

ISHANGHAI YOUREN FOUNDATIONI AND ACCENTURE: LEARNING TO EARNING ENGAGEMENT IMPACT REPORT

【上海有人公益基金会】与埃森哲：“立业数字时代”企业公民项目合作进展报告

THIS REPORT DOCUMENTS THE NUMBER OF BENEFICIARIES THAT ISHANGHAI YOUREN FOUNDATIONI CONTRIBUTED TOWARD THE GOAL OF ACCENTURE'S LEARNING TO EARNING PROGRAMS TO CREATE ENHANCED OPPORTUNITIES FOR SKILLS DEVELOPMENT AND EMPLOYMENT IN THE FUTURE OF WORK FOR UNDERSERVED INDIVIDUALS. ISHANGHAI YOUREN FOUNDATIONI ACHIEVED THESE RESULTS, IN ADDITION TO THE OTHER OUTPUT, OUTCOME AND IMPACTS, DESCRIBED BELOW AS PART OF THE FOLLOWING ENGAGEMENT WITH ACCENTURE GREATER CHINA:

本报告记录和反映了【上海有人公益基金会】为埃森哲“立业数字时代”企业公民项目所贡献的受益人数。该项目旨在为未获得足够支持的个人创造更多技能发展的机会和未来工作的就业机会。除其他投入、成果和影响外，【上海有人公益基金会】与埃森哲企业公民合作还包括如下部分：

CASH GRANT 资金支持

DESCRIPTION OF ACCENTURE GRANT TO NON-PROFIT (CAN REFERENCE CASH GRANT AGREEMENTI)

【埃森哲对非营利组织的资金项目描述（可参考资金支持项目申请书内容）】

2025 年“残障人新职业赋能发展项目”收到埃森哲捐赠款人民币贰拾贰万元整，项目主要针对就业年龄段的视力障碍者与中重度肢体残障者，以及其他障别残障者及残障者家属，开展新兴领域的就业岗位开发与就业赋能稳岗支持。通过为目标人群提供培训赋能、职场见习、就业稳岗支持以及岗位开发与匹配等方面的服务与支持，促进残障者实现高质量的就业。

LAND/ORI 【和/或】

PRO BONO 公益咨询

【埃森哲对非营利组织的公益咨询项目描述（可参考公益咨询函内容）】

DESCRIPTION OF ACCENTURE PROJECT WITH NON-PROFIT (CAN REFERENCE PRO BONO ARRANGEMENT LETTERI)

N/A

LAND/ORI 【和/或】

VOLUNTEERING 志愿者活动

DESCRIPTION OF ACCENTURE INITIATIVE WITH NON-PROFITI埃森哲与非营利组织的志愿者活动I

项目周期内埃森哲志愿者伙伴与我们一起开展两场“非视觉美妆工作坊”，体验、了解视障人士通过触觉、嗅觉等非视觉感官及辅助工具，独立完成化妆的过程，同时，一起测试了协助视障人士完成化妆的一款辅助 APP。

REPORTING

红色星号* 部分为必答。PLEASE COMPLETE THE SESSIONS MARKED WITH RED TITLES AND STARS, AS THEY ARE MANDATORY.

* BENCHMARK METRICS

1. PLEASE FILL IN THE PERCENTAGE FOR EACH AGE GROUP, GENDER GROUP AND PWD (PERSONS WITH DISABILITIES IF APPLICABLE). KINDLY NOTE THAT THE TOTAL VALUE FOR EACH CATEGORY SHOULD NOT EXCEED 100%. 请填写每个年龄组、性别组和残障者（如果适用）的百分比。请注意，每个类别的总和不应超过 100%。

	OUTPUT/OUTCOME 产出/成果	%	NOTE 备注
AGE 年龄	CHILD 儿童比例 %		PERCENTAGE OF INDIVIDUALS IN EACH AGE CATEGORY FOR THE OVERALL INITIATIVE. 整体项目中各年龄阶段比例
	YOUTH 青年比例 %		
	ADULT 成年人比例 %	100	
	SENIOR 老年人比例 %		
	AGE UNKNOWN 实际未知年龄比例 %	30.10	
GENDER 性别	FEMALE 女性比例 %	31.55	PERCENTAGE OF EACH CATEGORY FOR THE OVERALL INITIATIVE. 整体项目中的性别比例
	MALE 男性比例 %	38.35	
	NON-BINARY 非二元性别比例 %		
	GENDER UNKNOWN 未知性别比例 %	30.10	
PWD 残障者	PWD 残障者比例 %	92.72	

2. PLEASE FILL IN THE NUMBERS OF INDIVIDUALS AT EACH IMPACT LEVEL ACCORDING TO THE 2025 BENEFICIARIES MEASUREMENT GUIDE. 请根据《2025 埃森哲受益人评估指南》填写各影响维度上的受益人数量。

	OUTPUT/OUTCOME	#	NOTE
TRANSFORMED 转型	ACTUAL # GOT A JOB 实际获得工作的人数	10	
	• ACTUAL # GOT TECH JOBS 实际获得技术工作的人数	10	THE NUMBER OF PEOPLE WHO WERE TRANSFORMED RELATED TO DEVELOPMENT, IMPLEMENTATION, MAINTENANCE, AND SUPPORT OF TECHNOLOGICAL SYSTEMS AND SOLUTIONS. THIS IS A SUBSET OF GOT A JOB. CANNOT BE GREATER THAN GOT A JOB. 获得与技术系统的开发、实施、维护和支持相关的工作的人数。这是“获得工作”人数的一部分，不能超过“获得工作”总人数。
	• ACTUAL # GOT GREEN JOBS 实际获得绿色工作的人数	0	THE NUMBER OF PEOPLE WHO WERE TRANSFORMED RELATED TO POSITIONS THAT CONTRIBUTE TO ENVIRONMENTAL SUSTAINABILITY AND THE REDUCTION OF NEGATIVE IMPACTS ON THE PLANET. GREEN JOBS AIM TO PROMOTE SUSTAINABLE PRACTICES AND TECHNOLOGIES THAT HELP MITIGATE CLIMATE CHANGE AND PRESERVE NATURAL RESOURCES. THIS IS A SUBSET OF GOT A JOB. CANNOT BE GREATER THAN GOT A JOB. 获得与促进环境可持续性和减少对地球负面影响的相关工作的人数。绿色工作旨在推广有助于缓解气候变化和保护自然资源的可持续实践和技术。这是“获得工作”人数的一部分，不能超过“获得工作”总人数。
	• ACTUAL # GOT A JOB AT ACCENTURE 实际在埃森哲获得工作	0	THE NUMBER OF PEOPLE WHO GET PAID EMPLOYMENT AT ACCENTURE SUCH AS PERMANENT CONTRACT, FIXED TERM CONTRACT, PAID APPRENTICESHIP, OR PAID TRAINING CONTRACT OF 6 MONTHS OR LONGER. THIS IS A SUBSET GOT A JOB. ONLY INCLUDE PEOPLE ACHIEVING OUTCOMES WITHIN 6 MONTHS OF OUR INTERVENTION. IN EXCEPTIONAL CASES THIS TIMEFRAME MAY BE EXTENDED WHERE THERE IS CLEAR EVIDENCE OF OUR ATTRIBUTION. CANNOT BE

	的人数		GREATER THAN GOT A JOB. 在埃森哲获得有薪工作, 如永久合同、固定期限合同、有薪学徒合同或 6 个月或更长时间的有薪培训合同的人员数量。这是“获得工作”人数的一部分, 仅包括在我们干预后 6 个月内实现成果的人员。在有明确证据表明我们有贡献的特殊情况下, 这一时间框架可以延长。不能超过“获得工作”总人数。
	ACTUAL # STARTED A BUSINESS 实际开始创业入戶	3	
	ACTUAL # GREW A BUSINESS 实际提升业务的人数	28	
	TOTAL ACTUAL # TRANSFORMED 实际转型的总人数	41	
	ACTUAL # TRANSFORMED & IMPROVED 实际转型并改善的总人数	144	NUMBER OF PEOPLE WHO WERE TRANSFORMED AND HAVE ALSO BEEN IMPROVED. 通过本项目同时实现“改善”和“转型”的人数
IMPROVED 改善	ACTUAL # SKILLED 实际赋能人数	63	
	ACTUAL # SKILLED IN TECH JOBS 实际技术赋能人数	63	THE NUMBER OF PEOPLE WHO WERE IMPROVED RELATED TO DEVELOPMENT, IMPLEMENTATION, MAINTENANCE, AND SUPPORT OF TECHNOLOGICAL SYSTEMS AND SOLUTIONS. THIS IS A SUBSET OF SKILLED. CANNOT BE GREATER THAN SKILLED. 与技术系统的开发、实施、维护和支持相关技能的赋能受益人员数量。与技术系统的开发、实施、维护和支持相关的人员数量有所提升。这是“技术熟练”类别的一部分, 不能超过“技术熟练”类别的总数。
	ACTUAL # SKILLED IN GREEN JOBS 实际绿色赋能人数	0	THE NUMBER OF PEOPLE WHO WERE IMPROVED RELATED TO POSITIONS THAT CONTRIBUTE TO ENVIRONMENTAL SUSTAINABILITY AND THE REDUCTION OF NEGATIVE IMPACTS ON THE PLANET. GREEN JOBS AIM TO PROMOTE SUSTAINABLE PRACTICES AND TECHNOLOGIES THAT HELP MITIGATE CLIMATE CHANGE AND PRESERVE NATURAL RESOURCES. THIS IS A SUBSET OF SKILLED. CANNOT BE GREATER THAN SKILLED. 与促进环境可持续性和减少对地球负面影响的工作相关的技能赋能的受益人数。绿色工作旨在推广有助于缓解气候变化和保护自然资源的可持续实践和技术。这是“改善-赋能”的一部分, 不能超过“改善-赋能”的总人数。
	ACTUAL # WORK EXPERIENCE AT ACCENTURE 实际获得埃森哲工作经验人数	0	THE NUMBER OF PEOPLE WHO OBTAINED WORK EXPERIENCE AT ACCENTURE THAT WILL IMPROVE THEIR EMPLOYABILITY AND ECONOMIC RESILIENCE BUT WHERE IMMEDIATE PAID, LONG-TERM EMPLOYMENT IS UNLIKELY, UNSUITABLE, OR NOT THE OBJECTIVE. THIS IS A SUBSET OF SKILLED. CANNOT BE GREATER THAN SKILLED. 在埃森哲获得工作经验, 从而提高其就业能力和经济韧性, 但立即获得长期有薪工作的可能性不大、不合适或不以此为目标的人员数量。这是“改善-赋能”的一部分, 不能超过“改善-赋能”的总人数。
	ACTUAL # CAREER/BUSINESS ADVANCEMENT 实际提升职业或业务人数	40	THE NUMBER OF PEOPLE WHO ENHANCE THEIR EMPLOYABILITY BY UTILIZING ACCESS TO NETWORKS, COACHING OR MENTORING, WHERE ENGAGEMENT IS 5 HOURS OR MORE. 通过网络、辅导或指导来提高其就业能力的人员数量, 其中参与时间在 5 小时或以上。
	TOTAL ACTUAL # IMPROVED 实际改善	103	赋能人数+提升职业或业务人数

有人公益基金会

	总人数		
CONNECTED 联结	ACTUAL # REACHED 实际触达人数	62	THE NUMBER OF PEOPLE WHO PARTICIPATED IN A PROGRAM AIMED AT SKILLS DEVELOPMENT OR EMPLOYMENT. 参与赋能或就业项目活动的人数
	TOTAL ACTUAL # CONNECTED 实际触达总人数	62	

3. PLEASE DESCRIBE HOW DO YOU SPECIFICALLY DEFINE THE IMPACT AT EACH LEVEL IN YOUR PROGRAM TO RATIONAL THE RESULTS ACCORDING TO THE 2026 BENEFICIARIES MEASUREMENT GUIDE. 请根据《2026 埃森哲受益人评估指南》和您的项目，说明每个影响维度的定义，以说明该项目结果的合理性。。

WHAT CRITERIA ARE USED TO ALIGN WITH ACCENTURE'S DEFINITION OF INDIVIDUALS AT EACH REPORTING LEVEL AND HOW HAS THE PROJECT ENSURED THAT THESE CRITERIA ARE MET FOR THIS REPORTING PERIOD?

FOR TRANSFORMED LEVEL OUTCOMES ONLY INCLUDE PEOPLE ACHIEVING OUTCOMES WITHIN 6 MONTHS OF OUR INTERVENTION, IN EXCEPTIONAL CASES THIS TIMEFRAME MAY BE EXTENDED WHERE THERE IS CLEAR EVIDENCE OF OUR ATTRIBUTION.

使用何种标准来对应埃森哲每个影响维度上的受益人定义？该项目在本报告期间是如何确保这些标准得到满足的？

对于转型维度的成果，仅包括在我们的项目干预实施后 6 个月内实现结果的人员。在特殊情况下，如果有明确证据表明由我方原因造成的影响，则可以延长这一时间框架。

	IMPACT LEVEL 影响维度	RATIONALITY 合理性	NOTE 备注
REPORTING REQUIREMENTS 报告要求	REPORTING CRITERIA CONNECTED “联结”的报告标准	-参加了项目中的残障融合活动/残障平等意识课程/数据标注培训/信息无障碍测试培训/职场实习等活动中的一项或多项，但单项活动参与时间不足 5 小时	THIS IS MANDATORY FOR EACH METRIC WHERE ACTUALS HAVE BEEN ENTERED (I.E., WHERE THE VALUE IS GREATER THAN 0). 凡报告了实际成果的影响维度（相关受益人数值大于 0），此为必填项。
	REPORTING CRITERIA IMPROVED“改善”的报告标准	-系统性学习了残障平等意识/人工智能数据标注/软件信息无障碍测试等技能，且每个单项活动参与时长不少于 5 小时，至少了解掌握了 1 个单项培训中的 1 个关键知识点； -获得实习机会，且实习时长不少于两周	
	REPORTING CRITERIA TRANSFORMED“转型”的报告标准	-就业，未就业的参与者，通过参与本项目，获得不少月 6 个月合同期限的工作 -岗位或业务得到提升，已就业/创业的参与者，通过参与本项目，岗位业务类型/职级/业务量/收入至少其中 1 个维度获	

		得了较为显著的提升 ·开始创业，未就业/创业的参与者，通过参与本项目，开始创业，从事实体经营/通过互联网开展业务，获得收入。	
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***REPORT SUMMARY 报告总结:**

PROVIDE A COMPREHENSIVE OVERVIEW OF THE PROJECT'S PROGRESS. INCLUDE KEY MILESTONES, COMPLETED DELIVERABLES, AND ACCENTURE'S INVOLVEMENT. HIGHLIGHT LESSONS LEARNED AND DESCRIBE THE DIFFERENCE THE GRANT HAS MADE. ENSURE THAT THE SUMMARY IS CLEAR, CONCISE, AND SUPPORTED BY EVIDENCE.

请提供项目进展的全面概述，包括关键里程碑、已完成的交付成果以及埃森哲的参与。重点突出经验教训，并描述资助带来的变化。确保摘要清晰、简洁，并有证据支持。

2025 年残障人新职业赋能发展项目，自 2025 年 2 月-2025 年 8 月，共开展项目活动 8 场，其中 4 场残障融合活动，2 场技能提升培训，2 场数据标注和信息无障碍测试培训。岗位实习辅导 3 个月，对 1 套数据标注系统进行信息无障碍改造优化及适配维护。项目触达 62 人，改善 95 人，转型 49 人。为 14 名残障者提供就业实习机会，10 人实现就业。

本项目从实践层面验证了全流程支持体系的有效性。这一成果不仅体现为就业数量的达成，更反映在就业质量的提升——通过持续支持，残障者能够适应岗位要求并实现职业发展，避免了传统就业服务中“入职即离职”的短期化现象。

从项目实践表明，残障人的高质量就业依赖于全流程支持体系的构建与实施，从岗位开发到持续就业的闭环支持是实现残障者稳定就业的关键路径，其核心在于通过系统性设计解决就业各环节的障碍，最终达成高质量就业目标。

***NEXT STEPS AND FUTURE PLAN 下一步及未来计划:**

基于项目实践经验，全流程支持模式应成为未来残障人就业服务的核心范式。其关键在于将“碎片化支持”转化为“系统性保障”，通过跨部门协作（如企业 HR、无障碍技术团队、职业导师）构建一体化服务网络，同时结合数字化工具提升支持效率，最终推动残障人就业从“可及性”向“可持续性”跃升，使残障人获取稳定的高质量就业机会。

COMPLETE THE ADDITIONAL IMPACT # AND IMPACT DESCRIPTION FIELDS IF THERE IS ANY IMPACT YOU WOULD LIKE TO REPORT THAT IS NOT CAPTURED IN THE MAIN BENEFICIARY METRICS.

如果您想报告的主要受益人指标以外的影响，请在“其他影响 #”和“影响描述”部分加以说明。

FOR EXAMPLE, THIS COULD INCLUDE DEVICES DONATED, FAMILY MEMBERS INDIRECTLY SUPPORTED, OR SOFTWARE LICENSES PROVIDED, ETC.

- IN ADDITIONAL IMPACT #, ENTER THE QUANTITY ONLY (THIS IS A NUMBER ONLY FIELD)
- IN IMPACT DESCRIPTION, BRIEFLY DESCRIBE THE TYPE OF IMPACT (KEEP IT AS CONCISE AS POSSIBLE)

例如，捐赠的设备、间接支持的家庭成员或提供的软件许可证等。

- 在“其他影响#”中，仅输入数量（此字段仅限数字）
- 在“影响描述”中，简要描述影响类型（尽可能简洁）

ADDITIONAL IMPACT # 其他影响#

ENTER THE NUMBER RELATED TO THE ADDITIONAL IMPACT (E.G., NUMBER OF DEVICES DONATED, FAMILY MEMBERS HELPED, SOFTWARE LICENSES, ETC.) 请输入“其他影响”相关的数字（如，捐赠的设备数量、受到项目支持的其他家庭成员的数量、提供使用的软件许可数量等等）

N/A

IMPACT DESCRIPTION 影响描述

DESCRIBE THE TYPES OF IMPACT MEASURED (E.G., DEVICES DONATED, FAMILY MEMBERS HELPED, SOFTWARE LICENSES, ETC.) 请描述“影响”的类型（如捐赠的设备、受助家庭成员、软件许可等等）

N/A

COMPLETE THE GENDER SPLIT EXPLANATION FIELD ONLY IF THE GENDER SPLIT AMONG INDIVIDUALS REPORTED AS “TRANSFORMED” IS SIGNIFICANTLY DIFFERENT FROM THE VALUES ENTERED. PLEASE PROVIDE A BRIEF EXPLANATION FOR THE DIFFERENCE.

GENDER SPLIT EXPLANATION 性别比例说明

IF THE GENDER SPLIT AT THE TRANSFORMED LEVEL DIFFERS SIGNIFICANTLY FROM THE VALUE ENTERED, PLEASE PROVIDE AN EXPLANATION. 仅当报告为“转型”的受益人性别比例与输入的值有显著差异时，才填写“性别比例说明”字段。请简要说明差异原因。

N/A

*PROGRAM PARTICIPATION

WHAT TYPES OF PROGRAMS HAVE THE BENEFICIARIES PARTICIPATED IN? 受益人参与的项目活动类型？

残障融合工作坊，就业基础技能提升培训，数据标注业务技能培训、软件信息无障碍测试业务技能培训

*DATE ACCURACY & DOUBLE COUNTING PREVENTION 数据准确性及重复避免

HOW DOES THE PROJECT MANAGE THE ACCURACY OF THE DATA COLLECTED AND PREVENT DOUBLE COUNTING OF INDIVIDUAL BENEFICIARIES. 该项目如何管理数据统计的准确性，以及如何避免受益人被重复统计？

项目通过参与者报名信息、项目活动到场情况等维度来保证数据统计的准确性。为避免重复统计，只在参与者受到最大影响的评估类别进行统计，其他评估类别将不再进行统计。

***TRACKING AND REPORTING SYSTEM 追踪与汇报系统:**

本项目立项之初就确定了项目执行团队及项目实施计划。项目实施过程中，通过项目活动进度跟踪表及项目资金使用记录/进度跟踪表，监测项目进展情况，同时项目组也会不定期召开项目会议，同步项目进展，交流项目阶段成果与问题，商讨解决方案。同时也留存了项目活动执行文件等、财务凭证等资料，以备查阅。

***ACTIVITY COMPLETION MANAGEMENT 活动完成管理:**

(COMPLETE ACTIVITY COMPLETION MANAGEMENT IF ACTUALS HAVE BEEN ENTERED FOR IMPROVED LEVELS.)
FOR 'IMPROVED-LEVEL OUTPUTS. HOW DOES THE PROJECT MANAGE AND ENSURE THE COMPLETION OF ACTIVITIES (E/G., COURSES, CLASSES, LEARNINGS, INITIATIVE)?

(如果“改善”维度有实际数据，请完成活动完成管理。) 对于“改善”维度的产出，项目如何管理和确保活动的完成(例如，课程、班级、学习、计划)?

改善维度的产出主要来自于残障融合工作坊、就业基础技能提升培训，数据标注业务技能培训、软件信息无障碍测试业务技能培训、职场实习等项目环节。对于参加残障融合工作坊、技能培训的参与者，保证其参与时间不少于5小时，且残障平等意识或基础技能有所提升，才会被算作改善。对于职场实习的参与者，保证其实习时长不少于一个月才算作改善。

***TRANSFORMED EVIDENCE 转型凭据**

(COMPLETE THE TRANSFORMED EVIDENCE QUESTION WITH YES OR NO, AS APPLICABLE)

(如适用，请用“是”或“否”完成转型凭据相关问题)

DO YOU COLLECT AND RETAIN EVIDENCE TO SUPPORT THE NUMBER OF BENEFICIARIES REPORTED AS TRANSFORMED, IN COMPLIANCE WITH OUR BENEFICIARIES MEASUREMENT GUIDE? YES/NO

你是否收集和保留了符合埃森哲受益人评估指南的关于转型人数报告的相关凭据? 是/否

☒ YES 是

☐ NO 否

***TYPES OF EVIDENCE 凭据类型**

IF 'TRANSFORMED EVIDENCE' IS YES, SELECT ALL APPLICABLE TYPES OF EVIDENCE. FOR E.G., SURVEY RESPONSE OR COMMUNICATION FROM BENEFICIARY WITHOUT EMPLOYEE NAME, COPY OF EMPLOYMENT VERIFICATION LETTER OR CONTRACT, COPY OF ANONYMIZED EMPLOYEE ID, BADGE OR BUSINESS CARD) IN CASE YOU HAVE SOME OTHER EVIDENCE, PLEASE SPECIFY WHAT TYPE OF EVIDENCE YOU ARE REFERRING TO.

如果“转型凭据”为“是”，请选择所有适用的证据类型。例如：调查回复或与受益人（不包含雇员姓名）的沟通文件、雇佣验证信或合同的复印件、匿名的员工 ID、胸牌或名片的复印件。如果您有其他凭据，请具体说明您所指的凭据类型。

“转型凭据”包括但不限于调查回复或与受益人（不包含雇员姓名）的沟通文件、名片、胸牌、员工 ID、录用函、合同等。

IF YOU ANSWER NO TO THE 'TRANSFORMED EVIDENCE' QUESTION, PLEASE EXPLAIN WHY. 如果您对“转型凭据”问题的回答是“否”，请说明原因。

N/A

EVIDENCE UPLOAD: (SHARE ALONG WITH THE DOCUMENT)

THIS IS REQUIRED IF YOU ANSWER YES TO THE "TRANSFORMED EVIDENCE" QUESTION AND AT LEAST ONE OF THE FOLLOWING CONDITIONS IS MET.

- THE TOTAL ACTUAL TRANSFORMED METRIC IS 1,000 OR MORE,
- THE SUM OF TOTAL ACTUAL IMPROVED AND ACTUAL TRANSFORMED & IMPROVED IS 1,000 OR MORE.

凭据上传：（与本文档一起提供）

如果您对“转型凭据”问题的回答是“是”，并且满足以下至少一个条件，则需要上传证据。

- “实际转型指标”总数为 1,000 或以上，
- “实际改善”总数与“实际转型和改善”总数之和为 1,000 或以上。

AGREED TO BY: [FU GAOSHAN] FOR AND ON BEHALF OF [SHANGHAI YOUREN FOUNDATION]

上述报告内容由[傅高山]代表[上海有人公益基金会]确认。

I, THE ABOVE SIGNED, ATTEST THAT THE FOREGOING SUMMARY IS ACCURATE AND COMPLETE TO THE BEST OF MY KNOWLEDGE.

本人，即本报告签署人，确认以本人所知，上述总结准确并完整。

BY 签署人:

[NAME 傅高山], [TITLE 理事]

DATE 日期 (9/19/2025):

A COPY OF THIS SIGNED FORM COMPLETED IN ENGLISH IS TO BE SUBMITTED ON ORGANIZATION LETTERHEAD TO THE ACCENTURE GREATER CHINA CORPORATE CITIZENSHIP CONTACT.J. PLEASE CONTACT SYLVIA YANG (SYLVIA.JIEHUA.YANG@ACCENTURE.COM), ACCENTURE GREATER CHINA CORPORATE CITIZENSHIP LEAD, FOR ANY QUESTIONS ON THIS FORM.

该报告签字或盖章后，请向埃森哲大中华区企业公民委员会提交复印本一份。就本报告有任何问题，请咨询埃森哲企业公民项目负责人杨洁华 (SYLVIA.JIEHUA.YANG@ACCENTURE.COM)

APPENDIX

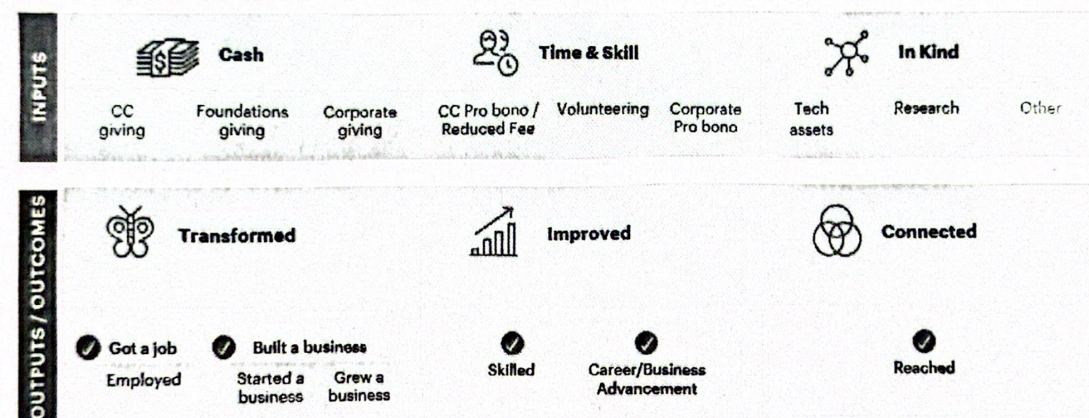
PLEASE REFER TO THE 2025 BENEFICIARIES MEASUREMENT GUIDE FOR MORE DETAILS.

DEMOGRAPHICS

Beneficiary demographics (such as gender, age, etc.) will be reported at a general level across the program, regardless of the level of impact. In some countries, we will also require race/ethnicity data

Gender	Definition
Female	Individuals who identify as female
Male	Individuals who identify as male
Non-Binary	Individuals who do not subscribe to conventional gender distinctions but identify with neither, both, or a combination of male and female genders as defined by their society
Type	Definition
PwD	Individuals who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others
Age	Definition
Children	Individuals in the early stages of life, typically characterized by dependency on caregivers for basic needs, learning foundational skills, and early education.
Youth	Individuals in the transitional phase between childhood and adulthood, often marked by physical, emotional, and social development, as well as increased independence and identity formation.
Adults	Individuals who have reached full physical and legal maturity, typically characterized by full participation in the workforce, family responsibilities, and societal roles.
Senior	Individuals in the later stages of life, often characterized by retirement from the workforce, increased focus on health and well-being, and potential reliance on support systems for daily activities.

BENEFICIARY MEASUREMENT MODEL



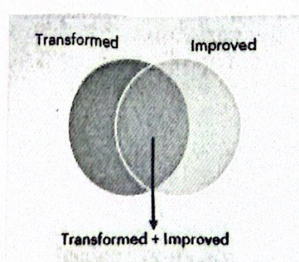
DEFINATION

	 Transformed** People who got a job or built a business	 Improved People who gained the skills, experience and confidence to prepare for future jobs and entrepreneurship opportunities	 Connected		
KPI	Got a Job	Built a Business	Career/Business Advancement	Skilled	Reached
Definition	The number of people who get legal paid employment of an expected duration of 6 months or longer and at least part time, such as a permanent contract, a fixed term contract, a paid apprenticeship, or a paid training contract (internships), which can be attributed to participation in the program.	The number of people who have started to operate their own businesses or to work on their own account, either alone or with partners or who have achieved a meaningful improvement in their earning potential. This includes jobs where the remuneration is directly dependent on the profits derived from the goods and services produced (e.g., cooperatives or contributing family workers, gig and freelance workers).*	The number of people who enhance their employability by utilizing access to networks, coaching or mentoring, where engagement is 5 hours or more.	The number of people who have completed sufficient training to enhance their employment prospects by developing new or improving existing market relevant skills and/or gaining work experience that strengthens their employability and economic resilience. This includes engagements lasting 5 hours or more, even in cases where the work experience does not lead to paid employment of at least 6 months' duration within 6 months of the engagement.	The number of people who participated in a program aimed at skills development or employment

	 Future skills	 Accenture journey
	Tech Jobs	Work Experience at Accenture
	The number of people who were Transformed / Improved related to the development, implementation, maintenance, and support of technological systems and solutions. This is a subset of "Got a job" / "Skilled"	The number of people who obtained work experience at Accenture that will improve their employability and economic resilience but where immediate paid, long-term employment is unlikely, unsuitable, or not the objective. This is a subset of "Skilled"
	Green Jobs	Got a Job at Accenture
	The number of people who were Transformed / Improved related to positions that contribute to environmental sustainability and that require an understanding or produce knowledge of environmental sustainability in the worker. This is a subset of "Got a job" / "Skilled"	The number of people who got paid employment at Accenture such as permanent contract, fixed term contract, paid apprenticeship, or paid training contract of 6 months or longer. This is a subset of "Got a Job"

*Only include people achieving outcomes within 6 months of our intervention. In exceptional cases this timeframe may be extended where there is clear evidence of our attribution.

Partners will also need to indicate the number of people **Transformed** who have also been **Improved** - where applicable - for disclosure purposes*.



Transformed

Transformed + Improved

The number of people who were **Transformed + Improved** are those that **Got a job or Built a business** after either being **Skilled** or had a **Career/Business Advancement**. This is a subset of "Transformed"

Example 1: Out of 200 people who got a job, 182 participated in a 2 weeks coding camp.
Number to report as **Improved + Transformed** is 182

Example 2: Out of 150 business created, 145 participated in a 3 months mentoring program.
Number to report as **Improved + Transformed** is 145