CONFERENCE Great Place To Work 2025 GREATER CHINA

4 Dec 2025
Shanghai

celebrate!
@workplace

Best Workplaces™ in Greater China 2025 Brochure

letter from the CEO

The Power of Celebration

At Great Place To Work™, we believe celebration isn't just the final chapter of success – it's woven into the journey. It's how great companies stay connected to their people, grounded in their purpose, and energized for what's next.

As we proudly present the Best Workplaces™ in Greater China 2025, we are here to do exactly that: **celebrate!**. We're celebrating organizations that have built cultures of trust, inclusion, and well-being; leaders who listen; teams that support one another; and workplaces where people feel valued every single day.
These companies understand that true greatness isn't measured solely by performance metrics, but by the everyday moments of recognition, support, and connection. They celebrate their people – their talents, voices, and contributions – and in doing so, create environments where everyone can thrive. For them, celebration is not an afterthought, but a mindset.

As the world moves forward with new challenges and opportunities, these organizations continue to raise the bar – proving that celebration, trust, and performance go hand in hand.

To all the companies on this year's list: we admire your commitment, honor your journey, and celebrate you – for the culture you've built and the example you set for others.

With my best wishes,

José Bezanilla
CEO, Great Place To Work™ Greater China

庆祝之力

在Great Place To Work™，我们坚信庆典并非成功的终章——而是早已融入征程的经纬。卓越的企业借此与员工紧密相连，坚守初心使命，并为未来征程注入不息动力。

在我们隆重揭晓2025年大中华区Best Workplaces™榜单之际，我们正践行此道：共庆卓越！我们表彰那些构建信任、包容与福祉文化的组织；那些善于倾听员工心声的领导者；那些相互支持的团队；以及那些让员工每天都感受到被尊重的职场。

这些企业深知，真正的卓越不仅凭业绩指标衡量，更镌刻于日常的认可、支持与联系之中。他们珍视自己的员工——其才能、声音与贡献——由此营造人人皆可茁壮成长的环境。于他们而言，庆祝并非事后追想，而是融入血脉的理念。

当世界在挑战与机遇中前行，这些组织持续树立更高标杆——证明了庆祝、信任与卓越业绩始终是相辅相成的。

谨向本年度的所有上榜企业致敬：我们钦佩你们的坚定决心，敬重你们的奋斗历程，更礼赞你们塑造的文化以及为行业树立的典范。

致以最诚挚的祝福！

Jose Bezanilla
Great Place To Work™大中华区首席执行官

congratulations!

thank you to our featured speakers

黄震洋 **Jenny Z.Y. Huang**
Align China
Head of Human Resources
align

As the Head of Human Resources for Align China, Jenny has always upheld the philosophy of "Transforming Smiles, Changing Lives."
While driving business growth, Jenny is committed to fostering a positive, trusting, and caring workplace culture.

Over the past four years, Jenny has led the team to continuously enhance the employee experience and promote organizational culture, helping Align China earn a spot on the Great Place To Work™ Certified for two consecutive years and be recognized in 2025 as one of the Best Workplaces™ for Women in Greater China.

作为爱齐中国的人力资源负责人，Jenny 始终秉持"重塑微笑，改变人生"的理念，在推动业务发展的同时，致力于打造积极、信任和关怀的职场文化。过去四年，她带领团队不断优化员工体验，推动组织文化建设，助力爱齐中国连续两年获得Great Place To Work™认证，并在2025年入选大中华区Best Workplaces™ for Women榜单。

CONFERENCE Great Place To Work 2025 GREATER CHINA

thank you for inspiring us!

李玲 **Christina Li / Li Ling**
ANTA Group
Vice President
ANTA

With nearly 30 years of experience in Corporate Affairs and Corporate Communications, Christina Li joined ANTA Group as the Vice President of Corporate Affairs in 2017, in charge of Corporate Reputation, Public Affairs and Communications, Corporate Social Responsibility. Prior to joining ANTA Group, she was the Vice President of Corporate Affairs of SAP. Christina has held similar senior management roles in Greater China with TOP 500 multinational companies including Mars-Wrigley Confectionary, Walmart, PepsiCo, and Motorola. She was awarded as the TOP 10 spokespersons in China by the industry associations. Christina holds an International MBA from Peking University & Fordham University (BiMBA) and is currently a PHD candidate at the same institution.

2017年7月起出任安踏集团副总裁，主要分管安踏集团品牌及声誉管理、集团公共事务及传播沟通、企业社会责任及集团基金会等工作。
李玲拥有近30年的企业公共事务和企业品牌传播的管理经验。在加入安踏集团之前，她曾担任SAP大中华区企业事务副总裁、玛氏箭牌中国区企业事务总监、沃尔玛中国区企业事务高级总监、百事集团和摩托罗拉公司的高级管理职务。
她曾经在多次被人民网新闻发言人评选机构誉为中国外资企业十大新闻发言人，被中国品牌联盟评为中国十大首席品牌官，被中国企业社会责任网授予中国企业社会责任优秀个人、以及获得中国传媒大学研究中心颁发的公共关系创新案例学院奖。
李玲拥有北京大学和美国Fordham大学联合颁发的国际MBA硕士（BiMBA）学位及其博士学位在读。

findings and data 結果分析

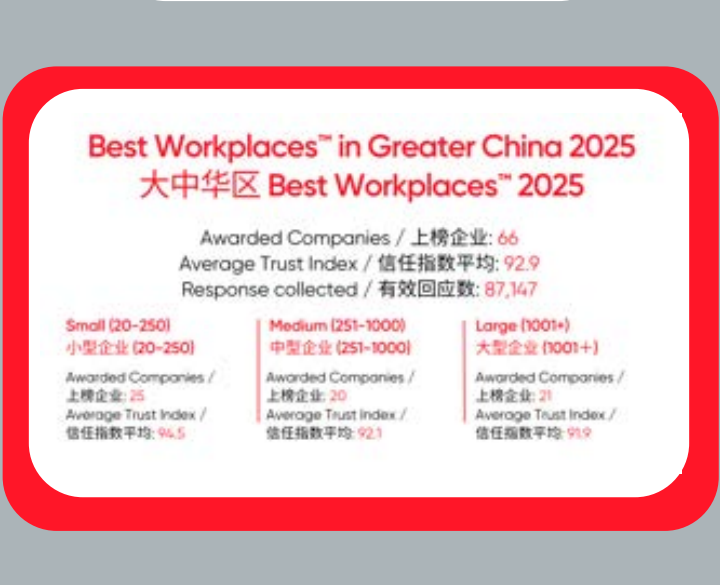
from the
Best Workplaces™ in Greater China 2025

Presented by **Anna Yau**
Business Analyst, Great Place To Work™ Greater China

OUR MISSION IS TO BUILD A BETTER WORLD BY HELPING ORGANIZATIONS BECOME GREAT PLACES TO WORK For all!

Great Place To Work™ is a mission-driven company. Our mission is to help every organization to become a great place to work for all. For 30 years, Great Place to Work™ has been surveying employees worldwide about their workplace experiences. Through our dedicated research, we have developed themes and metrics that not only predict whether employees view their workplace as great but also forecast retention, agility, and overall business success.

Great Place To Work™ 是一家以使命为导向的机构。我们的使命是帮助每一家组织成为让所有员工都引以为傲的卓越职场。
过去30年来，Great Place To Work™ 一直致力于在全球范围内开展员工调研，深入了解员工的职场体验。我们基于丰富的研究经验，构建出一套完善的指标体系，不仅能够判断员工是否认为自己的职场"卓越"，还可预测企业的员工留任率、组织敏捷性以及整体业务表现。



Best Workplaces™ in Greater China 2025
大中华区 Best Workplaces™ 2025

Awarded Companies / 上榜企业: 66
Average Trust Index / 信任指数平均: 92.9
Response collected / 有效回应数: 87,147

Small (20-250) 小型企业 (20-250)	Medium (251-1000) 中型企业 (251-1000)	Large (1001+) 大型企业 (1001+)
Awarded Companies / 上榜企业: 25	Awarded Companies / 上榜企业: 20	Awarded Companies / 上榜企业: 21
Average Trust Index / 信任指数平均: 94.5	Average Trust Index / 信任指数平均: 92.1	Average Trust Index / 信任指数平均: 91.9

We have listed in total 66 companies, from various industry, on the Best Workplaces™ in Greater China 2025, distributed among the 3 size lists, Small (20-250), Medium (251-1000), and Large (1001+).

本年共有66家企业上榜，分布在小型企业（20-250人）、中型企业（251-1000人）和大型企业（1001 人以上）三个规模的榜单中，上榜企业都来自不同的行业。

Using our proprietary Trust Index survey, we measure the core of what we know creates great workplaces – key behaviors that drive trust in management, connection with colleagues, and loyalty to the company. The survey enables employees to share confidential quantitative and qualitative feedback about their organization's culture by responding to 60 statements on a five-point scale and answering two open-ended questions.

凭借我们的 Trust Index 调研，我们聚焦于卓越职场的核心要素——那些能够巩固信任、促进同事关系、并提升员工对企业归属感和忠诚度的关键举措。Trust Index 调研包含60道基于五级量表的选择题和2道开放式问题，让员工以匿名方式，全面分享他们对组织文化的量性和质性反馈。

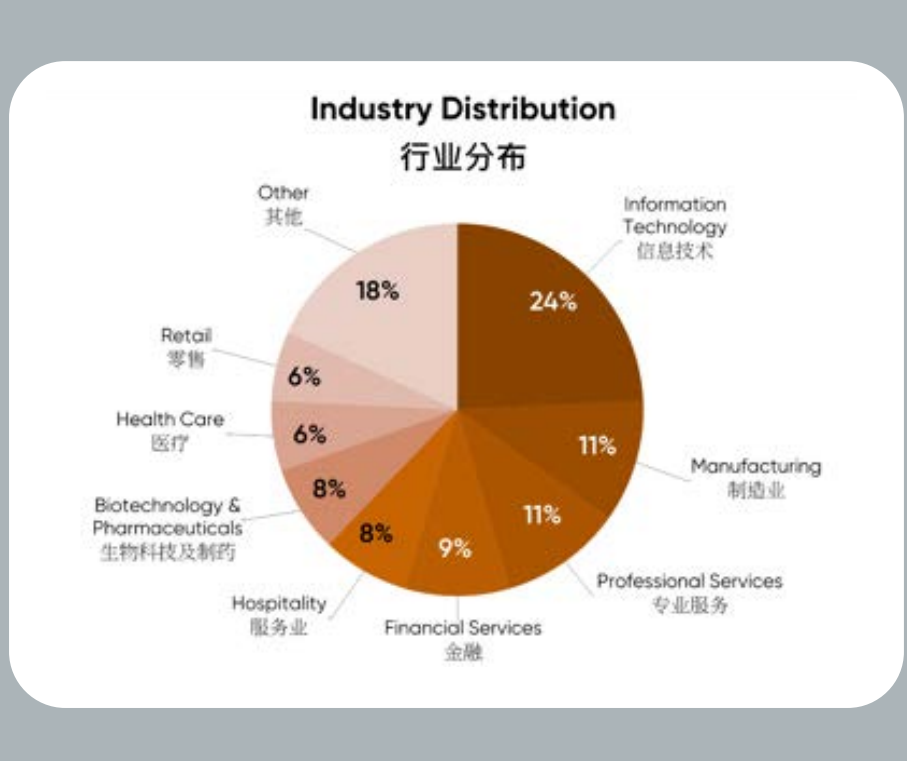
trust is what defines a great workplace

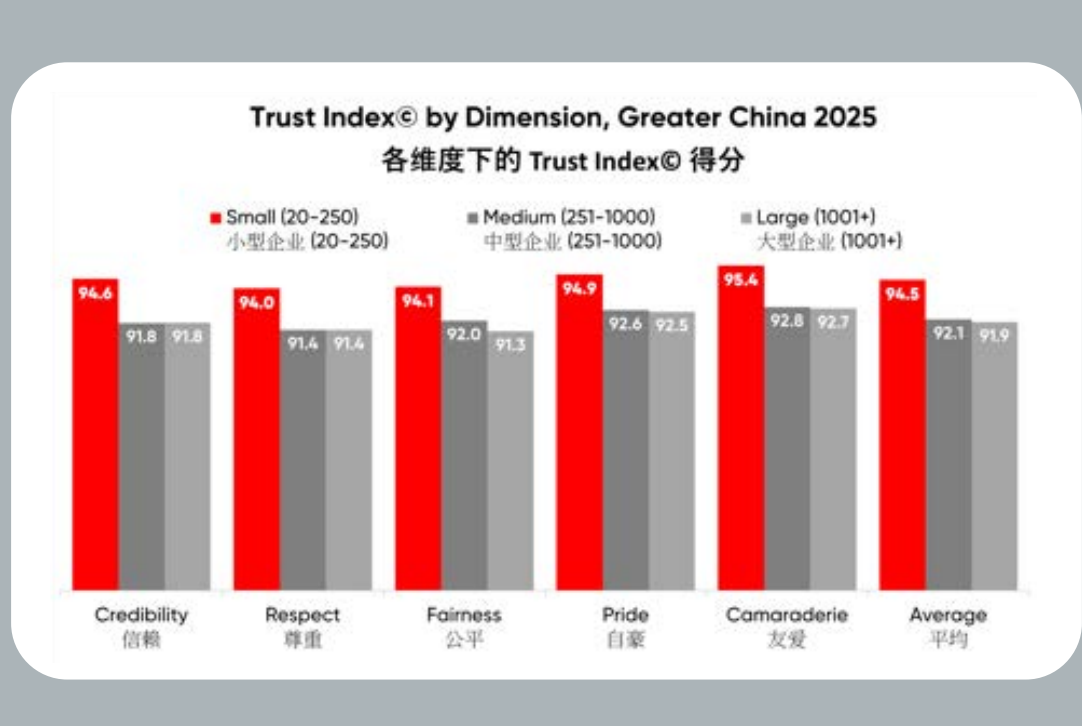
100+ million employees surveyed around the world

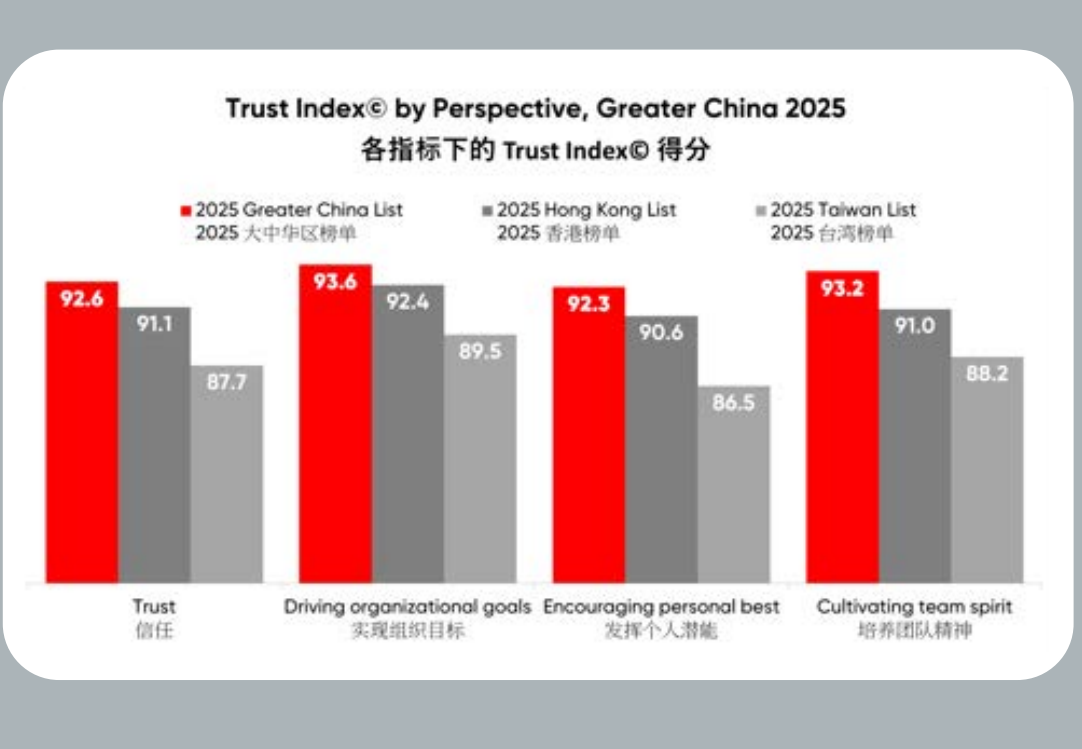
Great Place To Work™
leads the industry with the **most rigurous**, data-based model for quantifying employee experience

Our 30 years of continuous research have proven that the definition of a great workplace is one where employees trust the people they work for, have pride in what they do, and enjoy the people they work with.

我们 30 年来的持续研究证明，卓越职场的定义是员工信任他们为之工作的人、为他们所做的工作感到自豪、并享受与他们一起工作的人相处。这个定义被应用在 Great Place To Work ™的Trust Index 调研上，并套用在全球数以千计的组织中，以评估和改善他们的工作环境。







celebrate!

The crux of the Great Place to Work™ For All approach is to create a consistently high-trust workplace experience for everyone, no matter who they are or what they do for the organization. For All is the accumulation of day-to-day experiences that fuel a thriving organizational culture. They are the leaders who push to overcome challenges and create a workplace where employees feel they belong, that their unique talents matter, and that their individual needs are cared for by their colleagues and leaders.

Great Place To Work™ "全员共享(For All)" 理念的核心在于，为每一位员工创造始终如一的高信任度职场体验——无论他们是谁，身处何职。"全员共享" 代表着日常体验的积累，这些体验共同塑造了一个充满活力的组织文化。秉持这一理念的领导者不断突破挑战，营造出一种让员工真正感受到归属、认可自身独特价值、并相信他们的需求能够被同事和领导重视与关怀的工作氛围。

Celebration

Celebrating workplace milestones and achievements is a powerful way for leaders to make employees feel both connected and valued. The occasions that an organization chooses to acknowledge send a clear message about its priorities and values.

Moments of celebration cultivate a positive and supportive culture, reinforcing a sense of belonging and shared purpose throughout the team. At the same time, it is equally important for organizationsto recognize and openly discuss honest mistakes made in the workplace.

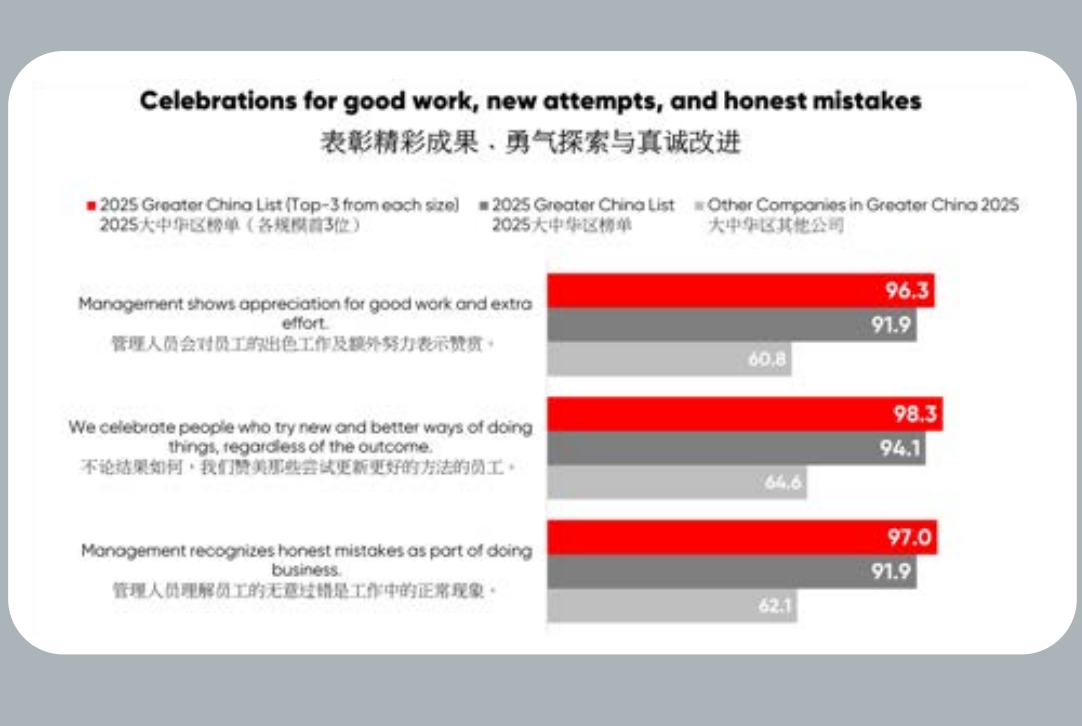
By acknowledging that mistakes are a natural part of growth, organizations can create an environment in which employees feel safe to take risks and learn from their experiences.

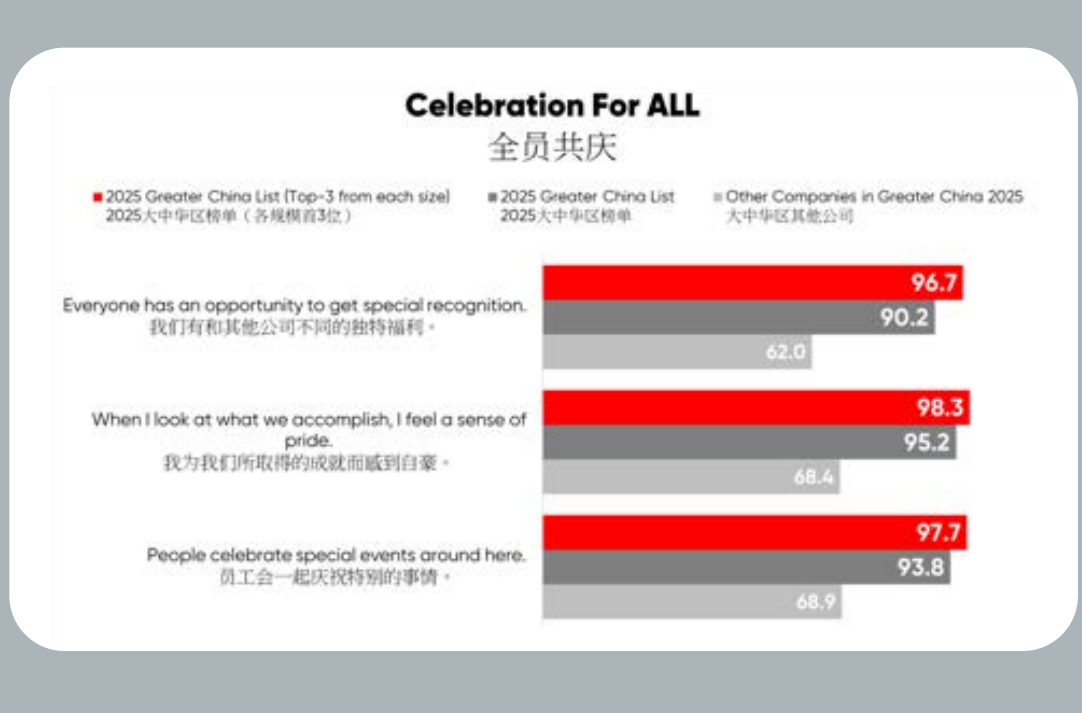
Embracing mistakes as learning opportunities not only encourages innovation but also helps build a genuine and resilient workplace culture.

庆祝

庆祝职场中的重要时刻与成就，是领导者让员工感受到联系与被重视的有力方式。一个组织选择庆祝的时机，往往传递出组织所重视的优先事项与核心价值。欢庆的时刻能培育积极、互助的文化，强化团队成员的归属感与共同使命感。

同时，组织也应重视并坦诚面对工作中出现的无心失误。理解和包容错误作为成长的一部分，有助于营造一个让员工敢于尝试、乐于学习的安全环境。将错误视为学习契机，不仅能激发创新精神，也能帮助建立一个真诚而有韧性的职场文化。





In the workplace, **it is essential to celebrate** not only individual achievements but also the core values that define the organization, along with the collective efforts that advance its mission.

To ensure that celebrations and other forms of recognition remain meaningful and motivating, leaders must clearly communicate to all employees what is being recognized and why.

By explicitly sharing the criteria and significance of each recognition, organizations foster transparency, encourage engagement, and enable everyone to see how their contributions align with the organization's goals and values.

在职场中，庆祝的对象不仅包括个人成就，还应包括塑造组织核心文化的价值观，以及推动使命前进的集体努力。对员工在践行这些价值观方面所作出的贡献予以认可，能强化共同的使命感与归属感。

为了让庆祝与表彰更具意义与激励效果，领导者需要向全体员工清晰传达所表彰的内容及其原因。通过明确分享每一次表彰的标准与意义，组织能够促进透明度，增强员工参与感，并让每个人都能看见自身的努力如何与组织的目标和价值观相契合。

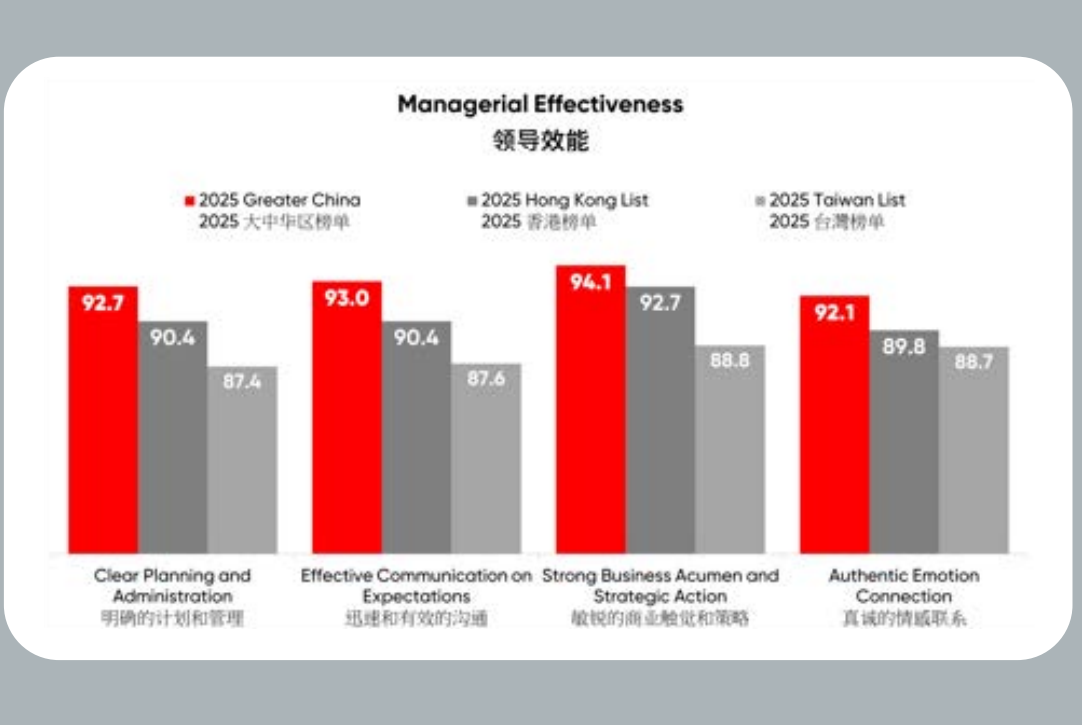
Recognizing employees' contribution to these values reinforces a shared sense of mission and belonging.

Managerial Effectiveness

Leaders in great workplaces recognize that purpose extends beyond a mission statement displayed on a wall or outlined in a company handbook. They actively facilitate connections between employees' work and the organization's core values and mission.

领导效能

卓越的领导者明白，工作的意义不是单纯在墙上印上使命宣言，或公司手册中放入字句。相反，他们积极帮助员工将工作与公司的价值观和使命联系起来。

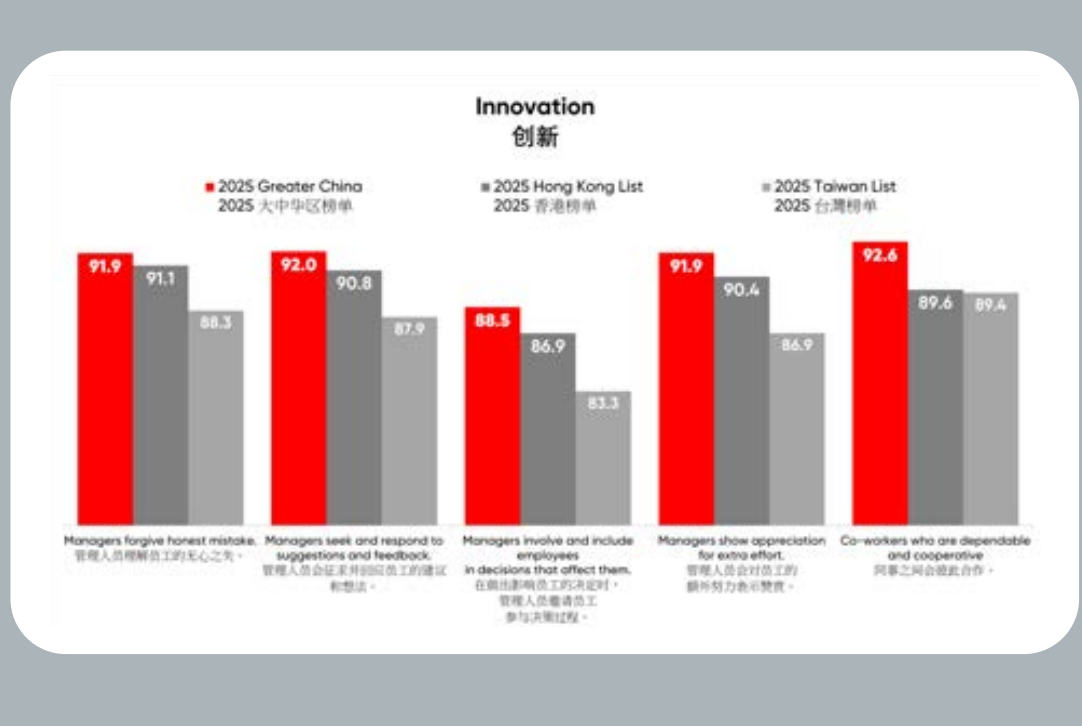


Innovation

Innovation is a key priority for today's executives. Over recent years, the concept has evolved, gaining new significance in response to the rapid changes in global commerce, technological advancements, and substantial market consolidations and disruptions. Today, innovation emphasizes agility as much as new inventions.
Fresh ideas are fundamental to growth and improvement within any organization. To cultivate an innovative culture, companies must foster the belief that every new idea has merit, while also providing constructive feedback on both successful and unsuccessful initiatives.

创新

推动创新是现今高管们的首要任务。在过去数年，随着全球商业模式改变、快速的技术变革以及大规模的市场整合和颠覆，创新一词兼具了更多新含义，创新不单是新发明，也与企业的灵活性有关。
崭新的想法是所有公司成长和改进的基础。为了培育创新文化，公司必须潜移默化所有新想法都有价值的观念，同时对成功和不成功的想法都给予真诚的反馈。



Overall Trends

According to research conducted by Great Place To Work™ Greater China, employees at Best Workplaces™ in Greater China consistently rate their overall workplace experience more positively than the Trust Index average from 2020-2025.

This trend highlights a strong sense of satisfaction and pride among employees, suggesting that their day-to-day experiences and overall impressions of their workplace often surpass what is captured by the Trust Index.

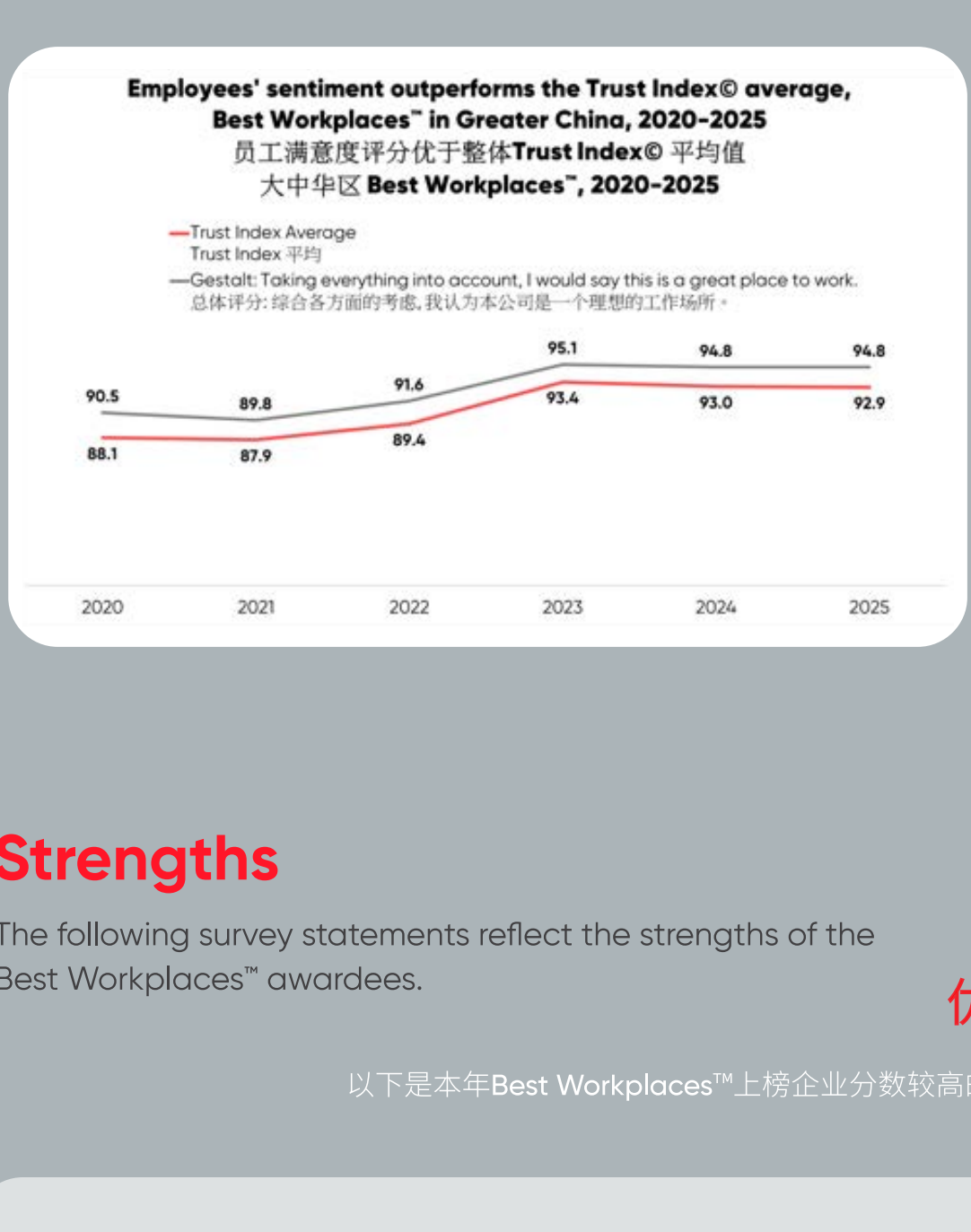
These findings underscore the importance of fostering a positive and people-centered workplace culture that resonates with employees on a personal level.

整体趋势

根据 Great Place To Work™ 大中华区的研究结果，2020年至2025年间，大中华区 Best Workplaces™ 的员工在整体职场体验上的评分，持续高于Trust Index 的平均水平。

这一趋势显示，员工普遍对自身的工作体验与职场环境感到满意与自豪，他们在日常工作中的感受与整体印象，往往优于 Trust Index 所反映的水平。

这些发现进一步凸显了营造积极、以人为本的职场文化的重要性——这种文化能够在情感层面与员工产生共鸣，激发更高的投入与归属感。



Strengths

The following survey statements reflect the strengths of the Best Workplaces™ awardees.

优势

以下是本年Best Workplaces™上榜企业分数较高的题目。

This is a physically safe place to work. 这是一个人身安全的工作环境。	Respect 尊重
People here are treated fairly regardless of their sexual orientation, gender, race and age. 员工受到公平待遇，不因其性取向、性别、种族、年龄而被区别对待。	Fairness 公平
When you join the company, you are made to feel welcome. 当我加入公司时，我受到了大家的欢迎。	Camaraderie 友爱
I am able to take time off from work when I think it's necessary. 我能够在需要时请假离开。	Respect 尊重
Management is honest and ethical in its business practices. 管理人员在工作中诚实可靠，符合职业道德。	Credibility 信赖

Opportunities

Besides payment and shared profit, these statements reflect areas where employees see the need for improvements.

发展潜力

除了常被提及的薪酬以外，以下题目的得分也相对较低。

We have special and unique benefits here. 我们有和其他公司不同的独特福利。	Respect 尊重
I believe management would lay people off only as a last resort. I believe management would lay people off only as a last resort.	Credibility 信赖
Management involves people in decisions that affect their jobs or work environment. 在做出影响员工的工作和工作环境的决定时，管理人员邀请员工参与决策过程。	Respect 尊重
Promotions go to those who best deserve them. 升职机会给予最值得提升的员工。	Fairness 公平
Managers avoid playing favorites. 管理层不会偏袒任何员工。	Fairness 公平

瞬息万变的商业环境使组织面临不断的挑战，因此更突显于职场建立坚实的信任和理解基础的重要性。信任的建立与维系是促进员工参与度、增强协作以及实现企业长期成功的关键。

为了支持组织在转型旅程中取得进步，Great Place to Work™ 提供认证与实用工具，帮助领导者提升雇主品牌、深入洞察员工体验，并打造能够吸引与留住优秀人才的企业文化。
通过充分运用这些资源，组织能够激发员工的最大潜能，创造一个让每位员工都能发挥所长、共同成长的卓越职场——**一个属于所有人的卓越职场。**

In the current dynamic business environment, organizations encounter evolving challenges that necessitate a strong foundation of trust and mutual understanding within the workplace. The establishment and maintenance of this trust are fundamental to promoting employee engagement, fostering collaboration, and supporting sustained organizational success.

To support organizations in this journey, Great Place To Work™ offers recognition programs and practical tools that help leaders elevate their employer brands, gain deeper insights into employee experiences, and build cultures that attract and retain top talent.

By leveraging these resources, organizations can unlock the full potential of their people and create workplaces where everyone can thrive, a Great Place to Work **For ALL**.

best celebration practices

Here are some of the best celebration practices that this year's awardees have shared accross several industries.

Be inspired!

"The most important things to celebrate are the values of the organization and how people help the organization achieve its purpose,"

Michael C. Bush,
CEO of Great Place To Work™.

One company fosters employee engagement and cultural connection through its expansive Connect Events program—offering over 120 curated social and family-friendly experiences globally, from Halloween galas to Formula 1 and Broadway, all shaped by employee feedback and designed to strengthen bonds across teams and leadership.

Celebration of the company's people and culture through global storytelling campaigns, scientific and cultural events, social media recognition, and a network of culture ambassadors—reinforcing employee engagement, well-being, and a shared commitment to innovation and impact.

A four-day event brings together more than 3,000 employees from every country to participate in well-being activities. Attendees can participate in soccer and cheerleading competitions, or take part in yoga, kayaking, or rock climbing programs.

Fostering a culture of appreciation and unity through a special recognition platform, milestone celebrations, team meals, family-focused benefits, and companywide events—empowering employees to celebrate achievements, life events, and shared values across all locations.

Cultivating a values-driven, inclusive culture through its Harmony-centered inclusion strategy, global celebrations, employee-led initiatives, and recognition programs empowering teammates to thrive, feel valued, and contribute authentically to a collaborative and supportive workplace.

let's build a better
workplace **FOR ALL,** together.

celebrate!

Best Workplaces™ in Greater China 2025

Small Size

Adobe
ARC GROUP
atom美 ATOMY
BCD
CITADEL | CITADEL Securities
Edgewell PERSONAL CARE
experian
eyebuydirect
Insight
KERRY
君智
LivaNova
meijer Trading Ltd.
Olam Agri
paloalto
Robert Half
SUTHERLAND
temenos
teva
toast
TREK
VECTOR
威孚仕 VFS.GLOBAL
Westcon Comstor
World Wide Technology

Medium Size

Al Dabbagh
Calix
CAPELLA HOTELS & RESORTS
EATON
embecta
IPSEN
JUMEIRAH
GORE
ZURICH
CI&T NAVIGATE CHANGE
CNH
DISCO
Fonterra
HILTI
IGT SOLUTIONS
MAYOLY
stryker

Large Size

abbvie 艾伯维
accenture 埃森哲
ADATA
AMGEN 安进
ANTA
cadence
EY安永 Shape the future with confidence 聚信心 塑未来
Hilton FOR THE STAY
Infosys Navigate your next
SIEMENS Healthineers
SUNGROW
HEALTHIER, LONGER, BETTER LIVES
align
Allianz
CISCO
DHL
EPO Fashion Group
MANDARIN ORIENTAL
Marriott INTERNATIONAL
MetLife 大都会人寿

congratulations!

Legends

Legends are companies recognized for their enduring dedication to creating great workplaces where trust is at the core of their culture.
Your perseverance of being one of the Best Workplaces™ in Greater China consistently for 5 or 10 years, is a testament of determination.

Great Place To Work 5 YEARS LEGENDS
accenture 埃森哲
eyebuydirect
stryker
Stryker (Suzhou) Medical Technology Co.,Ltd.

Great Place To Work 10 YEARS LEGENDS
EY安永 Shape the future with confidence 聚信心 塑未来
CI&T NAVIGATE CHANGE

We celebrate you as a leading and outstanding organizations.
Your commitment is an inspiration to us all.

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to these amazing organizations for their support

maximize your recognition:

Extending Your Great Place To Work™ Certifications Across Greater China and Beyond!

Congratulations on being one of the
Best Workplaces™ in Greater China!
Your commitment to creating a positive work environment and ensuring employee satisfaction is truly commendable.
Now that you've earned this prestigious **Certification™** and made it all the way to the Best Workplaces™ in Greater China list, you may consider taking your workplace to the next level and gaining even more recognition.
We encourage you to earn certification in other regions and join the lists of
Best Workplaces for Women™ in Greater China 2026,
Best Workplaces™ in Hong Kong 2026,
Best Workplaces™ in Taiwan 2026,

Earning certifications in all these regions will not only add further credibility to your organization's exceptional efforts in creating an outstanding workplace culture and experience for your employees, but will also solidify your position as a great workplace in the region.

Contact us for more information about list deadlines as they are fast approaching!