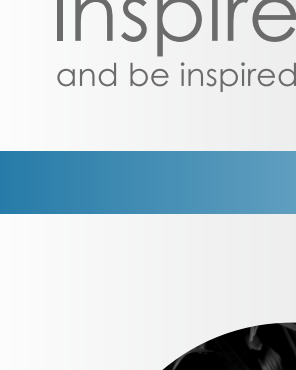
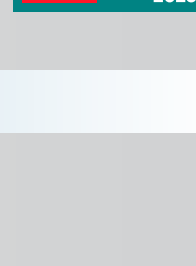


Best Workplaces for Women™ in Greater China 2026



Digital

Brochure



Letter from the CEO

Inspiration in Action

What moves people to go further, think bigger and create meaningful change?
At the heart of every great workplace lies the same force: inspiration.

Inspiration connects people to purpose and brings values to life through everyday actions. It is not something that is announced – it is something that is felt, shared and set in motion.

As we present the Best Workplaces for Women in Greater China™ 2026, we are inspired by organizations that are intentionally building cultures where women can truly thrive. Where trust, equity and belonging are not just principles, but lived experiences. Where women feel valued, supported and empowered to grow, lead and make an impact.

What sets these organizations apart is what they do. They lead by example, creating environments where opportunities are accessible, voices are heard and contributions are recognized. In doing so, they are shaping stronger, more inclusive and more successful organizations.

In a world that continues to evolve, these organizations remind us that when women are supported and empowered, they don't just contribute – they transform workplaces, communities and the future of work.

To all the companies on this year's list: we admire your commitment, we honor your journey, and we are inspired by you – for the cultures you've built, the opportunities and the inspiration you spark every day.

Best Wishes,

José Bezanilla

CEO, Great Place To Work™
Greater China

our inspiring speakers

Amy Hong / 洪晓燕



Managing Director
Head of Human Resources,
Greater China
United Overseas Bank
董事总经理
大中华区人力资源部主管
大华银行

Thank

you!

Ms Amy Hong joined UOB in December 2007 and serves as the Managing Director and Head of Human Resources (HR), UOB Greater China. She is responsible of managing HR strategy and activities of UOB China, UOB Hong Kong branch and UOB Taipei branch.

Ms Hong is a seasoned HR professional with more than 25 years of experience in HR management in financial sector. She is well versed in different HR work streams such as policy and procedures, compensation and benefits, talent acquisition and retention, people development and succession planning.

Prior to joining UOB, Ms Hong assumed multiple management roles including Head of HR and Administration of Westdeutsche Bank Shanghai Branch, Head of HR of Deutsche Bank Shanghai Branch and Head of recruitment of Ernst & Young Hua Ming LLP.

Ms Hong holds a Master of Business Administration in Finance from Fudan University.

洪晓燕女士于2007年12月加入大华银行，现任大华银行大中华区人力资源部主管，负责统筹管理大华银行（中国）有限公司，大华银行香港分行以及台北分行的人力资源业务。

洪女士拥有超过25年的金融业人力资源管理从业经历，对国际化大企业的人力资源管理中的各个环节都积累了丰富的专业知识和实操经验，包括人事管理制度、员工薪酬福利、人才吸引与挽留、人才培养与发展、高管储备计划等。

在加入大华银行之前，洪女士并在多家金融机构担任人力资源战略及管理领域职务，包括西德银行上海分行人力资源部行政主管，德意志银行上海分行人力资源部主管以及安永华明会计师事务所中国区招聘部主管。

洪女士拥有复旦大学工商管理硕士学位。

David Xun / 寻浩



Head of HR, EyeBuyDirect
(EssilorLuxottica Group)
依视路陆逊禄卡集团首席
(EyeBuyDirect) 人力资源部总监

David is the Head of HR at EyeBuyDirect, bringing over 25 years of Organization, Culture Development and Talent Management experiences across the APAC region.

Before his current role, he held key HR leadership positions at Essilor, Lloyd's Register, and HSBC.

David's management philosophy is simple: put people first. He believes that true HR leadership is about building a warm, supportive community where employees feel they truly belong, even amidst rapid business changes. Driven by this culture, EyeBuyDirect has been recognized by Great Place To Work™ as one of the Best Workplaces™ in Greater China for five consecutive years and Best Workplaces for Women™ for three consecutive years (2023-2025).

寻浩 (David) 现任易倍得 (EyeBuyDirect) 人力资源部总监，在亚太区拥有超过25年的HR、组织发展和人才管理经验。加入易倍得前，他曾先后在依视路、劳氏船级社和汇丰银行担任核心的人力资源管理职务。

David 始终坚持“以人为本”的实践哲学。对他而言，HR的核心是在拥抱变化的同时，把公司变成一个有温度、有归属感的互助社区。在这样的文化驱动下，易倍得已连续5年上榜大中华区Best Workplaces™，并连续3年蝉联大中华区Best Workplaces for Women™ (2023-2025)。

Findings & Data

from the Best Workplaces for Women™ in Greater China 2026

Research by

Anna Yau

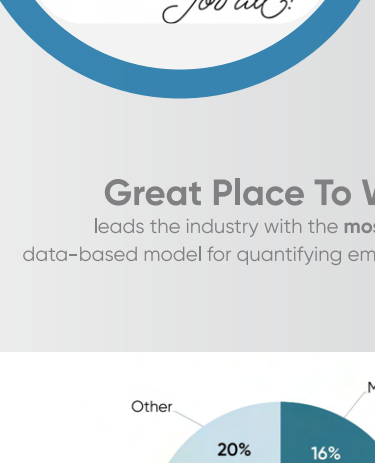
Business Analyst,
Great Place to Work™ Greater China

Great Place To Work is the global authority on workplace culture. Our mission is to help every place become a great workplace for all. We give leaders and organizations the recognition and tools to create a consistently and overwhelmingly positive employee experience, fostering cultures that are proven to drive business, improve lives, and better society.

Since 1992, we have surveyed more than 100 million employees around the world and continue to use these deep insights to define what makes a great workplace: **TRUST.**

This year, we award in total 51 organizations on the Best Workplaces for Women™ in Greater China 2026 with an average Trust Index score of 92.44.

Awarded Companies 51
Responses Collected 96,905
Average Trust Index 92.44
Average Inclusion Index 90.37



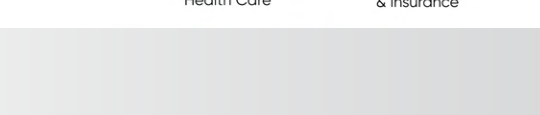
100+ million employees surveyed around the world

Trust is what defines a great workplace

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

Industry Distribution

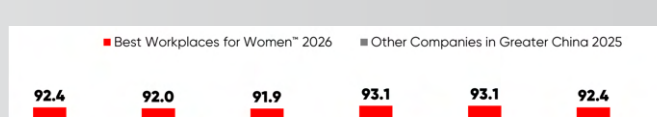
Awarded organizations come from 10+ different industries, with Manufacturing & Production and Information Technology accounting for the greatest proportion.



Trust Index by dimensions

Since the introduction of the Best Workplaces™ for Women list, we have emphasized that the five core elements of a great workplace—Credibility, Respect, Fairness, Pride, and Camaraderie—are universal for all individuals, fostering a trusting workplace for ALL.

However, gender inequality remains a significant challenge for employers. The mission of Best Workplaces™ for Women is, therefore, to establish a standard to recognize outstanding organizations that provide a great workplace for ALL, while creating a positive and supportive workplace specifically for women. These organizations develop and promote practices ensuring that women have a fair and positive work experience, with opportunities to contribute to the business's success while advancing their personal and professional talents.



Inclusion Index

Specifically in evaluating the Best Workplaces for Women, 12 statements are extracted from Trust Index® to evaluate how well organizations are in creating an inclusive, positive, and supportive workplace experience for all employees, no matter who they are or what they do.

Trust Index by perspectives

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.



Out-performance

When comparing the awardees of the Best Workplaces for Women™ with other companies in Greater China region, we notice in several areas that the awardees excel and outperform other organizations in the market.

Employees at Best Workplaces for Women™ enjoy more unique benefits and are more likely to receive professional training. They also perceive their compensation as fair and recognize effective management practices in setting vision.

Employees in Best Workplaces for Women™ also experience a psychologically and emotionally healthy place to work, which fosters Trust and well-being for ALL.



These findings highlight how Best Workplaces for Women™ awardees inspire their employees by cultivating a For All workplace where everyone is empowered to succeed. Through their inclusive practices and dedication to diversity, these organizations ignite a sense of purpose and belonging that motivates employees to contribute their best. By leading with trust and recognition, they create environments where people feel valued, driven, and proud to be part of the company's mission.

To support organizations in building a better workplace, 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.

Congratulations to all the winners!

Best Workplaces for Women™ in Greater China 2026



Special Recognition



for five consecutive years of being awarded as one of the Best Workplaces for Women™ in Greater China.

Congratulations for this wonderful achievement! Your consistent excellence keeps us inspired.

Maximize your recognition

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

Congratulations on being one of the Best Workplaces for Women™ in Greater China 2026!

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 for Women™ 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™ in Hong Kong 2026, Best Workplaces™ in Taiwan 2026, Best Workplaces™ in Greater China 2026

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



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.



Inspire and be inspired