

DUSA | European Association Suzhou

**2020
Annual
General
Meeting**

DUSA Board of Directors

March 31, 2020

Webinar, Suzhou

Agenda

- **Annual Report 2019**
- **Plan and Outlook for 2020**
- **Approval of Budget 2020**
- **Q&A**

Agenda

- **Annual Report 2019**
- Plan and Outlook for 2020
- Approval of Budget 2020
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Executive Summary for 2019

- We keep DUSA Team stable and committed to good services
- We continue developing new members
- We run all regular events and open with new ones
- We keep DUSA finance breakeven

DUSA Keeps Sustainable Growth

Board of Directors 2019



Chair Person

Oscar Wu

- Legal Person
- DUSA Spokesman
- Marketing
- Liaison with other Chambers of Commerce
- Workshop/Seminar



Vice Chair

Mario Laucke

- DUSA Spokesman
- Oktoberfest
- DUSA Charity
- Football Tournament



Board Member

Donna Deng

- GM of DUSA Legal Company
- Budget/Finance
- HR/Admin/IT



Board Member

CJ Ng

- Training & Development
- HR Circle
- Annual Salary Survey



Board Member

Nan Zhang

- Captain's Dinner
- Social Gathering
- New Social Events



Board Member

Florian Weihard

- Roundtable
- Lean/Smart Factory

DUSA Service Team 2019



info@dusa-eu.cn

**DUSA Secretary
Maggie Chen**

- Representative of Association
- Regular Events Organizing/Execution
- Members Service and Communication
- Manage Circles and Charity
- Eventbank setup and utilization



biz@dusa-eu.cn

**Business Manager
Sarah Tian**

- New Member Development
- Marketing/Public Relation
- Initiate Events and Ensure Quality
- Project Management of Large Events



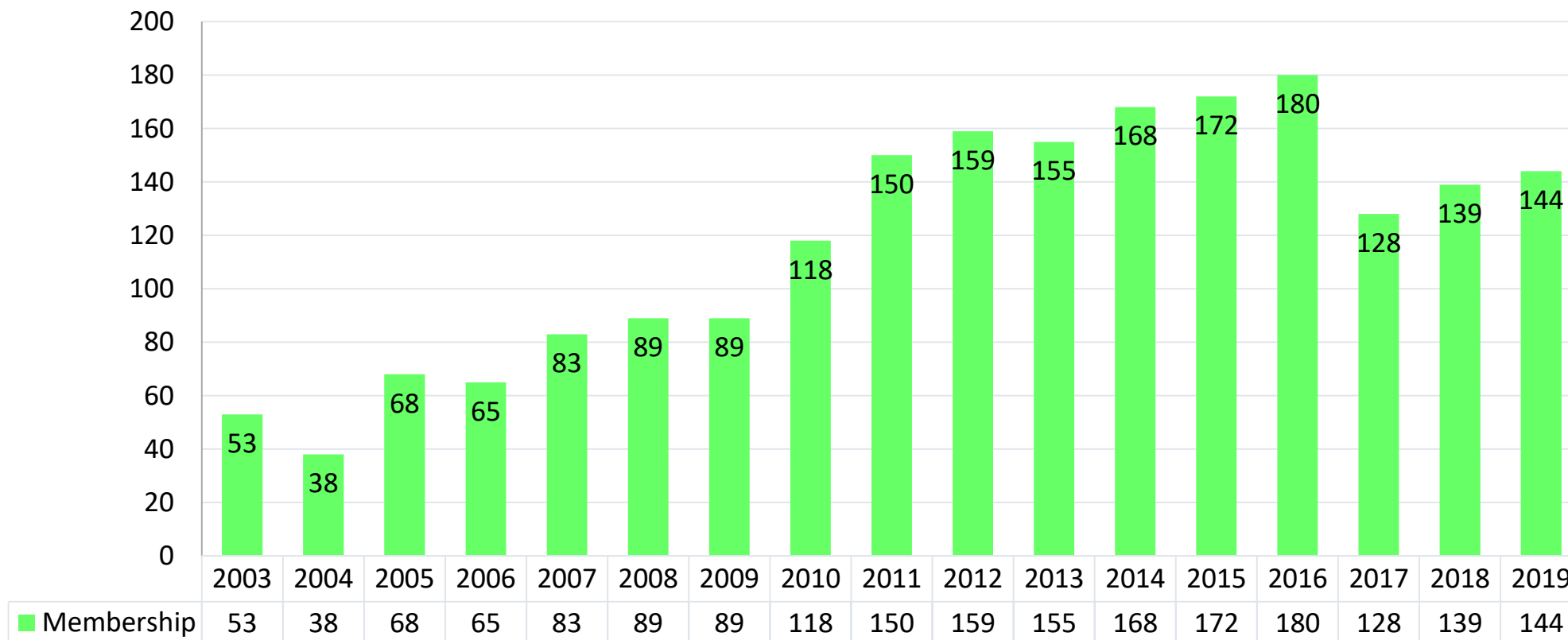
rebecca@dusa-eu.cn

**DUSA Accountant
Rebecca Wu (Part time)**

- Legal setup and appliance
- Finance booking and reporting
- Budget controlling
- HR/Admin/Operations

Membership Development

** Statistics as end of the calendar year*



DUSA Membership Renew Status

* Paid member including new add in the new calendar year

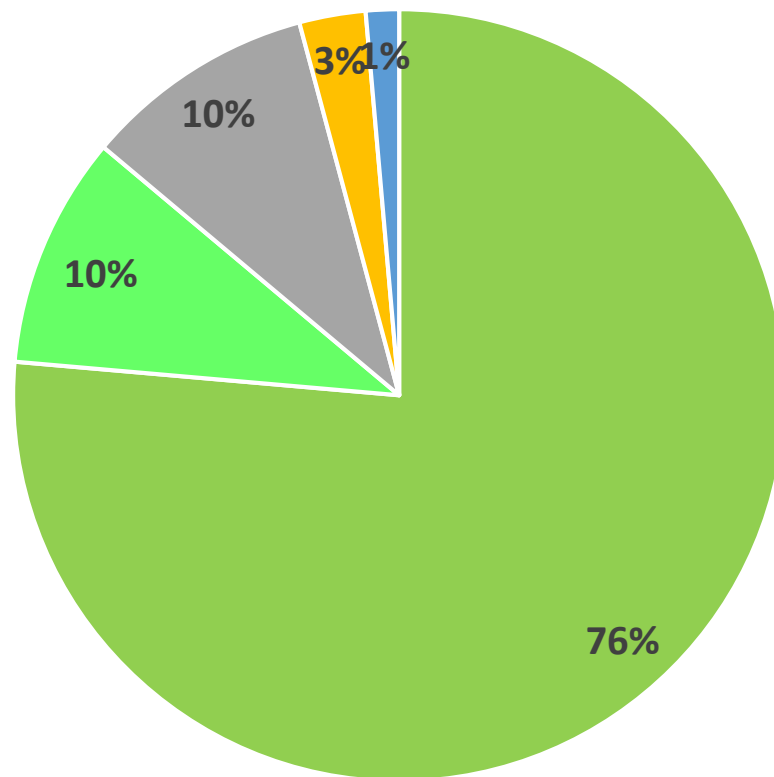
	<i>As of March 2020</i>	<i>As of March 2019</i>	<i>As of March 2018</i>	<i>As of March 2017</i>
Paid/Confirm to pay *	121 <i>(5 new in 2020)</i>	126	108	121
No reply (Further action required)	17	12	29	33
Confirm to discontinue	11	9	6	39

According to DUSA Article of Association (Rev. 18/2019):

- b) Annual fee for new member who join DUSA during the year, after approval from DUSA Board, the membership will be counted since 1st day of the next month. Therefore the new member is requested to settle the membership fee till end of the calendar year (December).
- c) Annual fee shall be payable in every year January against issued invoice for the following 12 months for all renew members.
- d) Membership status cancellation need to be done 3 months before calendar year end in written form, otherwise the membership is still valid for the following 12 months and the membership fee is required.

Members by Category and Size

* Statistics as end of the calendar year

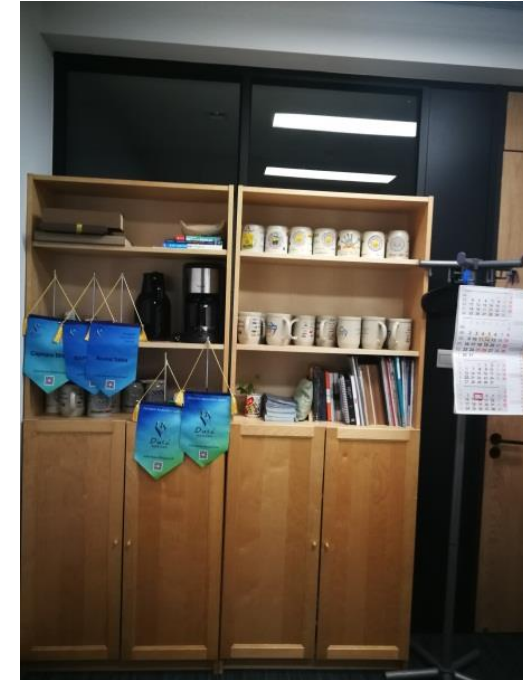
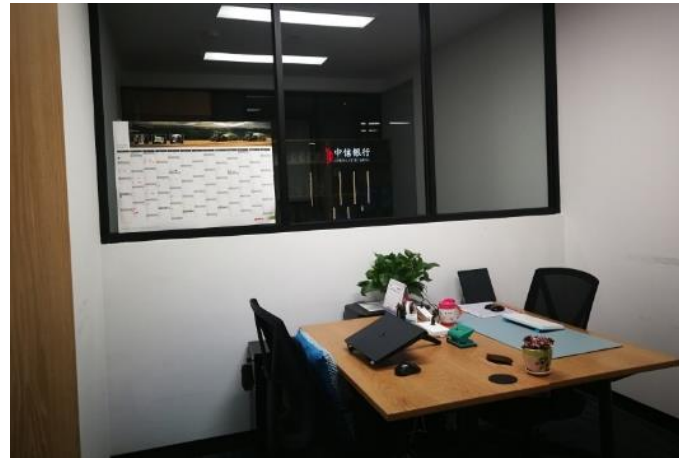


Category	No.
Manufacturing >20	110
Manufacturing <20	14
Service	14
Associate	4
Individual	2

Total 144

■ Manufacturing >20 ■ Manufacturing <20 ■ Service ■ Associate ■ Individual

New DUSA Office



- Rented from OfficeStar a workstation at a shared office room, Xinghai Building since Jan. 1st, 2019
- Moved to Modern Media Plaza since July 1st because OfficeStar contract with Xinghai Building stopped at 30th June 2019
- 2 workstations as DUSA now has two full time employees while OfficeStar offers a separated small office, not shared ones now

DUSA EventBank Statistics



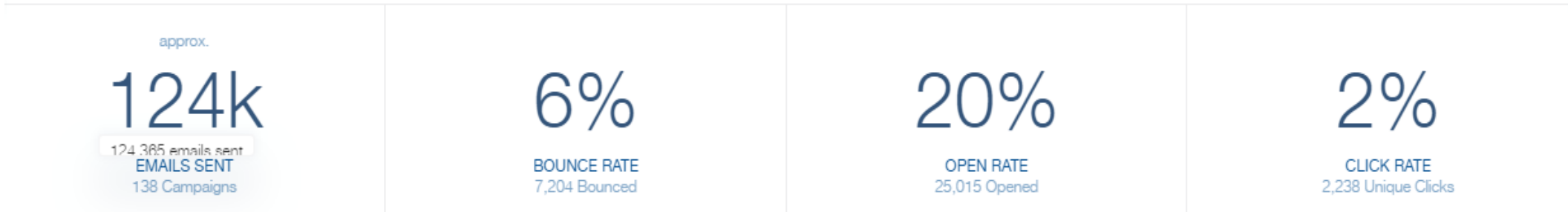
DUSA Started to use CRM system to manage all organization of events since June 14, 2018

Following is comparison for two years of Eventbank campaign statistics

2019

Last 365 days ▾

Campaign Summary



2018

All ▾



DUSA WeChat Official Account

Top10 Opened WeChat Publications 2019.4.1-2020.3.25

Oktoberfest
A Letter From DUSA on COVID-19 Outbreak
Roundtable: How to Motivate Team in Digital Age
VUCA, Agile and the COVID-19 Outbreak
Training: New Age Leadership & BD
What's New with DUSA Members & New Visa Policies Start Today
Training: Designing Future Organization
Smart Manufacturing Application Sharing Forum
Training: Inventory Management
Workshop: Benchmark Company Efficiency

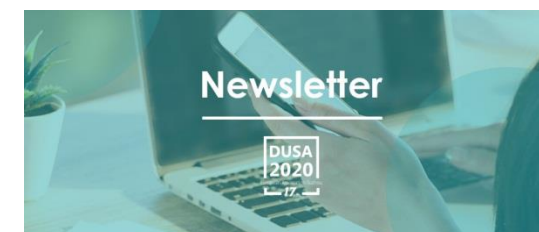
- **One of the active communication channels between DUSA and members**
- **3-4 push per week**
- **Share member news via this platform**
- **About 10,000 followers**

Please share with us your company news so that we can promote via DUSA WeChat

DUSA Newsletter Resumed

- **Bi-monthly recap of shortlisted past events**
- **Welcome new member(s)**
- **What's new with DUSA and our members**
- **Interview of a DUSA member GM**
- **Latest policy and regulation updates**
- **Announcement of upcoming events**
- **DUSA 2019 Oktoberfest Sponsors**
- **DUSA Annual Partner**

DUSA Corporate Identity – Banners



Liaison with Chambers of Commerce

Joint Events



- Lean Manufacturing and Production Controlling
- Salary and Labor Market Developments
- 7th Sino-German Controlling Forum



- EHS Regulations - March 2019
- Business Visa & Work Permit Application



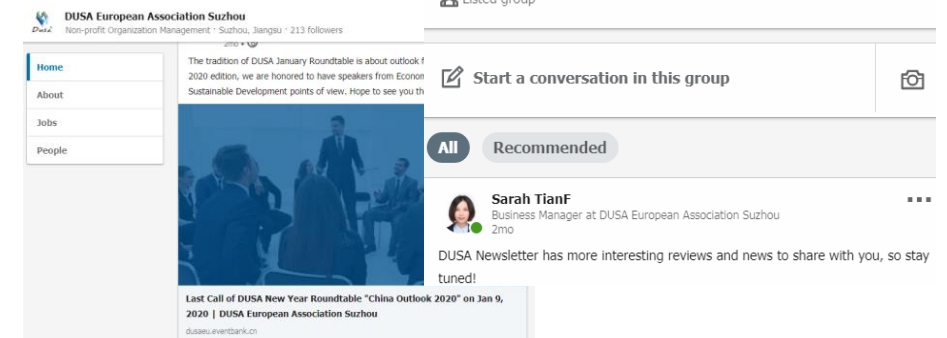
- Latest Amended PRC IIT Law
- Business Visa & Work Permit Application

InterChamber Mixer

- Leader organizer of Spring Mixer
- Joined Autumn Mixer
- Joined Christmas Mixer

Liaison with Local Authority and Interaction with Communities

- Organized SIP Government Dialogue
- Liaison with the Foreign Affairs Office of Suzhou Municipal Government
- Liaison with Suzhou Bureau of Commerce, SIP and SND Commerce Bureau
- DUSA LinkedIn Group and Linked Account
- Regularly share DUSA updates and events with followers
- Interaction with Suzhou Biz Network and
- Deutsche Sprechen in Suzhou WeChat Group
- Share information, and build connections



DUSA Events Review 2019

Events	No.
Social Gathering	11
Roundtable	8
Captain's Dinner	4
Christmas Dinner	1
Workshop	5
Training	10
HR Circle	1
Joint workshop (AHK/China Controlling)	4
Joint workshop with DCCC/CICC/BENCHAM	4
Oktoberfest	1
Annual General Meeting	1
InterChamber Mixer	3
IBSS SEA	11
Total	64

Month	No.
January	4
February	1
Mar	6
April	9
May	4
June	6
July	5
August	3
September	8
October	7
November	5
December	6
Total	64

DUSA Organize in average 5-6 events during the month

DUSA Events Review – Attendees

Captain's Dinner	Attendees
2019.1.23	10
2019.4.24	10
2019.7.10	15
2019.10.16	18

Christmas Dinner	Attendees
2019.12.11	15

Roundtable	Attendees
2019.1.17	23
2019.3.7	18
2019.4.11	22
2019.5.30	28
2019.6.27	16
2019.9.26	8
2019.10.31	25
2019.11.21	32

AGM	Attendees
2019.4.2	67

Joint event with AHK/ China Controlling	Attendees
2019.9.17	20
2019.3.20	13
2019.4.18	12
2019.9.20	5

Joint workshop with DCCC/CICC/BENCHAM	Attendees
2019.1.16	27
2019.3.1	18
2019.4.9	15
2019.6.5	19

Joint event with SMAS	No.
2019.10.18	7

Training	Attendees
2019.3.1	10
2019.4.25	26
2019.5.23	27
2019.7.2	26
2019.7.18	21
2019.8.22	15
2019.9.23	20
2019.10.18	3
2019.11.14	32
2019.12.26	23

HR Circel	Attendees
2019.8.20	26

Workshop	Attendees
2019.6.13	38
2019.6.27	15
2019.10.10	27
2019.12.11	35
2019.12.18	8

A DUSA event usually accommodate about 20-30 people

DUSA Workshop

- focus on the latest laws, policies, business trends, and best industry practices
- may also be organized as per members' suggestions and requests
- Timely organized in order to deliver the explicit information and/or policy to members
- Latest Amended PRC IIT Law
- Business Visa & Work Permit Application
- "How to Manage Your Boss' Expectations"
- Intelligent Manufacturing: Integration of Enterprises with Vocational Schools & Dual-Teacher Education
- "How to Save Cost by Utilizing Government Subsidies and Preferential Tax policies"
- "Benchmark manufacturing company efficiency" Session #1



Appreciate 2019 Workshop Venue Sponsors

Deloitte.



Camera di Commercio Italiana in Cina
中国意大利商会
China-Italy Chamber of Commerce

 **Pelliconi**

 **RS TECH**
富强科技

KeyTec[®]
PRECISION COMPONENTS

Roundtable – Present by Florian Weihard

- Our flagship event
- On a monthly basis at one of our member's companies
- 8 times per year except Feb, July, Aug and Dec
- Sharing common interesting topics, practice or experiences
- One of the highlights is the plant tour, which provides an opportunity for attendees to see how their peers are operating, so that they can share and exchange ideas, experiences and best practices as well as build business connections
- Not only for GMs but for employees of all levels



Appreciate 2019 Roundtable Venue Sponsors

PULS

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SHARING EXPERTISE

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International
Business School
Suzhou at XJTLU
西浦国际商学院



Xi'an Jiaotong-Liverpool University
西交利物浦大学

smart
FACTORY
KUNSHAN



Alteams (Suzhou) Co., Ltd.

DUSA INITIATIVE - Smart Manufacturing

– Present by Florian Weihard

- **Why focus on Smart Manufacturing?**
 - With the continuously rising production costs in China, **locally producing exporting manufacturing companies** are facing a huge challenge to increase efficiency to compensate the increase
 - With increasing labor costs, **automation and digitalization** becomes the key for improving or maintaining competitiveness. Lean Manufacturing is the basis for these technologies.
 - At the same time, **SMEs are still struggling** with understanding how to leverage and implement Smart Manufacturing technologies

DUSA INITIATIVES

- **What is a DUSA INITIATIVE?**

- Topics which are complex and at the same time **critical for business success** in China, need special attention.
- Often single event topics only add value if they are seen in the complete context. DUSA INITIATIVES **bring these puzzle pieces together** to understand the big picture
- Initiatives stretch over one year and tackle one specific Topic with a **series of events** across all “products” to broadly cover all related areas to help the companies to be able to grab the related chances or manage related risks

Goals and Partners

Objective: help Small-Medium plants in China to get started with Smart Manufacturing

Partners: Key partner  and Partners:



What?

events, trainings and circle around Lean & Smart Manufacturing including the development of the application guideline providing support and guidance leveraging learnings and insights for real applications.

Smart Manufacturing events 2019

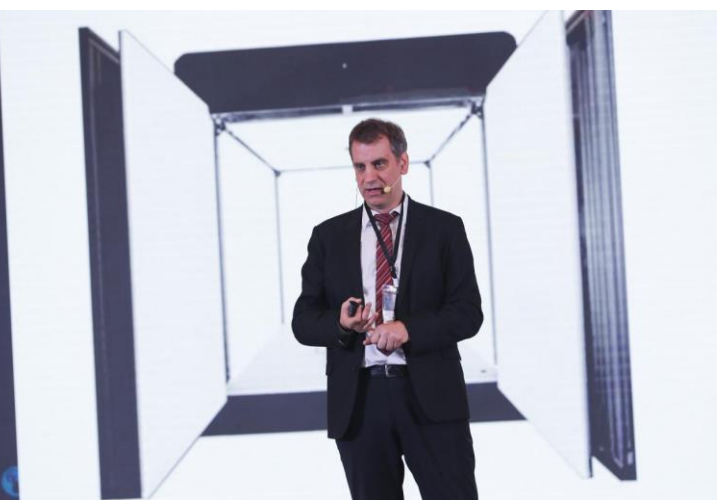
– Workshop & Roundtable

- **Three events:**
 - “Sharing Applications - Smart Manufacturing Best Practices for SME”
 - “How a systematic Innovation Program helps to master the challenges & opportunities in the agile market”
 - “5G in manufacturing”



Smart Manufacturing events 2019 – Conference

- Annual Conference in cooperation with SMAS
- 9 speakers from 5 Countries
- Over 400 guests and experts



What's coming up 2020?

- 2-3 DUSA / SMAS workshops around Smart Manufacturing applications / implementation specially for Small-Medium Plants
- Finish first concept for Application Guideline and apply in 2-3 plants
- Annual Conference in OCT: For 2020, the conference is going to be changed towards a more cost-effective format and more practical introduction of applications of members
- Start Smart / Lean Manufacturing Circle

Smart / Lean Manufacturing Circle

- WeChat Group to share news, applications and best practices, define topics for events around Smart and Lean Manufacturing
- Moderator: Florian Weihard
- Will be started with the next Round Table around Smart Manufacturing / Application Guideline (May 2020?)
- Looking for active members to join





Christmas Dinner



- First week in Dec.
- Only for company's CEO/GM

Social Gathering

DUSA
2020
European Association Suzhou
17th

- Monthly
- No limited for nonmembers



DUSA Training 2019 – Present by C.J. Ng

Conducted 11 members' training workshops

- **Technical topics**
 - Designing Production Lines Lean & Intelligent
 - Inventory Management
- **Office Software**
 - Excel
 - PowerPoint
- **Soft Skills**
 - Optimising Costs, Resources and Profits
 - EQ Leadership
 - Designing the Future Organisation
 - Selling in Tough Times

DUSA HR Circle 2019 – Present by C.J. Ng

- WeChat Group to share news and best practices
- Co-organized 3 events:
 - Integration of Enterprises with Vocational Schools
 - Salary Survey
 - HRD Summit
- Looking for more active members to come forward to organise more activities

DUSA Oktoberfest 2019



DUSA Oktoberfest 2019 at Kempinski Hotel Suzhou from Sept. 18-21, 2019

- Hosted over **2,300** guests in 4 evenings
- Consumed **3,300** Liters of Paulaner beer, an **18.85%** and **32.53%** increase respectively compared with 2018
- An After Party entertained by Live Music Band and guest stayed lively till 3:00am

Thanks to DUSA 2019 Oktoberfest Sponsors

GOLD



KNORR-BREMSE



SILVER

delaware



BRONZE



GUSTAV WOLF
固丝德夫沃夫钢绳(苏州)有限公司



FANGBEN LAW OFFICE
方本律師事務所

Agenda

- Annual Report 2019
- **Plan and Outlook for 2020**
- Approval of Budget 2020
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Plan and Outlook for 2020

- Help DUSA Service Team and Stable Board members
- Keep running our regular events according to the demand from members and general control situation of COVID-19
- Should try to keep DUSA finance healthy

To help our members and community to
Overcome this special year due to COVID-19 impact

Board of Directors 2020

A Great Thanks to



Mario Laucke

Vice Chair of the Board, 2019.04 to 2020.03
Due to private reason return back to Germany

Board of Directors 2020

New appointment

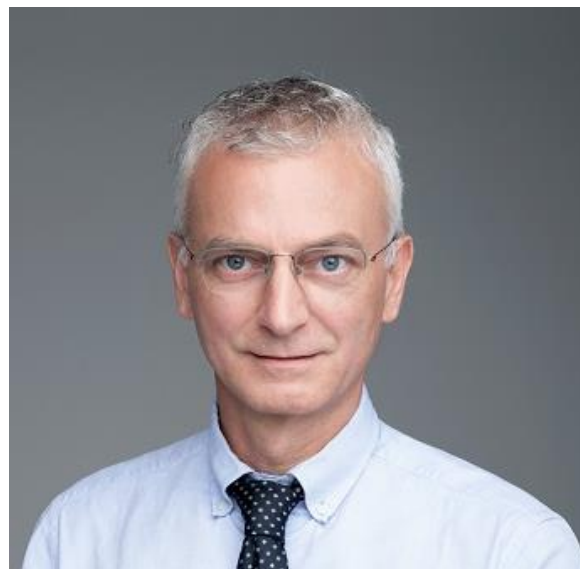


Florian Weihard

Vice Chair of the Board
From April 2020 until next election

Board of Directors 2020

New Board Member



Luciano Marzaro

Managing Director of Carel China

Invited to join DUSA Board from April 2020 until next election

DUSA Service Team 2020



info@dusa-eu.cn

**DUSA Secretary
Maggie Chen**

- All business events
 - 1) Roundtable
 - 2) Captains dinner
 - 3) Workshop
 - 4) Training
 - 5) Others
- All business circles
- DUSA Service team help desk



biz@dusa-eu.cn

**Business Manager
Sarah Tian**

- New Member Development
- Marketing/Public Relation
- All Social events
 - 1) Oktoberfest
 - 2) DUSA Football Tournament
 - 3) Other new events
- Admin. for Eventbank/
Wechat/Website



rebecca@dusa-eu.cn

**DUSA Accountant
Rebecca Wu (Part time)**

- Legal setup and appliance
- Finance booking and reporting
- Budgeting/Controlling
- HR/Admin/Operations

DUSA Oktoberfest 2020

We are very regret to annouce this year`s DUSA Oktoberfest has to be cancelled due to these reasons:

- COVID-19 overall situation is very hard to predict from global point of view
- This event needs to be started preparation 7-8 months ahead
- Current situation we believe most of our potential sponsors are busy and not prepared for this topic



We may consider a DUSA Ball/Gala Dinner before end of the year when all things are clear and stable

New DUSA Circle

- DUSA will establish a youth group, named **DUSA Infinity Youth (DIY)** circle;
- The group shall start with 3 core members to create their own rules – a set of document to demonstrate why, who, what, how;
- The basic requirement from DUSA Board is: this program shall give benefit to all young men, member companies as well as DUSA organization;
- The core team will take the time and prepare themselves, first delivery of result would expect in April, and the first event within DUSA would plan on (or around) May 4th, which is a Youth Day;

A New Business Platform for Young Talents
from DUSA Members

Rafael



Joe



Alex



DUSA Upcoming Webinars - April

April 2nd- DUSA Webinar "Lessons Learnt" in collaboration with IBSS, XJTLU

Evening

April 8th- DUSA HR Circle Workshop "Salary Guide"

Afternoon

April 14th- DUSA/AHK Joint Webinar "TBD"

Evening

April 16th- DUSA Training "Efficient Data Processing in Excel"

Afternoon

Agenda

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- **Approval of Budget 2020**
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DUSA Income Statement 2019 – Present by Donna Deng

Item	Act	Budget	Act	Act - revised format
	2018	2019	2019	2019
New Membership Revenue	-	36,217	48,558	48,558
Membership Fees Revenue	412,798	449,820	410,741	410,741
Pulled In Membership	-	-		
Membership	412,798	486,037	459,299	459,299
Training Income	95,893	56,000	87,087	87,087
Regular Events - Circels /RT's/CD's	47,088	76,000	67,858	54,961
Other Services	0	0	0	12,897
Sales Revenue	555,759	618,037	614,245	614,245
TAX	1,892	2,500	775	775
Cost of Sales	0	0		3,995
Cost of Sales - training				88,502
Cost of sales - regular events Circels /RT's/CD's				66,409
Gross Profit / Loss	553,866	615,537	613,470	454,563
Personnel expenses	248,955	255,036	354,330	354,330
Service	44,828	59,930	46,176	46,176
Marketing Expenses	10,644	13,500	2,939	2,939
Admin Expenses	213,080	203,300	167,342	78,840
Internal Events	23,798	31,000	89,514	19,109
General & Administration Expenses	541,082	562,766	660,302	501,395
Operating Expenses	0	20,000	29,700	29,700
Financial Expenses	2,102	0	2,554	2,554
PROFIT/(LOSS) ON SALES	10,682	32,771	(79,086)	(79,086)
Non Operating Income - Projects	0	45,000	89,926	89,926
Non Operating Income - Others	47,502	0	1,763	1,763
Non Operating Expenditure - Project's	0	15,000	817	817
Non Operating Expenditure - Others	0	0	8	8
Budget (EBT)	58,184	62,771	11,778	11,778
EIT (Enterprise Income Tax)	5,818	6,226		
Bdget P&L	52,365	56,546	11,778	11,778

Actual Profit is 45K RMB less then budget:

- Revenue from membership less then budget. There were more members lost than budgeted

Dev. Admin Expenses:

- Strong Increase of “Admin Expenses” are caused by one more resource added

Dev. Internal events

- More costs induced due to no show registration, to be improved

Dev. Non Operating income – Project’s

- Beside Oktoberfest, IBSS partnership contributed positively

DUSA Bank Account

At Shanghai Pudong Development Bank + Tax Account

Status Account 2019-12-31: (All currency in RMB)

	2020 Bdgt	2019	2018	2017	2016	2015
		Dec.31 st	Dec. 31st	Dec. 31 st	Dec. 31st	Dec. 31st
Total Income	713,262	639,537	733,746	778,241	1,005,528	
Total Expenses	723,556	662,906	636,161	442,120	1,734,338	
Bank Status Balance	669,656	679,950	703,318	605,734	269,613	998,423

- 300,000RMB deposit is included in the bank balance.
- Cash on hand 31 Dec. 2020 will decrease compare to 31 Dec. 2019 because we estimate a small loss in Year 2020.

DUSA Audit Report

- DUSA / DaozhiXing has been audited
- No abnormalities found

苏州方本会计师事务所
SUZHOU FANG BEN CERTIFIED PUBLIC ACCOUNTANTS

苏州工业园区金鸡湖大道425号
圆融大厦1楼7室 (215006)
电话: 852-8775888
传真: 852-8775988

7th Floor, Building 1, Lijiang Garden,
636 East Guangyuan Road, Suzhou, 215006
Tel: 852-8775888
Fax: 852-8775988

AUDITOR'S REPORT

The shareholders of
DUSA European Consulting & Services Suzhou, Ltd.

I have audited the accompanying financial statements of DUSA European Consulting & Services Suzhou, Ltd. (hereinafter referred to as the "Company"), which comprise the balance sheet as at December 31, 2019, the income statement for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted the audit in accordance with China Certified Public Accountants Auditing Standards. Those standards require that I abide by the code of ethics of China Certified Public Accountants, and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing auditing procedures to obtain auditing evidence about the amounts and disclosures in the financial statements. Audit also includes evaluating the appropriateness of accounting policies used and reasonableness of accounting estimates made by the management, as well as evaluating the overall presentation of the financial statements.

I believe that the auditing evidences I have obtained are sufficient and appropriate, and provide a basis for expressing an opinion on the audit.

Opinion

In my opinion, the Company's financial statements, in all material respects, have been prepared based on the Accounting Standards for Business Enterprises and present fairly, the financial position of the Company as at December 31, 2019 and the results of its operation for the year then ended.

Suzhou Fangben CPAs Co., Ltd.
苏州方本会计师事务所有限公司
Suzhou, China

China Certified Public Accountant
Qinghua Shen


中国注册会计师
沈清华
332500105003

March 27, 2020

Finance Budget 2020

Item	Act - 2018 format	Act - rev. format	Budget
	2019	2019	2020
New Membership Revenue	48,668	48,668	64,864
Membership Fees Revenue	410,741	410,741	616,408
Membership	459,299	459,299	571,262
Training Income	87,087	87,087	86,000
Regular Events - Circels /RT's/CD's	67,858	54,961	56,000
Other Services	0	12,897	0
Sales Revenue	614,245	614,245	713,262
TAX	775	775	0
Cost of Sales		3,995	0
Cost of Sales - training		88,502	84,000
Cost of sales - regular events: Circels /RT's/CD's		66,409	56,600
Gross Profit / Loss	613,470	454,563	572,662
Personnel expenses	354,330	354,330	402,656
Service	46,176	46,176	57,500
Marketing Expenses	2,939	2,939	11,000
Admin Expenses	167,342	78,840	76,800
Internal Events	89,514	19,109	20,000
General & Administration Expenses	660,302	501,395	567,956
Operating Expenses	29,700	29,700	0
Financial Expenses	2,554	2,554	0
PROFIT/(LOSS) ON SALES	(79,086)	(79,086)	4,706
Non Operating Income - Projects	89,926	89,926	0
Non Operating Income - Others	1,763	1,763	0
Non Operating Expenditure - Projects	817	817	15,000
Non Operating Expenditure - Others	8	8	0
Budget (EBT)	11,778	11,778	(10,294)
EIT (Enterprise Income Tax)			0
Budget P&L	11,778	11,778	(10,294)

Budgeted profit 2020 is lower than 2019 actual result

Budgeted revenue will increase by higher membership while income from “Regular Event’s will be similar as 2019

Position Regular Event’s:

- Increase to cost 84k RMB and 56.6K is not the result of more event’s it is caused by strictly separating of the corresponding costs

Position Operating Expenses:

- 50K RMB are for increase personnel resources

Position Non Operating Expenditure

- 15k RMB are allocated for additional projects

Agenda

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- **Q&A**

DUSA AGM Question & Answer

Annual Partner:



Xi'an Jiaotong-Liverpool University
西交利物浦大学



International
Business School
Suzhou at XJTLU
西浦国际商学院



FANGBEN LAW OFFICE
方本律師事務所

Thank You!

For any questions or inquiry please contact us:

info@dusa-eu.cn

biz@dusa-eu.cn



Please scan below QR Code of DUSA WeChat Official Account, join with other **10,000** people to follow our update news/events!

Annual Partner:

