOTTLOOP was China's high-tech enterprise and had been identified as "China good Social Enterprise" and "Beijing Three-star Social Enterprise".

Since 2020, BOTTLOOP had passed ISO9001 quality management system certification and GRS (Global Recycling Standard) certification.

In 2019, as a representative of Chinese environmental protection enterprises, he attended the "United Nations Youth Climate Summit".

In 2021, won the "Top Ten Nominated Projects for the Paulson Sustainable Development Award".

In 2021, gained support by the DBS Social Enterprise Grant Award.

Founder Liu Xuesong had a background in the fashion and lifestyle industry, having worked in Japan and China. She served as the Chief Representative of Felissimo Co., Ltd., a renowned fashion product mail-order brand in Japan, in the Chinese region. With 15 years of experience in the fashion industry, Liu Xuesong joined INCOM Recycle, the parent company of "BOTTLOOP," in 2010. She dedicated herself to environmental education and the promotion and practice of green lifestyles.

Liu Xuesong primarily oversees INCOM Research Institute, INCOM Public Welfare and Environmental Protection, brand marketing management, and government relations. She conducted in-depth research on the traditional recycling industry and integrated brand management concepts into the traditional recycling of renewable resources. She vigorously expanded INCOM's Internet Recycling model and explored the company's development towards branding and internationalization. Additionally, she initiated public welfare activities such as the Green Button Environmental Classroom.

Liu Xuesong's extensive experience and efforts made her an expert in the fashion industry and environmental field. By applying brand management concepts to traditional industries, she promoted the development of environmental initiatives. Through public welfare activities, she educated people about the importance of a green lifestyle.

In 2021, Liu Xuesong, together with more than 30 companies, spearheaded the establishment of the Beijing Zero Waste Circular Economy Promotion Association. The aim of this association was to gather industry forces and collectively promoted the development of circular economy industry technologies, while showcasing China's sustainable brand stories.

In 2018, Liu Xuesong was invited to attend the 73rd United Nations General Assembly and delivered a speech at the thematic conference on "Striving for Upstream Solutions: Combating Plastic Pollution."

In 2019, She was invited to attend the 3rd World New Plastic Economy Symposium and participated in forum discussions.

Also in 2019, as a representative of Chinese environmental companies, she attended the United Nations Youth Climate Summit.

In 2021, she was invited to be a guest speaker at the inaugural TED*Haikou event.

In 2022, she received the "2022 Towards the Light Award | Top 10 Philanthropic Entrepreneurs."

In 2023, she was invited to attend the "Micro Light Gathering - Her Power Fashion Dialogue" at Shanghai Fashion Week.

- **Yuri Villegas Fernandez – Fundadora, Yurol Natural Market (Peru)**

Empresa “Yurol Natural Market”

Yurol Natural Market was a company with a social and environmental focus, formed by specialists in food engineering and quality management, providing health and wellness through the creation and distribution of functional and innovative foods that prevented diseases. They produced natural foods with healthy properties.

Beekeepers faced constant challenges to protect bees and preserve honey production. From climate change to threats to biodiversity, their work was crucial to maintain the natural balance. In this sense, the company worked with chains of socially responsible beekeepers in different parts of Peru such as Piura, Cajamarca, Cusco, Pasco, among others; where they also supported women to generate income by being part of the "Yurol Ambassadors Network". They also have a production plant where they developed and manufactured healthy food products.

Yurol also promoted environmental care by using biodegradable packaging for its sales. In this regard, it had been participating in the Global Reporting Initiative where it reported its sustainable impact in order to evaluate and compare its environmental impact with other companies to make informed decisions towards corporate sustainability.

Yurol, was one of the winning companies of the "Productive Integration Program" promoted by the UN, IOM, CITUY FOUNDATION, with which it obtained an important boost for its growth. In addition, its founder (Yuri) had won first place in "AWE 4.0 Academy for Women Entrepreneurs 2023" organized by Empreude UP of the Universidad del Pacífico and the U.S. Embassy in Peru and semifinalist of the "Contigo Emprendedor BCP Award".

- AWE Women's Business Academy

Winner of first place in the AWE Women's Business Academy with Empreude UP of the Universidad del Pacifico and the US Embassy in Peru.

The Academy for Women Entrepreneurs was led by the Government of the United States. Its objective was to empower women entrepreneurs around the world through the online educational program Dreambuilder, mentoring, coaching and networking, in order to provide them with the necessary resources to start and strengthen their businesses.

- Winner of the ESCALA Scholarship

ESCALA, Business School for the Conservation and Advancement of Latin America, was an international business management training program that offered entrepreneurs 3 main opportunities: capacity building through theoretical and practical training, access to new markets, and recognition for commitment and performance.

- Selected in Incubagraria

Leading incubator in the generation of companies for the use of biodiversity, involving technology, research and innovation, subjected to the needs of global markets, contributing to the employability and development of Peru.

- Contigo Emprendedor BCP Program

Semifinalist of the Contigo Emprendedor Award due to his outstanding participation in the 4 mentoring sessions, in which he learned about digital and financial tools for the empowerment of his business, demonstrating talent, commitment and determination.

- Green Entrepreneurship Contest

Outstanding business of the "Emprendimientos Verdes" contest organized by CESAL with the support of Comunidad Autónoma de Madrid and Universidad de Lima (December 2022). With the purpose of encouraging best business management practices in women entrepreneurs, the Sustainability Center (RespondeUL) of the University of Lima and CESAL organized the "Green Entrepreneurship" seed capital contest on 22-23 November 2022.

The event took place within the framework of the program "Entrepreneurship and employability with young women in Metropolitan Lima", which was implemented with the collaboration of the International Labor Organization (ILO) and financed by the City of Madrid (Spain).

- Culinary Innovation Challenge for Peruvian Entrepreneurs

Selected to participate in the Culinary Innovation Challenge for Peruvian Entrepreneurs, organized by Creative Startups, Investa VB and promoted by the US Embassy in Peru (February to March 2022).

The program, sponsored by the U.S. Embassy in Peru and designed in collaboration with Investa VB, was a five-week group initiative designed for Peruvian food and beverage entrepreneurs who were developing and seeking to grow their business. Culinary entrepreneurs participating in this program would gain experience in a wide range of topics, such as creating a sales channel, acquiring new customers or developing

business models.

- DIME Fair - Day of the Enterprising Woman

Participation in the DIME Fair as part of the celebrations for the International Day of Women Entrepreneurs. The Peruvian Environmental Observatory organized, in alliance with the Municipality of Lince (Lima) and the sponsorship of the Ministry of Production, the DIME Fair, where a group of 65 sustainable women entrepreneurs from Lima and the regions exhibited and sold various products.

- **Aprobiospecc Team, ASOCIACIÓN DE PRODUCTORES DE BIOFERTILIZANTES SAN PEDRO CALETA DE CARQUIN (Peru)**

The association was made up of 8 entrepreneurial and empowered women, a group of people who had been training in sustainable development. They are beneficiaries of the Adaptation to the impacts of climate change project, where they were trained to develop the project idea to use fish waste in a great valorization. This work was aimed at mitigating the impacts of climate change and strengthening Peruvian agriculture.

In addition, Midagri, through the Agroideas program, subsidized the association by providing goods such as state-of-the-art machinery, packaging, technical assistance, and others.

- About the biofertilizer: It was organic and natural. Thanks to its benefits and goodness, it had become the solution to the problems of farmers in our locality, due to the scarcity and high cost of synthetic fertilizers, such as urea.

- Work process: transformed fish waste into organic biofertilizers generating micro and macronutrients, and rich in amino acids, giving excellent results in all types of sowings and at all stages. Processes:

1. Collect the waste from the markets.
2. Waste was transported, sorted and shredded.
3. Then they were mixed with bacteria and molasses to achieve the texture and nutrients necessary for use in agriculture.

- Awards won: Latin American Green Awards - Ecuador.

● **CLI Team (The Philippines):**

- **Atty Jasmine Oporto, Independent Director and Chair of Corporate Governance and Risk Committees of the Board**
- **Ma. Aurora Geotina-Garcia, Independent Director and member, Corporate Governance and Risk Committees**
- **Joanna Marie S. Bergundthal, Senior Vice President and Head of Marketing and HR**
- **Vera Alejandria, Sustainability Officer and Head of the Corporate Foundation, Cebu Landmasters Foundation, Inc.**

Cebu Landmasters, Inc. (CLI) was the leading real estate developer in the Visayas and Mindanao (VisMin) regions of the Philippines. The company specialized in residential development and property management, spanning both vertical and horizontal projects in key urban areas. CLI's portfolio included four core brands: Premier Series (high-end developments), Garden Series (mid-market housing), Casa Mira (affordable housing), and Villa Casita (socialized housing). In addition to residential projects, CLI was expanding its leasing portfolio by investing in office spaces, retail centers, hotels, resorts, townships, and estate developments.

As a property development company, CLI's operations encompass planning, development, management, and marketing. It leveraged its six business capitals to drive growth, managed risks, and seized opportunities. The company was dedicated to building long-term value for stakeholders while integrating social development into its business model. With a vision to become the most community-focused developer in VisMin, CLI continuously innovated to meet the evolving needs of its markets.

-From Humble Beginnings to Industry Leadership

CLI's journey began on a modest three-hectare plot in Balamban, Cebu, where founder Jose R. Soberano III identified an untapped demand for housing in the suburbs. Over the years, the company has expanded into a diversified real estate portfolio that includes residential communities, mixed-use developments, hotels, resorts, office spaces, and retail establishments.

A key driver of CLI's success was its ability to provide affordable yet high-quality homes for Filipino families. Casa Mira, CLI's flagship economic housing brand, embodied this commitment. Casa Mira communities offer townhouses and residential condominiums with amenities typically found in premium developments.

CLI's projects, particularly those in the economic and mid-market segments, consistently sold out shortly after launch, underscoring strong demand for its developments. Even during the height of the COVID-19 pandemic in 2020, CLI

recorded exceptional sales for Casa Mira housing units, starting at PHP1.60 million. Reservation sales remained robust despite economic challenges, reaching PHP14.23 billion, accounting for 69% of all reservation sales that year. As CLI expanded into new VisMin markets, it continued to meet the housing needs of a growing population.

-Completed Projects

CLI successfully completed 38 real estate developments, covering vertical and horizontal residential communities, mixed-use projects, office spaces, hotels, and retail properties.

The company delivered 35 residential projects across Cebu, Bacolod, Dumaguete, Cagayan de Oro, and Davao.

Park Centrale (Cebu IT Park) – Home to CLI’s headquarters, this building had maintained 100% occupancy since completion. It was awarded Best Commercial Development in Cebu by the Philippine Property Awards in 2014.

Latitude Corporate Center (Cebu Business District) – A 24-story green-certified (BERDE) office tower, completed in 2020. CLI anticipated demand for office spaces, particularly from IT-BPO firms, to grow as the economy recovered.

As of 2022, CLI’s overall rental occupancy rate reached 48%, reflecting a 7% increase year-over-year. The company’s leasing team actively sought tenants and collaborated with third-party brokers to optimize occupancy rates.

Expansion into Hospitality

-Ongoing Projects

CLI currently had 48 residential projects under construction, spread across 16 key locations in Visayas and Mindanao. The total project value of these developments stands at PHP80.7 billion, with 22,427 units, 87% of which have already been sold.

A key strength of CLI is its fast project turnaround, moving swiftly from pre-selling to construction and delivery. Sales efforts continued as projects near completion, with strong support from 1,785 real estate brokers and 11,000 sales agents across VisMin.

-Investing in Long-Term Growth

To sustain recurring revenue, CLI was strategically investing in its leasing and hospitality businesses. The company aimed to expand its office, retail, and hospitality portfolio to a total GLA of 200,000 sqm within the next five years. This segment was projected to contribute 10% of CLI’s top-line revenue by then.

Financial Performance in 2022:

Rental revenue: PHP79.28 million (0.51% of total revenue), up 7% YoY from PHP74.27 million in 2021.

Hotel operations revenue: PHP83.42 million (0.53% of total revenue), reflecting a 71% YoY increase from PHP48.68 million, driven by tourism and business travel recovery.

Property management revenue: PHP55.47 million (0.35% of total revenue), a 29% YoY increase, due to more managed properties.

Future Outlook

CLI was poised for continued expansion in residential, commercial, and hospitality sectors. Through strategic planning, market responsiveness, and customer-centric innovations, CLI had solidified its position as VisMin's leading real estate developer. With a strong pipeline of projects and a clear long-term vision, CLI was well-positioned to drive sustainable growth in the Philippines real estate industry.

- **Mylene Abiva, CEO and President of FELTA Multi-Media (The Philippines)**

In the 1990s, young Filipinos' understanding of robots was shaped by media like Voltes V and Transformers. Robotics education was virtually nonexistent in the Philippines schools, with students and teachers encountering robots only in textbooks. Without hands-on exposure, robotics remained an abstract concept.

FELTA Multi-Media, a leading educational technology company in the Philippines, sought to change this. The company aimed to make robotics education part of the Philippines' curriculum but faced challenges. According to CEO Mylene Abiva, many Filipinos in the 1990s saw robotics as science fiction rather than an educational tool. The Philippines' economic struggles also made it difficult to push for new investments in education.

A breakthrough came when Mylene and her parents, Felicito and Teresita Abiva, attended the Worlddidac Tech Show and discovered LEGO Education. A LEGO-powered carnival exhibit sparked Mylene's realization that LEGO could be used to teach physics and engineering in an engaging way.

Determined to bring this innovation to the Philippines, Mylene pursued a partnership with LEGO Education. This collaboration led to agreements with the Department of Education (DepEd) in 2003 and the Department of Science and Technology (DOST) in 2004, establishing the Philippine Robotics Program.

Despite institutional support, convincing educators to embrace robotics education was a challenge. FELTA Multi-Media initially focused on promoting LEGO Education and training teachers. Many were hesitant, so FELTA organized an orientation at the Philippine Science Centrum. The demonstration of robots in hands-on physics and programming lessons met with enthusiasm, helping to overcome resistance.

FELTA continued its outreach by engaging with schools and STEM faculties. An initial group of eight schools joined the training program. To boost participation, FELTA launched the Philippine Robotics Olympiad (PRO) in 2001. The annual competition allowed students to build and program robots using LEGO kits, applying STEM and programming skills in a collaborative environment.

PRO expanded over the years, adding events like Robot Soccer. Even during the COVID-19 pandemic, FELTA held the 19th Philippine Robotics Olympiad and the first Philippine Virtual Robotics Challenge, attracting over 1,500 viewers worldwide. The Philippines became the first World Robot Olympiad member to host a virtual competition.

By 2021, FELTA Multi-Media had partnered with 1,600 schools economy-wide. Committed to Mylene’s motto of “Robotics for All,” the company included diverse institutions, from international schools to those serving students with disabilities. Their programs fostered not only technical skills but also teamwork, communication, and fair play.

Mylene’s ultimate goal was to highlight Filipino talent globally and produce inventors, engineers, and scientists who could drive progress. Although robotics was not yet fully integrated into the Philippines curriculum, FELTA was gathering data to demonstrate its impact on STEM education, aiming to convince DepEd to adopt it beyond its current elective status.

The long-term impact of FELTA’s efforts was evident. Many former robotics students pursued engineering degrees and even founded their own companies. FELTA’s success stems from its strategic approach—partnering with LEGO Education rather than developing robotics education from scratch, aligning with the business principle of benchmarking.

Mylene remained committed to advancing STEM education and preparing students for emerging careers in data analytics, software development, engineering, and AI. Early exposure to robotics was crucial to equipping Filipino students for future workforce demands.

Thanks to FELTA Multi-Media’s pioneering efforts, robotics education in the Philippines had transformed from an abstract idea to a hands-on learning experience. With continued dedication, robotics was poised to become a mainstream part of the Philippines’ education, shaping a more technologically skilled and innovative workforce.

● **Maria Solonina, Director - Krol Kids Swimming School (Russia)**

Krol Kids Swimming School had been operating in Tomsk for over five years, offering group and private swimming lessons in four pools for children aged 1 to 16. Currently, the school serves more than 250 students.

Goals:

- Promote swimming as the most beneficial form of physical activity for all ages.
- Encouraged widespread participation among Tomsk children aged 1 to 16.
- Instilled a lifelong habit of regular exercise and sports.
- Provided swimming opportunities for children with disabilities.
- Contributed to the overall health and well-being of Tomsk's younger generation.

Unlike public sports schools, which admitted children from ages 6-7, Krol Kids Swimming School welcomed students as young as four. Classes were conducted in small groups (up to eight children per coach), ensuring personalized attention and accommodating children with varying health conditions. Lessons incorporated playful exercises and a unique motivation system, keeping children engaged. The school's teaching methods, developed with input from top athletes, educators, and medical professionals, were endorsed by specialists from Lesgaft National State University of Physical Education, Sport, and Health in St. Petersburg.

The school hosted regular swimming competitions, including internal events for Tomsk students, regional contests for Siberian Krol schools, and the annual Krol Cup in Moscow, where participants from Krol schools worldwide competed. In addition, Krol organized various programs and events, such as day and overnight camps during vacations, a summer family camp by the sea, and a school anniversary celebration. These activities kept students engaged in swimming and strengthened customer loyalty.

Maria Solonina had led Krol Kids Swimming School in Tomsk since its establishment in August 2018. She had assembled a team of dedicated coaches and managers passionate about swimming and child development. Under her leadership, the team consistently trained children for swimming competitions at local, regional, and international levels.

In October 2023, Maria organized a major regional swimming championship for over 150 children from five Siberian cities—Omsk, Krasnoyarsk, Novosibirsk, Solnechny, and Tomsk. The event was held at Zvezdnyy, an Olympic-level swimming facility in Tomsk. Recognized as a socially responsible business by the government, Krol Kids Swimming School was now applying for a grant to support its ongoing activities and future growth.