

# Guide to Masters & MBA Recruitment in the **Top 100 International Sustainability Companies**

August 2023



Click on the company name to be taken to the individual company entry. Please note: all information was correct at time of publication.

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## CONSULTING

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## IT & TELECOMS

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## INDUSTRIALS

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## ENERGY

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## INFRASTRUCTURE & REAL ESTATE

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## SERVICES & CONSUMER

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## PHARMACEUTICALS

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| Company Name                       | Program News  | Deadline Date                             |
|------------------------------------|---|---|
| <a href="#">BNP Paribas</a>        | Global Markets Graduate Program – Italy – Ref: ITA001466<br>Graduate Trainee in Company Engagement – Switzerland – Ref: FON000127<br>Graduate Program CIB Global Markets, AMM Strategist C++ - France – Ref: !I_GP23_CIBGM_0006b  | Apply ASAP.<br>Positions close once full. |
| <a href="#">IFC</a>                | World Bank Group Young Professionals Program (WBG YPP)  | 31 <sup>st</sup> July 2023                |
| <a href="#">ING</a>                | HRBP Retail (Traineeship) – 068342 – Belgium (master's)<br>ITP Analytics Track – 065097 – Poland (master's)   |   |
| <a href="#">KfW Group</a>          | KfW has a number of <a href="#">open trainee and internship programs</a> aimed at master's graduates. Below is a sample<br>Trainee (f/m/d) accounting with focus on further development of IT systems and data management - Germany<br>Trainee (f/m/d) development bank with a focus on staff departments – Germany<br>Internship in the development bank - equity financing Europe/Asia/MENA<br>Internship in the Development Bank - Sustainable Urban Development, Southeast Europe and Türkiye |   |
| <a href="#">Rabobank</a>           | Advanced Analytics Young Professional Program – JR_00085204 – Netherlands   | Apply ASAP                                |
| <a href="#">Schneider Electric</a> | VIE - Program and Strategy Deployment Manager - MADRID - H/F Req ID 54898 - Spain   | Apply ASAP                                |
| <a href="#">Siemens Gamesa</a>     | Internship Corporate Strategy – Market & Competitors – R34465 – Madrid, Spain   | Apply ASAP                                |
| <a href="#">Tikehau Capital</a>    | Internship - Legal Team (Legal Corporate) (M/F) - July 2024 (master's) - France<br>Internship - Legal Officer (M/F) - July 2024 (master's) - France<br>Internship – Finance and Treasury Department (M/F) - September 2023 (master's) – France<br>Internship - Fund operations Private Debt (M/F) - September 2023 (master's) – France  |   |
| <a href="#">Cisco</a>              | Cisco Incubator Program – Germany – 1402707<br>Network Engineer (Intern) – Australia – 1406362<br>Communications Intern - Lisbon - Full time – 1404126<br>Legal Intern - Master – Spain - 1406176   | Apply ASAP                                |
| <a href="#">SAP SE</a>             | SAP Next Talent Program – Brno – Req 356382 – Brno, CZ  | Apply ASAP                                |
| <a href="#">Ericsson</a>           | MBA Intern – ID 724662  | Apply ASAP                                |
| <a href="#">Johnson Controls</a>   | MBA Digital Solutions Intern (Jan-May'24) – WD30183131 – Singapore<br>Finance Internship – Future Leaders – WD30169189 - Budapest<br>Graduate Project Manager – Rotational Program – WD30179617 - UK  | Positions close once full, apply ASAP     |

| Company Name                           | Program News  | Deadline Date                |
|--|---|------------------------------|
| <a href="#">GE Renewable Energy</a>    | <a href="#">GE Renewable Energy Operations Management Leadership Program (OMLP) - Italy Grid Solutions</a> – R3669818 - Italy<br>Operations Management Leadership Program – OMLP – R3715656 – China<br>Commercial Leadership Program (CLP) - 2023 - Grid Solutions – R3714742, R3700427 – US<br>Renewable Energy Engineering Internship - Summer 2024 – R3725780 – US |                              |
| <a href="#">Philips</a>                | Philips currently has over 140 <a href="#">internship</a> positions available globally.   | Apply ASAP                   |
| <a href="#">Unilever</a>               | <a href="#">Future Leavers Programmes – Globally</a>  | Apply ASAP                   |
| <a href="#">Levi Strauss &amp; Co.</a> | Global Retail Strategy and Analytics Intern - R-0102349 – Belgium<br>Project Manager Internship – R-0104279 – Belgium   |                              |
| <a href="#">Bain</a>                   | Junior Consultant – Job ID 10349 – The Netherlands, India<br>Summer Associate – Job ID 10369 – Global   | Apply ASAP                   |
| <a href="#">BCG</a>                    | Consulting – Internship – Consulting, Technology & Engineering – US<br>Software Engineer Internship – BCG X (master's degree/PhD) -   | Apply ASAP                   |
| <a href="#">Deloitte Consulting</a>    | <a href="#">2023 Campus Recruitment</a> is open in China (bachelors to MBA positions), 2,500 graduates to be hired.<br><a href="#">2023/24 US MBA Campus Recruitment</a>  | ASAP                         |
| <a href="#">EY</a>                     | Junior consultant in environment and sustainable development sector Bank Insurance F/M – 1408429 - France<br>Consultant EY-Parthenon Turnaround and Restructuring Strategy – Amsterdam – 82481 – the Netherlands  | Apply ASAP                   |
| <a href="#">McKinsey</a>               | <a href="#">Associate</a> – Global<br><a href="#">Junior Associate</a> – Amsterdam  | Rolling application          |
| <a href="#">PwC</a>                    | Assurance Financial Markets & Real Estate (FMRE) Associate - Summer / Fall 2024 - Job ID 6142325USEIB – US<br>Assurance Financial Markets & Real Estate (FMRE) Intern - Winter 2024 - Job ID 11112228USEIB – US<br>Assurance Financial Markets & Real Estate (FMRE) Intern - Summer 2024 – Job ID 11112227USEIB – US  |                              |
| <a href="#">Microsoft</a>              | Researcher - MSRA - 2024 Full Time Opportunities for University Master's Degree Graduates – 1597996 - China   | Apply ASAP                   |
| <a href="#">Clorox Company</a>         | Product Supply Co-Op - Business Track (Jan 2024) – 11536 – US<br>Product Supply Co-Op - Technical Track (Jan 2024)  |                              |
| <a href="#">Ricardo PLC</a>            | <a href="#">Internships</a> , UK various locations  | 29 <sup>th</sup> August 2023 |

| Company Name                      | Program News   | Deadline Date  |
|-----------------------------------|--|--|
| <a href="#">Dassault Systemes</a> | APPRENTICESHIP - HR & Employee Engagement Officer (M/F) – Job ID 534009 – France<br>APPRENTICESHIP- PLM Consultant (M/F) – Job ID 534111 - France<br>Apprenticeship - Consultant 3DExperience - Marine And Offshore (H/F) – 534267 - France  |  |
| <a href="#">NVIDIA</a>            | Formal Verification Engineer - New College Graduate - JR1967427 – Hungary<br>Formal Verification Engineer - New College Graduate 2023 - JR1969151 – USA<br>DFX Engineer - New College Graduate – JR1956623 - Taiwan  | Apply ASAP   |
| <a href="#">Salesforce</a>        | Summer 2024 Intern - Associate Product Manager (APM) – US – JR208989<br>Sales Programs Internship - Italian Speakers – Italy – JR203531<br>Sales Development Representative Equality Summit 22-24 October 2023 - US  | 21 <sup>st</sup> August 2023<br>ASAP<br>8 <sup>th</sup> September 2023 |
| <a href="#">Siemens AG</a>        | Finance Excellence Program Associate (MBA) – Job ID 378278 – Germany<br>Siemens Graduate Program Germany for Controlling and Finance at the Tax Tech Lab (f/m/d) – Job ID 373321 – Germany<br>Internship - Strategy & Business Intelligence (MBA) – Job ID 378394 - Singapore<br>XPS Leadership Program 2023/2024 – Job ID 382859 - Germany<br>Supply Chain Management Intern – Job ID 376819 - Singapore    | Apply ASAP   |
| <a href="#">AstraZeneca</a>       | Operations Global Graduate Associates Programme, Global Quality and Regional Supply & Manufacturing – US – Job ID R-177287<br>Operations Global Graduate Associates Programme, Procurement and Global Supply Chain & Strategy – US – Job ID R-177292<br>Technology Graduate Leadership Programme – US – R-175497<br>AZ201 – AstraZeneca Internship Program – Marketing Intern (Oncology) – Turkey – R-170231 | Apply ASAP   |
| <a href="#">Merck</a>             | Trainee GOglobal Inhouse Consulting – Req ID 266654 – Germany<br>Internship: Strategic Business Transformation – Req ID 267209 - Germany   | Apply ASAP   |

\* *Deadline date not available at the time of publication, programs may close as soon as all positions are filled. Please monitor the links to company websites for the latest on deadline dates.*

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| <b>Company</b>                     | <b>BlueOrchard Finance Ltd</b><br>Rue du Commerce 9, 1204 Geneva, Switzerland.<br><br>+41 22 596 47 77<br><br><a href="http://www.blueorchard.com">www.blueorchard.com</a>   |
| <b>Key contacts</b>                | Raphaël Lambin – Head of People and Development. Email <a href="mailto:jobs@blueorchard.com">jobs@blueorchard.com</a><br>Felix Hermes – Head of Private Equity & Sustainable Infrastructure  |
| <b>How to Apply</b>                | There is no MBA or master's graduate recruitment program. See <a href="#">Current Vacancies</a> to search and apply for direct hire roles.   |
| <b>International Opportunities</b> | Opportunities are available in Zurich, Geneva, Luxembourg, Lima, Nairobi, Tbilisi and Singapore. See <a href="#">Contacts</a> and click on the preferred country in the bottom left-hand corner for location details.  |
| <b>Internships</b>                 | Internships may be offered if they are required by the business.   |
| <b>Key Dates</b>                   | Monitor the current vacancies link above for opportunities.  |
| <b>Sustainability/ESG</b>          | BlueOrchard is dedicated to generating lasting positive impact for communities and the environment while providing attractive returns to investors. ESG and impact best practices are fully integrated in the whole investment process and across all investment activities and asset classes.<br>With its investments, the firm addresses 14 out of the 17 SDGs. <a href="#">Read here</a> how BlueOrchard makes a positive contribution to each of these goals and its impact report. To read about BlueOrchard's Impact and ESG Framework <a href="#">read here</a> . |
| <b>Additional Information</b>      | BlueOrchard Finance Ltd is a trusted investment partner for sophisticated investors and global initiatives who fight inequality and the effects of climate change. A member of the Schrodgers Group, it has invested long-term in more than 100 emerging and frontier markets through a network of over 750 financial institutions.  |

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| <b>Company</b>                     | <b>BNP Paribas Group</b><br>France HQ: 16 Boulevard des Italiens, 75009, Paris, France<br>+33 (0) 1 4014 4546<br><br><a href="http://www.bnpparibas.com">www.bnpparibas.com</a>  |
| <b>Key contacts</b>                | Andrey Maramzine Chief Sustainability Officer<br>Clare Botterman, Executive HR Director and Global Graduate Programme Director   |
| <b>How to Apply</b>                | The corporate careers website can be found at <a href="#">Careers</a> . To join a BNP <a href="#">graduate programme</a> , candidates will need to be a university, business school or engineering school graduate with a maximum of 2 years' work experience and a good level in English. The 12–24-month programmes are available across 3 streams; Financing and Investing, Tech and Change Integration, and Cross Business Functions and include 2 to 4 rotations. MBA graduates with more than 2 year's work experience may wish to look at the <a href="#">Experience Professionals</a> direct hire roles. |
| <b>International Opportunities</b> | BNP Paribas Group has offices in 64 countries and territories worldwide. See <a href="#">BNP Paribas Worldwide</a> for individual business and local websites.   |
| <b>Internships</b>                 | BNP Paribas hires 4,000 interns every year in over 30 countries. The majority of the <a href="#">internships</a> are in Business Development, IT, Finance, Client Services, Risk, Compliance and other Support Functions and as well as a variety of placements across BNP's global network. The degree requirements will depend on the role.  |
| <b>Key Dates</b>                   | The graduate programme usually has two intakes per year. Applications are currently being sought.  |
| <b>Sustainability/ESG</b>          | In line with its company purpose, BNP Paribas' 2025 strategic plan, named "Growth, Technology, Sustainability" (GTS), places sustainability, including climate-related issues, at the heart of its strategy. Further information of the Group's commitments can be found at <a href="#">Transitions</a> . See <a href="#">BNP Paribas 2022 Climate Report</a> for details of the Groups progress and the GTS strategic plan.   |
| <b>Additional Information</b>      | BNP Paribas is the top bank in the European Union and a major international banking establishment. It has a presence in 64 countries, with 184,000 employees, including more than 145,000 in Europe. The Group supports all its customers - individuals, associations, entrepreneurs, SMEs and institutions – in the success of their projects through its financing, investment, savings and protection solutions. BNP Paribas holds key positions in its three operating divisions: Commercial, Personal Banking & Services, Investment & Protection Services and Corporate & Institutional Banking.           |

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| <b>Company</b>                     | <p><b>British International Investment plc</b><br/>123 Victoria Street, London SW1E 6DE<br/>+44 (0)20 7963 4700</p> <p><a href="http://www.bii.co.uk">www.bii.co.uk</a></p>  |
| <b>Key contacts</b>                | <p><a href="#">Nicky Crawford</a> – Director and Head of Environmental and Social Governance<br/>Careers queries can be emailed to <a href="mailto:resourcing@bii.co.uk">resourcing@bii.co.uk</a></p>  |
| <b>How to Apply</b>                | <p>British International Investment (BII) runs a two-year <a href="#">Investment and Impact Graduate Analyst</a> programme. Those taking part will work through three rotations, 9 months working in the Investment teams, nine months within the Impact teams and a six-month placement in an international office. At the end of the programme, participants will have developed a wide range of experience in both impact and investment and a clear understanding of which area they would like to specialise in.</p> <p>To view current direct roles, see <a href="#">Our Vacancies</a> and apply online.</p> |
| <b>International Opportunities</b> | <p>British International Investment has offices at 8 locations across Africa, Asia and London. See <a href="#">Contact</a> for details. BII can sponsor UK work visas for the right selected candidate.</p>  |
| <b>Internships</b>                 | <p>BII offers an eight-to-ten-week <a href="#">summer internship</a> (depending on start date) in one of its Investment, Corporate or Impact Group teams. Interns will have the opportunity to work on live investments and impact issues, attend a comprehensive induction, join networking sessions, work on an intern project and attend our speaker series.</p> <p>To be eligible candidates must be currently studying for, or have you completed a Master's, MBA or equivalent and have prior work experience (other than an internship).</p>  |
| <b>Key Dates</b>                   | <p>Applications for the 2024 graduate intake will open in the autumn.</p>  |
| <b>Sustainability/ESG</b>          | <p>BII invests to create more productive, sustainable and inclusive economies in Africa, Asia and the Caribbean, enabling people in those countries to build better lives for themselves and their communities. The company invests between £1.5 and £2 billion every year in green infrastructure, technology and other sectors that need capital the most. Impact is at the heart of what BII does, watch this <a href="#">video</a> to hear about its approach to managing impact.</p>  |
| <b>Additional Information</b>      | <p>British International Investment plc (BII) is the UK's development finance institution and impact investor with a mission to help solve the biggest global development challenges by investing patient, flexible capital to support private sector growth and innovation. BII currently partners with over 1,000 businesses in emerging economies, is owned entirely by the UK Government and has total assets of £7.5 billion.</p>   |

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|------------------------------------|---|
| <b>Company</b>                     | <p><b>Citigroup Inc.</b><br/> 399 Park Avenue, New York, NY 10043, US<br/> +1 800 285 3000 or +1 212 559 9124</p> <p><a href="http://www.citigroup.com">www.citigroup.com</a></p>   |
| <b>Key contacts</b>                | <p>Val Smith -Chief Sustainability Officer. US<br/> Via the website or if you have specific questions at:<br/> For Asia-Pacific - <a href="mailto:asia.graduate.recruitment@citi.com">asia.graduate.recruitment@citi.com</a><br/> For North America, Canada &amp; Latin America - <a href="mailto:campus.applications@citi.com">campus.applications@citi.com</a><br/> For EMEA - <a href="mailto:campus.queries@citi.com">campus.queries@citi.com</a><br/> For LATAM/Mexico: <a href="mailto:latam.graduate.recruitment@citi.com">latam.graduate.recruitment@citi.com</a></p> |
| <b>How to Apply</b>                | <p>Citi recruits Masters and MBAs at Associate level. Candidates with wide-ranging backgrounds and interests to complement the diverse talents of existing Associates, and who are in the last year of a Master's, MBA, JD or Ph.D. program, can apply for the full-time Associate candidates. For further details, including a list of institutional client groups, follow the link to areas <a href="#">University Programs</a>.</p>  |
| <b>International Opportunities</b> | <p>Citi has locations globally. See <a href="#">locations</a> for opportunities in Asia Pacific, EMEA, Latin America and North America.</p>   |
| <b>Internships</b>                 | <p>Citigroup offers <a href="#">Summer Associate Programs</a> for MBA students which is advised if candidates want to progress to a full-time Associate role. Interns can take advantage of programs like the Distinguished Speaker Series and the formal mentor program.</p>   |
| <b>Key Dates</b>                   | <p>See <a href="#">Program Finder</a> for details and select 'Full-Time Associate' and 'Summer Associate'.</p>  |
| <b>Sustainability/ESG</b>          | <p>Recognizing the need for urgent action, Citi has set out its Sustainable Progress Strategy focused on the low-carbon transition, climate risk and sustainable operations. It has committed to a 2030 goal for net zero operations in its own facilities. See <a href="#">Environmental and Social Policies</a> for further information.</p>  |
| <b>Additional Information</b>      | <p>Citigroup Inc. is today's pre-eminent financial services company, with some 200 million customer accounts in more than 170 countries. Other major brand names under Citigroup's trademark red umbrella include Citi Cards, CitiFinancial, CitiMortgage, CitiInsurance, Primerica, Diners Club, The Citigroup Private Bank, and CitiCapital. Citigroup employs over 241,000 direct staff globally. For the full year 2022, Citigroup reported net income of \$14.8 billion on revenues of \$75.3 billion.</p>   |

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| <b>Company</b>                     | <b>Crédit Agricole SA Group</b><br>12 place des Etats-Unis Montrouge, 92547 France<br>+33 1 57 72 90 45<br><br><a href="http://www.credit-agricole.fr">www.credit-agricole.fr</a> or <a href="http://www.credit-agricole.com">www.credit-agricole.com</a>  |
| <b>Key contacts</b>                | Tanguy Claquin Global Head of Sustainability<br>Mathilde Lamandé, Campus Manager   |
| <b>How to Apply</b>                | Master's graduates are advised to apply for the <a href="#">Graduate Programme</a> . Members of the programme will be offered an open-ended employment contract and given the opportunity to work in two different positions of responsibility in the Group over a four-year period, both in France and abroad. MBA graduates with experience may wish to look for a <a href="#">direct hire role</a> .  |
| <b>International Opportunities</b> | Crédit Agricole Group is present in 46 countries globally. See <a href="#">Our Presence in the World</a>   |
| <b>Internships</b>                 | Crédit Agricole Group offers long-term (6 months) <a href="#">internships</a> for Masters-level students, enabling participants to work towards a genuine professional goal and acquire real experience.   |
| <b>Key Dates</b>                   | Candidates interested in applying for an <a href="#">Internship</a> should review currently availability at <a href="#">Apply</a> , selecting "internship/trainee" from the "Contracts" search criteria. It is also possible to meet with the HR teams in France, see <a href="#">Meet with Us</a> for event details.  |
| <b>Sustainability/ESG</b>          | Building on its desire to integrate CSR into all its strategy, the Crédit Agricole SA Group adopted in 2019 a company purpose "To act every day in the interest of our customers and of society." translated by the new Group Project "Ambitions 2022 ". For more information on the Group's new 2025 strategic plan, <a href="#">click here</a> .   |
| <b>Additional Information</b>      | The strength of its retail banks including over 11,000 branches worldwide and the expertise of its specialised subsidiaries give Crédit Agricole an effective presence in all areas of banking and finance. More than 145,000 employees work to satisfy the banking requirements of 53 million customers in 46 countries. Crédit Agricole intends to fulfil its role as a leading European player with global scale while complying with the commitments that stem from its mutualist background. Its development is committed to responsible growth, focused on servicing the real economy. |

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| <b>Company</b>                     | <p><b>Dalberg Advisors</b><br/> 155 W 23<sup>rd</sup> St, 6<sup>th</sup> Floor, New York, NY10011. USA<br/> +1 212 867 4447</p> <p><a href="http://www.dalberg.com">www.dalberg.com</a></p>   |
| <b>Key contacts</b>                | Online only.  |
| <b>How to Apply</b>                | <p>Dalberg offers a 10-12 week Postgraduate Consultant Program as a pathway into full-time employment. Candidates should be full-time graduate students for an MBA, MPA or MPP or similar with an expected graduation date of the following year. Candidates should be residents of the country to which they apply.</p> <p>To search and apply for direct roles, see <a href="#">Current Openings</a>.</p>   |
| <b>International Opportunities</b> | See <a href="#">Our Global Locations</a> for contact details of   |
| <b>Internships</b>                 | Dalberg Advisors recruit a wide range of graduate and undergraduate level interns. Globally, recruitment for graduate interns begins each December with information posted on the job openings section at that time.  |
| <b>Key Dates</b>                   | Recruiting for first-year graduate level (e.g., MBA, MPA) consultants and internships begins in December. Dalberg also holds <a href="#">informational sessions</a> for potential candidates.   |
| <b>Sustainability/ESG</b>          | Dalberg is a global group of change makers working to build a more inclusive and sustainable world where all people, everywhere, can reach their fullest potential. The company has been a member of the United Nations Global Compact ("UNGC") since 2007. See <a href="#">UNGC Annual Report</a> to read the latest update on Dalberg Group's progress.   |
| <b>Additional Information</b>      | <p>Part of the Dalberg Group, Dalberg Advisors is a strategic advisory firm that combines the best of private sector strategy skills and rigorous analytical capabilities with deep knowledge and networks across emerging and frontier markets. It works collaboratively across the public, private and philanthropic sectors to fuel inclusive growth and help clients achieve their goals.</p> <p>Dalberg's global perspectives are firmly rooted in local realities. It has 26 offices across the world and has served clients in more than 90 countries. By combining local knowledge and international experience, its strategies blend the best global ideas and innovations with the local practicalities and partnerships needed for effective implementation.</p> |

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|------------------------------------|---|
| <b>Company</b>                     | <b>DBS Bank Ltd.</b><br>12 Marina Boulevard, Marina Bay Financial Centre Tower 3, Singapore 018982<br>+65 6878 8888<br><br><a href="http://www.dbs.com">www.dbs.com</a>   |
| <b>Key contacts</b>                | Helge Muenkel – Group Chief Sustainability Officer. Use the <a href="#">Let's Connect</a> form to find out more about DBS Bank's sustainability offerings.<br>Graduate careers – email: <a href="mailto:dbscareers@dbs.com">dbscareers@dbs.com</a>  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . DBS' 2-year <a href="#">Graduate Associate Programme</a> is open to fresh graduates with a Bachelor's Degree in any discipline, or degree holders with less than 2 years' of full time work experience. Associates will rotate across four business functions, including the Chief Operating Office, Consumer Banking Group Operations, Institutional Banking Group Operations and the Treasury & Market Operations. During the application process, candidates will complete an online assessment; shortlisted candidates will then attend an Experiential Assessment in person with those successful being invited for a panel interview. MBA graduates with more than 2 years' experience should look for a direct hire role. See <a href="#">Job Listings</a> to search.                                    |
| <b>International Opportunities</b> | DBS Bank has a presence in 19 countries globally. See Our <a href="#">Global Offices</a> for details.   |
| <b>Internships</b>                 | DBS has various <a href="#">internship</a> opportunities to help students learn more about their passion and kickstart a career in banking. Candidates should be in either their penultimate or final year of a 4-year programme.   |
| <b>Key Dates</b>                   | Applications for the Graduate Associate Programmes tend to take place in Q3 and Q4. Monitor the links above.  |
| <b>Sustainability/ESG</b>          | DBS Bank's commitments to a more sustainable future are wide-ranging. They encompass the way DBS does business, sustainable practices in its operations, as well as its role in the communities it is part of. DBS Bank is the first Singapore bank to sign up to the Net-Zero Banking Alliance (NZBA) to realise a net zero future by 2050 or sooner. For full details covering the environmental, social, and governance (ESG) principles, initiatives, performance and impact across DBS Banks core markets: Singapore, Hong Kong, China, Taiwan, India and Indonesia see: <a href="#">DBS Group Holdings Ltd Sustainability Report 2022</a> .   |
| <b>Additional Information</b>      | DBS is a leading financial services group in Asia with a presence in 19 markets. Headquartered and listed in Singapore, DBS is in the three key Asian axes of growth: Greater China, Southeast Asia and South Asia. The bank's "AA-" and "Aa1" credit ratings are among the highest in the world. Recognised for its global leadership, DBS has been named "World's Best Bank" by Global Finance, "World's Best Bank" by Euromoney and "Global Bank of the Year" by The Banker. The bank is at the forefront of leveraging digital technology to shape the future of banking, having been named "World's Best Digital Bank" by Euromoney and the world's "Most Innovative in Digital Banking" by The Banker. In addition, DBS has been accorded the "Safest Bank in Asia" award by Global Finance for 14 consecutive years from 2009 to 2022. |

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| <b>Company</b>                     | <b>Fidelity International</b><br>Beech Gate, Millfield Lane, Lower Kingswood, Tadworth, Surrey. KT20 6RP<br>+44 (0) 1732 361144<br><br><a href="http://www.fidelityinternational.com">www.fidelityinternational.com</a>  |
| <b>Key contacts</b>                | Rina Kupferschmid-Rojas – Chief Sustainability Officer<br>UK and Europe - Early career emails can be sent to <a href="mailto:earlycareersatfidelity@fil.com">earlycareersatfidelity@fil.com</a><br>Asia – Investment Programmes – <a href="mailto:mycareer@fil.com">mycareer@fil.com</a> or Business Programmes – <a href="mailto:asia.campusrecruitment@fil.com">asia.campusrecruitment@fil.com</a>   |
| <b>How to Apply</b>                | <p>Go to <a href="#">Early Careers</a> and follow the links for full information. Typical career paths for an MBA within Fidelity are to develop into a Portfolio Manager or become a Career Sector Analyst. Full time rotational <a href="#">Graduate programmes</a> are available in Sales and Marketing, Business Management, Technology, Operations, Equity Research, Fixed Income or Multi Asset. Fidelity looks for intelligent, quick-thinking students with a keen interest in the industry and hire people for all degree disciplines. Go to Apply Now to view and apply for all global open <a href="#">Early Careers Programmes</a>.</p> <p>Those with experience may wish to look at open opportunities for <a href="#">professionals</a>.</p> |
| <b>International Opportunities</b> | Fidelity is truly global and operates across 27 different locations, including the UK, Ireland, India, Canada, Asia and Germany. See <a href="#">Our Locations</a> for details.  |
| <b>Internships</b>                 | Each year, Fidelity International offers an <a href="#">MBA Equity Research Summer Internship programme</a> . The 12-week programme mirrors the experience of a full-time Equity Analyst, conducting fundamental research to make buy and sell recommendations on stocks. Candidates should be in the 1st year of their MBA.   |
| <b>Key Dates</b>                   | Monitor <a href="#">MBA Programmes</a> and to make an online application.  |
| <b>Sustainability/ESG</b>          | Fidelity International believes it has a role to play in improving access to financial services through education and advocacy with the aim of increased financial inclusion and wellness. Fidelity aims to conduct current and future business operations in a sustainable manner to help create a better future for the environment. See <a href="#">Corporate Sustainability</a> for further information on Fidelity International sustainability policies.   |
| <b>Additional Information</b>      | Fidelity International offers investment solutions and services and retirement expertise to more than 2.57 million customers globally. As a privately held, purpose-driven company with a 50-year heritage, Fidelity thinks generationally and invest for the long term. Operating in more than 25 locations and with \$663.1 billion* in total assets, its clients range from central banks, sovereign wealth funds, large corporates, financial institutions, insurers and wealth managers, to private individuals. *Data as at 31 <sup>st</sup> December 2022.  |

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| <b>Company</b>                     | <b>Finance in Motion GmbH</b><br>Carl-von-Noorden-Platz 5, 60596 Frankfurt am Main, Germany<br>+49 69 271 035 0<br><br><a href="http://www.finance-in-motion.com">www.finance-in-motion.com</a>  |
| <b>Key contacts</b>                | Milena Bertram – Impact & Sustainability<br>Thomas John Zahay – Human Resources Director<br>See <a href="#">Our People</a> for biographies of the entire Finance in Motion team.   |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . There is no MBA or master's degree specific recruitment programme, instead Finance in Motion hire into direct roles. See <a href="#">Open Positions</a> to search and apply.   |
| <b>International Opportunities</b> | Finance in Motion has operations in Europe, Africa, Asia and Latin America. See <a href="#">Location Overview</a> .  |
| <b>Internships</b>                 | Internships are offered if required by the business. Degree requirements will be shown on the advertisement, these are usually aimed at those enrolled in an undergraduate or post-graduate degree in economics, business administration, development finance, engineering (in particular electrical engineering) or the social sciences.  |
| <b>Key Dates</b>                   | Positions are offered as they are required.  |
| <b>Sustainability/ESG</b>          | <p>Impact financing channelled through funds advised and managed by Finance in Motion works towards the Sustainable Development Goals (SDGs) and creates long lasting positive impact for people and planet. Read <a href="#">here</a> about how it manages positive impact and ESG risk.</p> <p>The company's mission is to be generating positive and mitigating negative environmental and social outcomes.</p>   |
| <b>Additional Information</b>      | Finance in Motion is a leading impact asset manager with many years of specialist experience in impact investing. It is focused on generating positive change in emerging markets by designing and implementing impact driven investment vehicles and investment solutions that contribute to the United Nations' Sustainable Development Goals (SDGs). Impact is at the heart of what it does. To date, Finance in Motion has successfully invested over EUR 6 billion across the globe to this purpose. It creates value by complementing investments with capacity building for its investees and local partners. The company has more than 300 staff from over 60 countries. |

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| <b>Company</b>                     | <p><b>Hamilton Lane</b><br/>110 Washington St, Conshohocken, PA 19428. US<br/>+1 610 934 2222</p> <p><a href="http://www.hamiltonlane.com">www.hamiltonlane.com</a></p>   |
| <b>Key contacts</b>                | <p>Email: <a href="mailto:humanresources@hamiltonlane.com">humanresources@hamiltonlane.com</a><br/><a href="#">Paul Yett</a> – Director of ESG and Sustainability</p>   |
| <b>How to Apply</b>                | <p>The <a href="#">three-year Analyst Development Program</a> begins with several weeks of intensive training at the company's headquarters. Once completed, analysts can pursue one of two tracks (Investment or Private Market Analytics) in roles that progressively grows in responsibility and accountability. Analyst roles are exciting and challenging; those in the program are held to high standards and are coached and evaluated regularly. On completion of the program it is possible to progress to an Associate position.</p> <p>Candidates with some work experience may wish to search <a href="#">Join Our Team</a> for direct roles.</p> |
| <b>International Opportunities</b> | <p>Hamilton Lane has 23 offices worldwide. See <a href="#">Our Offices</a> for contact details.</p>   |
| <b>Internships</b>                 | <p>The eight-week internship program, known as ETP, offers a broad exposure of private markets to people who have been historically underrepresented. The goal of ETP is to encourage young women and people of colour to pursue a career in private markets and ultimately will increase diversity across the entire asset class. Upon graduation from college, successful ETP interns may be considered for full-time positions in the Analyst Development Program.</p>   |
| <b>Key Dates</b>                   | <p>Applicants to the Analyst Development Program may submit resumes on the careers website from August through the end of September. ETP recruiting is typically held in the fall and winter.</p>   |
| <b>Sustainability/ESG</b>          | <p>Hamilton Lane's mission statement is clear: It enriches lives and safeguard futures. In its view, there has been no larger threat to the collective futures of its investors and beneficiaries during our lifetime than that posed by climate change. See <a href="#">2022 Sustainability Report</a> and the <a href="#">Environmental, Social, and Governance Investment Policy Statement</a>.</p>  |
| <b>Additional Information</b>      | <p>Hamilton Lane is one of the largest private markets investment management firms globally, providing innovative solutions to institutional and private wealth investors around the world. Dedicated exclusively to private markets investing for more than 30 years, the firm currently employs more than 570 professionals operating in offices throughout North America, Europe, Asia Pacific and the Middle East. Hamilton Lane has more than \$823 billion in assets under management and supervision, composed of \$107 billion in discretionary assets and more than \$717 billion in non-discretionary assets, as of September 30, 2022.</p>         |

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| <b>Company</b>                     | <p><b>IFC International Finance Corporation (World Bank Group)</b><br/>International Finance Corporation, 2121 Pennsylvania Avenue, NW Washington, DC 20433, US<br/>+1 (202) 473-1000</p> <p><a href="http://www.ifc.org">www.ifc.org</a></p>   |
| <b>Key contacts</b>                | Apply online only.  |
| <b>How to Apply</b>                | Effective June 1, 2020, the IFC and World Bank merged their respective Young Professionals Programs into one <a href="#">World Bank Group Young Professionals Program (the WBG YPP)</a> . The WBG YPP is a two-year leadership development program at the start of a five-year employment contract with the World Bank, IFC or MIGA. As part of the two-year curriculum, YPs undertake rotational assignments within their host organization, another WBG institution and/or a field office, where they gain valuable hands-on experience in different areas of our business.   |
| <b>International Opportunities</b> | The IFC YPP is primarily based in Washington DC, but candidates can then be relocated to one of the IFCs international offices. IFC hires investment officers directly into its country and regional offices on a year-round basis. Such positions are advertised on the website under <a href="#">Current Opportunities</a> . See <a href="#">Where We Work</a> for details of all World Bank Group's locations.   |
| <b>Internships</b>                 | The IFC also runs a paid <a href="#">Global Internship Program</a> for candidates in the first or second-to-last year of a Masters' degree with 3 years' experience. Summer interns are hired each year for a minimum period of four weeks between May and September to work on discrete projects.  |
| <b>Key Dates</b>                   | Follow the links above to monitor the opening date of the next WBG YPP cohort. Applications for the 2023 programme were open between 3 <sup>rd</sup> and 31 <sup>st</sup> July.   |
| <b>Sustainability/ESG</b>          | IFC's ESG policies, guidelines, and tools are widely adopted as market standards and embedded in operational policies by corporations, investors, financial intermediaries, stock exchanges, regulators, and countries. See <a href="#">Sustainability</a> for IFC's policies. The World Bank has two goals: end extreme poverty and promote shared prosperity in a sustainable way. It has created a <a href="#">SDG (Sustainability Development Goals) Atlas</a> which may be of interest.  |
| <b>Additional Information</b>      | IFC - a sister organization of the World Bank and member of the World Bank Group - is the largest global development institution focused exclusively on the private sector in developing countries. It promotes sustainable private sector development primarily by financing private sector projects and companies located in the developing world, helping private companies in the developing world mobilize financing in international financial markets and providing advice and technical assistance to businesses and governments. Holding a \$74 billion portfolio touching almost every major industry, the company now reach millions of people in more than 120 countries. |

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**Company**
**ING Group**

Mailing Address: ING Groep N.V. PO Box 1800, 1000 BV Amsterdam. The Netherlands  
+31 20 5639111

[www.ing.com/](http://www.ing.com/)

**Key contacts**

Apply online only.  
Anne-Sophie Castelnau – Global Head of Sustainability based in Paris.

**How to Apply**

ING operates the [ING International Talent Programme](#) (ITP). Open to Masters graduates (Bachelor degree in some countries), it may also be of interest to MBA students with limited work experience interested in one of the eight tracks that ING offer: Wholesale Banking, Retail Banking; Information Technology, Risk, Finance, Human Resources, Analytics, Operation & Change Each track is a tailor-made four-year journey. For the first 12-18 months, candidates rotate between different assignments, jobs and possibly locations. This allows them to see different parts of the business and add value right from the start. It might even involve spending some time in a country. Expert training will be received in terms of project management, leadership skills, and personal development.

**International Opportunities**

For the latest application deadline dates, go to your country of choice, visit [Choose your country](#). See [ING in your area](#) to find details of local ING offices.

**Internships**

Although there is no formal internship programme, interns are frequently hired by ING. Visit Job Opportunities and search 'Intern' to view openings.

**Key Dates**

Go to [Job Opportunities](#) and select Starter/Graduates or Country from the search options.

**Sustainability/ESG**

ING wants to be a pioneer in defining new ways to do business. It wants to be a banking leader in building a sustainable future for its company, customers, society and the environment. ING makes its biggest contribution to a sustainable future through its financing, to do this the Group is steering the most carbon-intensive parts of its loan portfolio towards reaching net zero by 2050. See [Performance and Reporting](#) to see ING's ESG commitments and targets across the business.

**Additional Information**

ING Group is a global financial institution of Dutch origin offering banking, insurance, and asset management to over 38 million private, corporate and institutional clients in 40 countries. With a diverse workforce of over 57,000 people, ING comprises a broad spectrum of prominent companies that increasingly serve their clients under the ING brand. Moreover, ING is currently among leaders in the Dow Jones Sustainability Index 'Banks industry' group. ING posted 2022 net result of EUR 3,664 million.

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| <b>Company</b>                     | <b>KfW Group</b><br>Palmengartenstrasse 5 – 9, 60325 Frankfurt am Main, Germany<br>+49 69 7431-0<br><br><a href="http://www.kfw-entwicklungsbank.de">www.kfw-entwicklungsbank.de</a>   |
| <b>Key contacts</b>                | Group Officer for Sustainability: Dr. Karl Ludwig Brockmann. Email: <a href="mailto:nachhaltigkeit@kfw.de">nachhaltigkeit@kfw.de</a><br>Trainee program queries can be directed to the HR Manager, Delia Dorr on +49 69 7431 8222  |
| <b>How to Apply</b>                | KfW offers <a href="#">trainee programs</a> and legal clerkship opportunities to those with a minimum master's degree, exact requirements are dependent on the role and will be detailed in the job advert. Trainee programs typically last 15 months and include 4 rotations specific to the role offered. To search for roles visit the <a href="#">Job Board</a> and select 'Trainee programme' on the 'entry level'. MBAs with experience may prefer to search for direct hire roles by entering MBA into the keyword box.   |
| <b>International Opportunities</b> | In recent years, the business area of KfW Development Bank has steadily expanded its network of branch offices and is now represented at more than 60 locations worldwide. See <a href="#">Locations</a> for details.  |
| <b>Internships</b>                 | <a href="#">Internships</a> are also offered across the business; these are aimed at those in their 3 <sup>rd</sup> semester of a bachelor's degree or master's degree and range in length from 3 to 6 months. Candidates should have a very good knowledge of German and English languages.   |
| <b>Key Dates</b>                   | Trainee and internship roles are posted throughout the year. Monitor the job board link above for any openings.  |
| <b>Sustainability/ESG</b>          | Sustainability is one of KfW's primary business targets. As a bank committed to responsibility it is promoting environmental and climate protection worldwide. For KfW Group, corporate action and social responsibility are inseparable. This is reflected in its human rights declaration and strategic goal of achieving a top position in ESG ratings. See <a href="#">Our Sustainability Objectives</a> to read the Policy Statement on Human Rights and details of KfW's ESG Ratings.  |
| <b>Additional Information</b>      | <p>KfW Group is one of the world's leading promotional banks that has been committed to improving economic, social and environmental living conditions across the globe on behalf of the Federal Republic of Germany. As a driving force, it is actively involved in the issues that will shape the world of tomorrow. KfW promotes wind farms, infrastructure projects, schools and hospitals, because meaningful and sustainable projects are its mission.</p> <p>At its headquarters in Frankfurt am Main, at its two branches in Berlin and Bonn, at its subsidiaries KfW IPEX-Bank, DEG and KfW Capital, it employs 8,000 members of staff. It is represented at around 80 locations worldwide.</p> |

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| <b>Company</b>                     | <b>KKR &amp; Co. Inc.,</b><br>30 Hudson Yards, New York. NY10001. USA<br>+1 (212) 750 8300<br><br><a href="http://www.kkr.com">www.kkr.com</a>   |
| <b>Key contacts</b>                | <a href="#">Alison Fenton-Willock</a> – Director, Sustainable Investing<br><a href="#">Sandra Ozola</a> – Partner, Global Head of Human Capital  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . KKR hires MBA graduate as full-time Associates. Candidates must embody KKR's core values, in particular: unquestioned integrity, a strong work ethic, and a commitment to teamwork and excellence. Positions are advertised as they are required on the <a href="#">Campus Recruiting Job Openings</a> board. It is also possible to join the <a href="#">Americas Campus Talent Community</a> to register an interest.  |
| <b>International Opportunities</b> | KKR has a presence in the Americas, EMEA and Asia-Pacific. See <a href="#">Locations</a> for office details.   |
| <b>Internships</b>                 | Internships are hired in all business divisions across the globe. Degree requirements are specific to each role, but they are generally aimed at undergraduates or Master's degree students.   |
| <b>Key Dates</b>                   | Deadline dates will be shown on the job advertisements.  |
| <b>Sustainability/ESG</b>          | KKR's focus on sustainability is rooted in its commitment to value creation and value protection. The ways KKR integrates sustainability into its investment and business activities — how and where it invests, how it supports its companies, and how it operates as a business — are built around being fiduciaries and working to deliver long-term value for clients. See <a href="#">KKR 2022 Sustainability Report</a> to read how the firm is achieving its goals.   |
| <b>Additional Information</b>      | KKR & Co. Inc., together with its subsidiaries, is a leading global investment firm that offers alternative asset management and capital markets and insurance solutions. KKR aims to generate attractive investment returns by following a patient and disciplined investment approach, employing world-class people, and supporting growth in its portfolio companies and communities. KKR sponsors investment funds that invest in private equity, credit and real assets and has strategic partners that manage hedge funds. KKR's insurance subsidiaries offer retirement, life and reinsurance products under the management of The Global Atlantic Financial Group. The firm has \$510 billion assets under management as of 31 <sup>st</sup> March 2023 and is present in 17 countries across the globe. |

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| <b>Company</b>                     | <p><b>Nomura Greentech</b><br/>Worldwide Plaza, 309 West 49<sup>th</sup> Street, New York, NY 10019-7316</p> <p><a href="http://www.nomuragreentech.com">www.nomuragreentech.com</a></p>   |
| <b>Key contacts</b>                | Nomura Holdings has a <a href="#">Sustainability Committee</a>   |
| <b>How to Apply</b>                | Nomura Greentech offers rewarding and robust career opportunities at all stage. See <a href="#">Careers</a> . The company offers Analyst Programs aimed at those with an undergraduate or master's degree and Associate Programs for those with an MBA. Analysts and Associates participate in a global training program and benefit from ongoing career development opportunities to advance their skills and support lasting mentor relationships. To view all current opportunities follow the link to the main <a href="#">Nomura Student Opportunities</a> page. Those with experience may choose to look at the <a href="#">Experience Professional</a> positions.   |
| <b>International Opportunities</b> | Nomura Greentech has offices in the US, Europe and Asia. See <a href="#">Contact Us</a> for specific office addresses.   |
| <b>Internships</b>                 | Summer Analyst and Associate Programs are offered. Participants that are successful are usually offered a place on the full time program.  |
| <b>Key Dates</b>                   | Positions are offered as they are required. Monitor the Student Opportunities link for any openings.   |
| <b>Sustainability/ESG</b>          | Nomura Greentech's mission is to empower companies and investors who are creating a more efficient and sustainable future. Its hope is to help change the way companies do business and investors allocate capital to maintain economic growth and nurture a healthy planet for generations to come. Nomura Greentech's motto is "none of us is as smart as all of us" and it believes that its work ethic, intellectual rigor and relentless global teamwork enable the company to help its clients accelerate the essential transition to a sustainable global economy. Nomura was named Investment Bank of The Year for Sustainable SSA Financing at The Banker Investment Banking Awards 2022. See <a href="#">Nomura Holding's 2022 Sustainability Report</a> . |
| <b>Additional Information</b>      | Nomura Greentech is a fully integrated investment banking team within Nomura which provides M&A and strategic advisory services and raises capital for sustainable technology and infrastructure clients, globally. It offers a full suite of investment banking solutions to serve clients across strategic and financial advisory and capital markets needs.   |

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| <b>Company</b>                     | <b>Principal Financial Services, Inc.</b><br>711 High Street Des Moines, IA 50392. US<br><br><a href="http://www.principal.com">www.principal.com</a>   |
| <b>Key contacts</b>                | Contact Principal HR: <a href="mailto:MyHR@principal.com">MyHR@principal.com</a> or Tel: +1 <a href="tel:833-261-3736">833-261-3736</a><br><a href="#">Jane Keairns</a> – Direct, ESG And Emerging Strategies.  |
| <b>How to Apply</b>                | <p>Although not necessarily aimed at MBA graduates, Principal's <a href="#">Leadership Development Program (LDP)</a> is a full-time accelerated development path that builds a future pipeline of plug-and-play leadership talent for the organisation. LDP Associates cycle across various business areas over 4-6 self-selected rotations, for approximately 6 months each. Alternatively, the <a href="#">Sales Development Program</a> is a professional training experience with the tools to help build a rewarding sales career.</p> <p>Experienced MBA graduates may wish to look at direct hire opportunities. See <a href="#">Jobs</a> to search and apply.</p> |
| <b>International Opportunities</b> | Principal has offices in 8 offices across Asia, Europe and Australia. Speculative applications are welcomed on the <a href="#">Global Opportunities</a> page.   |
| <b>Internships</b>                 | <a href="#">Internship opportunities</a> are available across the business. It should be noted, these are generally aimed at undergraduate and master's degree students.  |
| <b>Key Dates</b>                   | Applications for the LDP are typically accepted in the autumn.  |
| <b>Sustainability/ESG</b>          | Principal's <a href="#">Sustainability Vision and Approach</a> is to help people today advocating for security and inclusion, creating opportunity for future generations and to grow a sustainable and secure society through long-term, responsible actions. The company's commitments contribute directly to the UN Sustainable Development Goals. See the <a href="#">2022 Sustainability Report</a> to read about Principal's targets and progress.  |
| <b>Additional Information</b>      | Principal Financial Services was founded in 1879 as an insurance company. Today it is a member of the FORTUNE 500 ® and a global investment management leader. The company has \$635 billion total assets under management and more than 19,000 employees worldwide and is ranked one of the 100 Most Sustainable Companies 2023 (Barron's).  |

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| <b>Company</b>                     | <p><b>Rabobank</b><br/>Croeselaan 18, 3521 CB Utrecht, The Netherlands<br/>+ 31 (0) 30 216 0000</p> <p><a href="http://www.rabobank.com">www.rabobank.com</a></p>   |
| <b>Key contacts</b>                | <p>Campus Recruiters, Maarten Wijnberg at <a href="mailto:maarten.wijnberg@rabobank.nl">maarten.wijnberg@rabobank.nl</a> or Godelief Wösten at <a href="mailto:godelief.wosten@rabobank.nl">godelief.wosten@rabobank.nl</a>.<br/>Aafke Keizer, Chief Sustainability Officer</p>   |
| <b>How to Apply</b>                | <p>Rabobank's <a href="#">Students and Starters</a> website contains comprehensive information about graduate full-time and internship opportunities on offer. Although none of the programs are aimed at MBA graduates, the 16-month <a href="#">Rabobank Traineeship</a>, and the 18-month <a href="#">Advanced Analytics</a> are for Master's degree graduates. The Rabobank Traineeship includes 4 rotations in different departments, such as Markets, Corporate Finance, Strategy, Innovation, Rabobank Foundation, and Rabo Development. 15-20 trainees from all over the world are recruited each year. The Advanced Analytics program focuses on the world of data analytics with the goal of becoming a quantitative professional. This program also recruits trainees from across the globe with about 30 taking part each year.</p> <p>MBA graduates with experience may wish to look at direct hire roles. See <a href="#">Jobs</a> to search and apply.</p> |
| <b>International Opportunities</b> | <p>Rabobank is active in 40 countries. See <a href="#">Global presence</a> for details.</p>   |
| <b>Internships</b>                 | <p><a href="#">Internships</a> are also available, although this are not always aimed at master's students.</p>   |
| <b>Key Dates</b>                   | <p>Dates are specific to individual opportunities. Applications will close once the position is full, therefore apply as soon as possible.</p>  |
| <b>Sustainability/ESG</b>          | <p>Rabobank believes that achieving a sustainable world requires an inclusive approach. As an organisation in its daily work and in the relationship with its clients. Rabobank can and should assist its clients by offering them knowledge, network and/or finance in their transition towards a sustainable business model, "to grow a better world together". Follow the <a href="#">Sustainability: strategy and policy</a> to read its policy details and see Rabobank's <a href="#">ESG rating figures</a>.</p>  |
| <b>Additional Information</b>      | <p>The Rabobank Group is one of the world's most leading, sound and sustainable financial institutions. With roots in the Netherlands, the Rabobank Group has grown in recent decades into an international financial services provider that has activities in the field of banking, asset management, leasing, insurance and real estate. Rabobank employs approximately 43,000 people in 38 countries, with 87,000 clients worldwide.</p>   |

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| <b>Company</b>                     | <p><b>Standard Chartered Bank</b></p> <p>Global headquarters: 1 Basinghall Avenue, London, EC2V 5DD, UK<br/>+44 (0) 207 2807500</p> <p><a href="http://www.sc.com">www.sc.com</a></p>   |
| <b>Key contacts</b>                | The HR team can be emailed at <a href="mailto:askhr@sc.com">askhr@sc.com</a> .  |
| <b>How to Apply</b>                | Standard Chartered Bank no longer runs a specific MBA or master's programme. The main <a href="#">graduate scheme</a> run by Standard Chartered Bank, the International Graduate Programme comprises of ten business streams, aligned to each of the company's business banking areas: Transaction Banking, Retail Banking, Wealth Management, Commercial Banking, Corporate Finance, Financial Markets, Global Banking, Risk & Compliance, Information Technology and Operations and Group Chief Financial Officer Function (GCFO). Each stream is focused on a unique part of the Bank, allowing candidates to select a business area based on your interests. To search for all early careers roles, see <a href="#">Apply Now</a> . Those with an MBA or master's degree and experience may wish to look at <a href="#">Experienced Hire</a> roles. |
| <b>International Opportunities</b> | Graduates are hired in 30+ countries and the programmes are defined by the international opportunities they offer. Standard Chartered holds its five-week International Induction Programme in Shanghai and offers international rotations and training to enhance learning opportunities for graduates from across the emerging markets. Standard Chartered operates in 59 markets around the world, visit <a href="#">Our Locations</a> for details.  |
| <b>Internships</b>                 | The <a href="#">Global Internship Programme</a> is the Bank's structured Internship programme. These Internships typically take place during June – August. High performing Interns will be eligible for placement in the Bank's International Graduate Programme. Interns must be in their penultimate (second to last) year of study.   |
| <b>Key Dates</b>                   | Applications for the graduate programme open 1 <sup>st</sup> September for all countries, excluding Africa and the Middle East which open 1 <sup>st</sup> January.  |
| <b>Sustainability/ESG</b>          | Standard Chartered PLC is committed to sustainable social and economic development across its business, operations and communities including achievement of net zero emissions and the UN Sustainable Development Goals. See <a href="#">positions statements</a> to read more about how it manages environmental and social risk.  |
| <b>Additional Information</b>      | Standard Chartered PLC is listed on the London, Bombay and Hong Kong Stock Exchanges and ranked in the top 25 among FTSE 100 companies by market capitalisation. Standard Chartered has a history of over 160 years in banking and operates in many of the world's fastest-growing markets with an extensive global network of over 776 branches (including subsidiaries, associates and joint ventures) in 50 countries in the Asia-Pacific region, South Asia, the Middle East, Africa, the United Kingdom and the Americas. As one of the world's most international banks, Standard Chartered employs over 85,000 people, representing over 125 nationalities, worldwide.   |

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| <b>Company</b>                     | <b>Swedbank Bank</b><br>Swedbank AB, 105 34 Stockholm<br>+46 08 585 900 00<br><br><a href="http://www.swedbank.com">www.swedbank.com</a>   |
| <b>Key contacts</b>                | Fredrik Nilzén – Head of Group Sustainability. <a href="mailto:fredrik.nilzen@swedbank.se">fredrik.nilzen@swedbank.se</a><br>Swedbank has a large team of recruiters. Each job advertisement will include the recruiting manager for that role and their telephone number. |
| <b>How to Apply</b>                | Swedbank's <a href="#">traineeships, internships and graduate programs</a> are aimed at undergraduates. Those with a master's degree or MBA should look at direct hire roles. See <a href="#">Jobs</a> to search and apply.  |
| <b>International Opportunities</b> | As well as branches in Swedbank's four home markets, Sweden, Estonia, Latvia and Lithuania, it also has international branches in China, Finland, Norway and the USA. See <a href="#">Our Markets</a> .  |
| <b>Internships</b>                 | Internships are offered as required by the business.   |
| <b>Key Dates</b>                   | Positions are advertised as they are required, closing dates will be provided.   |
| <b>Sustainability/ESG</b>          | Sustainability, corporate social responsibility and promoting economic, social and environmentally sustainable development is an integral part of the Swedbank business. See <a href="#">Sustainability</a> to see Swedbank's climate targets and strategy.                |
| <b>Additional Information</b>      | Swedbank is a modern bank with its roots firmly planted in the history of Sweden's savings banks and the cooperative agricultural bank tradition. It has relationships with 7 million private customers and 553 000 corporate customers.                                   |

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| <b>Company</b>                     | <p><b>Tikehau Capital</b><br/> 32 rue de Monceau, 75008 Paris. France<br/> +33 1 40 06 26 26</p> <p><a href="http://www.tikehaucapital.com">www.tikehaucapital.com</a></p>  |
| <b>Key contacts</b>                | <p>Emmanuelle Costa – Head of Human Capital<br/> Cécile Cabanis – Deputy Chief Executive Officer<br/> See <a href="#">Management Team</a> for biographies of the entire executive team.</p>   |
| <b>How to Apply</b>                | <p>Tikehau Capital offers graduates from universities, engineering schools and business schools or applicants with an initial professional work experience of 12 months into its 18-month <a href="#">Graduate Program</a>. The program includes 3 rotations of 6 months in a variety of investment, business and corporate activities in France and in its different markets globally. Participants will be offered a permanent contract at Tikehau Capital on completion.</p>   |
| <b>International Opportunities</b> | <p>See <a href="#">Our Offices</a> for contact details of Tikehau Capital's 14 global offices.</p>  |
| <b>Internships</b>                 | <p>Hands-on internships are offered in the investment, business and corporate teams.</p>  |
| <b>Key Dates</b>                   | <p>Positions are advertised as they are required. See <a href="#">Open Positions</a> where it is possible to search by job type (permanent, block release training, internship, other) and location. It is also possible to sign up for a new offers alert.</p>   |
| <b>Sustainability/ESG</b>          | <p>Tikehau Capital believes that to be sustainable, companies must be profitable. To be profitable, they must be sustainable. Environmental, social and governance (ESG) factors have the same importance in its investment policy as economic, financial and operational factors. See the <a href="#">2022 Sustainability Report</a>, titled Level Up to read about the company's ESG approach and its latest figures.</p>   |
| <b>Additional Information</b>      | <p>Tikehau Capital is a global alternative asset management group with €39.7 billion of assets under management (at 31 March 2023). Tikehau Capital has developed a wide range of expertise across four asset classes (private debt, real assets, private equity and capital markets strategies) as well as multi-asset and special opportunities strategies. Tikehau Capital is a founder led team with a differentiated business model, a strong balance sheet, proprietary global deal flow and a track record of backing high quality companies and executives.</p> <p>Deeply rooted in the real economy, Tikehau Capital provides bespoke and innovative alternative financing solutions to companies it invests in and seeks to create long-term value for its investors, while generating positive impacts on society. Leveraging its strong equity base (€3.1 billion of shareholders' equity at 31 December 2022), the firm invests its own capital alongside its investor-clients within each of its strategies. Controlled by its managers alongside leading institutional partners, Tikehau Capital is guided by a strong entrepreneurial spirit and DNA, shared by its 742 employees (at 31 December 2022) across its 14 offices in Europe, Asia and North America. Tikehau Capital is listed in compartment A of the regulated Euronext Paris market (ISIN code: FR0013230612; Ticker: TKO.FP).</p> |

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| <b>Company</b>                     | <p><b>T. Rowe Price</b><br/>100 East Pratt Street, Baltimore, Maryland 21202. US<br/>+1 410 345 2000</p> <p><a href="http://www.troweprice.com">www.troweprice.com</a></p>  |
| <b>Key contacts</b>                | <p>The recruiting team can be contacted at <a href="mailto:recruiting@troweprice.com">recruiting@troweprice.com</a><br/>Poppy Allonby – Investment and Environmental, Social, and Governance (ESG) Leader</p>   |
| <b>How to Apply</b>                | <p>See <a href="#">Careers</a>. T.Rowe Price does not offer any MBA or master’s degree recruitment programs instead hiring into direct professional roles. Search jobs in the <a href="#">US</a> or <a href="#">other regions</a>.</p>  |
| <b>International Opportunities</b> | <p>T.Rowe Price has offices in the Americas, Europe, Middle East, Africa and Asia Pacific. See <a href="#">Global Offices</a> for locations.</p>  |
| <b>Internships</b>                 | <p>Recent graduates or students can apply for <a href="#">internships</a> in multi disciplines, such as client services, technology and investments. It should be noted that the 10-week internship program is aimed at an undergraduate level.</p>   |
| <b>Key Dates</b>                   | <p>Internships are run each summer.</p>   |
| <b>Sustainability/ESG</b>          | <p>In April 2022 T.Rowe Price became a signatory of the Net Zero Asset Managers initiative (NZAM); an international group of asset managers committed to supporting the goal of net zero greenhouse gas emissions by 2050 or sooner. At T. Rowe Price, climate transition is considered as part of its ESG analysis and fully integrated into its fundamental research and portfolio construction where appropriate. The firm has committed to achieve zero waste by 2025, a targeted annual spend of \$50m with diverse suppliers by 2025 and 66% of new hires will be female or ethnically diverse. See <a href="#">2021 ESG Corporate Annual Report</a> to read about its progress and <a href="#">Journey to Net Zero</a> to read about its ESG policies.</p> |
| <b>Additional Information</b>      | <p>Founded in 1937, Baltimore-based T. Rowe Price (troweprice.com) is a global investment management organization with US\$1.35 trillion in assets under management as of 31<sup>st</sup> March 2023. The organization provides a broad array of mutual funds, subadvisory services, and separate account management for individual and institutional investors, retirement plans, and financial intermediaries. The company also offers a variety of sophisticated investment planning and guidance tools. T. Rowe Price's disciplined, risk-aware investment approach focuses on diversification, style consistency, and fundamental research.</p>  |

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| <b>Company</b>                     | <b>Accenture</b><br>1 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland<br>+353 1 407 6000<br><br><a href="http://www.accenture.com">www.accenture.com</a>  |
| <b>Key contacts</b>                | Applicants can contact an Accenture recruiter via <a href="#">Contact Us</a> and submit an enquiry.<br>UK: Zoe Colbert, Global Talent Strategist Lead - MBA<br>Melissa Harper-Davis, Strategy Campus Recruiter - Atlanta. Tel: +1 678 657 8000<br><a href="#">Peter Lacy</a> , Global Sustainability Services Lead & Chief Responsibility Officer  |
| <b>How to Apply</b>                | Accenture recruits top undergraduate and graduate <a href="#">MBAs</a> globally in the areas of Technology, Management Consulting, Strategy and Analytics. MBA hiring programs are global and Accenture recruits from a number of business schools that align with its business. For information select the preferred school from the MBA link. Within the UK, there are several <a href="#">graduate schemes</a> which may be of interest.  |
| <b>International Opportunities</b> | Accenture offers a range of opportunities around the world, visit <a href="#">Global Careers</a> .   |
| <b>Internships</b>                 | Accenture offers paid undergraduate and MBA Summer Internships in various locations. Interns gain first-hand exposure to the roles and responsibilities of entry-level analysts and consultants. Most undergraduate intern roles are within the consulting business, supporting technology, management consulting, strategy, and industry. Interns participate in a variety of roles, including those of an actual full-time analyst. Visit <a href="#">internships</a> for full details.  |
| <b>Key Dates</b>                   | Applications are typically due in the early winter timeframe. However, there are select schools that conduct interviews in the autumn. Students should check with their career centre to find specific deadlines for their campus. Campus events usually take place throughout December.   |
| <b>Sustainability/ESG</b>          | Accenture has made <a href="#">sustainability</a> one of its greatest responsibilities—not just because it's the right thing to do, but also because it believes that it will create one of the most powerful forces for change in our generation. It embeds sustainability into everything it does, with everyone it works with, creating both business value and sustainable impact, enabled by technology and human ingenuity.  |
| <b>Additional Information</b>      | Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. The company has approximately 738,000 people serving clients in more than 200 cities in 120 countries including 89 of the Fortune Global 100. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. The company generated net revenues of \$61.6 billion for the fiscal year ended 31st August 2022 an increase of 26%. Accenture has been recognized on FORTUNE's 100 Best Companies to Work For list for 14 consecutive years (2009-2022). |

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| <b>Company</b>                     | <b>Bain &amp; Company, Inc.</b><br>131 Dartmouth Street, Boston, Massachusetts 02116. US<br>+1 617 572 2000<br><br><a href="http://www.bain.com">www.bain.com</a>  |
| <b>Key contacts</b>                | General recruitment enquiries can be emailed to <a href="mailto:recruiting@bain.com">recruiting@bain.com</a> . Bain & Company has recruiters dedicated to business schools. To find details of a particular schools recruiting team, see <a href="#">Meet Us</a> and enter details of the business school.<br><a href="#">Sam Israelit</a> – Chief Sustainability Officer.   |
| <b>How to Apply</b>                | Bain & Company offers a wide range of career options for undergraduates, MBAs, advanced degree holders and working professionals. See <a href="#">Careers</a> for global careers information. MBA candidates generally join the firm as a full-time <a href="#">Consultant</a> or Summer Associate. Bain actively recruits at many colleges and universities at recruiting events, candidates should see <a href="#">Meet Us</a> and enter details of their business school for event details. Applications can also be made online, select the preferred office on the Consultant page for specific local application requirements and click <a href="#">Apply Now</a> to visit the recruiting portal.  |
| <b>International Opportunities</b> | Bain has 65 offices in 40 countries. When applying for a role it is possible to select a preferred office. See <a href="#">Offices</a> for individual details.   |
| <b>Internships</b>                 | <a href="#">ExperienceBain Global</a> connects incoming MBA students with Bain's <a href="#">global</a> offices. Successful applicants can get a behind-the-scenes look at the business challenges the firm is solving for its clients through interactive workshops and events. Alternatively, Bain's <a href="#">Summer Associate (SA) Program</a> is an ideal opportunity for MBA candidates to experience the real world of consulting while discovering what a future with Bain would be like. During an intensive summer—often at a global office of choice— programs will start with an off-site weeklong training course, where SAs learn the core Bain consulting skills. At the end of the summer, those who have met performance expectations will receive an offer to return full-time as consultants once they have graduated from college or university. |
| <b>Key Dates</b>                   | Details of all the many upcoming recruiting events can be found at <a href="#">Find Events</a> .   |
| <b>Sustainability/ESG</b>          | Sustainability isn't something Bain just talks to others about. Certified carbon neutral since 2012 and regularly ranked as one of the best places to work, Bain strives every day to reduce its environmental footprint, enhance employee well-being, practice the highest levels of ethics and procure supplies and services sustainably. Read <a href="#">Sustainability Statement</a> from Manny Maceda the Worldwide Managing Partner.  |
| <b>Additional Information</b>      | Bain & Company is one of the world's leading business consulting firms. It works with top executives to help them make better decisions, convert those decisions to actions, and deliver the sustainable success they desire. For forty years, Bain has been passionate about achieving better results for its clients—results that go beyond financial and are uniquely tailored, pragmatic, holistic, and enduring. Bain has approximately 13,000 employees and revenue of approximately \$4.1bn. Bain is #1 on Glassdoor's Best Places to Work list for 2023. Bain has maintained its spot in the top four on Glassdoor's list for the last 13 years.   |

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| <b>Company</b>                     | <b>Boston Consulting Group</b><br>Head Office - 200 Pier 4 Boulevard, Boston. Massachusetts 02210. US<br>+1 617 973 1200<br><br><a href="http://www.bcg.com">www.bcg.com</a>   |
| <b>Key contacts</b>                | UK: Diana Ly, International Campus Recruiting Manager. Tel: +44 207 753 5353.<br>US HQ: Danielle Pociluyko, MBA Campus Recruiter. Tel: +1 617 973 1200. Email: <a href="mailto:bosrecruitingmailbox@bcg.com">bosrecruitingmailbox@bcg.com</a><br>Interested applicants should note that in the US, BCG has a huge HR/recruitment team which is too vast to list here. The best advice is to go to <a href="#">On Campus</a> and type in the name of a specific school to obtain details of the BCG recruitment team for that school.<br><a href="#">David Webb</a> , Chief Sustainability Officer  |
| <b>How to Apply</b>                | <a href="#">MBA</a> 's joining BCG have an impact from day one as a consultant. MBA graduates with a few years of experience can expect to spend time working across a wide range of clients and projects from helping to devise the integration strategy for a pharmaceutical merger to developing sustainable farming practices in emerging countries. Applications should be made <a href="#">On Campus</a> (enter the name of the business school in the search box to find details of campus events and recruiting schedules) or <a href="#">online</a> .   |
| <b>International Opportunities</b> | With 90+ offices in 50 countries there are numerous opportunities to work abroad, see <a href="#">Location</a> for details.  |
| <b>Internships</b>                 | BCG's <a href="#">internship programs</a> give students from many disciplines and backgrounds the opportunity to get a true feel of what it's like to work at BCG. BCG internships are generally two to three months long but can vary from a few weeks to a year, depending on the role and location. BCG offers a number of free <a href="#">virtual experience programs</a> to give students the opportunity to get a true feel of what it's like to work at BCG.   |
| <b>Key Dates</b>                   | Although applications are accepted at any time, BCG's primary recruiting season is from September to February. If BCG is not visiting your school, an <a href="#">online application</a> can be made. To search for deadline dates by school visit <a href="#">BCG on Campus</a> .   |
| <b>Sustainability/ESG</b>          | BCG has partnered with its clients and collective community to address complex global problems, create economic growth and sustainable value, and have a positive impact on lives and livelihoods. The company has four key pillars that it focuses on in its <a href="#">2022 Sustainability Report</a> , driving social impact, protecting our planet, empowering its people, and promoting responsible business practices.  |
| <b>Additional Information</b>      | The Boston Consulting Group (BCG) is a global management consulting firm and the world's leading advisor on business strategy. The group partners with clients in all sectors and regions to identify their highest-value opportunities, address their most critical challenges, and transform their businesses. BCG's customised approach combines deep insight into the dynamics of companies and markets with close collaboration at all levels of the client organisation. This ensures that clients achieve sustainable competitive advantage, build more capable organisations and secure lasting results. The Boston Consulting Group has more than 90 offices in 50 countries, more than 30,000 employees and revenue of \$11 billion. |

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| <b>Company</b>                     | <p><b>Capgemini SE</b><br/>Place de l'Etoile, 11 Rue De Tilsitt, Paris 75017, France<br/>+33 1 47 54 50 00</p> <p><a href="http://www.capgemini.com">www.capgemini.com</a></p>   |
| <b>Key contacts</b>                | <p>Ruth South, Head of Graduate and Apprentice Recruitment Tel: +44 (0)330 588 8000 <a href="mailto:graduate.careers.uk@capgemini.com">graduate.careers.uk@capgemini.com</a><br/>Dr James Robey, Executive Vice President, Global Head of Environmental Sustainability</p>   |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. Capgemini's <a href="#">MBA programs</a> aim to hire management graduates from across premier B-schools in India who have a passion for technology and provide role-based training to equip students to navigate and thrive in a fast-changing and technology-driven world. Alternatively, the 12-month <a href="#">Fast Track To Consulting Programme</a> may be of interest to those with a master's degree. Interested applicants can also view current opportunities at <a href="#">Job Search</a> and use the keyword facility to search for openings which require an MBA. To be a part of the Capgemini hiring process, interested candidates should also get in touch with their college placement team.</p> |
| <b>International Opportunities</b> | <p>International opportunities are available in 50 countries <a href="#">worldwide</a>.</p>  |
| <b>Internships</b>                 | <p>Cap Gemini offers a number of <a href="#">internships</a> including its <a href="#">Global Internship Programme</a> , a 15 week paid internship in the Mumbai office . However, all internships are aimed at undergraduates and only if required by the business.</p>   |
| <b>Key Dates</b>                   | <p><a href="#">Fast Track to Consulting Programs (FTTP)</a> generally start in September. Application deadlines will depend on the country.</p>  |
| <b>Sustainability/ESG</b>          | <p>Cap Gemini believe that there has never been a better time to leverage technology and human capabilities to tackle environment, social and governance (ESG) challenges. ESG is embedded in the Group's corporate strategy with a focus on eight priorities that have significant positive impacts on its business, and for stakeholders. <a href="#">Global environmental impact</a> non-profit CDP positioned Cap Gemini in its leadership tier for its approach to climate change in 2022. See <a href="#">Reports</a> to read about the Group's sustainable actions and strategy.</p>  |
| <b>Additional Information</b>      | <p>Capgemini is a global leader in consulting, digital transformation, technology and engineering services. The Group is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year+ heritage and deep industry-specific expertise, Capgemini enables organisations to realise their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. Today, it is a multicultural company of almost 360,000 team members in 50 countries.</p>  |

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| <b>Company</b>                     | <b>Deloitte LLP</b><br>2 New Street Square, London, EC4A 3BZ. UK<br>+44 (0)20 7936 3000<br><br><a href="http://www2.deloitte.com">www2.deloitte.com</a>   |
| <b>Key contacts</b>                | Deloitte has a <a href="#">Student Helpdesk</a> with a FAQ and live chat facility to answer any recruitment queries.<br><a href="#">David Pearson</a> , Chief Sustainability Officer. Email: <a href="mailto:davidpearson@deloitte.com">davidpearson@deloitte.com</a><br><a href="#">Meet the UK HR team</a> .  |
| <b>How to Apply</b>                | In the US, Deloitte has a several full time options available to <a href="#">MBA graduates</a> . Of interest may be the <a href="#">Strategy and Operations Senior Consultant Training Program</a> . Deloitte Consulting LLP actively recruits accomplished students from select schools nationally.<br><br>In the UK, Deloitte offers <a href="#">Graduate Programmes</a> to those with a minimum 2:1 degree. In some cases, there are additional or specific scheme requirements so review the specific academic requirements on the <a href="#">vacancy job description</a> .                                |
| <b>International Opportunities</b> | Deloitte has offices in 150 countries. For all locations see <a href="#">Office Locator</a> .   |
| <b>Internships</b>                 | As well as a variety of Summer Associate roles, Deloitte US offers the <a href="#">Client Service Internship</a> . This MBA internship, lasts eight to ten weeks during the summer or typically lasts up to a semester during the school year. Interns joining one of the business functions (Risk and Financial Advisory, Audit & Assurance, Consulting, Tax) may result in full-time offer. <a href="#">Summer Vacation Schemes</a> are offered in the UK, however these are aimed at those on course to achieve a 2:1 degree.  |
| <b>Key Dates</b>                   | To view and apply for positions see <a href="#">Global Student Job Search</a> , enter 'MBA'. 2023/4 Campus Recruitment is open in the US and China.   |
| <b>Sustainability/ESG</b>          | Deloitte's ambition is to help lead the world's transition to a lower-carbon future. And over the past year, Deloitte has shown that it has the scale, knowledge and resources to turn this ambition into meaningful, measurable action. Deloitte worked to advance its <a href="#">WorldClimate strategy</a> , which consists of a three-pronged approach—actions it takes, actions it inspires its people to take, and actions the company takes with clients and others in its ecosystem. See the <a href="#">2022 Global Impact Report to</a> read about Deloitte's strategy and progress.                  |
| <b>Additional Information</b>      | "Deloitte" is the brand under which tens of thousands of dedicated professionals in independent firms throughout the world collaborate to provide audit, consulting, financial advisory, risk management, tax, and related services to select clients. These firms are members of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"). Deloitte has approximately 345,000 people in 150 countries and territories. In FY 2022, the network reported \$59.3 billion USD revenues. In 2022, Deloitte was ranked number 7 on the FORTUNE 100 Best Big Companies to Work for list. |

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| <b>Company</b>                     | <p><b>dss+</b><br/>Global HQ - Chemin Jean-Baptiste Vandelle 3A, 1290 Versoix, Switzerland<br/>+41 33 588 0097</p> <p><a href="http://www.consultdss.com">www.consultdss.com</a></p>  |
| <b>Key contacts</b>                | <p>Emma Cuttler, Chief Human Resources Officer <a href="mailto:careers@consultdss.com">careers@consultdss.com</a><br/>Melissa Barrett, Global Sustainability Services and Corporate Impact Director</p>   |
| <b>How to Apply</b>                | <p>There are no MBA or master's degree recruitment programs at Dss+, instead graduates are recruited into direct hire roles, typically as a Consultant. See <a href="#">Jobs</a> to search and apply online, enter 'MBA' or 'master's' into the search field.</p>   |
| <b>International Opportunities</b> | <p>dss+ is a global company present in 38 countries, with clients in over 80 countries. See <a href="#">Locations</a> for contact details for each office.</p>  |
| <b>Internships</b>                 | <p>There is no internship program, however, interns may be hired if they are required.</p>  |
| <b>Key Dates</b>                   | <p>As required.</p>   |
| <b>Sustainability/ESG</b>          | <p>Dss+ is a community of highly talented and experienced professionals committed to saving lives, enhancing the capabilities of its people and bringing sustainable changes to a wide range of clients across the world. Protect, transform and sustain are the three words that guide the dss+ consulting team. See <a href="#">Code of Conduct</a> to read about the company's ethical behaviour policy.</p> |
| <b>Additional Information</b>      | <p>dss+ is a leading provider of operations management consulting services with the purpose of saving lives and creating a sustainable future. dss+ enables organisations to build organisational and human capabilities, manage risk, improve operations, achieve sustainability goals and operate more responsibly.</p>   |

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| <b>Company</b>                     | <b>KPMG</b><br>Laan van Langerhuize 1, Netherlands<br>+31 20 656 78 90<br><br><a href="https://kpmg.com">https://kpmg.com</a>   |
| <b>Key contacts</b>                | <a href="#">John McCalla-Leacy</a> – Head of Global Environment, Social & Governances (ESG)   |
| <b>How to Apply</b>                | See Careers. Each country has its own website and recruitment is managed locally, select a <a href="#">location</a> to explore further. In the <a href="#">US, MBA graduates</a> are hired into early career roles within the Advisory and Tax divisions. The many <a href="#">UK graduate programmes</a> are generally aimed at those with a 2:1 degree and higher. France hires MBAs into junior direct roles, see <a href="#">Our Opportunities</a> and search MBA. KPMG in <a href="#">Hong Kong</a> has Graduate Programmes and internship programmes available. All applications are made online. |
| <b>International Opportunities</b> | KPMG is a global company. To find a telephone number and address for an office see the <a href="#">Locations Selector</a> . Some practices in Korea and Japan will consider candidates requiring visa sponsorship.  |
| <b>Internships</b>                 | Internships are offered globally. Positions are advertised as they are required. In the US, the award-winning <a href="#">Global Internship Program (GIP)</a> gives top students the opportunity to work abroad. After starting the GIP at a US location, interns will then spend four weeks on assignment with an international team.  |
| <b>Key Dates</b>                   | KPMG recruits on a rolling basis. Candidates are considered as they apply, until the opportunity is filled. Candidates are encouraged to apply expeditiously to one role for which they are qualified, that is of the greatest interest.  |
| <b>Sustainability/ESG</b>          | KPMG has created 'Our Impact Plan' to analyse what it can and should be doing to meet its responsibility to help shape a better future by doing what it does best – solving problems to make lasting, meaningful change. <a href="#">Read here</a> for the 2023 Our Impact Plan update.   |
| <b>Additional Information</b>      | <p>Through helping other organizations mitigate risks and grasp opportunities, KPMG aims to drive positive, sustainable change for clients, our people and society at large.</p> <p>KPMG firms operate in 143 countries and territories, and in FY22, collectively employed more than 265,000 partners and people, serving the needs of business, governments, public-sector agencies, not-for-profits and through KPMG firms' audit and assurance practices, the capital markets.</p>  |

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## Individual Company Profile

**Company****ERM Ltd**

2nd Floor Exchequer Court, 33 St Mary Axe, London, EC3A 8AA. UK  
+44 20 3206 5200

[www.erm.com](http://www.erm.com)

**Key contacts**

HR requests can be emailed to [people@erm.com](mailto:people@erm.com)

**How to Apply**

See [Graduate and entry-level](#). Although there is no MBA or master's degree recruitment programs in place, ERM offers an entry-level career path and training that supports both employees technical and consulting development. ERM look for early career professionals who are inquisitive, inspired and bring new thinking to challenge the status quo as this is what is needed by our clients as they address the sustainability challenges facing their business around the world. Visit the [Apply](#) page and enter key word 'entry-level' to view current positions.

MBA graduates with experience would be hired into direct mid-senior level consultant positions. Those interested may wish to look at ERM's [partnership careers](#). Visit the [Apply](#) page and enter key word 'director' or 'MBA' to view and apply for current positions. A typical base salary for a Senior Consultant is \$125,000 - \$145,000.

**International Opportunities**

ERM has offices in over 38 countries and territories. See [Locations](#) for office address and contact details.

**Internships**

Internships are offered if they are required by the business.

**Key Dates**

As required. Monitor the 'Apply' board above for open positions. Unless specified jobs will close once ERM has filled the position.

**Sustainability/ESG**

ERM's sustainability program is an overarching framework that supports its long-term business strategy and drives continual improvement. Learn more about ERM's commitments in the [Sustainability Policy](#) and [Sustainability Approach](#) documents.

**Additional Information**

ERM is a leading global provider of environmental, health, safety, risk, social consulting services and sustainability related services. It has more than 7,000 people in over 38 countries and territories working out of 134 offices. ERM is committed to providing a service that is consistent, professional and of the highest quality to create value for our clients.

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| <b>Company</b>                     | <p><b>EY</b><br/>6 More London Place, London, SE1 2DA, UK<br/>+44 20 7951 2000</p> <p><a href="http://www.ey.com">www.ey.com</a></p>   |
| <b>Key contacts</b>                | <p>It is possible to make contact with a career's advisor at EY and <a href="#">ask questions online</a>. Alternatively call +44(0)808 169 9829, Monday – Friday between 9.30am-5.30pm UK time or email: <a href="mailto:enquiry@eystudentrecruitment.com">enquiry@eystudentrecruitment.com</a>.<br/><a href="#">Dr. Velislava Ivanova</a>, EY Americas Chief Sustainability Officer</p>   |
| <b>How to Apply</b>                | <p>EY has a dedicated <a href="#">student careers site</a>. Ernst &amp; Young LLP in the US recruits <a href="#">MBA and other master's degree</a> candidates for positions in the following service lines: Advisory, Financial Services Office, Performance Improvement, Transaction Advisory Services. Alternatively, an Emerging Leaders Program is offered in the US. This is open to third or fourth-year students who are pursuing a 5-year program OR second- and third-year students who are pursuing a 4-year program studying accounting, business, or information technology. The programs run between May and August each year. In the UK, <a href="#">Graduate Programmes</a> are offered to those with minimum honours degrees. For a complete list of open positions in a country of choice, go to Job search. Or if there's one available, contact your campus careers office for information.</p> |
| <b>International Opportunities</b> | <p>EY has <a href="#">offices</a> in 150 countries that hire graduates. EY offers opportunities for short- and long-term domestic and international assignments across service lines, industry sectors and geographies.</p>  |
| <b>Internships</b>                 | <p>Internships are offered at EY and at the end of the programme interns may be offered a full-time position. Be aware that not every country offers every programme. To view a preferred countries careers page, visit <a href="http://www.ey.com">www.ey.com</a> and select a location.</p>  |
| <b>Key Dates</b>                   | <p>MBA direct hire roles will be posted as required by the business. To view and apply for open roles, conduct a <a href="#">Global Job Search</a>. A number of <a href="#">virtual events</a> for students are due to take place this summer.</p>   |
| <b>Sustainability/ESG</b>          | <p>EY teams have a legacy of over 20 years in providing sustainability, and environment, social and governance (ESG) services. It utilises its deep technical skills across a breadth of business issues to help businesses create value for sustainability — while helping sustainability create value for business. EY made strong progress on its <a href="#">carbon ambition</a> in FY22 against its seven-point action plan and remains on track to reach net zero in 2025.</p>   |
| <b>Additional Information</b>      | <p>EY a multinational professional services firm headquartered in London, UK. EY is one of the largest professional services firms in the world and is one of the "Big Four" accounting firms. EY operates as a network of member firms which are separate legal entities in individual countries. It has 300,000 employees in over 700 offices around 150 countries in the world. It provides assurance (including financial audit), tax, consulting and advisory services to companies. EY has been named one of FORTUNE'S "100 Best Companies to Work For®" for 20 years.</p>   |

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| <b>Company</b>                     | <p><b>McKinsey &amp; Co</b></p> <p>There are no central headquarters. See <a href="#">Worldwide Locations</a> for global locations. Some addresses are:<br/> US: 3 World Trade Center 175 Greenwich Street, New York, NY 10007. US Tel: +1 212 446 7000<br/> UK: 100 Museum Street, London. WC1A 1PB Tel: + 44 (0) 207 839 8040<br/> Hong Kong: 40 Floor, ICBC Tower, 3 Garden Road, Hong Kong. Tel: 852 2868 1188</p> <p><a href="http://www.mckinsey.com">www.mckinsey.com</a></p>   |
| <b>Key contacts</b>                | McKinsey's recruiting team can be emailed at <a href="mailto:career_opportunities@mckinsey.com">career_opportunities@mckinsey.com</a> .  |
| <b>How to Apply</b>                | See <a href="#">MBA Candidates</a> — from here interested individuals can start an online application. McKinsey has been recruiting MBAs for over 90 years. MBA graduates typically join McKinsey as associates, working either as generalists or practice consultants if they have an area they would like to focus on. Roles include generalist consulting; practice consulting, focused on a specific function or industry (e.g., digital, implementation, marketing & sales, operations); and technology roles such as data scientists, software engineers, product managers, data engineers, designers, agile coaches, or digital marketers.  |
| <b>International Opportunities</b> | International opportunities are available. Visit <a href="#">Global Locations</a> .  |
| <b>Internships</b>                 | McKinsey hires <a href="#">Associate Interns</a> . Duration of the programme is 8 -10 weeks, usually in the summer. The best way is to run a <a href="#">Job Search</a> .  |
| <b>Key Dates</b>                   | Varies by region and school. See <a href="#">Application Deadlines</a> for details.  |
| <b>Sustainability/ESG</b>          | McKinsey is committed to creating a more sustainable, inclusive, and growing future for all. McKinsey's sustainability agenda comprises two main priorities. It aspires to be the leading private sector catalyst for decarbonization through its work to help accelerate the transition to net-zero greenhouse gas (GHG) emissions. It is also committed as a firm to achieving net-zero climate impact by 2030, in line with validated, near-term, science-based targets as an important milestone on the pathway toward stabilizing global warming temperatures at 1.5°C. To read about its progress read the <a href="#">2022 ESG Report</a> .   |
| <b>Additional Information</b>      | McKinsey & Company is a global management consulting firm that serves leading businesses, governments, non-governmental organizations, and not-for-profits. The company comprises more than 34,000 colleagues and nearly 2,000 research and information professionals. McKinsey & Co has 130 offices in 65 countries, speaks more than 80 languages, and represents over 100 nationalities. The firm serves clients at every level of their organization, in whatever capacity they can be most useful, whether as a trusted advisor to top management or as a hands-on coach for front line employees. The firm is owned by 1,400 plus partners, spread across Europe, the Americas, Asia-Pacific, the Middle East, and Africa. There is no headquarters in the traditional sense. McKinsey's global managing partner, elected by the partners, chooses his or her home office, currently London. The Shareholders Council or Board also comprises partners elected by their peers. Its 30 members represent more than a dozen nationalities. |

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| <b>Company</b>                     | <b>PricewaterhouseCoopers International Ltd (PwC)</b><br>1 Embankment Place, London. WC2N 6RH<br>+44 0207 583 5000<br><br><a href="http://www.pwc.com">www.pwc.com</a>  |
| <b>Key contacts</b>                | US – <a href="#">Julie Peters</a> , University Relations Leader<br>EMEA MBA recruitment queries can be emailed to <a href="mailto:gbl_emea_mba_recruitment@pwc.com">gbl_emea_mba_recruitment@pwc.com</a><br>China graduate recruitment queries can be emailed to <a href="mailto:greater.china.recruiting@strategyand.cn.pwc.com">greater.china.recruiting@strategyand.cn.pwc.com</a>   |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . Graduate and student recruitment is dependent on the location, choose a preferred area by using the drop-down filter in the top right-hand corner of the website. MBAs typically join PwC in Strategy& (PwC's consulting group) as Senior Associates in EMEA. <a href="#">Strategy&amp; EMEA</a> offices have identified INSEAD and LBS as target schools for MBA Recruitment. If a candidate is studying at another school or interested in an office outside EMEA they should contact the recruiter of the office of choice. In the <a href="#">US MBAs</a> typically join as Junior Consultants. Those interested in a career at Strategy& or PwC are encouraged to join the <a href="#">MBA talent community</a> . In <a href="#">China and Hong Kong</a> , graduate positions are aimed at bachelor's and master's students. |
| <b>International Opportunities</b> | With offices in 152 countries, PwC has positions globally and encourages international experiences. See <a href="#">Office Locations</a> for country office contact details. Visa sponsorship will be according to the local countries labour legislations. International applications are welcomed however, if sponsorship is required discuss this at the time of the application.  |
| <b>Internships</b>                 | In the US, the <a href="#">Strategy&amp; MBA Consulting Preview</a> is a 2 week paid internship experience providing individuals exposure to the firm and consulting at PwC.  |
| <b>Key Dates</b>                   | Recruitment periods are location dependent. Monitor the preferred country's careers pages for details.  |
| <b>Sustainability/ESG</b>          | PwC has made a worldwide science-based commitment to achieve net zero greenhouse gas (GHG) emissions by FY30. The commitment includes supporting clients to reduce their emissions as well as reducing those from the PwC network's operations and suppliers. PwC commits to decarbonise its operations in line with independently validated science-based targets and neutralise its remaining climate impact through carbon removal projects. It is also engaging its suppliers to help them tackle their climate impact. Further details can be found under ESG on the <a href="#">2022 Global Annual Review</a> report.   |
| <b>Additional Information</b>      | With offices in 152 countries and almost 328,000 people, PwC is among the leading professional services networks in the world. The firm helps organisations and individuals create the value they are looking for, by delivering quality in Assurance, Tax and Advisory services. In FY22 PwC firms provided services to 84% of the Global Fortune 500 companies and had gross revenue of \$50.3 billion.   |

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| <b>Company</b>                     | <b>Ricardo PLC</b><br>Shoreham-by-Sea, West Sussex. BN43 5FG. UK<br>+44 (0)1273 455611<br><br><a href="http://www.ricardo.com">www.ricardo.com</a>   |
| <b>Key contacts</b>                | Email the graduate recruitment team at: <a href="mailto:graduates@ricardo.com">graduates@ricardo.com</a><br><a href="#">Clive Wotton</a> , Group Director, Sustainability, Quality and Risk  |
| <b>How to Apply</b>                | <a href="#">Ricardo's Graduate Programs</a> are aimed at bachelor's or master's degree graduates. The 2-year Graduate Schemes are available in either an Automotive or Rail track and include four diverse placements around the business with international opportunities. Graduate programs are available in North America, Czech Republic, Asia Pacific or the UK. MBA graduates may prefer to look at <a href="#">experienced professional opportunities</a> .   |
| <b>International Opportunities</b> | Ricardo has offices in 23 countries worldwide. See <a href="#">Locations</a> for contact details.  |
| <b>Internships</b>                 | <a href="#">Internships</a> and one year work placements are offered across all locations. In the US, 10-12-week summer internships are available in engineering positions. In Europe, Interns carry out research and analysis tasks; in the Czech Republic and the UK 6–12-week summer internships or 1 year internships are available. For students in Asia, six-month internships are available between September-April or January to August.   |
| <b>Key Dates</b>                   | In the US graduates typically join Ricardo in October or March each year. UK graduate recruitment typically starts in December/January for Autumn programme start dates. In the Czech Republic graduates join from September to November each year and in Asia Pacific graduates join between April and August.  |
| <b>Sustainability/ESG</b>          | In 1915 Sir Harry Ricardo, one of the most innovative engineers of his time, set out on a mission to 'maximise efficiency and eliminate waste'. Climate change is pivotal to the Group's strategy. Today, Ricardo contributes to eight of the <a href="#">UN Sustainable Development Goals</a> and operationalise principles of the UN Global Compact, it already measures and discloses elements of its impact on the environment, by greenhouse gas emissions inventory reporting, and it has gone further this year to include scope 3 for FY 2021/22.  |
| <b>Additional Information</b>      | Ricardo delivers engineering consulting services and solution built on sustainable technological innovation. The company works across eight key market sectors: aerospace & defence; automotive; energy utilities and waste; financial services; government and public sector; industrial and manufacturing; maritime; rail and mass transit. We deliver technologically advanced solutions that ensure access to clean air and water; cross-sector engineering solutions to accelerate decarbonised transportation; innovation to support global net zero and industry agendas; comprehensive expertise in safety, assurance and certification. |

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| <b>Company</b>                     | <p><b>Verdantix plc</b><br/>18 Hatfields, London, SE1 8DJ</p> <p><a href="http://www.verdantix.com">www.verdantix.com</a></p>   |
| <b>Key contacts</b>                | <p>Liz Auerbach – People Director. Email: <a href="mailto:careers@verdantix.com">careers@verdantix.com</a><br/>See <a href="#">Our People</a> for the full team</p>   |
| <b>How to Apply</b>                | <p>See <a href="#">Careers</a>. Verdantix does not have any MBA recruitment programmes, instead hiring MBAs with experience into direct roles. Graduate positions are offered that include 24-months of structured training and career development; these are aimed at undergraduates of any discipline although master's degree graduates with limited experience may wish to apply. The company offers an environment that allows employees to develop their skills and take on new responsibilities and challenges.</p>  |
| <b>International Opportunities</b> | <p>As well as London, <a href="#">Verdantix</a> also has offices in New York, and soon to be Boston, US.</p>  |
| <b>Internships</b>                 | <p>Internships are only offered if there is a requirement.</p>  |
| <b>Key Dates</b>                   | <p>Roles are posted as they are needed, monitor the Careers link above. It is possible to send a speculative CV to <a href="mailto:careers@verdantix.com">careers@verdantix.com</a>.</p>  |
| <b>Sustainability/ESG</b>          | <p>Verdantix recognise that all firms and individuals have an important role to play in reducing negative environmental impacts and specifically tackling climate change. To reduce its negative environmental impacts, as a firm and as individuals, Verdantix implements the <a href="#">following procedures</a> with the purpose to minimize carbon emissions from travel, minimise waste and maximise recycling, minimise bottled water consumption, educating 10 clients each year on its sustainability policy and identifying suppliers with sustainable credentials.</p> |
| <b>Additional Information</b>      | <p>Verdantix is an independent research and advisory firm with expertise in environment, health, safety and quality, operational excellence, smart buildings, as well as ESG &amp; sustainability technologies. Through its research and advisory services, it helps corporate managers, investors, technology executives and service firm leaders to make robust, fact-based decisions. We are committed to delivering objective, timely and accurate analysis to help clients succeed.</p>  |

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| <b>Company</b>                     | <p><b>WSP Global Inc.</b><br/>1600, Boul. Rene-Levesque West, 16<sup>th</sup> Floor, Montreal, Quebec. H3H 1P9. Canada<br/>+1 514-340-0046</p> <p><a href="http://www.wsp.com">www.wsp.com</a></p>  |
| <b>Key contacts</b>                | <p>For careers enquires only (No applications or CVs) please email the <a href="#">Global Team</a><br/>Chief Ethics and Compliance Officer – Julianna Fox<br/>See <a href="#">Global Leadership Team</a></p>  |
| <b>How to Apply</b>                | <p>See <a href="#">careers</a>. Although there is no MBA or master's program in place, early career professionals are encouraged and will immediately be placed working on high-profile projects that resonate locally and internationally. Employees at WSP have a wide variety of training and development opportunities. To search and apply for open positions see <a href="#">Job Opportunities</a> where it is possible to search by country, location, and keyword. <a href="#">Spontaneous applications</a> are welcomed.</p>   |
| <b>International Opportunities</b> | <p>WSP Global has more than 500 offices across the globe. View <a href="#">Our Offices</a> for details</p>  |
| <b>Internships</b>                 | <p>Internships are offered globally as they are required. Monitor the 'Job Opportunities' board and search intern. Roles tend to be aimed at undergraduate students; however, requirements will be listed on the job advertisement.</p>   |
| <b>Key Dates</b>                   | <p>As required.</p>   |
| <b>Sustainability/ESG</b>          | <p>WSP aims to be at the forefront of the transition to a more equitable, inclusive and low-carbon world. Its <a href="#">2022-24 Global Strategic Action Plan</a> is underpinned by a firm commitment to sustainability and ESG matters, both in its own activities and in the work it undertakes for clients. WSP's <a href="#">Global Environmental, Social &amp; Governance (ESG) Statement</a> defines its objectives and approach to embedding sustainability in its services and advice to clients, in its own operations, and in the communities in which WSP work.</p>                   |
| <b>Additional Information</b>      | <p>As one of the largest professional services firms in the world, WSP exists to future-proof our cities and our environment. It provides strategic advisory, engineering and design services to clients seeking sustainable solutions in the transportation, infrastructure, environment, building, energy, water, and mining sectors. Its 67,000 trusted professionals are united by the common purpose of creating positive, long-lasting impacts on the communities it serves through a culture of innovation, integrity, and inclusion. In 2022, WSP reported \$11.9 B (CAD) in revenue.</p> |

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| <b>Company</b>                     | <b>ASM International N.V.</b><br>Versterkerstraat 8, 1322 AP Almere, The Netherlands<br><br><a href="http://www.asm.com">www.asm.com</a>  |
| <b>Key contacts</b>                | Edyta Jakubek – Chief People Officer  |
| <b>How to Apply</b>                | ASM are always on the lookout for the best and brightest graduates to develop their careers with the company. Hired into direct roles, early career starters have the knowledge they are joining a global company. See <a href="#">Job Opportunities</a> and tick the relevant experience level.  |
| <b>International Opportunities</b> | ASM has a presence in 15 countries in Europe, Asia and the US. See <a href="#">Contact Us</a> and click on the country for contact details.   |
| <b>Internships</b>                 | <a href="#">Internships</a> typically form part of a university beta program at undergraduate or postgraduate degree level. ASM don't invite a fixed number of interns to join each year but, instead, select people based on the quality of their application. Typically an internship period runs for six months, and it may be extended further as part of a thesis or graduation program. R&D and laboratory engineering internships are offered in the US, Europe, South Korea and Taiwan and engineering interns in Singapore and other locations have opportunities in manufacturing operations, quality analysis, process engineer and process improvement. Non-engineering internships are offered across the US and Asia, these are generally at undergraduate level. |
| <b>Key Dates</b>                   | ASM organises various career fairs and tech talks globally. See <a href="#">event schedule</a> for details. Internships are usually hired 2-3 times a year dependent on the timing of semesters and partner universities.   |
| <b>Sustainability/ESG</b>          | At ASM, sustainability is an integral part of its strategy. It is one of the key pillars of ASM's approach as it aspires to improve people's lives worldwide. ASM is committed to environmental stewardship, sound labour practices, and safety leadership. See <a href="#">policies and procedures</a> for ASM's ESG statements and procedures and <a href="#">sustainability</a> for key results.   |
| <b>Additional Information</b>      | ASM supplies wafer processing equipment to the leading semiconductor manufacturers, mostly for the deposition of thin films. It designs, manufactures, sells, and services deposition tools to supply customers with the advanced technologies to produce semiconductor devices, or integrated circuits (ICs).  |

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| <b>Company</b>                     | <p><b>Autodesk Incorporated</b><br/> The Landmark @ One Market, Ste. 400, San Francisco, CA94105 US<br/> +1 415 507 5000</p> <p><a href="http://www.autodesk.com">www.autodesk.com</a></p>   |
| <b>Key contacts</b>                | <p>Joe Speicher, Acting Head of Sustainability and Foundation<br/> Laura Annino, Early Career Recruiter, email: <a href="mailto:collegerecruiting@autodesk.com">collegerecruiting@autodesk.com</a> or Tel: +1 415 507 6041<br/> Federica Brungiu – EMEA Recruiter. Based in Dublin.</p>  |
| <b>How to Apply</b>                | <p>Autodesk offers opportunities for students pursuing a bachelor's, master's or Ph.D. in a degree program such as engineering, computer science, human factors, information systems management and MBA. Submit your résumé and the company will contact you if a project that matches your qualifications becomes available. Please search <a href="#">Intern &amp; New Grad Opportunities</a> for current MBA/ recruitment opportunities. For a job search function, please go to <a href="#">Career Opportunities</a>. Apply online. Interested candidates are also advised to follow Autodesk on <a href="#">LinkedIn</a>.</p>   |
| <b>International Opportunities</b> | <p>Autodesk has over 100 offices in over 38 countries around the world. For worldwide contact details and regional office information, go to <a href="#">Contact Us</a>.</p>   |
| <b>Internships</b>                 | <p>Internships vary by global region, but they typically last at least 12 weeks, with recruitment taking place during the fall and spring.</p>   |
| <b>Key Dates</b>                   | <p>Go to <a href="#">Interns and New Grad Opportunities</a> and enter 'MBA' in the keyword search for the latest opportunities and deadline dates.</p>   |
| <b>Sustainability/ESG</b>          | <p>At Autodesk, sustainability is about creating technology that improves energy and material productivity. It's about supporting innovators through grants, software donations, and training. And it's about leading by example with its own operations, advancing sustainability business practices, and supporting every employee to make a positive impact. For further details see <a href="#">FY23 Impact Report</a>.</p>  |
| <b>Additional Information</b>      | <p>Autodesk Inc. (NASDAQ: ADSK) is the world leader in 3D design, engineering, and entertainment software. Customers across the manufacturing, architecture, building, construction, and media and entertainment industries—including the last 17 Academy Award winners for Best Visual Effects—use Autodesk software to design, visualize, and simulate their ideas before they're ever built or created. Since its introduction of AutoCAD software in 1982, Autodesk continues to develop the broadest portfolio of state-of-the-art 3D software for global markets. Autodesk employs more than 12,600 people globally and had fiscal year ended 31<sup>st</sup> January 2023 global revenue of \$5.01 billion.</p> |

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| <b>Company</b>                     | <b>BT Group plc</b><br>1 Braham Street, London, E1 8EE<br>+44 (0) 207 356 5000<br><br><a href="http://www.bt.com">www.bt.com</a>   |
| <b>Key contacts</b>                | The BT Graduate Recruitment team can be emailed on <a href="mailto:graduate.recruitment@bt.com">graduate.recruitment@bt.com</a>  |
| <b>How to Apply</b>                | Although not aimed at MBA students, BT does have many <a href="#">graduate programmes</a> which may be of interest. All programmes (excluding Legal): are aimed at those with a 2.1 degree OR 2.2 degree with additional post-grad degree with a salary to reflect this. A general job search can be found at <a href="#">Search all Jobs</a> .  |
| <b>International Opportunities</b> | BT has offices in 180 countries, see <a href="#">Our Locations</a> .   |
| <b>Internships</b>                 | BT offers <a href="#">Industrial Summer Placements</a> . Successful interns may then be offered a place on the company's graduate schemes.   |
| <b>Key Dates</b>                   | All graduate programmes will commence in September.  |
| <b>Sustainability/ESG</b>          | BT Group has been a leader on climate action for over 30 years. BT has been tracking its carbon reductions since 1992, and it went on to become one of the first companies in the world to set a science-based target in 2008. BT networks and buildings are all powered by renewable electricity, and the group is aiming to transition the majority of its fleet to electric or zero-emission vehicles by 2030 and has committed to become a net zero business by the end of March 2031. See <a href="#">tackling climate change</a> to read what actions BT has taken and how it is meeting its objectives.   |
| <b>Additional Information</b>      | BT Group plc is the listed holding company for the BT group of companies which provides communications services solutions, serving customers in more than 180 countries. Its principal activities include the provision of networked IT services globally; local, national and international telecommunications services to its customers for use at home, at work and on the move; broadband, TV and internet products and services; and converged fixed-mobile products and services. BTs five customer-facing lines of business are Consumer, Enterprise, Global, Digital and Networks. They are supported by its internal service unit, Technology. For the year ended 31 March 2022, BT Group's reported revenue was £21.37bn with reported profit before taxation of £2.0bn. British Telecommunications plc (BT) is a wholly owned subsidiary of BT Group plc and encompasses virtually all businesses and assets of the BT Group. BT Group plc is listed on stock exchanges in London and New York and has over 105,000 employees across 180 countries. |

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| <b>Company</b>                     | <p><b>Cisco Systems, Inc.</b><br/> 170 West Tasman Drive, San Jose, CA 95134, US<br/> + 1 408 526 4000</p> <p><a href="http://www.cisco.com">www.cisco.com</a></p>   |
| <b>Key contacts</b>                | <p>Mary de Wysocki – Chief Sustainability Officer<br/> <a href="#">Christina Maynor</a> – Emerging Talent Programs Engagement Manager</p>  |
| <b>How to Apply</b>                | <p>Go to <a href="#">Career Opportunities</a> on the main Cisco Systems careers home page. Cisco has a number of <a href="#">Emerging Talent</a> programs in place, ranging in degree requirements. The <a href="#">LIFT (Leaders in Finance and Technology)</a> may be of interest to Master of Accounting, Finance, Economics or Business or MBA graduates. The <a href="#">HR FLEX Rising Leaders</a> is aimed at those with a recent Master's or MBA degree. Visit <a href="#">See Jobs</a> for all the student programs. Apart from the rotational program, the company also offers many MBA full-time and internship opportunities worldwide. The best way to apply is to <a href="#">Browse all Jobs</a>. Candidates must have a valid work permit. Apply online. An alternative way to apply is to go to register profile online, visit <a href="#">Stay in Touch</a>.</p>   |
| <b>International Opportunities</b> | <p>Cisco has approximately 400 offices worldwide with its Asia Pacific HQ in Singapore and Europe HQ in Amsterdam, The Netherlands. See <a href="#">Contact Cisco</a> to find location details.</p>  |
| <b>Internships</b>                 | <p>Cisco has a range of <a href="#">internships</a> across the business, although these may not all be at MBA level.</p>   |
| <b>Key Dates</b>                   | <p>Follow the link to <a href="#">Jobs</a>, enter 'MBA' 'master' in the Keyword panel to return for full details. For recruitment events, visit <a href="#">Cisco Events</a>.</p>  |
| <b>Sustainability/ESG</b>          | <p>Cisco believes in powering an inclusive future for all by bringing communities together and creating meaningful change for everyone, including our planet. By leveraging its innovations to inspire Cisco employees, partners, and customers, it helps create a more sustainable and positive impact across the globe. Cisco sets clear public goals against which it measures and reports its environmental impact progress. For further information, including the latest Purpose Report and ESG policies, visit Cisco's <a href="#">ESG Reporting Hub</a>.</p>   |
| <b>Additional Information</b>      | <p>Cisco Systems was founded in 1984 by a group of computer scientists from Stanford University. Cisco pioneered the development of Internet Protocol-based networking technologies. This tradition continues with the development of routing, switching, and other network-based technologies such as application networking services, collaboration, home networking, security, storage and networking, TelePresence systems, unified communications, unified computing, video systems, and wireless. Cisco and their partners sell Cisco hardware, software, and services to businesses of all sizes, governments, service providers, and consumers. Cisco has over 79,500 employees in over 400 offices worldwide and generated \$51.6 billion of revenue in the year ended 30<sup>th</sup> July 2022. Ranked #1 Best Place to Work in the World in 2022 for the 3<sup>rd</sup> year in a row by Great Place to Work®.</p> |

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| <b>Company</b>                     | <b>Dassault Systèmes</b><br>10, Rue Marcel Dassault, 78140 Vélizy-Villacoublay, FRANCE<br>+ 33 1 61 62 61 62<br><br><a href="http://www.3ds.com">www.3ds.com</a>  |
| <b>Key contacts</b>                | Toshiko Mori, Lead Director for Sustainability.<br>Florence Verzelen, Executive Vice-President, Industry, Marketing & Sustainability.   |
| <b>How to Apply</b>                | See <a href="#">Students and Graduates</a> . Graduate programs are not aimed at MBA graduates, however, those with a master's degree may look to apply. To search and view roles see <a href="#">Job Search</a> and enter MBA or select 0-3 years' experience.  |
| <b>International Opportunities</b> | Dassault Systèmes has more than 250 offices and R&D Labs in 42 countries. See <a href="#">locations</a> .<br><br>Graduates under the age of 28 and a citizen of a country in the European Economic Area looking for an international assignment are welcome to apply for the 6-24-month <a href="#">VIE program</a> .   |
| <b>Internships</b>                 | <a href="#">Internships</a> and apprenticeships are available at Dassault. Interns will work on real projects and gain experience with a possible full-time job offer at the end. Degree requirements are dependent on the role offered.  |
| <b>Key Dates</b>                   | As required.  |
| <b>Sustainability/ESG</b>          | Sustainability is the topmost priority and at the core of Dassault Systemes' corporate purpose. Sustainability Compass guides the company, while its governance processes maintain a high level of accountability within the organisation. Dassault's strategy has 3 pillars: EXPERIENCE the change, HARMONIZE the portfolio, and COLLABORATE with stakeholders. See <a href="#">Compass</a> to read more about the company's 2025 targets. See also <a href="#">ratings and awards</a> .   |
| <b>Additional Information</b>      | Dassault Systèmes provides business and people with virtual universes to imagine sustainable innovations capable of harmonizing product, nature and life. Since 1981, Dassault Systèmes has provided organisations in a wide range of industries with solutions for sustainable innovation. As the catalyst and enabler of the modern world's greatest industrial transformations, it has helped thousands of manufacturers reinvent their development and production methods to enable sustainable innovation. Since 2020, the company has been applying this knowledge and know-how in the organic world – from things to life – providing the healthcare industries with virtual twin experiences of the human body. The company has 20,000 employees globally.<br><br>Dassault Systèmes is part of the <a href="#">Dassault Group</a> . |

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| <b>Company</b>                     | <p><b>Google Inc.</b><br/>1600 Amphitheatre Parkway, Mountain View, CA 94043, US<br/>+1 650-253-0000</p> <p><a href="http://www.google.com/about">www.google.com/about</a></p>   |
| <b>Key contacts</b>                | <p>Kate E. Brandt – Chief Sustainability Officer<br/>All HR enquiries should be made online.</p>   |
| <b>How to Apply</b>                | <p>Visit <a href="#">Student Jobs and Internships</a> and type “MBA” to search for all the full-time and internship opportunities for MBA graduates. Full-time positions will be direct hire roles not a rotational program. For all recruitment information and current vacancies, visit <a href="#">Careers</a>.</p>   |
| <b>International Opportunities</b> | <p>Google’s early career and internships are offered globally. To find contact details of each location in North America, Latin America, Europe, Asia Pacific, Africa and the Middle East see <a href="#">Our Locations</a>.</p>   |
| <b>Internships</b>                 | <p>Google offers Internships for MBA students and graduates, ideal for individuals who want to chart their own path and are comfortable with ambiguity. Go to <a href="#">Advanced Degree Student</a> for more information. Start dates are flexible, but individuals will need to commit to at least three months of full-time work. Second-year MBA students who are still finishing their studies can apply to opportunities that are open today and start working after graduation. Internships are offered to Masters and Ph.D. students. Further questions regarding the MBA internship can be emailed to <a href="mailto:MBInternships@google.com">MBInternships@google.com</a>.</p>                            |
| <b>Key Dates</b>                   | <p>As required by the business.</p>  |
| <b>Sustainability/ESG</b>          | <p>Google’s sustainability strategy and work is focused on three key pillars: empowering individuals to take action, working together with its partners and customers, and operating its own business sustainably. To read more about Google’s targets and progress, see the <a href="#">2023 Environmental Report</a>.</p>  |
| <b>Additional Information</b>      | <p>Google’s innovative search technologies connect millions of people around the world with information every day. Founded in 1998 by Stanford Ph.D. students Larry Page and Sergey Brin, Google today is a top web property in all major global markets. The company’s targeted advertising program provides businesses of all sizes with measurable results while enhancing the overall web experience for users. Google is headquartered in Silicon Valley with offices throughout the Americas, Europe, and Asia. In 2021, Google delivered strong revenue growth, with a yearend total of \$279.8 billion, On a worldwide basis, Google employed 174,000 full-time employees as of 30<sup>th</sup> June 2023.</p> |

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| <b>Company</b>                     | <b>HP Inc.</b><br>1501 Page Mill Road, Palo Alto, CA 94304, US<br>+1 650 857 1501<br><br><a href="http://www.hp.com">www.hp.com</a>  |
| <b>Key contacts</b>                | <a href="#">Ellen Jackowski</a> – Chief Sustainability and Social Impact Officer<br><a href="#">Kristen Ludgate</a> – Chief People Officer   |
| <b>How to Apply</b>                | HP offers many <a href="#">graduate and intern opportunities</a> in the following areas – Engineering, Material Science and Chemistry; Computer Science and IT, Business, Supply Chain or Related Fields although these may not all be MBA-specific. Type MBA into the Search Terms and find all the MBA interns and full-time positions worldwide.<br><br>The HR function offers a Full-time and Internship <a href="#">Human Resource Management Associate Programme</a> (HR MAP). Candidates are expected to have three eight-month rotations in different HR specialties and a two-month business rotation, aligned to their own development interests and business need. <a href="#">Apply online</a> . Interested candidates are encouraged to connect with HP Careers on <a href="#">Facebook</a> and <a href="#">Twitter</a> . |
| <b>International Opportunities</b> | HP has office locations <a href="#">Worldwide</a> . The HR Management Associate Programme is a worldwide programme.  |
| <b>Internships</b>                 | Internships are offered by the company. View <a href="#">Job Opportunities</a> to search and apply for current openings.   |
| <b>Key Dates</b>                   | Positions are advertised as they are required.   |
| <b>Sustainability/ESG</b>          | Sustainable Impact is at the heart of HP's business strategy. Across its three pillars of Climate Action, Human Rights, and Digital Equity, it connects HP to the most pressing issues of our time. Rooted in science, its <a href="#">strategy</a> prioritises the areas where HP's technology, talent, and platform can make the most positive impact. Above all, it supports a culture that integrates purpose throughout HP's business. Read more at <a href="#">Go Beyond, HP's 2022 Sustainable Impact Report</a> .  |
| <b>Additional Information</b>      | HP Inc. is a leading global provider of personal computing and other access devices, imaging and printing products, and related technologies, solutions and services. The company sells to individual consumers, small- and medium-sized businesses ("SMBs") and large enterprises, including customers in the government, health and education sectors. HP was incorporated in 1947 under the laws of the state of California as the successor to a partnership founded in 1939 by William R. Hewlett and David Packard. On November 1, 2015, HP completed the separation of Hewlett Packard Enterprise Company, Hewlett-Packard Company's former enterprise technology infrastructure, software, services and financing businesses. In connection with the separation, Hewlett-Packard Company changed its name to HP Inc. ("HP").   |

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| <b>Company</b>                     | <b>Intel Corporation</b><br>2200 Mission College Blvd, Santa Clara, California, CA 95052, US<br>+1 408 765 8080<br><br><a href="http://www.intel.com">www.intel.com</a>   |
| <b>Key contacts</b>                | Michael Cvelbar - Campus Recruiting Manager – US<br><a href="#">Todd Brady</a> – Vice President, Global Public Affairs & Chief Sustainability Officer   |
| <b>How to Apply</b>                | For all student tips including applications, interview techniques and hiring advice see <a href="#">Global Student Centre</a> . Although not aimed specifically a MBA graduates, Intel offers rotational and graduate programs. Rotational programs include the Rotation Engineer Program, DRIVE Program (technology development), Finance Program or Sales and Marketing Rotation Program (SMRP). Go to <a href="#">Rotational Programs</a> and search MBA or master's to view openings. To view all graduate direct roles see <a href="#">Graduate jobs</a> .                       |
| <b>International Opportunities</b> | Intel has a presence in 63 countries. International opportunities are available subject to vacancy situation. See <a href="#">Locations</a> for country details.  |
| <b>Internships</b>                 | <a href="#">Internships</a> are offered at undergraduate and graduate level students. Software, AI, Business, Hardware, Manufacturing and Sales & Marketing internships are available.  |
| <b>Key Dates</b>                   | Follow the links to <a href="#">Job Search</a> and type 'MBA' in the keywords box for further information.  |
| <b>Sustainability/ESG</b>          | Through Intel's unified "One Intel" ESG framework, RISE, the company aims to create a more responsible, inclusive, and sustainable world, enabled by technology and the expertise and passion of its employees. In addition to Intel's 2030 RISE goals established in 2020, in April 2022 it announced its commitment to achieve net-zero greenhouse gas (GHG) emissions across its global operations (known as Scope 1 and 2) by 2040 and to reduce supply chain GHG emissions 30% by 2030. See the <a href="#">2022-23 Corporate Responsibility Report</a> for further details.     |
| <b>Additional Information</b>      | For more than 50 years, Intel Corporation has developed technology enabling the computer and Internet revolution that has changed the world. Founded in 1968 to build semiconductor memory products, Intel introduced the world's first microprocessor in 1971. Today, Intel supplies the computing and communications industries with chips, boards, systems and software building blocks that are the ingredients of computers, servers and networking and communications products. Intel reported full year revenue of \$63.1 billion in 2022 and has more than 121,000 employees. |

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| <b>Company</b>                     | <b>Konica Minolta Inc.</b><br>JP Tower, 2-7-2 Marunouchi, Chiyoda-ku, Tokyo. 100-7015, Japan<br><br><a href="http://www.konicaminolta.com">www.konicaminolta.com</a>   |
| <b>Key contacts</b>                | For European trainee programme queries contact Annika Müller – Email: <a href="mailto:Annika.mueller@konicaminolta.de">Annika.mueller@konicaminolta.de</a>   |
| <b>How to Apply</b>                | In Europe, Konica Minolta runs <a href="#">trainee programmes</a> in Sales and IT. These are not necessarily aimed at MBA graduates but may be of interest to those with a master's degree or limited work experience. Konica Minolta in the <a href="#">US</a> and <a href="#">Asia</a> welcome applications from new graduates into direct roles.  |
| <b>International Opportunities</b> | Konica Minolta has over 160 subsidiaries globally. See <a href="#">Global Network</a> for details. Each subsidiary is responsible for its own recruitment.   |
| <b>Internships</b>                 | Internships are offered if they are required by the business unit.   |
| <b>Key Dates</b>                   | As required.   |
| <b>Sustainability/ESG</b>          | Konica Minolta defined the <a href="#">social and environmental</a> issues it should address by 2030 and used back casting to identify five priority issues to tackle in 2020: Improving fulfilment in work and corporate dynamism; Supporting healthy, high-quality living; Ensuring social safety and security; Addressing climate change; and using limited resources effectively. For each of these issues, visions for 2030 were also established, thereby clarifying Konica Minolta's medium and long-term directions for value creation. Under the Medium-term Management Plan DX2022 (FY2020-FY2022), a Medium-term Sustainability Plan 2022 was established, and targets and action plans to create social and environmental value and economic value in line with these five new material issues were also formulated. See the <a href="#">2022 Sustainability Report</a> to read about Konica Minolta's sustainability policies, targets and results. |
| <b>Additional Information</b>      | Konica Minolta provides medical digitalisation, networking, services, and solutions. Konica Minolta also offers instruments related to imaging-IoT and visual. The company operates through consolidated and non-consolidated subsidiaries and affiliates in the Americas, Europe, Asia-Pacific, and the Middle East, and Africa.  |

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| <b>Company</b>                     | <p><b>Microsoft Corporation</b><br/>1 Microsoft Way, Redmond, WA 98052, US<br/>+1 425 8828080</p> <p><a href="http://www.microsoft.com">www.microsoft.com</a></p>  |
| <b>Key contacts</b>                | <p>Microsoft is unable to provide direct contact details or a personal response to each applicant. All enquiries and applications must be made online. Microsoft recruiters have access to the résumé database. When a position opens, a recruiter queries the database for applicants who have applied for the position or for résumés that best match the basic qualifications for the position. Direct contact will then be made to discuss next steps.</p>   |
| <b>How to Apply</b>                | <p>The main careers area on the website is at <a href="#">Microsoft Careers</a>. From here, visitors can explore the regional careers pages. There is a dedicated <a href="#">Student and Graduates</a> area on the website. Programs offered are regional, in the US the <a href="#">HR Rotation Program</a> is aimed at Masters of Human Resources or an MBA or the <a href="#">Microsoft Aspire Experience MBA</a> is for professionals working toward a full-time MBA degree, with 7 years' work experience. This program focuses on targeted training and resources to help accelerate your impact within the company. In India, the <a href="#">MBA B-school PM Engage program</a> is aimed at MBA students interested in program management. To apply search for roles at <a href="#">Graduate Jobs</a> and apply online.</p> |
| <b>International Opportunities</b> | <p>Most MBA opportunities are US-based. There is no structured MBA recruitment program running outside the US. The advice is to visit the website and apply for specific vacancies. There are other recruitment programs running across Microsoft's numerous international business units although these are not MBA-specific. Visit <a href="#">Search Jobs by Region</a>.</p>  |
| <b>Internships</b>                 | <p>Microsoft <a href="#">internship programs</a> are offered in all job families and solution areas, and they are open to current students in Bachelor's, Master's, MBA, PhD programs. <a href="#">MBA B-school MCAPS</a> for 1<sup>st</sup> year MBA internships</p>  |
| <b>Key Dates</b>                   | <p>Go to <a href="#">Apply Now</a>, following the links to job search and enter 'MBA' in the keyword search for the latest opportunities and to make an online application.</p>  |
| <b>Sustainability/ESG</b>          | <p>Microsoft's goal is to be carbon negative, water positive and zero-waste by 2030, and ensure that integrity is built into all the company's processes and technologies. See the latest <a href="#">Environmental Sustainability Report</a> to read about the progress being made.</p>   |
| <b>Additional Information</b>      | <p>Microsoft is the worldwide leader in software, services and Internet technologies for personal and business computing. The company offers a wide range of products and services designed to empower people through great software. Microsoft's seven core business units consist of: Windows Client, Information Worker, Business Solutions, Server and Tools, Windows CE and Mobility, MSN and Home and Entertainment. Microsoft's year ending 30th June 2022 revenue was \$198.0 billion.</p>   |

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| <b>Company</b>                     | <b>MTN Group Ltd</b><br>Innovation Centre, 216 14th Avenue, Fairland, Gauteng, 2195, South Africa<br>Postal Address: Private Bag 9955, Cresta, 2118, South Africa<br>011 912 3000, 083<br><a href="http://www.mtn.com">www.mtn.com</a>  |
| <b>Key contacts</b>                | <a href="#">Nompilo Morafo</a> – Group Chief Sustainability and Corporate Affairs Officer<br><a href="#">Paul Norman</a> – Group Chief Human Resources Officer  |
| <b>How to Apply</b>                | MTN's <a href="#">Global Graduate Development Programme</a> seeks to source, develop, and accelerate top graduates from across MTN's footprint in Africa and the Middle East. The programme offers a privileged experience that fast-tracks talented individuals into critical roles at MTN. The MTN Graduate Development Programme combines both formal development in partnership with Duke Corporate Education and the MTN Academy, as well as on-the-job development through full employment and placement into a strategically aligned role including job rotations. The formal component includes modules at MTN's 3 regional learning centres, located in Southern, Northern and Western Africa. To apply candidates should be energetic and enthusiastic individuals aged between 22-26 years with a 1st class or second-class upper university degree. MBA graduates may wish to look for a direct entry role. See <a href="#">Current Vacancies</a> to search and apply. If no suitable positions are available, it is advisable to join the <a href="#">Talent Community</a> . |
| <b>International Opportunities</b> | Roles are available across the Middle East and Africa; all global roles will be shown on the current vacancies link above. To find country specific details, click on the world symbol in the top right-hand corner of the <a href="#">website</a> and select the preferred country.  |
| <b>Internships</b>                 | There is no official internship program. Interns may be hired if they are required.   |
| <b>Key Dates</b>                   | 2023 Graduate Programmes have now closed for application. Dates for the 2024 cohort have not yet been released, monitor the links above.  |
| <b>Sustainability/ESG</b>          | MTN strives to create socio-economic value using its institutional capabilities while adding value to each aspect of the Ambition 25 strategy. The group's sustainability vision creates and protects shared value for MTN and our stakeholders through responsible economic, environmental and social practices. To achieve this vision, it embeds the four pillars of our sustainability framework across all our markets: doing it right, doing for people, doing for planet and doing for growth. See <a href="#">our positions and certifications</a> to read MTN's policy position statements and <a href="#">sustainability reports</a> for the latest annual report.  |
| <b>Additional Information</b>      | MTN Group is Africa's largest mobile network operator, providing voice, data, fintech, digital, enterprise, wholesale and API services to more than 289 million customers in 19 markets. Inspired by Africa's potential, it is committed to bridging the digital divide, furthering financial inclusion and advancing the attainment of the United Nations Sustainable Development Goals through its core business activities and support to governments, communities and customers.  |

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| <b>Company</b>                     | <b>NVIDIA Corporation</b><br>2788 San Tomas Expressway, Santa Clara, CA 95051. US<br>+1 408 486 2000<br><br><a href="http://www.nvidia.com">www.nvidia.com</a>  |
| <b>Key contacts</b>                | Human Resources can be reached at +1 408 486 1405<br><a href="#">Kevin Ng</a> , Energy and Sustainability Manager   |
| <b>How to Apply</b>                | The <a href="#">NVIDIA MBA program</a> is designed to help interns and new college grads develop into the next generation of corporate leaders. For master's degree graduates, the <a href="#">New College Graduate (NCG)</a> will be of interest. Participants will be able to influence areas ranging from high-performance computing and graphics to edge computing, networking, autonomous machines, and more. The aim is for all of NVIDIA's university students and early-in-career hires to one day become future leaders. To search for all roles, graduate programs or direct hire, see <a href="#">Open Positions</a> and apply online. |
| <b>International Opportunities</b> | NVIDIA has offices in more that 50 locations worldwide. See <a href="#">Our Locations</a> for details.  |
| <b>Internships</b>                 | <a href="#">Internships</a> are the main pipeline for NVIDIA's graduate and MBA programs. Interns will take part in meaningful work on real projects. Internships are global and available year-round for a minimum of 12 weeks.  |
| <b>Key Dates</b>                   | NVIDIA's careers team run <a href="#">events</a> at regional colleges. Graduate programs and internships are run throughout the year. Monitor the links above for opportunities.  |
| <b>Sustainability/ESG</b>          | NVIDIA strives to be a place where employees can do their life's work and make positive change in the world. The company has the <a href="#">Inspire 365 initiative</a> , which aims to get all employees involved in their communities. By FY25, NVIDIA has committed to achieve and maintain 100% renewable electricity for its operations and data centres. See the <a href="#">Corporate Responsibility Report for Fiscal Year 2023</a> to read about the companies targets and progress.   |
| <b>Additional Information</b>      | NVIDIA is the pioneer of GPU-accelerated computing. The company specialise in products and platforms for the large, growing markets of gaming, professional visualization, data centre, and automotive. Its creations are loved by the most demanding computer users in the world – gamers, designers, and scientist and its work in AI and the metaverse is transforming the world's largest industries and impacting society.   |

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| <b>Company</b>                     | <p><b>SAP SE</b><br/>Dietmar-Hopp-Allee 16, Walldorf, BW 69190, Germany<br/>+49 (0)6227 / 7-47474</p> <p><a href="http://www.sap.com">www.sap.com</a></p>   |
| <b>Key contacts</b>                | <a href="#">Daniel Schmid</a> – Chief Sustainability Officer  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> .   |
|                                    | <p>SAP runs several <a href="#">Graduate Programs</a> aimed at undergraduates and master's graduates, MBA graduates are also welcome to apply. The SAP Academy has three tracks, <a href="#">Business Transformation</a>, <a href="#">Solution Advisory</a> and <a href="#">Sales</a>. There are also rotational programs in <a href="#">Finance</a> and <a href="#">People and Business Transformation</a>. The 15-month <a href="#">North America Cloud Success Services Early Professional Program</a> is aimed at graduates with a recent Master or Bachelor degree and 0-3 years of work experience.</p> |
| <b>International Opportunities</b> | SAP has university programs across the globe and has office locations in more than 78 countries. See <a href="#">Worldwide Directory</a> for country contact details and regional websites.   |
| <b>Internships</b>                 | SAP has several <a href="#">Internship Programs</a> across the business. Paid internships can be 3 months to 12 months in duration and are aimed at students studying for bachelor's or master's degrees.   |
| <b>Key Dates</b>                   | See <a href="#">Find Jobs</a> and enter 'MBA', 'Business Administration', 'IMPACT' or 'rotation' to search for current openings.  |
| <b>Sustainability/ESG</b>          | SAP aspires to a world with zero emissions, zero waste, and zero inequality. Its corporate sustainability approach is to create positive economic, social, and environmental impact within planetary boundaries – with a special focus on holistic steering and ESG reporting, climate action, circular economy, and social responsibility. See <a href="#">SAP Integrated Report 2022</a> for details of its latest performance measurements and <a href="#">Policies, Ethics and Compliance</a> for details of SAP's procedures and ESG policies.   |
| <b>Additional Information</b>      | SAP is the market leader in enterprise application software, helping companies of all sizes and in all industries run at their best: 77% of the world's transaction revenue touches an SAP system. SAP's 105,000+ employees serve approximately 440,000 customers in 180 countries of which 92% are in the Forbes Global 2000 companies. The company reported €29.52 billion revenue for FY2022.  |

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| <b>Company</b>                     | <b>Salesforce inc.</b><br>Salesforce Tower, 415 Mission Street, 3rd Floor, San Francisco, CA 94105. US<br><br>+1-866-614-7375<br><br><a href="http://www.salesforce.com">www.salesforce.com</a>  |
| <b>Key contacts</b>                | <a href="#">Suzanne DiBianca</a> – Chief Impact Officer and EVP<br>For the leadership team see, <a href="#">Biographies of the Executive Team</a> .  |
| <b>How to Apply</b>                | See <a href="#">careers</a> . Salesforce is dedicated to attracting, retaining, and cultivating the next generation of talent through its interns and new graduate pipeline. Graduates at Salesforce, named <a href="#">Futureforce</a> , will work on real projects that affect how the business runs. The company has many graduate programs available, of particular interest to MBAs may be the <a href="#">Corporate</a> range of programs. To search for open roles, see <a href="#">Search for Jobs</a> and enter MBA.  |
| <b>International Opportunities</b> | Salesforce has 63 offices in 28 countries. For location details see <a href="#">Global Offices</a> . International applications are welcome; however, candidates may be responsible for their own visa applications. Check the advertisements for requirements.  |
| <b>Internships</b>                 | Salesforce is dedicated to its internship recruiting. Interns will be hired according to business needs. <a href="#">Search for Jobs</a> and select Intern/EMEA Intern in the Job Type box.  |
| <b>Key Dates</b>                   | Salesforce regularly attends Campus. See the <a href="#">University Events Calendar</a> for details. Events are currently held virtually. Salesforce is recruiting for MBA interns in the US.  |
| <b>Sustainability/ESG</b>          | The company's sustainability vision is to accelerate the world's largest businesses to net zero, sequester 200 gigatons of carbon through conserving, restoring, and growing 1 trillion trees and protecting our oceans, and energise the ecopreneur revolution. To achieve net zero residual emissions, Salesforce focuses on six sustainability priorities, to read about those see the <a href="#">Salesforce Climate Action Plan</a> .   |
| <b>Additional Information</b>      | Salesforce is the world's #1 customer relationship management (CRM) platform. Its cloud-based CRM applications for sales, service, marketing, and more don't require IT experts to set up or manage – customers can simply log in and start connecting to their customers in a whole new way. More than 150,000 companies use Salesforce CRM to grow their businesses by strengthening customer relationships. CRM helps companies understand their customers' needs and solve problems by better managing customer information and interactions – all on a single platform that's always accessible from any desktop or device. In fiscal year 2023 (ended January 31, 2023), Salesforce reported \$31.4 billion in total revenue, representing 18% growth year-over-year and has approximately 79,000 employees globally. Salesforce has ranked on Fortunes 100 Best Companies to Work For the past 15 years with a current global ranking of 8. |

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| <b>Company</b>                     | <p><b>Siemens AG</b><br/>Werner-von-Siemens-Strasse 1, 80333 Munich, Germany<br/>+49 (69) 797 6660</p> <p><a href="http://www.siemens.com">www.siemens.com</a></p>   |
| <b>Key contacts</b>                | <p>Questions regarding the Finance Excellence Program can be emailed to the team at <a href="mailto:finance-excellence@siemens.com">finance-excellence@siemens.com</a>.<br/>Questions regarding the XPS Program can be emailed to the team at <a href="mailto:xps.people_organization@siemens.com">xps.people_organization@siemens.com</a>.<br/><a href="#">Eva Riesenhuber</a> – Global Head of Sustainability</p>  |
| <b>How to Apply</b>                | <p>Siemens has a few programs aimed at MBA graduates. The 2-year intensive <a href="#">Finance Excellence Program</a> is designed for a hand full of select top graduates to step up to CFO level. Assignments are based on interests and prior experience with applications being accepted throughout the year. For those with an excellent university degree (ideally supplemented with an MBA/PhD) as well as practical experience in consulting or a Siemens-related industry a Consultant role within <a href="#">Siemens Management Consulting</a> group may appeal; projects include international travel. Also each year between three to five candidates will be selected to participate in the rigorous 24-month rotational leadership program <a href="#">XPS Leadership Program</a>. Candidates should have a bachelor's and/or master's degree in an engineering or IT-related field of study as well as an MBA from one of the leading international business schools, be ambitious, globally minded leaders with five to ten years' experience.</p> |
| <b>International Opportunities</b> | <p>The FEP is a global program and Siemens will identify opportunities across the globe, in any of the <a href="#">190 countries</a>, in which it operates. Siemens AG will help with any visas or resident permits candidates to the programs might need, speak to the recruiting manager at the time of application.</p>   |
| <b>Internships</b>                 | <p>Students completing an MBA at a leading international business school, are highly welcome to apply as an <a href="#">MBA Summer Consulting Intern</a> for the Munich office. In general internships have a minimum length of 10 weeks.</p>  |
| <b>Key Dates</b>                   | <p>Generally, Siemens accept applications throughout the year. However, depending on from which business school candidates are applying, there are deadlines during peak application periods.</p>  |
| <b>Sustainability/ESG</b>          | <p>Sustainability is a key part of Siemens' strategy. It is deeply embedded in its business activities, investment decision-making and governance. This commitment is reflected in the company's <a href="#">DEGREE framework</a>, a 360-degree view of Siemens' ESG priorities. Read about the progress Siemens is making in its six fields of action: decarbonisation, ethics, governance, resource efficiency, equity and employability in its <a href="#">2022 report</a>.</p>   |
| <b>Additional Information</b>      | <p>Siemens is a global powerhouse focusing on the areas of electrification, automation and digitalization. One of the world's largest producers of energy-efficient, resource-saving technologies, Siemens is a leading supplier of systems for power generation and transmission as well as medical diagnosis. In infrastructure and industry solutions the company plays a pioneering role. In fiscal 2022, which ended on September 30, 2022, Siemens generated revenue of €71.9 billion. As of October 2022, Siemens had around 303,000 employees.</p>   |

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| <b>Company</b>                     | <p><b>Telefonaktiebolaget LM Ericsson (Ericsson)</b><br/> Torshamnsgatan 21, Kista, 164 83 Stockholm<br/> +46 10 719 00 00</p> <p><a href="http://www.ericsson.com">www.ericsson.com</a></p>  |
| <b>Key contacts</b>                | <p>HR can be reached via the <a href="#">contact form</a>.<br/> <a href="#">Heather Johnson</a>, Vice President of Sustainability and Corporate Responsibility</p>  |
| <b>How to Apply</b>                | <p>Ericsson's 18-month <a href="#">Excellerate Global Leadership Program</a> is aimed at those with an MBA or similar degree and three to six years of full-time work experience. The program includes 3 rotations of which one is based internationally. Also on offer, although aimed at undergraduates and Master's degree graduates, are <a href="#">RAMP (Rotation and Mentorship Program)</a> experiences via three customizable tracks – Finance &amp; Business Enablement, Supply Chain, and Industry 4.0 &amp; Smart Manufacturing or the 18-24-month rotational <a href="#">Global Sourcing Graduate Program</a> aimed at Master's degree graduates with a maximum of 3 year's work experience.</p> |
| <b>International Opportunities</b> | <p>Present in over 180 countries, see <a href="#">Find office locations</a> for address and contact details. All global opportunities can be found on the <a href="#">Jobs at Ericsson</a> board.</p>   |
| <b>Internships</b>                 | <p>Ericsson recruits <a href="#">interns</a> from diverse backgrounds, from various areas of study and into every area of our business, including: Computer Science, Computer Engineering, Electrical Engineering, Information Technology, Management, Information Systems, Business, Finance/Accounting, Marketing and Human Resource Management. Internships are offered globally.</p>  |
| <b>Key Dates</b>                   | <p>Applications for the 2023 Excellerate Global Leadership Program have now closed. Monitor the link above for details of the 2024 cohort. In the US Internships are open for application September – April, however, apply early as applications are accepted on a rolling basis and will close once full.</p>   |
| <b>Sustainability/ESG</b>          | <p>Ericsson is a pioneer in using ICT to address environmental issues and boost socioeconomic development. It is committed and strives to develop, produce and offer sustainable products, services and solutions and to contribute to the sustainable development of society. See <a href="#">Sustainability and Corporate Responsibility Report</a> to learn more about Ericsson's efforts and achievements within Environment, Social and Governance.</p>  |
| <b>Additional Information</b>      | <p>Ericsson is one of the leading providers of Information and Communication Technology (ICT) to service providers, with about 40% of the world's mobile traffic carried through its networks. The company enables the full value of connectivity by creating game-changing technology and services that are easy to use, adopt and scale, making its customers successful in a fully connected world.</p>  |

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| <b>Company</b>                     | <b>Workday</b><br>6110 Stoneridge Mall Road, Pleasanton, CA 94588. USA<br>+1-877-967-5329<br><br><a href="http://www.workday.com">www.workday.com</a>   |
| <b>Key contacts</b>                | <a href="#">Erik Hansen</a> - Senior Director, Environmental Sustainability.<br><a href="#">Ashley Goldsmith</a> – Chief People Officer   |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . There is no specific recruitment program for MBAs, however, <a href="#">Generation Workday®</a> is a 12-month, cross-functional development program designed to support recent college graduates in making the transition to work which may be of interest. MBAs looking for a direct entry can search and apply for opportunities at <a href="#">Jobs Search</a> .   |
| <b>International Opportunities</b> | Workday is proud of its global workplace. See <a href="#">Our Offices</a> for contact details. The company does not sponsor work visa applications.   |
| <b>Internships</b>                 | Interns on a <a href="#">Workday Internship Program</a> are involved in real work and can participate in a variety of workshops and activities as well as receive mentorship.   |
| <b>Key Dates</b>                   | See <a href="#">Join Our Next Cohort</a> for open internship and graduate opportunities.  |
| <b>Sustainability/ESG</b>          | Workday is actively reducing its carbon footprint, making investments in renewable energy, promoting climate policy, reducing and responsibly disposing of its e-waste, and encouraging employees to adopt sustainable practices. In 2023 the company joined Frontier, a \$1B+ advance market commitment to purchase permanent carbon removal. See <a href="#">2023 Global Impact Report</a> to read more about the company's commitments and ESG progress.   |
| <b>Additional Information</b>      | Workday is a leading provider of enterprise cloud applications for finance, HR, and planning. Founded in 2005, Workday delivers financial management, human capital management, and analytics applications designed for the world's largest companies, educational institutions, and government agencies. Organizations ranging from medium-sized businesses to more than 50% of the Fortune 500 have selected Workday. Workday reported full year Fiscal 2023 total revenues of \$6.22 Billion and has approximately 17,700 employees. |

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| <b>Company</b>                     | <p><b>Xerox Holdings Corp</b><br/> Corporate HQ: 201 Merritt 7, Norwalk, CT 06851, US<br/> +1 06851-1056</p> <p><a href="http://www.xerox.com">www.xerox.com</a></p>  |
| <b>Key contacts</b>                | Email the University Relations/College at <a href="mailto:college@xerox.com">college@xerox.com</a> .  |
| <b>How to Apply</b>                | Xerox does not offer any full-time MBA or graduate programs, instead recruiting into direct roles. The careers website and <a href="#">job search</a> function can be found at <a href="#">Careers</a> . Type 'MBA' into the keyword box to obtain a list of current openings where an MBA is a job requirement. Apply online. For entry-level opportunities see <a href="#">here</a> .   |
| <b>International Opportunities</b> | To view country specific websites, see <a href="#">Xerox Websites, Country Selection</a> .  |
| <b>Internships</b>                 | Xerox offers the Xerox College Experiential Learning program through to summer <a href="#">internships</a> for undergraduate and graduate students. Candidates must be actively pursuing a bachelor's or master's degree, have a cumulative 3.0 GPA on a 4.0 scale or equivalent, possess demonstrated leadership and communication skills, commit to working a minimum of ten weeks.   |
| <b>Key Dates</b>                   | Internships are offered according to business needs.  |
| <b>Sustainability/ESG</b>          | Xerox strives to maintain the highest standards for preserving our environment and enhancing the health and safety of its employees and communities. The company aligns its goals in <a href="#">six key areas</a> to make a worldwide impact. Carbon footprint, Paper, Clean Air and Water, Waste, Chemical Management and Health and Safety. Read the <a href="#">2022 Corporate Social Responsibility Report</a> for more information. |
| <b>Additional Information</b>      | Headquartered in Norwalk, Conn., Xerox is a Fortune 500 global leader in business process and document management, helping organizations transform the way they manage their business processes and information. It has more than 32,000 Xerox employees in more than 160 countries, providing business process services, printing equipment, hardware and software technology for managing information -- from data to documents.        |

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| <b>Company</b>                     | <p><b>Cascades Inc.</b><br/>404, Marie-Victorin Blvd, Kingsey Falls, Québec, Canada, J0A 1B0<br/>+1 819 363 5100</p> <p><a href="http://www.cascades.com">www.cascades.com</a></p>  |
| <b>Key contacts</b>                | <p><a href="#">Candice Ruggero</a> – Corporate Sustainability Manager<br/>Recruitment queries can be emailed to <a href="mailto:talent@cascades.com">talent@cascades.com</a></p>  |
| <b>How to Apply</b>                | <p>Cascades does not have an MBA recruitment program, but the company does look to recruit <a href="#">recent graduates</a> in engineering, human resources or accounting into direct traineeship roles. Successful candidates will be not only be paired with a mentor, but also supported by the different teams they will work with. To view and apply for all roles, see <a href="#">Job Search</a>.</p>  |
| <b>International Opportunities</b> | <p>Cascades has almost 80 production units throughout <a href="#">North America and Canada</a>.</p>   |
| <b>Internships</b>                 | <p>Paid internships are offered, with interns carrying out a variety of projects covering different facets of their field of study. Upon graduation, Cascade prioritise the hiring of interns on a permanent basis.</p>   |
| <b>Key Dates</b>                   | <p>As required.</p>   |
| <b>Sustainability/ESG</b>          | <p>Cascades mission statement is to improve the well-being of people, communities and the planet by providing sustainable and innovative solutions that create value. To reaffirm this commitment and drive positive change, the company is currently implementing its fourth sustainability action plan with 15 ambitious targets covering the period 2021-2025 and 2030. Cascades' fourth <a href="#">sustainability action plan</a> is the winner in the Medium and Large Business category of the Circular Initiatives Awards presented by Québec Circulaire.</p> |
| <b>Additional Information</b>      | <p>Founded in 1964, Cascades offers sustainable, innovative and value-added solutions for packaging, hygiene and recovery needs. The company employs 10,000 women and men who work in almost 80 facilities in North America.</p> <p>Cascades' shares trade on the Toronto Stock Exchange under the ticker symbol CAS.</p>   |

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| <b>Company</b>                     | <b>Johnson Controls International PLC</b><br>One Albert Quay, Ballintemple, Cork, T12 X8N6, Ireland<br>+353 21 426 0000<br><br><a href="http://www.johnsoncontrols.com">www.johnsoncontrols.com</a>   |
| <b>Key contacts</b>                | Katie McGinty, VP and Chief Sustainability and External Relations Officer<br>Marlon Sullivan, Executive Vice President, Chief Human Resources Officer   |
| <b>How to Apply</b>                | See <a href="#">Jobs</a> . MBA graduates will be recruited into direct roles, those with limited experience will typically be recruited into Analyst roles. Graduate programs are available to those with an undergraduate and master's degree, available programs are dependent on business requirements. View the jobs link and search 'graduate' or 'MBA' and apply online.  |
| <b>International Opportunities</b> | See <a href="#">Locations</a> to find details of local offices.   |
| <b>Internships</b>                 | Johnson Controls <a href="#">Future Leaders Internship Program</a> may be of interest, open to all disciplines the global programs gives interns a unique opportunity to achieve professional development through team work, responsibility and ownership. Other local <a href="#">internships</a> are also offered, these typically last anywhere between 6 to 12 months.  |
| <b>Key Dates</b>                   | As required by the business units. Monitor the jobs board for new opportunities.  |
| <b>Sustainability/ESG</b>          | As the global leader for smart, healthy and sustainable buildings, Johnson Controls has set ambitious environmental, social and governance (ESG) commitments, science-based targets as well as a net zero carbon pledge to support a healthy, more sustainable planet over the next two decades. Further details on how Johnson Controls is achieving its targets see <a href="#">2023 Sustainability Report</a> .  |
| <b>Additional Information</b>      | Johnson Controls is a world leader in smart buildings, creating safe, healthy and sustainable spaces. For nearly 140 years, the company has made buildings better and now it is transforming them again with its award-winning digital technologies and services. Johnson Controls are using artificial intelligence and data driven solutions to give customers deeper insight into their building's health, sustainability and performance. Johnson Controls offers the world's largest portfolio of building technology, software and services. Supported by a team of more than 100,000 dedicated employees working across 150 countries, it is helping customers achieve their sustainability goals and power their mission. |

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| <b>Company</b>                     | <b>KONE Corporation</b><br>Keilasatama 3, P.O. box 7, 02150 Espoo, Finland<br>+358(0)204 75 1<br><br><a href="http://www.kone.com">www.kone.com</a>   |
| <b>Key contacts</b>                | Hanna Uusitalo – VP Environmental & Sustainability  |
| <b>How to Apply</b>                | MBA and master's degree graduates will be hired into direct professional roles. KONE offers its employees continuous learning opportunities, including programs covering a wide range of professional skills designed to strengthen the common operating models, promote collaboration and cross-cultural knowledge sharing. See <a href="#">Jobs</a> to search for all global open positions.  |
| <b>International Opportunities</b> | KONE has operations in more than 60 countries and encourages international assignments. See <a href="#">KONE offices</a> for contact details.   |
| <b>Internships</b>                 | Although not specifically aimed at MBA students, each year KONE offers students and graduates opportunities to work and develop with interesting projects around the world through the <a href="#">KONE International Trainee Program (ITP)</a> . Most ITP positions require studies in business, engineering, information technology or law but there are also opportunities for students from other disciplines. KONE International Trainee Program (ITP) is for university students who are at least halfway through their studies. Good English language skills are essential for an International Trainee. In many cases, candidates should also be familiar with the language of the host country. Internships last from three to six months and usually begin between April and June. If selected for the ITP, KONE will cover trainees round-trip travel costs to the host country and pay a trainee salary. The local KONE unit will help arrange accommodations and will assign a contact person to whom trainees can turn for support. It is the trainee's responsibility to obtain personal insurance as well as residence and work permits (if applicable) before departure. See <a href="#">open trainee positions</a> to search global trainee and ITP positions, it is possible to filter the list by a preferred location/country. Local internships are also offered in various KONE units around the world. Contact the nearest <a href="#">KONE offices</a> to find out about opportunities in the preferred country. |
| <b>Key Dates</b>                   | ITP positions are published on the careers site in early January and closes at the beginning of February.   |
| <b>Sustainability/ESG</b>          | KONE's objective is to be a leader in <a href="#">sustainability</a> – not only in its own industry, but also beyond. In addition to the environmental aspects of KONE's offering and operations, its sustainability focus areas include safety, quality, diversity and inclusion, as well as ethics and compliance. The company's vision is to create the best People Flow® experience. See <a href="#">Sustainability Report</a> to review KONE's sustainability performance.   |
| <b>Additional Information</b>      | KONE mission is to improve the flow of urban life. As a global leader in the elevator and escalator industry, KONE provides elevators, escalators and automatic building doors, as well as solutions for maintenance and modernisation to add value to buildings throughout their life cycle. Through more effective People Flow®, the company makes people's journeys safe, convenient and reliable, in taller, smarter buildings. In 2022, KONE had annual sales of EUR 10.9 billion, and at the end of the year over 60,000 employees. KONE class B shares are listed on the Nasdaq Helsinki Ltd. in Finland. <div> <a href="#">Return to index page</a> </div>  |



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| <b>Company</b>                     | <b>McCormick &amp; Company, Inc.</b><br>24 Schiling Road, Hunt Valley, MD 21031<br>+1 410 527 6189<br><br><a href="http://www.mccormickcorporation.com">www.mccormickcorporation.com</a>   |
| <b>Key contacts</b>                | <a href="#">Michael Okoroafor</a> – Chief Sustainability Officer<br><a href="#">Sarah Piper</a> – Chief Human Relations Officer  |
| <b>How to Apply</b>                | McCormick & Co. does not run any MBA or graduate programs, instead recruiting into direct hire positions. See <a href="#">Jobs</a> to search and apply.  |
| <b>International Opportunities</b> | McCormick employees live and work all over the world in more than 65 locations across 27 countries. See <a href="#">Our World</a> for details.   |
| <b>Internships</b>                 | <a href="#">Internship</a> opportunities are available for the following business functions: Supply Chain, Quality, Sales, Marketing, Human Relations, Finance, Research and Development and Business Analytics. The 10-week paid program allows students to work closely with business leaders on real-life situations.   |
| <b>Key Dates</b>                   | Positions are posted as they are required, if nothing is available it possible to <a href="#">create a job alert to</a> receive emails of opportunities as they are posted.  |
| <b>Sustainability/ESG</b>          | McCormick is dedicated to improving the world around us through its people, communities and our plant. The company is regularly ranked on Corporate Knights Global 100 Most Sustainable Corporations and Barrons 100 Most Sustainable Companies lists as well as other awards and recognitions. See <a href="#">Governance</a> to read about its policies, commitments and disclosures and the <a href="#">2022 Progress Report</a> .  |
| <b>Additional Information</b>      | McCormick & Company, Incorporated is a global leader in flavour with approximately 14,000 employees worldwide. With over \$6 billion in annual sales across 160 countries and territories, the company manufactures, markets, and distributes spices, seasoning mixes, condiments, and other flavourful products to the entire food industry including e-commerce, retail, food manufacturers and foodservice businesses. McCormick's most popular brands include McCormick, French's, Frank's RedHot, Stubb's, OLD BAY, Lawry's, Zatarain's, Ducros, Vahiné, Cholula, Schwartz, Kamis, DaQiao, Club House, Aeroplane, and Gourmet Garden. |

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| <b>Company</b>                     | <p><b>Brookfield Renewable Corporation</b><br/> Brookfield Place, Suite 300, 181 Bay Street, Toronto, ON M5J 2T8</p> <p>+1 888 327 2722</p> <p><a href="http://www.brookfield.com">www.brookfield.com</a></p>  |
| <b>Key contacts</b>                | <p><a href="#">Kelly Goddard</a> – Chief Sustainability Officer<br/> <a href="#">Kathleen Maher</a> – VP Human Resources</p>   |
| <b>How to Apply</b>                | <p>Although Brookfield does not have any MBA or master's degree graduate programs in place, the bNEXT (Brookfield Next Generation) brings together employees in the early stages of their careers who want to engage with and learn from each other. Comprised of young employees from all departments and functions at Brookfield, the group offers career development programs and support through informal networking. To search and apply for roles across the Brookfield Group see <a href="#">Open Opportunities</a>.</p>  |
| <b>International Opportunities</b> | <p>Brookfield Group has operations in more than 30 countries. See <a href="#">Contact Us</a> for location contact details.</p>   |
| <b>Internships</b>                 | <p>There is no internship program.</p>   |
| <b>Key Dates</b>                   | <p>As required.</p>  |
| <b>Sustainability/ESG</b>          | <p>At Brookfield, sound ESG practices are integral to building resilient businesses and creating long-term value for its investors and other stakeholders. Read the <a href="#">Brookfield Renewable 2022 ESG report</a> to learn more about its strategy to accelerate the energy transition in a responsible manner.</p>   |
| <b>Additional Information</b>      | <p><a href="#">Brookfield Renewable</a> operates one of the world's largest publicly traded platforms for renewable power and decarbonization solutions. Its diversified portfolio consists of hydroelectric, wind, solar, distributed energy and sustainable solutions across five continents. Investors can access its portfolio either through Brookfield Renewable Partners L.P. (NYSE: BEP; TSX: BEP.UN)("BEP"), a Bermuda -based limited partnership, or Brookfield Renewable Corporation (NYSE, TSX: BEPC)("BEPC"), a Canadian corporation. BEPC was created to provide investors with greater flexibility in how they access BEP's globally diversified portfolio of high-quality renewable power assets. Class A shares of BEPC are structured to provide an economic return equivalent to BEP units through a traditional corporate structure. Each BEPC Class A share has same distribution as a BEP unit, and is exchangeable, at the shareholders option, for one BEP unit.</p> |

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| <b>Company</b>                     | <b>Enphase Energy, Inc.</b><br>47281 Bayside Pkwy. Fremont, CA 94538. US<br>+833 963 3820<br><br><a href="http://www.enphase.com">www.enphase.com</a>  |
| <b>Key contacts</b>                | Applications should be made online.  |
| <b>How to Apply</b>                | Graduates of all levels are hired into direct roles. See <a href="#">Careers</a> and search for a job title or by degree in the Search Openings keywords.  |
| <b>International Opportunities</b> | Enphase has offices in North America and Canada, Europe, Asia Pacific and South America. See <a href="#">Contact</a> for details.  |
| <b>Internships</b>                 | No internship program is offered but positions may become available if they are required. .  |
| <b>Key Dates</b>                   | As required.   |
| <b>Sustainability/ESG</b>          | Enphase Energy is proud of its ability to enact transformative, sustainable growth. The company's systems help millions of people gain access to clean, affordable, and reliable energy. Enphase Energy remains focused on technology and products that help improve quality of life while keeping true to its core purpose of sustainability. See <a href="#">2022 ESG report</a> to learn how Enphase Energy has taken steps to reduce its emissions footprint, focuses on customers and partners and is building a world-class diverse and engaged workforce. |
| <b>Additional Information</b>      | Enphase Energy, Inc. is a global energy technology company and the world's leading supplier of microinverter-based solar-plus-storage systems. The Company delivers smart, easy-to-use solutions that connect solar generation, storage, and energy management on one intelligent platform. Its semiconductor-based microinverter system converts energy at the individual solar module level and brings a system-based high-technology approach to solar energy generation, storage, control, and management.   |

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| <b>Company</b>                     | <p><b>Equinor ASA</b><br/> Forusbeen 50, 4035 Stavanger, Norway<br/> +47 51 99 00 00</p> <p><a href="http://www.equinor.com">www.equinor.com</a></p>   |
| <b>Key contacts</b>                | <p>Graduate Programme queries can be emailed to the Graduate Recruitment Team at <a href="mailto:graduaterecruitment@equinor.com">graduaterecruitment@equinor.com</a><br/> Internship Programme queries can be emailed to <a href="mailto:internships@equinor.com">internships@equinor.com</a></p>   |
| <b>How to Apply</b>                | <p><a href="#">Equinor's Graduate Programme</a> is available globally. Open to Master's degree or PhD graduates in Norway and a minimum of Bachelors degree in other locations the two-year programme is made up of 3-12 month rotations across functions, business areas or locations. Graduates are permanent employees from day one and will be immediately working on assignments in the middle of the action. To search and apply for all global positions see <a href="#">Open positions</a>.</p>                                  |
| <b>International Opportunities</b> | <p>Headquartered in Norway, Equinor has a presence in <a href="#">30 countries</a>.</p>  |
| <b>Internships</b>                 | <p>The six-week summer <a href="#">internship programme</a> is designed to give interns a broad experience and skills for the future career. Internships and graduate positions are offered in engineering, technology &amp; sciences, business &amp; corporate, digital &amp; information technology and Renewables (REN) and Low Carbon Solutions (LCS) disciplines.</p>   |
| <b>Key Dates</b>                   | <p>Graduate recruitment intake may differ from year to year. In 2023 for the 2024 Graduate positions the following dates apply:<br/> Applications for IT and Commercial positions in Norway open August 1st and close September 4th.<br/> Applications for all roles in Brazil open August 1st and close September 4th.<br/> Applications for Technical, Science and Engineering positions in Norway open September 11th and close October 16th.<br/> Applications for all other countries open on Sept 11th and close October 16th.</p> |
| <b>Sustainability/ESG</b>          | <p>Equinor supports the Paris Agreement and a net-zero future. The company has already brought CO<sub>2</sub> emissions in the oil and gas production down to industry leading levels and commits to do more. The company is founded on a strong commitment to sustainability, and its strategic pillars – always safe, high value and low carbon – are applied in everything it does. View the <a href="#">reporting centre</a> to view all sustainability related reports, policies and guidelines.</p>                                |
| <b>Additional Information</b>      | <p>Equinor is an international energy company committed to long-term value creation in a low-carbon future. Its purpose is to turn natural resources into energy for people and progress for society. Equinor's portfolio of projects encompasses oil and gas, renewables and low-carbon solutions, with an ambition of becoming a net-zero energy company by 2050. The company has 22,000 employees globally and 2022 revenue of \$79 billion.</p> <p style="text-align: right;"><a href="#">Return to index page</a></p>               |

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| <b>Company</b>                     | <p><b>First Solar, Inc.</b><br/> 350 West Washington Street, Suite 600, Tempe, Arizona 85288 US<br/> +1 419 662 6899</p> <p><a href="http://www.firstsolar.com">www.firstsolar.com</a></p>  |
| <b>Key contacts</b>                | <p><a href="#">Karen Drozdiak</a> – Head of ESG and Sustainability<br/> Caroline Stockdale – Chief People and Communications Officer<br/> See <a href="#">Leadership</a> to read biographies of the company’s executive team.</p>   |
| <b>How to Apply</b>                | <p>There is no MBA or graduate program. Instead view <a href="#">careers</a> and select either United States, Japan, Malaysia, Vietnam, India or Rest of World to view and apply for open opportunities.</p>  |
| <b>International Opportunities</b> | <p>As well as manufacturing locations in Malaysia, the US and Vietnam, First Solar has offices in Arizona, Mexico, Brazil, Belgium Germany, Singapore and India. See <a href="#">Locations</a> for contact details.</p>   |
| <b>Internships</b>                 | <p>Internships are offered in the US; degree requirements are dependent on the role but typically are aimed at those pursuing a technical or educational degree in a STEM related field.</p>  |
| <b>Key Dates</b>                   | <p>As required.</p>   |
| <b>Sustainability/ESG</b>          | <p>First Solar has long understood that it has a responsibility towards our planet, communities, and customers. This responsibility drives its sense of purpose — “the why” that inspires every one of First Solar’s thousands of employees worldwide who have committed themselves to the company’s journey to lead the world’s sustainable energy future. Since the beginning, First Solar has placed sustainability at the heart of everything it does, focused not on meeting industry standards, but exceeding them and setting new ones. Read the <a href="#">2022 Sustainability Report</a> to see the progress being made to its commitments.</p> |
| <b>Additional Information</b>      | <p>Founded in 1999, First Solar is a leading American solar technology company and global provider of responsibly produced eco-efficient solar modules advancing the fight against climate change. The company is unique among the world’s ten largest solar manufacturers for being the only US-headquartered company and not manufacturing in China. First Solar’s advanced thin film photovoltaic (PV) modules represent the next generation of solar technologies, providing a competitive, high-performance, lower-carbon alternative to conventional crystalline silicon (c-Si) PV panels.</p>  |

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| <b>Company</b>                     | <p><b>GE Renewable Energy</b><br/>Boulogne-Billancourt, Ile-de-France</p> <p><a href="http://www.ge.com/renewableenergy">www.ge.com/renewableenergy</a></p>   |
| <b>Key contacts</b>                | <p><a href="#">Roger Martella</a> – GE Group's Chief Sustainability Officer<br/>Meet the <a href="#">Leadership Team</a></p>  |
| <b>How to Apply</b>                | <p>See <a href="#">Careers</a>. GE Renewable Energy hires <a href="#">graduates</a> into a variety of other opportunities doing work that makes an immediate impact. Of particular interest to MBA and Master degree graduates are the <a href="#">Commercial Leadership Program</a> is aimed at those with a bachelor's or Master's degree in Business, Business &amp; Management Studies, Marketing, Engineering with Business (Aerospace/Mechanical/Avionics, etc.) or equivalent knowledge &amp; experience. The program is a 2-year development program in sales and marketing and includes 3 or 4 rotations. The 2-year <a href="#">Operations Management Leadership Program</a> provides accelerated training to prepare participants for leadership roles in the Global Supply Chain function. To search and apply for roles search the <a href="#">GE job search</a> board, tick the GE Renewable Energy box under Business.</p> |
| <b>International Opportunities</b> | <p>GE Renewable Energy has <a href="#">locations</a> globally.</p>  |
| <b>Internships</b>                 | <p>GE <a href="#">interns</a> work together to solve real-world challenges. Internships are offered across all business units. Check the GE job search board above selecting GE Renewable Energy.</p>   |
| <b>Key Dates</b>                   | <p>See <a href="#">Regional opportunities</a> for typical internship recruiting periods across the globe.</p>   |
| <b>Sustainability/ESG</b>          | <p>The company's mission is to unleash limitless energy for the world, accelerating the global transition to renewable sources of clean power. In 2020, GE committed to a carbon neutrality pledge by 2030 for GE's Scope 1 and Scope 2 emissions. Given the industrial nature of GE's businesses and its global supply chain, this is a strong commitment in leading by example. See <a href="#">Sustainability</a> to read about its commitments and how the company is improving its product sustainability in renewable energy.</p>   |
| <b>Additional Information</b>      | <p>GE Renewable Energy is a \$15 billion business with one of the broadest portfolios in our industry, providing end-to-end solutions, delivering green electrons to power the world's biggest economies and the most remote communities.</p>   |

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| <b>Company</b>                     | <b>Iberdrola SA</b><br>5 Plaza Euskadi, Bilbao, Biscay 48009. Spain<br><br><a href="http://www.iberdrola.com">www.iberdrola.com</a>   |
| <b>Key contacts</b>                | See <a href="#">contact our recruitment team</a> for name and contact details for each regional recruitment contact.  |
| <b>How to Apply</b>                | Not specifically aimed at MBA graduates, Iberdrola runs the <a href="#">International Graduate Programme</a> , aimed at recent graduates with 1-2 years of experience. During the programme, up to two rotations are carried out in different areas and businesses of Iberdrola nationally and internationally at Iberdrola headquarters located around the world. Graduates are particularly sought in the areas of Big Data, Data Analytics, Cybersecurity, Digital, Engineering, Renewables, Smart Grids, Smart Solutions and New technologies. Those interested are encouraged to monitor the <a href="#">Iberdrola LinkedIn</a> page for updates. See <a href="#">work with us</a> to search and apply for open global graduate and professional roles.  |
| <b>International Opportunities</b> | Iberdrola has offices and subsidiaries globally. See <a href="#">Locations</a>  |
| <b>Internships</b>                 | Iberdrola runs several <a href="#">internship programmes</a> globally. The <a href="#">Iberdrola Alumni Program</a> , developed by Iberdrola España, allows students to carry out internships in different business areas and different locations nationwide. The UK based <a href="#">Scottish Power Summer Placement Programme</a> aimed at undergraduates and the US <a href="#">AVANGRID10 week Internships</a> aimed at undergraduate and graduate students.   |
| <b>Key Dates</b>                   | 2023 programmes are now closed for application. Monitor the International Graduate Programme link above for details of the next cohort.   |
| <b>Sustainability/ESG</b>          | Iberdrola intends to make its growth in renewables and networks compatible with the objective of achieving carbon neutrality for scopes 1 and 2 in 2030 and zero net emissions before 2040 for all scopes, including scope 3 (expressed in CO2eq). See <a href="#">2022 Sustainability report</a> for further information on how it is achieving its targets.   |
| <b>Additional Information</b>      | <p>Iberdrola is a global energy leader, the largest wind power producer and one of the largest electricity companies by market capitalization in the world. The group supplies energy to nearly 100 million people in dozens of countries such as Spain, the United Kingdom (ScottishPower), the United States (AVANGRID), Brazil (Neoenergia), Mexico, Germany, Portugal, Italy and France, and has a workforce of more than 35,000 people.</p> <p>Iberdrola leads the energy transition towards a sustainable model through its investments in renewable energy, smart grids, large-scale energy storage and digital transformation to offer the most advanced products and services to its customers. Thanks to its commitment to clean energy, it is one of the companies with the lowest emissions and an international benchmark for its contribution to the fight against climate change and sustainability.</p> |

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| <b>Company</b>                     | <p><b>Neste Oyj</b><br/>Keilaranta, PO Box 95, 00095 Neste. Finland<br/>+358 10 45811</p> <p><a href="http://www.neste.com">www.neste.com</a></p>  |
| <b>Key contacts</b>                | <p>Salla Ahonen, VP Sustainability<br/>For any general queries about summer jobs and the application process, please send them to <a href="mailto:summerwithneste@neste.com">summerwithneste@neste.com</a>.</p>  |
| <b>How to Apply</b>                | MBA and master's degree graduates are generally hired into direct fulltime opportunities. See <a href="#">Jobs</a> to search and apply.  |
| <b>International Opportunities</b> | Neste has offices throughout Europe and the US. See <a href="#">Sales and offices</a> for contact details.   |
| <b>Internships</b>                 | <a href="#">Summer jobs</a> are available in all business areas – Oil Products, Renewable Products, Marketing & Services, and Engineering Solutions – as well as in innovation, R&D, finance, strategy, sustainability, human resources, legal affairs, ICT, marketing, communications etc. Studies can be in related areas such as science, technology, business or management.   |
| <b>Key Dates</b>                   | As required.   |
| <b>Sustainability/ESG</b>          | Neste's business is built upon sustainability its work is guided by the Neste <a href="#">sustainability vision</a> in which it has set aspirational targets for climate, biodiversity, human rights, as well as its supply chain and raw materials – issues that are all interlinked. Together with Neste's partners it is aiming at a carbon neutral and nature positive value chain by 2040. See <a href="#">policies and principles</a> to read about the companies legislations Read more about the progress from the <a href="#">Sustainability Report</a> .   |
| <b>Additional Information</b>      | <p>Neste Oyj is the world's leading producer of sustainable aviation fuel, renewable diesel and renewable feedstock solutions for various polymers and chemicals industry uses. It is also developing chemical recycling technologies and capacity to combat plastic waste challenge. Neste's ambition is to make the Porvoo refinery in Finland the most sustainable refinery in Europe by 2030 and to reach carbon neutral production by 2035. The company is introducing renewable and recycled raw materials such as liquefied waste plastic as refinery raw materials.</p> <p>In 2022, Neste's revenue stood at EUR 25.7 billion and the comparable EBITDA was 3,537 million euros. Neste employed an average of 5,244 employees in 2022. Neste produces renewable products at its refineries in Finland, the Netherlands and Singapore entirely from renewable raw materials with a current annual nameplate capacity of approximately 3.3 million tons. Neste's Singapore refinery expansion and our joint operation, Martinez Renewables, with Marathon Petroleum in Martinez, California, will increase Neste's total production capacity of renewable products to 5.5 million tons by the beginning of 2024.</p> |

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| <b>Company</b>                     | <p><b>Ørsted</b><br/> Kraftværksvej 53, Skærbæk, 7000 Fredericia, Denmark<br/> +45 99 55 11 11</p> <p><a href="https://orsted.com/">https://orsted.com/</a></p>  |
| <b>Key contacts</b>                | <p>Ida Krabek, Senior Director and Head of Global Sustainability.<br/> Graduate queries can be emailed to <a href="mailto:graduates@orsted.com">graduates@orsted.com</a></p>   |
| <b>How to Apply</b>                | <p>Open to those with good credentials and a bachelor's, master's, or equivalent degree in business, finance, law, procurement, engineering, science, IT, or another related field, Ørsted's <a href="#">2-year graduate programme</a> may be of interest. Roles are permanent and available within Finance, Engineering, Business and Procurement or IT/digital. Candidates should also have a maximum of 12 months' work experience after their most recent degree.</p> <p>All graduate candidates or MBAs with experience must apply through the <a href="#">careers website</a>. Ørsted does not accept unsolicited applications.</p>  |
| <b>International Opportunities</b> | <p>Ørsted is a global company with a growing footprint around the world. It has offices and operations across three continents – Europe, North America and Asia. If a candidate applies for a position in another country and they are selected, Ørsted will assist with the work permit process. See <a href="#">locations</a> for office details.</p>  |
| <b>Internships</b>                 | <p>Ørsted occasionally offers <a href="#">internships</a> to bachelor's and master's students in major subject areas. These opportunities are ad-hoc and may be made available in any of the global locations. They'll be listed on <a href="#">open positions</a> as they become available.</p>   |
| <b>Key Dates</b>                   | <p>The job adverts for the Ørsted 2024 Global Graduate Programme positions will be advertised on 1 November 2023 and closes 7th January 2024.</p>  |
| <b>Sustainability/ESG</b>          | <p>Ørsted's aspiration is to give more back to nature and society than it takes – integrating solutions to some of its biggest social and environmental challenges into its green energy projects and creating a lasting positive impact. Download the <a href="#">2022 sustainability report</a> to explore how Ørsted is working to achieve this through its four sustainability priorities – climate, nature, people, and governance – and the sustainability programmes it is using to address key challenges and opportunities within the company.</p>  |
| <b>Additional Information</b>      | <p>The Ørsted vision is a world that runs entirely on green energy. Ørsted develops, constructs, and operates offshore and onshore wind farms, solar farms, energy storage facilities, renewable hydrogen and green fuels facilities, and bioenergy plants. Ørsted is recognised on the CDP Climate Change A List as a global leader on climate action and was the first energy company in the world to have its science-based net-zero emissions target validated by the Science Based Targets initiative (SBTi). Headquartered in Denmark, Ørsted employs approx. 8,000 people. Ørsted's shares are listed on Nasdaq Copenhagen (Ørsted). In 2022, the group's revenue was DKK 132.3 billion (EUR 17.8 billion).</p> |

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| <b>Company</b>                     | <p><b>Schneider Electric</b><br/>35, Rue Joseph Monier, Rueil-Malmaison, Haute Normandie, 92500<br/>+33 1 41297000</p> <p><a href="http://www.se.com">www.se.com</a></p>   |
| <b>Key contacts</b>                | Gwenaëlle Avice-Huet – Chief Strategy & Sustainability Officer   |
| <b>How to Apply</b>                | <p>Schneider Electric's <a href="#">graduate roles</a> are aimed at those with a Bachelor's or master's degree from a variety of disciplines. Business school graduates and those with limited experience are welcome to apply. Of particular interest is the newly released <a href="#">Global 2-year rotational program in the company Sustainability Business Division</a>. Open to all students in the Americas, Europe and the Asia-Pacific regions, participants will experience and receive exposure in 3 main energy and sustainability consulting activities, 2 years of learning with a performance and development plan and on completion of the program a placement in a permanent role in the Sustainability Business. See <a href="#">Entry Level Opportunities</a> for any open positions and to apply online.</p> <p>MBA graduates with experience may wish to look at <a href="#">direct roles</a> and search 'MBA', it is also possible to then filter for VIE or Learners positions if desired.</p> |
| <b>International Opportunities</b> | The company has 138 offices around the world. See <a href="#">Global Directory</a> for address details and individual websites. VIE opportunities are available in various locations. These can be at an MBA level if the business requires.   |
| <b>Internships</b>                 | Schneider Electric offers a wide variety of <a href="#">internship</a> opportunities at all levels. Internships can be for a period of 3, 6 or 12 months depending on the role.  |
| <b>Key Dates</b>                   | The 2023 graduate program closed for application in June, however, some roles are released in addition to the program if they are required by the business. Monitor the opportunities board above.   |
| <b>Sustainability/ESG</b>          | In response to the societal, economic and ecological worldwide transformations, expectations from its stakeholders and aligned with its Purpose and the United Nations Sustainable Development Goals (SDGs), Schneider Electric has made six long-term commitments: to act for a climate-positive world, be efficient with resources, to live up to its principles of trust, to create equal opportunities, to harness the power of all generations and to empower local communities. Read more about the company's progress in the <a href="#">2022 Sustainability Report</a> .   |
| <b>Additional Information</b>      | Schneider Electric's mission is to be your digital partner for Sustainability and Efficiency It drives digital transformation by integrating world-leading process and energy technologies, end-point to cloud connecting products, controls, software, and services, across the entire lifecycle, enabling integrated company management, for homes, buildings, data centres, infrastructure, and industries.   |

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| <b>Company</b>                     | <b>Siemens Gamesa</b><br>Siemens Gamesa Renewable Energy Parque Tecnológico de Bizkaia, Edificio 222 48170, Zamudio, Vizcaya Spain<br>+34 944 03 73 52<br><br><a href="http://www.siemensgamesa.com">www.siemensgamesa.com</a>  |
| <b>Key contacts</b>                | Tim Dawidowsky – COO and Chief Sustainability Officer. Email: <a href="mailto:sustainability@siemensgamesa.com">sustainability@siemensgamesa.com</a>  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . The company does not have any MBA or master's degree recruitment programs, instead hiring into direct roles. See <a href="#">Careers Worldwide</a> to search and view roles.  |
| <b>International Opportunities</b> | Siemens Gamesa operates in over 90 countries. See <a href="#">Location Finder</a> for contact details. Intern applicants should be legally authorised to work in the US without sponsorship.  |
| <b>Internships</b>                 | Internships are offered as required by the business, including a Summer Intern Program in the US. Candidates should be pursuing a bachelor's or master's degree in business or engineering.   |
| <b>Key Dates</b>                   | As required.  |
| <b>Sustainability/ESG</b>          | For Siemens Gamesa, protecting the planet for future generations is not just a job but a passion. Siemens Gamesa achieved carbon neutrality in late 2019 and has its climate targets verified by the Science Based Target Initiative (SBTi). However, it wants to go further and aims to become climate positive by 2040. The company has published its <a href="#">Sustainability Vision 2040</a> to show its commitments and targets  |
| <b>Additional Information</b>      | With a worldwide installed capacity of 124 GW, Siemens Gamesa Renewable Energy has a presence in more than 100 countries and a team of 27,000 people worldwide. Its end-to-end value chain presence encompasses onshore and offshores wind turbines design, manufacturing, installation as well as cutting-edge service solutions. The global headquarters and legal domicile of the company is located in Zamudio, Spain. The company is listed on the Spanish Stock Exchange. |

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| <b>Company</b>                     | <b>Stantec</b><br>10220-103 Avenue NW, Suite 300, Edmonton, Alberta. T5J 0K4. Canada<br>+1 780 917 7000<br><br><a href="http://www.stantec.com">www.stantec.com</a>  |
| <b>Key contacts</b>                | Rachel Bannon-Godfrey – SDG Impact Leader<br>Applications should be made online, however if a potential candidate is experiencing difficulties they can email: <a href="mailto:jobs@stantec.com">jobs@stantec.com</a>  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . Early career professionals are hired into direct roles with graduate roles being aimed at those with an undergraduate or master's degree. See <a href="#">Graduate Opportunities</a> for open roles and to apply online. Early career professionals have the opportunity to learn from and meet colleagues from all over the world with Stantec's <a href="#">Developing Professionals Group (DPG)</a> . MBA graduates with experience should look at <a href="#">direct hire roles</a> and search MBA.  |
| <b>International Opportunities</b> | Stantec has 400 offices across the globe. See <a href="#">locations</a> for office profiles and contact details.   |
| <b>Internships</b>                 | Interns are hired in accordance with business needs across the globe. Degree requirements will depend on the role but will be displayed in the job advertisement. See <a href="#">Intern Opportunities</a> .   |
| <b>Key Dates</b>                   | Roles are advertised as they are required. Monitor the opportunity boards above.   |
| <b>Sustainability/ESG</b>          | Sustainability is key to Stantec's purpose, promise and values. The company envisions a world where infrastructure gives back, water is protected, natural systems are valued, biodiversity is prioritised, economies are circular, nothing gets wasted, development is responsible, everyone can access renewable energy, and society is just. <a href="#">Stantec's Sustainability Report</a> summarizes its progress against its commitments, as well as its support of the United Nations Global Compact, Sustainable Development Goals, and the Women's Empowerment Principles.           |
| <b>Additional Information</b>      | Stantec provides professional consulting services in planning, engineering, architecture, interior design, landscape architecture, surveying, environmental sciences, project management, and project economics for infrastructure and facilities projects. The company believes that communication are fundamental and will always design with community in mind. Stantec trades on the TSX and the NYSE under the symbol STN and has 26,000+ employees in over 400 locations in 6 continents. Stantec was recognized in the Top 10 globally for climate action by Corporate Knights in 2022. |

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| <b>Company</b>                     | <p><b>Suzlon Energy Ltd</b><br/>One Earth, Hadapasar, Pune 411028. India<br/>+91 20 670 22000</p> <p><a href="http://www.suzlon.com">www.suzlon.com</a></p>  |
| <b>Key contacts</b>                | <p><a href="#">Anagha Joshi</a> – Deputy General Manager, Sustainability and CSR<br/><a href="#">Anil Deshpande</a> – Head of Human Resources</p>  |
| <b>How to Apply</b>                | <p>See <a href="#">Careers</a>. Suzlon invests heavily in the growth of its employees. The company's Global Learning &amp; Development Centre (GLD) strives to build, nurture and enhance the company's competency capital by creating world class wind energy professionals. The Suzlon Excellence Academy (SEA), a 100,000 sq. ft. learning centre located inside the Suzlon One Earth campus, boasts of state-of-the-art facilities like learning spaces, amphitheatre, library, wind gallery and meeting rooms. Through its <a href="#">Executive Leadership Development Program</a>, the company selects and grooms high performers within the organisation to become future leaders. See <a href="#">Job Opportunities</a> for current openings. It is possible to filter by education and experience.</p> |
| <b>International Opportunities</b> | <p>Suzlon's manufacturing units located in India and China are supported by eight R&amp;D facilities in Germany, India, Denmark and the Netherlands. See <a href="#">Suzlon Worldwide</a> for locations and details.</p>   |
| <b>Internships</b>                 | <p>Internships are offered if they are required by the business. There is no internship program.</p>   |
| <b>Key Dates</b>                   | <p>Positions are advertised as they are required.</p>  |
| <b>Sustainability/ESG</b>          | <p>Sustainability at Suzlon refers to <a href="#">sustainable development</a>, defined as development that 'meets the needs of the present without compromising the ability of future generations to meet their own needs.' (The Brundtland Commission, UN, 1987). Suzlon subscribes to the Sustainable Development Goals (SDGs) which are articulated by the United Nations and is working towards these SDGs.</p>  |
| <b>Additional Information</b>      | <p>Suzlon is one of the leading global renewable energy solution providers. Over the past two decades, Suzlon has installed over 20.1 GW of wind energy in 17 countries across six continents. In recent years, Suzlon has developed strong competencies in solar power too and plans to offer Wind-Solar hybrid solutions. Its global wind installations alone help in reducing more than 51.66 million tonnes of CO<sub>2</sub> emissions every year. The Group has almost 6,000 employees.</p>  |

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| <b>Company</b>                     | <b>Vestas Wind Systems A/S</b><br>Global HQ: Hedeager 42, 8200 Aarhus N, Denmark<br>Tel: (+45) 97 30 00 00<br><br><a href="http://www.vestas.com">www.vestas.com</a>   |
| <b>Key contacts</b>                | Lisa Ekstrand – VP Sustainability  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . Although not aimed specifically at MBA graduates, the <a href="#">Vestas Graduate Programme</a> is an important part of its talent strategy. The company seeks out the future business leaders, specialists and project managers. The 2-year programme offers two rotations of 12 months with the opportunity to work in two different areas and locations of the organisation. Graduates will be exposed to five modules, each with a different leadership focus. The programme has three predefined tracks: Innovation & Digital, Supply Chain & Sustainability and Business & Commercial. |
| <b>International Opportunities</b> | Vestas has offices in 24 countries and five strong regional sales business units in Northern Central Europe, Americas, Mediterranean, and Asia Pacific, and China. See <a href="#">Our Locations</a> for a global office's contact details. Candidates must have the right to work in the country for which they are applying.   |
| <b>Internships</b>                 | Vestas employs student works and interns across the business. <a href="#">Openings</a> are posted as they are required.  |
| <b>Key Dates</b>                   | Recruitment for the 2024 graduate cohort will commence late 2023.  |
| <b>Sustainability/ESG</b>          | Vestas has four key goals in its Sustainability Strategy. Carbon Neutrality by 2030 without carbon offsets, to be producing zero-waste wind turbines by 2040, to become the safest, most inclusive and socially responsible company in the energy industry to and to lead the transition towards a world powered by sustainable energy. See <a href="#">2022 Sustainability Report</a> for detailed information on the company's sustainability goals, progress, and challenges. See <a href="#">Policies</a> for all sustainability related policies.   |
| <b>Additional Information</b>      | <p>Vestas is the energy industry's global partner on sustainable energy solutions. It designs, manufactures, installs, and services wind turbines across the globe, and with +164 GW of wind turbines in 88 countries, Vestas has installed more wind power than anyone else.</p> <p>Vestas has been named the most sustainable company in the energy industry and second most sustainable company in the world in 2022 in the Corporate Knights Global 100 list.</p>  |

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| <b>Company</b>                     | <p><b>CapitaLand Limited</b><br/>168 Robinson Road, #30-01 Capital Tower, Singapore 068912<br/>+65 6713 2888</p> <p><a href="http://www.capitaland.com">www.capitaland.com</a></p>   |
| <b>Key contacts</b>                | <p>Via the <a href="#">contact form</a> only. Enquiries for the GDP can be emailed to <a href="mailto:buildyourdream@capitaland.com">buildyourdream@capitaland.com</a>.<br/><a href="#">Vinamra Srivastava</a>, Chief Sustainability Officer</p>   |
| <b>How to Apply</b>                | <p>See <a href="#">Careers</a>. The <a href="#">CapitaLand Graduate Development Programme (GDP)</a> nurtures promising young graduates with less than two years of working experience for future leadership positions within CapitaLand. The programme offers a holistic structure with prospects for personal growth and development, with a comprehensive learning roadmap. Aimed at graduates from all disciplines, the 21-month programme offers a <a href="#">General Track</a> or a Technical Track (Engineering or project management disciplines). Apply online. To search for all current opportunities, including direct hire. See <a href="#">Search Jobs</a>.</p>  |
| <b>International Opportunities</b> | <p>CapitaLand has a presence in Asia-Pacific, the US and Europe. Office address can be found at <a href="#">Contact Us</a>.</p>  |
| <b>Internships</b>                 | <p>CapitaLand offers 3-month <a href="#">Internships</a> for young students. During the internship, CapitaLand assesses potential candidates and explore possibilities for exceptional candidates to join us upon graduation through our Graduate Development Programme, or other available full-time opportunities. Applicants should be undergraduates/polytechnic students with excellent academic and CCA track records.</p>   |
| <b>Key Dates</b>                   | <p>Interns can join all year round.</p>  |
| <b>Sustainability/ESG</b>          | <p>CapitaLand place sustainability at the core of everything it does. The company is committed to growing in a responsible manner, delivering long-term economic value, and contributing to the environmental and social well-being of its communities. The <a href="#">CapitaLand Investment 2030 Sustainability Master Plan</a> continues to serve as a strategic blueprint for CLI's sustainability journey. Unveiled in 2020, the Master Plan outlines its ambitious goals and directs sustainability efforts towards a shared purpose. CLI reviewed it in 2022 to strengthen its ESG (Environmental, Social and Governance) pillars; the company strives to BUILD a resilient and resource-efficient real estate portfolio, ENABLES thriving and future-adaptive communities, and STEWARDS responsible business conduct and governance.</p> |
| <b>Additional Information</b>      | <p>CapitaLand Group (CapitaLand) is one of Asia's largest diversified real estate groups. Headquartered in Singapore, CapitaLand's portfolio focuses on real estate investment management and real estate development, and spans across more than 260 cities in over 40 countries.</p> <p><a href="#">Return to index page</a></p>   |

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| <b>Company</b>                     | <b>City Developments Ltd</b><br>9 Raffles Place, #12-01 Republic Plaza, Singapore 048619<br>+65 6877 8228<br><br><a href="https://cdl.com.sg">https://cdl.com.sg</a>  |
| <b>Key contacts</b>                | Esther An – Chief Sustainability Officer<br>Lilian Tan – Group Chief Human Resources Officer<br>See <a href="#">Key Management</a> for the group's leadership team's profiles.  |
| <b>How to Apply</b>                | There is no graduate program available, instead CDL recruit into direct roles. Job postings will be listed on the <a href="#">Jobstreet.com</a> site.   |
| <b>International Opportunities</b> | City Developments Limited has 143 locations in 28 countries. See <a href="#">Global Presence</a> .  |
| <b>Internships</b>                 | Although there is no internship program in place, interns are hired if they are required by the business. Monitor the Job Street link above.  |
| <b>Key Dates</b>                   | As required.  |
| <b>Sustainability/ESG</b>          | Since the 1990s, sustainability has been integrated into CDL's corporate vision and mission to create enhanced value for its business and stakeholders. The company's sustainability vision and mission support CDL's business objectives and growth strategy as it evolves into the global real estate conglomerate of today. To enhance transparency, the corporate policies and guidelines are publicly available on its dedicated sustainability microsite <a href="http://www.cdlsustainability.com">www.cdlsustainability.com</a> . |
| <b>Additional Information</b>      | City Developments Limited (CDL) is a leading global real estate company with a network spanning 143 locations in 28 countries and regions. Listed on the Singapore Exchange, the Group is one of the largest companies by market capitalisation. Its income-stable and geographically diverse portfolio comprises residences, offices, hotels, serviced apartments, student accommodation, retail malls and integrated developments.  |

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| <b>Company</b>                     | <b>CBRE</b><br>2100 McKinney Avenue, Suite 1250, Dallas, TX 75201. US<br><br><a href="http://www.cbre.com">www.cbre.com</a>  |
| <b>Key contacts</b>                | <a href="#">Robert Bernard</a> – Chief Sustainability Officer  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . CBRE's <a href="#">US New Graduates Analyst Programs</a> are aimed at undergraduate/master's degree graduates. Those wishing to join into a permanent role should view open positions <a href="#">here</a> . Once a position has been identified follow the steps to apply. Click "Apply Now" where a login page will appear. Register and then complete the 10-minute application. Alternatively, email a CV and speculative application to: <a href="mailto:cbre@resumeparsing.taleo.net">cbre@resumeparsing.taleo.net</a> . Many <a href="#">graduate programs</a> are available in the UK, these are aimed at those with a bachelor's or master's degree. CBRE Investment Management has an <a href="#">EMEA New Graduates Analyst Program</a> . |
| <b>International Opportunities</b> | CBRE has more than 100,000 employees (excluding affiliates) and serves real estate investors and occupiers through more than 530 offices (excluding affiliates) worldwide. See <a href="#">People and Offices</a> for details. CBRE Investment Management has <a href="#">Internship and Analyst Programs</a> in the US, EMEA and APAC regions.  |
| <b>Internships</b>                 | The <a href="#">MBA Summer Associate Program</a> is a full-time, paid program that provides MBA and MS in Real Estate students with an in-depth introduction to CBRE's Global Workplace Solutions (GWS) business and the diverse range of global career opportunities available therein. See <a href="#">Careers</a> to apply. Internships are also available in <a href="#">Digital and Technology</a> , <a href="#">Sales</a> and <a href="#">Finance</a> . All summer internships are 10 weeks long (i.e. June –August).  |
| <b>Key Dates</b>                   | Monitor the links above.   |
| <b>Sustainability/ESG</b>          | CBRE actively seeks ways to measure and reduce the impacts of its workspaces and buildings. In 2021, the company pledged to reach net zero carbon emissions by 2040, learn more about its <a href="#">decarbonization plan here</a> . Also read CBRE's <a href="#">Commitment to Environmental Sustainability</a> outlining its management system to guide sustainability and environmental practices and programs. In addition, the <a href="#">Environmental Sustainability Policy</a> outlines CBRE's ambition to reduce its environmental impact and drive sustainable real estate practices.  |
| <b>Additional Information</b>      | CBRE is the world's largest commercial real estate services and investment company, with the #1 global market position in leasing, property sales, outsourcing, property management and valuation. CBRE is also the largest commercial property developer in the United States and has over \$149 billion of Assets Under Management within its Investment Management business.  |

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| <b>Company</b>                     | <p><b>JLL</b><br/>200 East Randolph Drive, Floor 43-48, Chicago, Illinois 60601, US<br/>+312 782 5800</p> <p><a href="http://www.us.jll.com">www.us.jll.com</a></p>  |
| <b>Key contacts</b>                | <p><a href="#">Laura Adams</a>, Chief Human Resources Officer<br/><a href="#">Guy Grainger</a>, Head of Sustainability Services &amp; ESG</p>  |
| <b>How to Apply</b>                | <p>Graduates with limited experience typically join JLL as an analyst or associate in Brokerage, Capital Markets, JLL Technologies, Facilities Management or Consulting to name a few. It also offers careers in corporate functions like Finance, Human Resources, Marketing and Research. MBA or master's degree graduates with experience may opt to look for direct hire roles. See <a href="#">careers</a> to search and apply. If no suitable roles are available it is possible to connect with JLL recruiters via their <a href="#">Talent Network</a>.</p>  |
| <b>International Opportunities</b> | <p>JLL has over 300 offices in every major city around the world and each country has its own webpage. To find a location in the country of choice, first change the filter in the top right hand corner to your country and then see <a href="#">Find a location</a>.</p>   |
| <b>Internships</b>                 | <p>Summer internships are offered to juniors and seniors in college in the US and for penultimate year university students and beyond from any discipline in the UK.</p>   |
| <b>Key Dates</b>                   | <p>Full time entry-level recruitment occurs year-round at JLL Summer Internships are typically posted in the fall of the prior year.</p>   |
| <b>Sustainability/ESG</b>          | <p>JLL are the first real estate company to have a net zero target validated by the Science Based Target Initiative. See <a href="#">Strategy</a> to read more about JLL's approach to climate action, healthy spaces and inclusive places and to watch a video explaining the Sustainability Program.</p>   |
| <b>Additional Information</b>      | <p>For over 200 years, JLL (NYSE: JLL), a leading global commercial real estate and investment management company, has helped clients buy, build, occupy, manage and invest in a variety of commercial, industrial, hotel, residential and retail properties. A Fortune 500 company with annual revenue of \$20.9 billion and operations in over 80 countries around the world, our more than 103,000 employees bring the power of a global platform combined with local expertise. Driven by our purpose to shape the future of real estate for a better world, we help our clients, people and communities SEE A BRIGHTER WAY. JLL is the brand name, and a registered trademark, of Jones Lang LaSalle Incorporated.</p> <p style="text-align: right;"><a href="#">Return to index page</a></p> |

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| <b>Company</b>                     | <p><b>adidas</b><br/>Adi-Dassler-Strasse 1, D-91074 Herzogenaurach, Germany<br/>+49 9132 84 0</p> <p><a href="https://www.adidas.co.uk/">https://www.adidas.co.uk/</a></p>  |
| <b>Key contacts</b>                | Online only. Internship queries can be emailed to <a href="mailto:internship@adidas-Group.com">internship@adidas-Group.com</a> .  |
| <b>How to Apply</b>                | <p>The <a href="#">Global Trainee Program</a> The Functional, Digital and Design Trainee Program is aimed at Master-level university graduates of Business Administration, Engineering, Computer Science, ideally with specialization in Digitalization, Innovation Management or Entrepreneurship. During the two-year program trainees will experience 4 different digital departments in 6-months assignments. The journey will cover a range of different practice areas from digital marketing to experience design, digital analytics to mobile or eCommerce.</p> <p>adidas also has the <a href="#">APAC Future Talent Program</a>, open to those with a university degree (Bachelor/Master) with a strong academic record. The 2-year program is available in Japan, Hong Kong, South Korea, Singapore and Taiwan.</p> <p>Applicants are also able to apply for any open job vacancies online via the <a href="#">Job Search Tool</a>, 'MBA' can be entered into the search criteria to filter results.</p> |
| <b>International Opportunities</b> | Visit <a href="#">Locations</a> to find a list of worldwide locations and opportunities within the group.   |
| <b>Internships</b>                 | All undergraduate, graduate, or MBA students with a strong passion for sport are welcome to join one of <a href="#">adidas's Internship</a> . The global internship program offers students three to six months of work experience within adidas.   |
| <b>Key Dates</b>                   | The recruitment process for the FTP usually commences in Q1 each year, with the program starting in Q4 of the respective year. The application period for the Digital Talent Program is expected to open early 2023. adidas advertise internships one year ahead of the start date.   |
| <b>Sustainability/ESG</b>          | adidas has a clear roadmap, with clear targets for 2025 and beyond. Highlights include by 2025, nine out of ten adidas articles will be sustainable; by 2050, adidas will be climate neutral; by 2025 it aims to have a system in place to identify and manage high risk human rights across its value chain. Read <a href="#">2022 Sustainability report</a> for further information and to see adidas progress.   |
| <b>Additional Information</b>      | Today, the adidas Group is a global leader in the sporting goods industry and offers a broad portfolio of products. Products from the adidas Group are available in virtually every country of the world. The group's strategy is simple: continuously strengthen our brands and products to improve its competitive position and financial performance. Employing more than 62,000 people in over 100 countries, adidas produces more than 1.1 billion product units every year and generates sales of €21.234 billion (all figures relate to 2021).   |

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| <b>Company</b>                     | <b>Coca-Cola Company (The)</b><br>One Coca-Cola Plaza, P.O. Box 1734, Atlanta, GA 30301, US +49 9132 84 0<br>+1 800 438 2653<br><br><a href="http://www.thecoca-colacompany.com">www.thecoca-colacompany.com</a>  |
| <b>Key contacts</b>                | Susan McKoin, Global Head of Talent Acquisition, +1 770 989 3706<br>Gregory Wells, Senior Recruiter +1 404 676 5151<br>All applications must be made online.<br><a href="#">Beatriz Perez</a> , SVP and Chief Communications, Sustainability & Strategic Partnerships Officer.  |
| <b>How to Apply</b>                | Go to <a href="#">careers</a> and select the region of interest to return a list of opportunities. Select the opportunity and follow the links to apply online by saving a profile and uploading your CV. Those interested in a career at Coca-Cola are advised to join the <a href="#">Talent Community</a> .  |
| <b>International Opportunities</b> | The Coca-Cola Company operations model includes operating segments by geographic area: North America, Latin America, Europe, Middle East & Africa, and Asia Pacific. This also includes our corporate functions, platform services, Global Ventures and Bottling Investments Group (BIG). See <a href="#">Work with us</a> for worldwide locations.   |
| <b>Internships</b>                 | Coca-Cola offers <a href="#">10-week paid summer internship programs</a> across fields like IT marketing, retail sales, finance, technical, supply chain, public affairs, and operations. Degree requirements will depend on the role.  |
| <b>Key Dates</b>                   | Coca-Cola in the US recruit for the internship program twice a year, in the autumn and at the beginning of each year. All roles will be posted at <a href="#">Job Search</a> .  |
| <b>Sustainability/ESG</b>          | Coca-Cola's sustainability strategy is centred around people—its consumers and employees— and driving sustainable solutions that build resilience into the business to respond to current and future challenges, while creating positive change for the planet. In 2022, the company conducted a review of its goals and has published <a href="#">the 2022 Business &amp; Sustainability Report</a> to provide a transparent look at its actions, progress and learnings.  |
| <b>Additional Information</b>      | Coca-Cola is the world's largest beverage company with more than 500 sparkling and still brands and nearly 3,900 beverage choices. Led by Coca-Cola, one of the world's most valuable and recognizable brands, the company's portfolio features 21 billion-dollar brands, 19 of which are available in reduced-, low- or no-calorie options. These brands include Diet Coke, Coca-Cola Zero, Fanta, Sprite, Dasani, vitamin water, Powerade, Minute Maid, Simply, Del Valle, Georgia and Gold Peak. Through the world's largest beverage distribution system, Coca-Cola is the number one provider of both sparkling and still beverages. |

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| <b>Company</b>                     | <p><b>Clorox Company (The)</b><br/> 1221 Broadway, Oakland, CA 94612. US<br/> +1 510 271 7000</p> <p><a href="http://www.thecloroxcompany.com">www.thecloroxcompany.com</a></p>   |
| <b>Key contacts</b>                | <p><a href="#">Ed Huber</a>, VP Chief Sustainability Officer</p>  |
| <b>How to Apply</b>                | <p>See <a href="#">Careers</a>. Graduates are hired into direct entry level roles; however, new starters are given a formal weeklong orientation, real business case projects, opportunities to meet with senior leaders and engagement with employee resource groups. If no suitable roles are available, those interested in a career with The Clorox Company are encouraged to join the <a href="#">Talent Community</a>.</p>  |
| <b>International Opportunities</b> | <p>Clorox has offices, manufacturing plants, R&amp;D facilities and joint ventures in 25 countries and territories around the world. See <a href="#">Our Global Footprint</a> for details.</p>  |
| <b>Internships</b>                 | <p>Clorox runs a 10-week <a href="#">summer intern program</a> or for those longer for a more in-depth experience, the <a href="#">Clorox Co-Op Program</a>. The Co-op is a six-month journey where participants will become highly skilled in more technical fields like Engineering, Supply Chain Management, Manufacturing, Research &amp; Development, and Information Technology. These are generally aimed at bachelor's degree students, although master's with limited experience are welcome to apply.</p>   |
| <b>Key Dates</b>                   | <p>As required.</p>   |
| <b>Sustainability/ESG</b>          | <p>Clorox's <a href="#">IGNITE strategy</a> accelerates innovation in key areas of its business and integrates environmental, social and governance priorities into decision-making. Building on the company's accomplishment of reaching 100% renewable electricity in the US and Canada last year, it is 84% of the way toward achieving its goal to have 100% recyclable, reusable or compostable packaging by 2025; it has attained zero-waste-to-landfill status in nearly half of its facilities and more than three-quarters of its plants; and the company has met its 2030 science-based target to reduce its absolute scope 1 and 2 GHG emissions by 50% by 2030 — several years ahead of schedule. See the <a href="#">Clorox 2022 Integrated Report</a> to read more about the progress being made.</p> |
| <b>Additional Information</b>      | <p>The Clorox Company (NYSE: CLX) champions people to be well and thrive every single day. Its trusted brands, which include Brita®, Burt's Bees®, Clorox®, Fresh Step®, Glad®, Hidden Valley®, Kingsford®, Liquid-Plumr®, Pine-Sol® and Rainbow Light®, can be found in about nine of 10 U.S. homes and internationally with brands such as Ajudin®, Clorinda®, Chux® and Poett®. Headquartered in Oakland, California, since 1913, Clorox was one of the first U.S. companies to integrate ESG into its business reporting, with commitments in three areas: Healthy Lives, Clean World and Thriving Communities. The company reported \$7.1B and has 9,000 employees.</p>  |

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| <b>Company</b>                     | <b>Coloplast A/S</b><br>Holtedam 1-3, DK-3050 Humlebaek, Denmark<br>+45 4911 1111<br><br><a href="http://www.coloplast.com">www.coloplast.com</a>  |
| <b>Key contacts</b>                | <a href="#">Dorthe Rønnau</a> – Senior Vice President, People and Culture.<br>Camilla Hjort Pagh, Senior Vice President, Global QA, RA & Sustainability  |
| <b>How to Apply</b>                | <a href="#">Coloplast Strive</a> is a 2-year program for recent graduates striving for an accelerated global career within the MedTech industry. Coloplast offers various tracks across the value chain, as well as a stimulating learning journey, including activities that will strengthen the global graduate network. The programme consists of two rotations of approximately 12 months each, with graduates doing one of their rotations abroad for most of the tracks. Employees are encouraged to further their career within the company, it offers a variety of <a href="#">learning and development</a> as well as extensive leadership and talent programs. |
| <b>International Opportunities</b> | Coloplast is a truly global company. See <a href="#">Locations</a> for opportunities in particular regions.  |
| <b>Internships</b>                 | Internships are offered at the Headquarters in Denmark and subsidiaries across the globe. Many interns end up getting jobs at Coloplast.   |
| <b>Key Dates</b>                   | Applications for the 2024 Coloplast Strive Graduate Program will open in early November. Stay fully updated by signing up for the <a href="#">Early Careers Talent Community</a> .   |
| <b>Sustainability/ESG</b>          | Coloplast has made sustainability an integral part of its 2025 corporate strategy, Strive25, and has set an ambition to support the UN Sustainable Development Goals and the Paris Agreement's goal to limit global temperature rise to 1.5°C. Coloplast's Strive25 puts in place ambitions to reduce its emissions and improve its products and packaging while operating responsibly. See <a href="#">Sustainability at Coloplast</a> to further read about the company's sustainability ambitions.  |
| <b>Additional Information</b>      | Coloplast develops products and services that make life easier for people with very personal and private medical conditions. business includes Ostomy Care, Continence Care, Wound & Skin Care, Interventional Urology and Voice & Respiratory Care. The company operates globally and has about 14,500 employees.   |

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| <b>Company</b>                     | <p><b>Danaher Corporation</b><br/> 2200 Pennsylvania Avenue, NW, Suite 800W Washington, DC 20037. US<br/> +1-202-828-0850</p> <p><a href="http://www.danaher.com">www.danaher.com</a></p>  |
| <b>Key contacts</b>                | <p>Candidates can join the <a href="#">Talent Community</a> to contact the University Recruiting Team. Alternatively, connect with the Career Services team via <a href="#">LinkedIn</a>. <a href="#">Diana Cosgrove</a> – Chief EHS&amp; Sustainability Officer.</p>  |
| <b>How to Apply</b>                | <p>Successful MBA applicants in the <a href="#">Human Resources Development Program</a> will rotate through HR roles on an accelerated span of approximately six years. The <a href="#">General Manager Development Program</a> propels trainees to a leadership role through a guided framework that includes support and coaching from high-level executives. Within a projected span of 5-7 years MBAs will experience 3 to 4 roles in at least three functional areas, with time to master each assignment before conquering the next. Danaher will recruit at selected business school campuses, see <a href="#">FAQs</a> for details of which schools it attends. Roles will be posted on schools Campus MBA Careers websites. If Danaher does not recruit from a particular school, MBAs can always seek out direct-hire opportunities through the website. Visit <a href="http://danaher.com/careers">danaher.com/careers</a> to find positions it is hiring for or join the <a href="#">University Talent Community</a>. Danaher choose only exemplary candidates for its GMDP and HRDP, and as such both programs are very competitive. Take note of the FAQs for tips on how to be considered for on campus interviews. Several <a href="#">rotational leadership programs</a> are also offered for undergraduate, master's degree and PhD STEM students.</p> |
| <b>International Opportunities</b> | <p>The HRDP is available in Europe and the US. The GMDP is available in Europe, India, China, the US and the UK. See <a href="#">Locations</a> for all country contact details.</p>  |
| <b>Internships</b>                 | <p><a href="#">Danaher Summer Internship Program (DSIP)</a> for MBAs is a 10-12-week assignment that focuses on either the marketing, operational, strategic or human resources competencies of our business. The Internship Program is available in the US and India only.</p>  |
| <b>Key Dates</b>                   | <p>For all dates check with the school's careers services department or search live open roles at <a href="#">Job Search</a>.</p>  |
| <b>Sustainability/ESG</b>          | <p>Danaher's <a href="#">sustainability</a> strategy is to help generations of its stakeholders Realize Life's Potential by innovating products that improve lives and our planet, building the best team, and protecting our environment. See <a href="#">2022 Sustainability Report</a>.</p>   |
| <b>Additional Information</b>      | <p>Danaher is a global science and technology innovator committed to helping its customers solve complex challenges and improving quality of life around the world. Its family of world class brands has leadership positions in the demanding and attractive health care, environmental and applied end-markets. With more than 20 operating companies, Danaher's globally diverse team of more than 80,000 associates is united by a common culture and operating system, the Danaher Business System, and its Shared Purpose, Helping Realize Life's Potential.</p>   |

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| <b>Company</b>                     | <b>Groupe Danone</b><br>17 boulevard Haussmann, 75009 Paris. France<br>+33 1 44 35 20 20<br><br><a href="http://www.danone.com">www.danone.com</a>   |
| <b>Key contacts</b>                | <a href="#">Florence Jeantet</a> , Chief Sustainability Officer<br><a href="#">Roberto Di Bernardini</a> , Chief Human Resources Officer   |
| <b>How to Apply</b>                | The main careers page can be viewed at <a href="#">Careers</a> . Danone runs several <a href="#">graduate programmes</a> - details of available programmes can be found through the <a href="#">Job Search</a> section. MBA graduates are generally recruited into direct hire roles. Type 'MBA' into the search open positions field to view jobs that prefer an MBA or masters.  |
| <b>International Opportunities</b> | Danone is a global company; each region has its own <a href="#">careers website</a> . Change the top left dropdown to the preferred region to see local office and contact details and current opportunities.  |
| <b>Internships</b>                 | Danone runs several internships - details of available programmes can be found through the <a href="#">Job Search</a> section.   |
| <b>Key Dates</b>                   | Individual dates apply.  |
| <b>Sustainability/ESG</b>          | In March 2022, Danone unveiled a new strategic plan, Renew Danone, that ambitions to reconnect Danone with a sustainably profitable growth model, underpinned by greater alignment between purpose and performance. In that context, in February 2023, the Group reframed its sustainability roadmap called the <a href="#">Danone Impact Journey</a> , articulated around 3 pillars: Health, Nature and People & Communities. For each pillar, the Group defines a set of priorities which are translated into mid to long-term objectives.   |
| <b>Additional Information</b>      | Danone is a leading global food company built on four business lines: Essential Dairy and Plant-Based Products, Early Life Nutrition, Waters and Medical Nutrition. Through its mission and dual commitment to business success and social progress, the company aims to build a healthier future, thanks to better health, better lives and a better world, for all its stakeholders—its more than 100,000 employees, consumers, customers, suppliers, shareholders and all the communities with which it engages. With products sold in over 120 markets, we generated sales of €27.7 billion in 2022. Danone's portfolio includes brands present worldwide (Activia, Actimel, Alpro, Danette, Danonino, Danio, evian, Volvic, Nutrilon/Aptamil, Nutricia) and in local markets (Aqua, Blédina, Cow & Gate, Bonafont, Horizon Organic, Mizone, Oikos, Prostokvashino, Silk, Vega). |

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| <b>Company</b>                     | <p>Ecolab Inc.</p> <p><a href="http://www.ecolab.com">www.ecolab.com</a></p>  |
| <b>Key contacts</b>                | <p><a href="#">Laurie Marsh</a>, Executive Vice President Human Resources</p> <p><a href="#">Emilio Tenuta</a> – Senior Vice President of Corporate Sustainability.</p>   |
| <b>How to Apply</b>                | <p>Ecolab offers several graduate programs including the <a href="#">MBA Fulltime Finance Experience</a> and the <a href="#">MBA Fulltime Marketing Experience</a>. As an assistant marketing manager (AMM), graduates will be placed in one of Ecolab's divisions where they will work on a variety of strategic projects/products that contribute to profitable sales growth and differentiate Ecolab from competitors. AMM will have the opportunity to work cross functionally and help advance the business and their professional development will be supported by Marketing Momentum. New members in the Finance MBA Program experience rewarding trainings and networking opportunities to help them acclimate to the organization. You'll gain exposure to our senior leaders and interact with finance peers across the organization as you track through a functional leader or general manager career path among our three pillars: commercial finance, planning &amp; analysis and specialty areas. Go to <a href="#">Job Search</a> and enter MBA to view and apply for open roles.</p> |
| <b>International Opportunities</b> | <p>Ecolab has operations in more than 170 countries. See <a href="#">locations</a>.</p>   |
| <b>Internships</b>                 | <p>Graduate level <a href="#">internships</a> are available in Data Science, MBA marketing and MBA finance.</p>   |
| <b>Key Dates</b>                   | <p>As required.</p>   |
| <b>Sustainability/ESG</b>          | <p>Sustainability is integral to everything Ecolab does — from making environmentally conscious decisions within its own operations to empowering business partners around the world to advance sustainable outcomes. Ecolab has remained focused on delivering results and is making major steps toward its ambition to become a company with a net positive impact. See <a href="#">2022 Ecolab Corporate Responsibility</a> report for further information.</p>  |
| <b>Additional Information</b>      | <p>A trusted partner for millions of customers, Ecolab (NYSE:ECL) is a global sustainability leader offering water, hygiene and infection prevention solutions and services that protect people and the resources vital to life. Building on a century of innovation, Ecolab has annual sales of \$14 billion, employs more than 47,000 associates and operates in more than 170 countries around the world. The company delivers comprehensive science-based solutions, data-driven insights and world-class service to advance food safety, maintain clean and safe environments, and optimize water and energy use. Ecolab's innovative solutions improve operational efficiencies and sustainability for customers in the food, healthcare, life sciences, hospitality and industrial markets.</p>  |

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| <b>Company</b>                     | <b>Essity Aktiebolag</b><br>Box 200, SE-101 23, Stockholm, Sweden<br>+46 8 788 51 00<br><br><a href="http://www.essity.com">www.essity.com</a>   |
| <b>Key contacts</b>                | The talent acquisition team can be contacted on the <a href="#">Connect with Us</a> form. Links can also be found to the company's social media pages.   |
| <b>How to Apply</b>                | <p>The <a href="#">Essity GO! Program</a> is the company's graduate recruitment program. Degree requirements will depend on the role offered and will be shown on the job advert. Participants of the program are placed into real jobs with real responsibilities from day one.</p> <p>MBA graduates with experience may prefer to search for direct professional roles. To view direct and graduate roles see <a href="#">Search for Jobs</a>.</p> |
| <b>International Opportunities</b> | Essity conducts sales in 150 countries. Learn more about Essity in different countries by visiting the <a href="#">country webpages</a> .  |
| <b>Internships</b>                 | Essity has <a href="#">internships</a> in many of our locations across the world in variety of different professional areas (e.g. Sales, Marketing, engineering). Find available Internships and stay up to date with the latest opportunities by subscribing to job alerts in the job opportunities section.  |
| <b>Key Dates</b>                   | Essity partners with <a href="#">universities</a> across the world. The company runs careers events, giving potential candidates the chance to learn more about Essity and meet some colleagues. Monitor <a href="#">Essity Events</a> for dates.  |
| <b>Sustainability/ESG</b>          | Essity is committed to improving the well-being of people and the planet. The company is striving for 100% recyclability and 85% renewable or recycled material in the company's packaging. Read about all of Essity's targets and progress to date on the <a href="#">2022 Annual and Sustainability Report</a> .   |
| <b>Additional Information</b>      | Essity is a leading global hygiene and health company dedicated to improving well-being through its products and services. Sales are conducted in approximately 150 countries under the leading global brands TENA and Tork, and other strong brands, such as Actimove, JOBST, Knix, Leukoplast, Libero, Libresse, Lotus, Modibodi, Nosotras, Saba, Tempo, TOM Organic, Vinda and Zewa. Essity is listed on Nasdaq Stockholm.                        |

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| <b>Company</b>                     | <b>Henkel KgaA</b><br>Henkelstraße 67, 40191 Düsseldorf, Germany<br>Tel: +49-211-797-0<br><br><a href="http://www.henkel.com">www.henkel.com</a>   |
| <b>Key contacts</b>                | Potential candidates can get in touch with Henkel's HR team and stay updated on career opportunities via <a href="#">Facebook</a> , <a href="#">LinkedIn</a> and <a href="#">Instagram</a> .<br><a href="#">Ulrike Sapiro</a> – Chief Sustainability Officer.  |
| <b>How to Apply</b>                | Visit <a href="#">Careers</a> . Henkel <a href="#">offers graduates</a> a number of opportunities to start their professional career with international perspectives and job rotations included. <a href="#">Talent programs</a> include the international rotation Finance & Purchasing LDP aimed at MBA graduates, the Operations & Supply Chain Trainee Program, the 18-month Digital Talent Program and the Innovation Impact Program – aimed at recent graduates with a PhD or master's in chemistry, engineering or a related field. See <a href="#">Job Search</a> and select Graduates – it is then possible to search by 'MBA' as a keyword.  |
| <b>International Opportunities</b> | As a globally operating company, Henkel employs people from 120 nations in almost 80 countries. Almost 85 percent employees work outside Germany, and more than half of them in emerging markets. See <a href="#">Worldwide locations</a> .  |
| <b>Internships</b>                 | Henkel places 1,500 <a href="#">interns</a> worldwide each year. Interns will be integrated in a team from the very first day and will be able to find out what it means to work for an international market leader. Successful interns can be nominated for the Henkel Career Track (Trackies), and the intern alumni program.  |
| <b>Key Dates</b>                   | The dates of Henkel's internships are flexible and not tied to a semester schedule. Please apply at least 4 to 6 months in advance as many positions are filled beforehand. Direct roles are advertised as they are required. MBA Internships are currently being sought in the US.  |
| <b>Sustainability/ESG</b>          | Henkel sees sustainability as a constant endeavour to make progress on present topics and keep learning about new issues, based on scientific knowledge. Global climate change is one of the greatest challenges humanity is facing today, requiring urgent and ambitious action. It is also critical to protect and regenerate our resources and life-support systems like forests, water and biodiversity, for present and future generations. <a href="#">Henkel's 2030+ Sustainability Ambition Framework</a> sets its long-term ambitions in the three dimensions of Regenerative Planet, Thriving Communities and Trusted Partner and links to the company's high aspiration of achieving a "Transformational Impact for the Good of Generations". |
| <b>Additional Information</b>      | Henkel operates worldwide with leading innovations, brands, and technologies in three business areas: Adhesive Technologies, Beauty Care, and Laundry & Home Care. Founded in 1876, Henkel looks back on more than 145 years of success. Henkel employs more than 52,000 people globally – a passionate and highly diverse team, united by a strong company culture, a common purpose to create sustainable value, and shared values. As a recognized leader in sustainability, Henkel holds top positions in many international indices and rankings. Henkel's preferred shares are listed in the German stock index, DAX.  |

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| <b>Company</b>                     | <p><b>Kering</b><br/>40, rue de Sèvres - Paris 7 – France</p> <p>Tel: +33 1 45 64 61 00</p> <p><a href="http://www.kering.com">www.kering.com</a></p>  |
| <b>Key contacts</b>                | All applications should be made online.  |
| <b>How to Apply</b>                | <p>In 2021, Kering launched the <a href="#">Kering Horizon Program</a> which aims to fast-track talent for future supply chain and logistics roles through job rotations, mentoring and intensive training programs. The graduates, selected from international engineering schools, are based at Kering Group Operations in Italy and Switzerland, and gain operational and functional experience across the four key areas of supply chain and logistics at Kering: Central Operations, Globe Transformation Program, Supply Chain Methods and Innovation and Business Planning. Also on offer is the <a href="#">Kering Keys Management Program</a> which provides ambitious graduates with practical experience of key business functions based in France. Kering does not have any MBA specific programmes but is committed to developing new talent, adding 'MBA' as a keyword in the job search tool on the <a href="#">Job Offers</a> page will bring up a list on offers where MBAs are preferred, this tool searches relevant jobs offers at all of the brands within the group.</p> |
| <b>International Opportunities</b> | International opportunities are available. All global positions are listed on the job offers link above where it is possible to select a preferred country.  |
| <b>Internships</b>                 | Internships are available. Search Internship in the <a href="#">Job Offers</a> section.  |
| <b>Key Dates</b>                   | As required.   |
| <b>Sustainability/ESG</b>          | <p>Sustainability is at the heart of Kering's strategy as much as its creative and modern vision of Luxury. By the same token, it is an ethical necessity and a driver of innovation and value creation for the Group, its Houses, and its stakeholders. In 2017, Kering unveiled its 2025 sustainability strategy, with a target to reduce its environmental footprint by 40%. This strategy is underpinned by three pillars. Care, Collaborate, Create. See <a href="#">2020-2023 Progress Report</a> to see the latest results of its sustainability roadmap for 2025.</p>  |
| <b>Additional Information</b>      | <p>A global Luxury group, Kering manages the development of a series of renowned Houses in Fashion, Leather Goods, Jewellery, and Watches: Gucci, Saint Laurent, Bottega Veneta, Balenciaga, Alexander McQueen, Brioni, Boucheron, Pomellato, Dodo, Qeelin, Ulysse Nardin, Girard-Perregaux, and Kering Eyewear. In 2022, the Group achieved revenue of €20.4 billion and had 47,000 global employees.</p>   |

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| <b>Company</b>                     | <p><b>Koninklijke Philips N.V. (Philips)</b><br/> High Tech Campus 52, Eindhoven, Noord-Holland, 5656AG, The Netherlands<br/> +31 20 5977777</p> <p><a href="http://www.philips.com/global">www.philips.com/global</a></p>   |
| <b>Key contacts</b>                | <p>Questions about sustainability at Philips can be emailed to <a href="mailto:philips.sustainability@philips.com">philips.sustainability@philips.com</a><br/> <a href="#">Marnix van Ginneken</a> – Chief ESG and Legal Officer<br/> <a href="#">Heidi Sichien</a> – Chief People Officer</p>   |
| <b>How to Apply</b>                | <p>See <a href="#">Careers</a>. Philips entry level development program is aimed at those with a bachelor's or master's degree. The 2-year <a href="#">Graduate Development Program</a> gives participants the chance to experience various projects and roles, rotating through two different assignments each 12 months. Roles are posted on the <a href="#">Starting Out</a> jobs board. MBA graduates with experience may wish to look at the <a href="#">Professional hire roles</a>.</p> |
| <b>International Opportunities</b> | <p>Philips has locations across Europe, North America, Asia Pacific and India. See <a href="#">locations</a> to find student and graduate opportunities by region.</p>   |
| <b>Internships</b>                 | <p>Philips runs <a href="#">internship positions</a> globally. Degree requirements will depend on the role offered.</p>  |
| <b>Key Dates</b>                   | <p>Roles are posted as they are required. Monitor the links above for new opportunities. Alternatively register for tailored <a href="#">job alerts</a>.</p>   |
| <b>Sustainability/ESG</b>          | <p>Philips are partnering with stakeholders to drive environmental, social and governance priorities and make a global impact. The company's <a href="#">ESG framework</a> comprises a comprehensive set of key commitments across all the Environmental, Social and Governance (ESG) dimensions that guide execution of the company's strategy. It includes ambitious targets and detailed plans of action.</p>   |
| <b>Additional Information</b>      | <p>Philips purpose is to improve people's health and well-being through meaningful innovation. It aims to improve 2.5 billion lives per year by 2030, including 400 million in underserved communities.</p> <p>As a technology company, Philips – and its brand licensees – innovate for people with one consistent belief: there's always a way to make life better.</p> <p>As of 2022, the company had over 77,000 employees of which 39% were female.</p>                                   |

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| <b>Company</b>                     | <b>Levi Strauss &amp; Co.</b><br>1155 Battery Street, San Francisco, California 94111, US<br><br><a href="http://www.levi.com">www.levi.com</a>   |
| <b>Key contacts</b>                | <a href="#">Jeffrey Hogue</a> – Chief Sustainability Officer  |
| <b>How to Apply</b>                | See <a href="#">Work with Us</a> . There is no graduate or MBA program in place, instead candidates are encouraged to apply for direct hire roles. See <a href="#">All Jobs</a> to search and apply for global roles. It is possible to filter by discipline and location.  |
| <b>International Opportunities</b> | See <a href="#">LS&amp;Co Group of companies</a> for global locations.  |
| <b>Internships</b>                 | In the US and Canada, LS&Co. runs the <a href="#">Fostering Influential Talent (F.I.T.) internship program</a> . Candidates should be an be either a college junior, first-year MBA and/or a graduate student and be eligible to work in the US for the summer (including CPT visa). Internships are available in all disciplines from E-Commerce, Sustainability, HR and Information Technology. The 10-week paid program is based in the company's San Francisco HQ or could take place remotely.   |
| <b>Key Dates</b>                   | As required.  |
| <b>Sustainability/ESG</b>          | Levi's has long been advocates for <a href="#">sustainability</a> and its ambitions today are bolder. Plans and partnerships are focused on three main pillars: climate, consumption and community. The company has joined Fashion for Good which supports sustainable initiatives, and it is working with the Ellen MacArthur Foundation's Jeans Redesign project to help reduce consumption and advance circularity in denim. See here for the latest <a href="#">Sustainability Report</a> and strategy.   |
| <b>Additional Information</b>      | Founded in 1853, Levi Strauss opened a wholesale dry goods business in San Francisco that became known as Levi Strauss & Co. Seeing a need for work pants that could hold up under rougher conditions, he and Jacob Dais, a tailor, created the first jean. In 1873, they received a US patent for "waist overalls" with metal rivets at points of strain. The 501 was created. Today it is one of the world's largest brand-name apparel companies and a global leader in jeanswear. It designs and markets jeans, casual wear and related accessories for men, women and children under the Levi's®, Dockers®, Beyond Yoga, Signature by Levi Strauss & Co.™ and Denizen® brands. |

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| <b>Company</b>                     | <b>Nike, Inc.</b><br>One Bowerman Drive, Beaverton, Oregon, OR 97005, US<br>+1 800 344 6453<br><br><a href="http://www.nike.com">www.nike.com</a>  |
| <b>Key contacts</b>                | Paula Radloff, VP Global Talent Acquisition and Executive Search<br>Kizmet Mills, Senior Director – Global University Relations.<br>Michelle Peluso, Chair, Corporate Responsibility, Sustainability & Governance Committee  |
| <b>How to Apply</b>                | Nike no longer runs a specific program for MBAs but is always looking for high potential individuals who are seeking a challenging and rewarding career. Apply online.   |
| <b>International Opportunities</b> | Nike has employment opportunities in the Americas, Europe, Asia-Pacific, the Middle East and Africa. <a href="#">Nike Internships</a> are mainly US-based but are also available in EMEA. Worldwide jobs can be found at <a href="#">Career Search</a> .   |
| <b>Internships</b>                 | The <a href="#">Nike Internships</a> or <a href="#">Converse Internships</a> may be of interest to MBA students with limited work experience looking to get into this industry.  |
| <b>Key Dates</b>                   | Go to <a href="#">Jobs</a> and search 'MBA Intern'.  |
| <b>Sustainability/ESG</b>          | Since 2020 Nike has increased usage of renewable energy from 48% to 78% in its owned or operated facilities. Nike's priorities are to build diverse, equitable, and inclusive teams and champion a transparent, responsible supply chain so people can thrive. The company creates opportunities for kids and communities to access resources so they can excel, and it innovates and scales more sustainable solutions to help protect our planet. Read the latest <a href="#">Impact Report</a> for more in-depth information.   |
| <b>Additional Information</b>      | Nike, Inc. based near Beaverton, Oregon, is the world's leading designer, marketer, and distributor of authentic athletic footwear, apparel, equipment and accessories for a wide variety of sports and fitness activities. Wholly owned Nike subsidiaries include Cole Haan Holdings Incorporated, a leading designer and marketer of luxury shoes, handbags, accessories and coats; Converse Inc., which designs, markets and distributes athletic footwear, apparel and accessories; Exeter Brands Group LLC, which designs and markets athletic footwear and apparel for the value retail channel; Hurley International LLC, which designs, markets and distributes action sports and youth lifestyle footwear, apparel and accessories, and NIKE Bauer Hockey Inc., a leading designer and distributor of hockey equipment. On a currency-neutral basis, NIKE, Inc. Revenues increased 6% for fiscal 2022, driven by growth in both the NIKE Brand and Converse to \$46.7 billion. Nike has approximately 73,000 employees. |

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| <b>Company</b>                     | <b>Patagonia, Inc.</b><br>259w Santa Clara St Ventura, CA 93001. US<br>+1 805-643-6074<br><br><a href="http://www.patagonia.com">www.patagonia.com</a>   |
| <b>Key contacts</b>                | <a href="#">Kim Drenner</a> , Head of Environmental Impact   |
| <b>How to Apply</b>                | See <a href="#">jobs at Patagonia</a> . Patagonia does not have any MBA or graduate programs in place, instead it places importance on hiring highly motivated, unconventional thinkers that want to help preserve the planet. To apply complete an online application with resume and cover letter.   |
| <b>International Opportunities</b> | Patagonia has offices in Ventura and Sausalito, California; Reno, Nevada; and European headquarters in Amsterdam, the Netherlands.   |
| <b>Internships</b>                 | Each summer, Patagonia offers college <a href="#">students internship opportunities</a> in a variety of departments throughout the company. These 12-week paid positions range from jobs in product development to finance to material sciences to marketing and differ every year. Interns will gain valuable work experience and great exposure to Patagonia's unique corporate culture.   |
| <b>Key Dates</b>                   | As required.   |
| <b>Sustainability/ESG</b>          | Patagonia prioritises purpose over profit to protect our planet and was the first company in California to sign up for B certification in 2012. The company appreciates that all life on earth is under threat of extinction and is using the resources it has - the business, its investments, its voice and its imaginations - to do something about it. See <a href="#">Climate Goals</a> and <a href="#">Environmental Responsibility Programs</a> to read about some of the actions the company takes. In 2022, the founder of Patagonia announced that the planet earth is now Patagonia's shareholder when he <a href="#">transferred all ownership</a> to two entities: Patagonia Purpose Trust and Holdfast Collective. Every dollar that is not reinvested back into Patagonia will be distributed as dividends to protect the planet. |
| <b>Additional Information</b>      | Founded by Yvon Chouinard in 1973, Patagonia is an outdoor apparel company based in Ventura, California. A certified B-Corporation, Patagonia's mission is to save our home planet. The company is recognised internationally for its commitment to authentic product quality and environmental activism, donating 1% of sales annually, contributing over \$100 million in grants and in-kind donations since 1985.   |

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| <b>Company</b>                     | <b>PUMA SE</b><br>PUMA Way 1, 91074 Herzogenaurach, Germany<br>+49 9132 81 0<br><br><a href="http://www.about.puma.com">www.about.puma.com</a>   |
| <b>Key contacts</b>                | Stefan Seidel, Senior Head of Corporate Sustainability<br>Dietmar Knoess, Global Director of People and Organisation   |
| <b>How to Apply</b>                | PUMA are always looking for <a href="#">Future Talents</a> , through various programs in partnership with universities, the company offers dynamic learning where students get to put their learnings into practice and meet PUMA as an employer. MBA graduates with experience should look at professional direct hire roles at <a href="#">Job Finder</a> .  |
| <b>International Opportunities</b> | PUMA's main corporate offices are in Germany, Boston USA, Hong Kong, Ho Chi Minh City but also has offices around the world. See <a href="#">Locations</a> for details.  |
| <b>Internships</b>                 | Each year PUMA has approximately 250 <a href="#">internship positions</a> , with 130 of those located at the headquarters. PUMA internships last for six months. Depending on the location 3-month and 1-year internships are also possible. Degree requirements will be dependent on the role but are unlikely to be aimed at MBA level. See <a href="#">Interns</a> for open opportunities.  |
| <b>Key Dates</b>                   | Positions are posted as they are required.   |
| <b>Sustainability/ESG</b>          | PUMA believes in integrating sustainability into every aspect of its manufacturing processes for all products – from the sourcing of raw materials to the manufacturing stage, both environmentally and socially. <a href="#">PUMA's 10FOR25 targets</a> cover a wide range of sustainability topics including Human Rights, Climate Action, Circularity as well as Plastics and the Ocean. The company's targets are aligned with the United Nations Sustainable development goals and ensure that PUMA works on making its core business more sustainable. |
| <b>Additional Information</b>      | PUMA SE (Puma) is a sporting goods and equipment manufacturer that designs, develops, and markets footwear, apparel, and accessories for men, women, and children. The company markets products under PUMA, stichd, and Cobra Golf brand names. It also issues and authorises licenses to various independent companies to produce and market fragrances, eyewear, watches, and accessories. In 2022 the company recorded €8.465 billion in sales.   |

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| <b>Company</b>                     | <b>PVH Corp.</b><br>200 Madison Avenue, New York.<br><br><a href="http://www.pvh.com">www.pvh.com</a>  |
| <b>Key contacts</b>                | <a href="#">Rick Relinger</a> – SVP, Chief Sustainability Officer  |
| <b>How to Apply</b>                | See <a href="#">Careers</a> . PVH recruits MBAs and graduates into direct roles, however developing its associates is a key strategic priority. <a href="#">PVH University</a> provides tools and learning opportunities that empower associates to set ambitious goals for themselves and their teams to rise to new challenges. Online courses, classroom courses and leadership development are on offer. Search for all global roles at <a href="#">Design your Future</a> . Those interested in a career with PVH are encouraged to join the <a href="#">Talent Community</a> . |
| <b>International Opportunities</b> | The company has 45 corporate offices and operates in 40+ countries. See <a href="#">Careers</a> and then click on “Our Regions”.   |
| <b>Internships</b>                 | PVH has a variety of <a href="#">internship</a> and co-op opportunities available, supporting one of its iconic brands such as Calvin Klein or Tommy Hilfiger, or within one of the Corporate Functions. Interns will also attend various professional development workshops, industry learning sessions with senior leadership and can meet other interns and co-ops across brands and functions.   |
| <b>Key Dates</b>                   | Check the internship link in the Autumn for an update to the 2024 intern recruitment timeline.   |
| <b>Sustainability/ESG</b>          | <a href="#">Forward Fashion</a> is PVH’s strategy to transform how clothes are made and (re)used, and the actions it is taking to move its business and the fashion industry toward a more innovative and responsible future. The company has 3 main targets, to reduce negative impacts to zero, increase positive impacts to 100% and to improve 1 million+ lives across its value chain. See <a href="#">Responsibility</a> to read the latest Corporate Responsibility Report and news.  |
| <b>Additional Information</b>      | PVH is one of the largest global lifestyle companies in the world, driven by our iconic brands Calvin Klein and TOMMY HILFIGER. It has approximately 27,000 associates operating in more than 40 countries.  |

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| <b>Company</b>                     | <b>South Pole</b><br>Technoparkstrasse 1, 8005 Zurich, Switzerland<br><br><a href="http://www.southpole.com">www.southpole.com</a>  |
| <b>Key contacts</b>                | Mariette Kloppenburg, Chief Human Resources Officer<br>Marco Magini, Executive Director Climate Projects<br>See <a href="#">Leadership Team</a> for profiles.   |
| <b>How to Apply</b>                | See <a href="#">careers</a> . Although there is no MBA or graduate recruitment program, MBAs are welcomed into direct roles, particularly consulting roles. Apply online.   |
| <b>International Opportunities</b> | South Pole has offices in 27 countries around the world. See <a href="#">Locations</a> for details.   |
| <b>Internships</b>                 | Although there is no internship program, interns may be hired if they are required by the business. Join <a href="#">South Pole Connect</a> to be the first to know about openings and to make contact with the talent acquisition team.  |
| <b>Key Dates</b>                   | As required.  |
| <b>Sustainability/ESG</b>          | South Pole has always stood for one, shared belief: that our economy and society can only thrive if businesses can embed sustainability and the environment into the heart of their activities. The <a href="#">company's mission</a> is to accelerate the transition to a climate-smart society. South Pole is a proud member of the UN Global Compact, and its sustainability policy guides day-to-day operations to ensure the company's environmental and social impact is consistently managed and optimised. South Pole is also on the road to global B Corp certification. Our entities in the USA, Australia, Germany and Netherlands are already B Corps. We also expect to become B Corp certified in the UK and then across all entities globally in 2023. |
| <b>Additional Information</b>      | South Pole develops and implements comprehensive emission reduction projects and strategies that turn climate action into long-term business opportunities for companies, governments and organisations around the world.   |

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| <b>Company</b>                     | <p><b>Unilever</b><br/>Unilever House, 100 Victoria Embankment, London EC4Y 0DY, UK</p> <p>+44 (0)1372 945000</p> <p><a href="http://www.unilever.com">www.unilever.com</a></p>   |
| <b>Key contacts</b>                | <p>Applications should be made online only. However, any questions about opportunities they currently have can be directed by email to <a href="mailto:enquiry@unilevergraduates.com">enquiry@unilevergraduates.com</a> or +44 (0) 870 154 3550.</p>  |
| <b>How to Apply</b>                | <p>The careers website can be found at <a href="#">Careers</a>. There is no specific MBA Recruitment Programme in operation. However, Unilever does run a Graduate <a href="#">Future Leaders Programme</a> which may well be of interest to MBA graduates looking for a route into this major FMCG company. See also, <a href="#">Graduates</a>. General vacancies in the UK and Ireland can be found at <a href="#">Experienced Professionals</a>.</p> <p>Interested candidates can also follow Unilever on <a href="#">LinkedIn</a>, <a href="#">Twitter</a> or <a href="#">Facebook</a>.</p>  |
| <b>International Opportunities</b> | <p>Unilever is a global organisation. Visit <a href="#">Global Vacancies</a> and select your country of interest.</p>   |
| <b>Internships</b>                 | <p>The Company also offers <a href="#">Internships</a> in the form of the Unilever International Internship Programme (UIIP) and Unilever Summer Placements.</p>  |
| <b>Key Dates</b>                   | <p>Monitor the <a href="#">vacancy board</a> regularly. It is now possible to <a href="#">register an interest</a> in the Future Leaders Programme. Future Leaders Programmes are open globally.</p>  |
| <b>Sustainability/ESG</b>          | <p>To deliver the ambitious sustainability agenda in the <a href="#">Unilever Compass</a>, the company is harnessing its brands, people and partners to tackle the issues its consumers and stakeholders care deeply about, such as climate change, plastic pollution and inequality. The <a href="#">sustainability reporting centre</a> includes the latest annual report and policies.</p>   |
| <b>Additional Information</b>      | <p>Unilever provides nutrition, hygiene and personal care brands and services. The company's products are sold in over 190 countries around the world generating sales of €60.1 billion (FY2022). Unilever employs 148,000 people in around 100 countries worldwide and 46% of the company's managers are women. Unilever is the global market leader in all the food categories it operates: savoury, spreads, dressings, tea and ice cream. Unilever is also global market leaders in mass skin care and deodorants and has very strong positions in other home and personal care categories. Emerging markets now account for 57% of their business. Unilever's brands include Flora, Dove, Domestos, Knorr, Ciff, Walls, and Surf. Unilever is the number one FMCG graduate employer of choice in 54 countries.</p> |

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| <b>Company</b>                     | <b>World Food Programme (WFP)</b><br>Via Cesare Giulio Viola, 68, 00148 Rome, Italy<br><br><a href="http://www.wfp.org">www.wfp.org</a>   |
| <b>Key contacts</b>                | See <a href="#">Senior Leadership</a> . The organization is headed by an Executive Director, who is appointed jointly by the UN Secretary-General and the Director-General of the Food and Agriculture Organization of the United Nations. The Executive Director is appointed for fixed five-year terms and is responsible for the administration of the organisation as well as the implementation of its programmes, projects and other activities.  |
| <b>How to Apply</b>                | WFP's <a href="#">Junior Professional Officer Programme</a> provides valuable work experience and training opportunities for young and motivated professionals who are interested in pursuing a career in international development. To apply applicants must be under 32-35 years old, have a master's degree in a relevant subject, be fluent in English and have an intermediate knowledge of one or more other official UN languages and 3-5-years' working experience relevant to their assignment. To apply click on the country of choice and apply online. For all other direct hire roles see <a href="#">Job Openings</a> and apply online. |
| <b>International Opportunities</b> | The <a href="#">World Food Programme (WFP)'s Future International Talent (FIT) Pool</a> seeks to build a pool of highly qualified, dynamic professionals of all levels who wish to work in any of WFP's countries of operation, including emergency duty stations. Candidates should have a university degree from a UN-recognised academic institution, some professional experience in the function area to which they apply and fluency in written and spoken English and an intermediate level of a second UN language. See <a href="#">Countries</a> for information on where WFP has a presence.  |
| <b>Internships</b>                 | <a href="#">Internships</a> are available to those that have completed at least 2 years of undergraduate studies. It is a candidate's responsibility to organise a visa for the internship and cover related costs. WFP will support with the required documents.   |
| <b>Key Dates</b>                   | Applications dates depend on the country.   |
| <b>Sustainability/ESG</b>          | The World Food Programme's (WFP) Strategic Plan for 2022-2025 is grounded within renewed global commitment to the <a href="#">2030 Agenda for Sustainable Development</a> and its associated <a href="#">Sustainable Development Goals</a> (SDGs). The Strategic Plan sets the organisation's course for the next four years. It outlines the many ways that WFP, working in partnership, can most efficiently save and change lives.   |
| <b>Additional Information</b>      | The World Food Programme (WFP) is the leading humanitarian organization saving lives and changing lives, delivering food assistance in emergencies and working with communities to improve nutrition and build resilience. In 2022, WFP assisted about 160 million people, a historic high. On any given day, WFP has 6,500 trucks, 20 ships and 140 aircraft on the move, delivering food and other assistance to those in most need. These numbers lie at the roots of WFP's unparalleled reputation as an emergency responder, one that gets the job done quickly at scale in the most difficult environments.                                     |

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| <b>Company</b>                     | <p><b>Xylem Inc.</b><br/>301 Water Street SE, Suite 200, Washington, DC 20003. US</p> <p><a href="http://www.xylem.com">www.xylem.com</a></p>  |
| <b>Key contacts</b>                | <p><a href="#">Claudia Toussaint</a> – Senior Vice President, Chief People and Sustainability Officer.</p>   |
| <b>How to Apply</b>                | <p>Although not specifically for MBA graduates, Xylem runs <a href="#">3 Leadership Development Programs</a> that may be of interest. The Engineering Leadership Development Program (ELDP) is a 2-year program aimed at new engineering college graduates. The program includes 3 x 8-month rotational assignments, training and mentorship. The Operations Leadership Development Program (OLDP) is a 3-year program for high potential employees. The program includes 3 x 12-month rotational assignments in challenging operations roles with defined KPIs. The Finance Leadership Development Program (FLDP) is a 30year entry level program designed to attract new finance college graduates. Participants of this program have 3 x 12-month rotational assignments in a range of finance roles. To search for all roles, including direct hire see <a href="#">Our Jobs</a> and apply online.</p> <p>For more information on the projects that interns and new graduates work on, potential candidates are encouraged to follow Xylem Social Media Channels including <a href="#">LinkedIn</a>, <a href="#">YouTube</a>, <a href="#">Twitter</a>, <a href="#">Instagram</a> and <a href="#">Facebook</a>.</p> |
| <b>International Opportunities</b> | <p>The company operates in 150 countries globally. Use the <a href="#">Office Locations</a> search to find the nearest office.</p>   |
| <b>Internships</b>                 | <p>Xylem offers rewarding <a href="#">summer internships</a> and hire new grads year-round for technical and non-technical roles. Intern candidates must be a minimum rising junior in good academic standing with a minimum 3.0 GPA, enrolled in a related degree program and actively working toward your undergraduate or advanced degree.</p>  |
| <b>Key Dates</b>                   | <p>New graduates are hired year-round. Xylem typically begins intern hiring in the late autumn/early spring for an annual 10-to-12-week program from May to August. The recruitment team visit campuses in the fall where they will build relationships with students interested in energy technology, smart grid and water sustainability.</p>  |
| <b>Sustainability/ESG</b>          | <p>Xylem's vision is simple. To help create a world in which water is no longer a constraint to human health, economic prosperity, or environmental sustainability. The company regularly monitors sustainability-related issues that may have material impact on the company and amends its <a href="#">Sustainability Materiality Matrix</a> accordingly. Read more about Xylem's strategic focus in its <a href="#">2022 Sustainability Report</a>.</p>   |
| <b>Additional Information</b>      | <p>Xylem is a global water technology provider helping its customers solve the world's toughest water challenges across utility, industrial, commercial, and residential markets worldwide. The company has more than 22,000 colleagues around the world.</p> <p><a href="#">Return to index page</a></p>  |

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| <b>Company</b>                     | <p><b>AstraZeneca</b><br/>1 Francis Crick Avenue, Cambridge Biomedical Campus, Cambridge, CB2 0AA, UK<br/>+44 (0)20 3749 5000</p> <p><a href="http://www.astrazeneca.com">www.astrazeneca.com</a></p>   |
| <b>Key contacts</b>                | Each country's HR team has its own email and telephone number. See FAQs <a href="#">How do I contact my local AstraZeneca HR Team?</a> for details.   |
| <b>How to Apply</b>                | AstraZeneca has a <a href="#">US Commercial Three-Year MBA Leadership Rotational Program</a> . Associates will undertake three 12-month rotations tailored to their background and business fit. US only. Master's degree graduates are eligible to apply for any of the ten available <a href="#">graduate programs</a> . Follow the preferred programme link for application periods.   |
| <b>International Opportunities</b> | Astra Zeneca operates around the world, see <a href="#">Global Locations</a> for details. Visit <a href="#">Search Jobs</a> where it is possible to run a detailed job search by country of choice. Astra Zeneca is bound by each country's legislation for eligibility to work. It is not always possible to secure work permits for Graduate and PhD opportunities. However, the company would still encourage applications for these roles so that it can look at all options available for work permits or sponsorship in line with local immigration legislation.  |
| <b>Internships</b>                 | There is an <a href="#">internship</a> programme available in the US. Candidates need to be studying for a bachelor's or master's degree on a full-time basis at an accredited university.  |
| <b>Key Dates</b>                   | To find permanent roles aimed at MBAs follow the link to <a href="#">Search Jobs</a> and enter the reference and enter 'MBA' in the search panel to return the latest opportunities. The US Commercial Three-Year MBA Full-time Program accepts applications September - October each year with the Internship recruiting period September - April.   |
| <b>Sustainability/ESG</b>          | AstraZeneca is delivering its sustainability strategy through its three priorities: <a href="#">Access to healthcare</a> , <a href="#">Environmental protection</a> , and <a href="#">Ethics and transparency</a> . See <a href="#">resources</a> to read the 2022 Sustainability Report, 2022 Data Summary and AstraZeneca's global policies and position statements.  |
| <b>Additional Information</b>      | <p>AstraZeneca is a global, innovation-driven, integrated biopharmaceutical company that discovers, develops, manufactures and markets prescription medicines for six important areas of healthcare, which include some of the world's most serious illnesses: cancer, cardiovascular, gastrointestinal, infection, neuroscience, and respiratory and inflammation. AstraZeneca is active in over 100 countries with a growing presence in emerging markets including China, Brazil, India, and Russia. The company employs over 59,000 people (32.7% in Europe, 23.5% in North America, 6.1% in Central and South America, 4.2% in the Middle East and Africa and 33.5% in Asia-Pacific.), working in over 100 countries with medicines being used by millions of patients worldwide, the company's revenue in 2022 totalled \$ 44.4 million.</p> <p style="text-align: right;"><a href="#">Return to index page</a></p> |



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| <b>Company</b>                     | <b>Eisai Global Ltd</b><br>4-6-10 Koishikawa, Bunkyo-ku, Tokyo 112-8088, Japan<br>+81-3-3817-3700<br><br><a href="http://www.eisai.com">www.eisai.com</a>  |
| <b>Key contacts</b>                | <a href="#">Masatomi Akana</a> – Senior VP Chief Government Officer.<br><a href="#">Teruyuki Masaka</a> – Vice President Global Chief HR Officer   |
| <b>How to Apply</b>                | Eisai's careers teams are decentralised.<br>For EU roles visit <a href="#">Working at Eisai</a> for general information and a vacancy search. There is no MBA recruitment programme, however the EMEA Evolve programme is key in identifying internal talent and developing them via workshop led programmes. Current vacancies can be found at <a href="#">Join Eisai</a> .<br><br>In the US, <a href="#">leadership programs</a> for employees are customised to its business and include the Building Transformative Leaders Program, Emerging Leader Program and Converting hhc Knowledge into Innovation workshops. Visit <a href="#">Careers</a> for current vacancies.<br><br>In Asia, opportunities are posted at <a href="#">Jobs</a> . |
| <b>International Opportunities</b> | The company has offices in Asia, Europe and North America. Interested applicants should search the individual country websites found at <a href="#">Eisai Group</a> .  |
| <b>Internships</b>                 | Eisai operates internships as they are required by the business. Monitor the vacancy links above and search 'intern'.  |
| <b>Key Dates</b>                   | As required.   |
| <b>Sustainability/ESG</b>          | Eisai acknowledges that it is extremely important for its company to contribute to the sustainability of society by actively addressing global environmental and social issues. The company promotes global activities such as reducing greenhouse gas emissions and the effective use of resources, as well as strengthening activities to identify environment-related risks and develop countermeasures at its sites globally. See <a href="#">ESG Data and Reports</a> for information on its targets, results and policies.   |
| <b>Additional Information</b>      | A leading global research and development-based pharmaceutical company headquartered in Japan. Eisai employs more than 10,000 people worldwide. Eisai reported ¥ 744,000 billion annual revenue in 2022.   |

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| <b>Company</b>                     | <p><b>Gilead Sciences, Inc.</b><br/>         333 Lakeside Drive, Foster City, CA 94404. US<br/>         +1 650 574 3000</p> <p><a href="http://www.gilead.com">www.gilead.com</a></p>  |
| <b>Key contacts</b>                | <p>Early careers questions can be emailed to: <a href="mailto:EarlyTalent@Gilead.com">EarlyTalent@Gilead.com</a><br/> <a href="#">Nicole Kho</a> – Director Sustainability</p>   |
| <b>How to Apply</b>                | <p>The careers website can be accessed at <a href="#">Careers</a>. Gilead offers <a href="#">Early Talent Programs</a> aimed at undergraduates and graduates/master's degree graduates. Programs include rotational programs, entry-level full-time roles and fellowships.</p> <p>A <a href="#">Job Search</a> is available on the careers page (type MBA in the keyword box to obtain details of current vacancies where an MBA is preferred/required). Interested candidates are encouraged to submit their details at their <a href="#">Talent Community</a>.</p> |
| <b>International Opportunities</b> | <p>Gilead has open vacancies throughout the world. Visit <a href="#">Careers</a> for full listings and search by location. Candidates for graduate and internship programs should be authorised to work in the US without sponsorship. See <a href="#">Global Footprint</a> for location details.</p>  |
| <b>Internships</b>                 | <p>Gilead offers paid <a href="#">Internship Programs</a> in across the business at its Foster City, CA campus. Students must be a rising sophomore, junior, or senior in undergrad, graduate school or a doctoral program.</p>  |
| <b>Key Dates</b>                   | <p>Available early talent positions are primarily based in the United States and typically posted from September through February with interviews and selections completed through early spring. The company also runs <a href="#">careers fairs</a> across the US.</p>  |
| <b>Sustainability/ESG</b>          | <p>Gilead's commitment to <a href="#">environmental, social and governance (ESG)</a> topics plays a critical role in helping the company achieve its mission in a way that is socially responsible and environmentally sustainable. Gilead has joined the world's leading companies to reduce GHG emissions and seeks to increase renewable energy use and recycling efforts, lessen its contribution to greenhouse gas (GHG) emissions and improve chemistry practices.</p>   |
| <b>Additional Information</b>      | <p>Gilead Sciences, Inc. is a biopharmaceutical company that has pursued and achieved breakthroughs in medicine for more than three decades, with the goal of creating a healthier world for all people. The company is committed to advancing innovative medicines to prevent and treat life-threatening diseases, including HIV, viral hepatitis and cancer. Gilead operates in more than 35 countries worldwide, with headquarters in Foster City, California.</p>  |

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| <b>Company</b>                     | <b>Merck</b><br>HQ: Frankfurter Strasse 250, Darmstadt, 64293, Germany<br>+496151720<br><br><a href="http://www.merckgroup.com">www.merckgroup.com</a>   |
| <b>Key contacts</b>                | <a href="#">Petra Wicklandt</a> – Chief Sustainability Officer   |
| <b>How to Apply</b>                | The careers website can be found at <a href="#">Careers</a> . Merck offers <a href="#">GOglobal graduate programs</a> which are specifically for Master's, PhD or MBA graduates. The programs are offered in several departments: Finance, Marketing, Commercial, Supply Chain, Research & Development, Quality, Regulatory & Compliance, Group Procurement and Human Resources. The home bases are mainly located in Darmstadt (Germany), Shanghai (China) and/or the greater Boston area (USA) but each program includes an international assignment which will take up to one year. Merck also offer the Merck's Operations Leadership Development Program. Applications should be made through the <a href="#">Job Portal</a> . For GOglobal Graduate Program vacancies, enter the keywords "Trainee" or "GOglobal". For OLDP vacancies, enter the keywords "Operations Leadership Development Program". Interested candidates should visit <a href="#">Job Search and Apply</a> current opportunities within the group. |
| <b>International Opportunities</b> | Opportunities are available worldwide. See <a href="#">Locations</a> for global offices. Where local labour legislations legally allow Merck will indicate whether it could offer visa sponsorship for each role on the job description page.  |
| <b>Internships</b>                 | Merck offers <a href="#">internships</a> , visit the Job Search page for current openings.   |
| <b>Key Dates</b>                   | The GOglobal Global Graduate Program starts twice per year around March and September. The GOglobal Finance Program starts twice per year around March and August. For all other GOglobal Functional Graduate Programs, there are no fixed starting dates. The programs start several times throughout the year. The OLDP stars once a year in June. If interested candidates want to be informed as soon as a preferred Graduate Program is posted, candidates can register <a href="#">here</a> . Merck will send you a job alert once the position is posted again.   |
| <b>Sustainability/ESG</b>          | Merck's ambition is to leverage science and technology to achieve progress for mankind. For Merck, sustainable entrepreneurship and profitable growth go hand in hand. The company has three <a href="#">sustainability goal</a> areas within its strategy: human progress, value changes and ecological footprint. See the <a href="#">2022 Sustainability Report</a> for more information on its targets and progress across all ESG commitments.  |
| <b>Additional Information</b>      | Merck, a leading science and technology company, operates across healthcare, life science and performance materials. Around 56,000 employees work to make a positive difference to millions of people's lives every day by creating more joyful and sustainable ways to live. From advancing gene editing technologies and discovering unique ways to treat the most challenging diseases to enabling the intelligence of devices – Merck is everywhere.<br><a href="#">Return to index page</a>   |

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| <b>Company</b>                     | <p><b>Novozymes A/S</b><br/>Krogshøjvej 36, 2880 Bagsvaerd, Denmark</p> <p><a href="http://www.novozymes.com">www.novozymes.com</a></p>   |
| <b>Key contacts</b>                | <p>Questions about the Global Graduate Program can be emailed to <a href="mailto:globalgraduateprogram@novozymes.com">globalgraduateprogram@novozymes.com</a><br/><a href="#">Morten Enggaard Rasmussen</a>, Executive Vice President, People, Sustainability &amp; Brand</p>   |
| <b>How to Apply</b>                | <p>Novozymes' <a href="#">global graduate program is</a> a two-year journey aimed at those with a master's degree or PhD with top academic achievements (some regions may accept a bachelor degree with an MBA) and a maximum of 2-years' work experience. The program includes several job rotations with at least one being international. After the program, Novozymes expect participants to be ready for an international career within their global organisation.</p> <p>See <a href="#">Job Search</a> to view and apply for graduate or direct hire roles.</p>  |
| <b>International Opportunities</b> | <p>Novozymes is a global company, see <a href="#">Our Regions</a> for office details and subsidiaries. Candidates are responsible for arranging visa and work permits for international roles. If a visa is required for an international rotation as part of the global graduate program, then Novozymes will support the application.</p>   |
| <b>Internships</b>                 | <p>Internships are offered as they are required. Requirements will depend on the position and region of the role but will be determined in the job advertisement.</p>   |
| <b>Key Dates</b>                   | <p>Graduate positions are announced on an ongoing basis, however, graduate positions for Denmark will be posted in December. More positions are generally posted during spring. Applications for the Global Graduate Program are due to open in September 2023.</p>   |
| <b>Sustainability/ESG</b>          | <p>Novozymes' long-standing commitment to people, profit and the planet has put sustainability right at the heart of its business. With the company's biosolutions contributing to several of the United Nations Sustainable Development Goals (UN SDGs), you could say that sustainability is its business. As of November 2022, Novozymes was amongst the first group of companies in the world to have committed to SBTi's new Corporate Net-Zero Standard by having a net-zero by 2050 science-based target verified by the SBTi. See <a href="#">How We Perform</a> to view the latest targets and measurements.</p> |
| <b>Additional Information</b>      | <p>Novozymes is the world leader in biosolutions, it uses the power of biotech to help customers grow their businesses while preserving the planets resources and enabling better lives. The company has a presence across more than 30 industries in 140 countries and is the market leader for more than 700 biosolutions inspired by nature.</p>   |

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| <b>Company</b>                     | <p><b>Pfizer Ltd</b><br/> US HQ: 235 East 42nd Street, New York, NY 10017, US<br/> +1 212 733 2323</p> <p><a href="http://www.pfizer.com">www.pfizer.com</a></p>  |
| <b>Key contacts</b>                | <p>General career enquiries - Email: <a href="mailto:globalrecruiting@pfizer.com">globalrecruiting@pfizer.com</a><br/> Applications should be made through the website.</p>   |
| <b>How to Apply</b>                | <p>Pfizer has a dedicated careers website at <a href="#">Pfizer Global Careers</a>. There is no specific full time MBA program but many of Pfizer's open positions require an MBA. <a href="#">Current vacancies</a> can be viewed and applied for online. Alternatively, <a href="#">Graduate Programs</a> are available, these are typically aimed at undergraduates, although master's degree graduates may be eligible to apply.</p>  |
| <b>International Opportunities</b> | <p>Pfizer is a global company. To find country details and specific country websites, click on the world icon in the top <a href="#">righthand corner</a> and select the preferred country.</p>   |
| <b>Internships</b>                 | <p>The <a href="#">MBA Summer Associate Program</a> develops a diverse pipeline of future Pfizer leaders by recruiting first-year MBA students from top-ranked business schools. The program is available in the US only.</p>   |
| <b>Key Dates</b>                   | <p>The application process for MBA Summer Associate Program placements is from September through January.</p>   |
| <b>Sustainability/ESG</b>          | <p>Pfizer recognises that <a href="#">environmental</a> issues can result in profound societal and public health impacts. Its company purpose—Breakthroughs that change patients' lives—guides the company's environmental sustainability priorities, with a focus on climate impact mitigation, conservation of resources, and the reduction of waste arising from its operations. Pfizer has issued a <a href="#">Climate Change Position Statement</a> detailing its commitments on climate change, also available is the <a href="#">2022 Environmental, Social &amp; Governance Report</a>.</p>                              |
| <b>Additional Information</b>      | <p>Pfizer transforms scientific advances into healthcare solutions to save lives and help every patient live healthier lives. The company Strives to set the standard for quality, safety, and value in the discovery, development, and manufacture of health care products. Pfizer's global portfolio includes medicines and vaccines as well as many of the world's best-known consumer health care products. Throughout the world, its 92,000 employees pursue the same objective: to contribute to the discovery, development and distribution of innovative drugs to protect patients and improve their quality of life.</p> |

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