

HR EXCELLENCE AWARDS 2025/26

AWARDS
PRESENTATION
CEREMONY

19 March 2026



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Excellent Award

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ABOUT HKIHRM

Hong Kong Institute of Human Resource Management (HKIHRM) is the most representative human resource management professional body in Hong Kong. Established in 1977, the Institute has a membership of close to 5,000, of which around 500 are corporate members.

Vision

To be the Leading Professional Human Capital and Advisory Institute in Hong Kong and Beyond

Mission

- **Champion Professionalism, Elevate and Sustain Excellence:** Promote Human Resource Excellence through Innovation and Continuous Advancement
- **Cultivate Future Talent:** Inspire and Develop New Generations of Human Resource Professionals to Sustain the Profession's Vitality
- **Inspire Pride and Reputation:** Foster Unity and Strengthen the Influence and Reputation of HR Professionals

Values

Ethics and Integrity, Professionalism and Pride, Diversity and Inclusion, Collaboration and Networking, Sustainability

ABOUT THE AWARDS

Since 2012, HKIHRM has proudly presented the HR Excellence Awards to recognise organisations and individuals who have achieved business success through outstanding people strategies and practices. Candidates are to demonstrate:

- Strategies and practices that deliver a direct impact on business performance;
- Total solutions that are integrated with the other core elements of an organisation; and
- Innovations that set new standards for the industry.

2025/26 Highlights



MESSAGE FROM THE PRESIDENT OF HKIHRM

Ian CHOY
President, HKIHRM



This year marks a significant milestone for the Hong Kong Institute of Human Resource Management as we embrace our newly refined vision – *“To be the Leading Professional Human Capital and Advisory Institute in Hong Kong and Beyond.”* The inclusion of the 2025/26 HKIHRM Excellence Awards as a satellite event of the Global Talent Summit Week represents an important milestone for the Institute in positioning itself firmly on the regional and global HR map.

I am pleased to share that the 2025/26 Excellence Awards have once again achieved record-high participation, reflecting the growing recognition of HR’s pivotal role in enabling business success and driving organisational excellence. In an age characterised by rapid digitalisation and the advancement of artificial intelligence, the world of work is evolving at an unprecedented pace. The HR profession plays a critical role in bridging people and technology, aligning human capability with innovation, and guiding organisations through ongoing transformation.

Two years ago, in the 2023/24 edition, we received around 110 entries. Across the last two editions, that number has grown to 197. Participation has also expanded notably. The number of organisations entering the Awards has risen from about 60 previously to more than 90 this year. This positive momentum demonstrates how highly employers regard the platform as a trusted benchmark for people and organisational excellence in Hong Kong.

Categories such as ESG, talent management, best workplace practices, employer branding, and learning and development have drawn noticeably higher numbers of entries. Their growing popularity reflects where forward-thinking organisations are focusing their efforts and highlights the key HR priorities that are shaping the future of work in Hong Kong.

Congratulations to all awardees — your visionary leadership, bold innovation, and unwavering people focus light the way for HR excellence across our region. On behalf of the Institute, I extend heartfelt thanks to our dedicated members, generous sponsors, and invaluable supporters whose commitment has made this year’s Awards possible.

Embracing our refined vision to lead beyond Hong Kong, these Awards advance HKIHRM onto the global stage.

Let us celebrate our remarkable achievers while uniting HR professionals worldwide to pioneer a vibrant, innovative, and sustainable future of work that elevates Hong Kong and inspires the region.

MESSAGES FROM THE GUESTS OF HONOUR



CHEUK Wing-hing, GBS, JP

Deputy Chief Secretary for Administration

The Government of the Hong Kong Special Administrative Region

Heartfelt congratulations to the Hong Kong Institute of Human Resource Management (HKIHRM) on the HR Excellence Awards 2025/26. This distinguished ceremony honours organisations and professionals whose robust dedication and spectacular achievements have elevated the human resources profession in Hong Kong.

More than a celebration, this year's Awards forms part of the Global Talent Summit Week and stands as a powerful testament to the HR sector's ability to drive transformation, foster resilience, and cultivate inclusive workplaces. By showcasing exemplary practices and inspiring innovation, they demonstrate Hong Kong's strength in building a sustainable and future-ready talent ecosystem.

The National 15th Five-Year Plan has clearly positioned Hong Kong as an international hub for high-calibre talent — in addition to consolidating its role as an international financial, shipping, and trade centre, and developing into an international innovation and technology hub.

To this end, the HKSAR Government is actively formulating development plans to align with national strategies, reflecting a proactive commitment to integrating into and serving the country's high quality development.

Crucially, these efforts rely on the strong support of the wider community and professional bodies such as HKIHRM. The HR community, through the HKIHRM and its members, plays a pivotal role in sustaining this mission and in cultivating a pioneering talent pool that underpins Hong Kong's long-term success.

On behalf of the HKSAR Government, I extend my sincere congratulations to all awardees and finalists. Your accomplishments embody the spirit of excellence and collaboration that will continue to propel Hong Kong forward as an international talent hub and, not less importantly, as a key pillar of our nation's long-term development strategy.

MESSAGES FROM THE GUESTS OF HONOUR



Chris SUN, JP

Secretary for Labour and Welfare

The Government of the Hong Kong Special Administrative Region

It is with great pleasure to present sincere congratulations on the Hong Kong Institute of Human Resource Management's (HKIHRM) HR Excellence Awards 2025/26. The awardees and finalists truly deserve commendation for their exemplary achievements, which signify a high level of professionalism and resilience within Hong Kong's burgeoning HR community.

The Awards not only recognise the exceptional successes attained by organisations and individuals, but also serve to highlight the unwavering commitment of the HR sector to fostering an inclusive, safe and high-performing environment that empowers professionals to work, live and thrive in Hong Kong.

As part of the Global Talent Summit Week, the Awards underscore Hong Kong's strategic position as an international talent hub, fostering cross-regional and cross-sectoral collaboration. By bringing together professionals and enterprises in human resources, it serves as a vital platform for exchanging insights, exploring future talent trends and reinforcing our collective commitment to talent development.

The HKIHRM remains steadfast in its mission to elevate standards across the regions, aligning closely with the objectives of the Government of the Hong Kong Special Administrative Region's policy in nurturing local talent and attracting outside talent. Let us continue to work together, building on our successes to create an equitable and sustainable talent landscape for all members of our community.

MESSAGE FROM THE CHAIRPERSON OF ORGANISING COMMITTEE



Theresa LUI

Vice President and Chairperson of
Organising Committee of HR Excellence
Awards 2025/26, HKIHRM

The HKIHRM HR Excellence Awards continue to deliver exceptional value to Hong Kong's HR profession. This year marks a significant milestone as the Awards gain international prominence as an official satellite event of the Global Talent Summit Week, alongside an unprecedented record high in participation.

In today's rapidly evolving economic, social, and business landscape, strategic HR leadership demands more than operational efficiency. It calls for visionary alignment of human capital with organisational purpose. In response to this evolution, the Organising Committee is proud to introduce two new award categories. The Talent Policy Pioneer Award recognises organisations that translate public policy into competitive advantage while contributing to broader societal progress. The Three-year Recognition Award honours organisations that demonstrate sustained excellence over time, affirming that true people leadership is a durable capability rather than a transient initiative.

Our professional judging panel, comprising distinguished experts from government, academia, and industry bodies, brings together rigorous independence, diverse perspectives, and authoritative credibility. Their collective expertise ensures judgements of the highest integrity, helping to shape standards of excellence across the profession.

On behalf of the Organising Committee, I extend my deepest appreciation to our esteemed judges for their dedication, to all participating organisations whose high quality submissions continue to raise the standard of the profession, and to our valued sponsors for their steadfast support. Heartfelt congratulations to this year's awardees – your transformative strategies illuminate the path forward for HR excellence.

May this celebratory evening serve as a meaningful occasion for recognition, professional exchange, and inspiration, as we collectively advance the future of Hong Kong's HR profession.

ORGANISING COMMITTEE MEMBERS AND FINAL JUDGES



Theresa LUI

- Vice President and Chairperson of Awards Organising Committee, HKIHRM
- Chief People Officer, Chow Tai Fook Jewellery Group



Ian CHOY

- President and Advisor of Awards Organising Committee, HKIHRM
- Executive Director - People & Culture, Gammon Construction Limited



Fanny CHAN

- Executive Council Member, HKIHRM
- Chief Human Resources Officer, CTF Life



Priscilla CHAU

- Executive Council Member, HKIHRM
- Director, Human Resources, CLP Power Hong Kong Limited



Miko CHEUNG

Human Resources Director,
LAWSGROUP



Dr Bessie CHONG

Assistant Director, College of Business,
City University of Hong Kong



Joey CHUNG

Managing Director, Head of Human
Resources, Haitong International



Joyce HO

Human Resources Director, Operations, C&B,
Informa Markets Asia Limited



Janet MAN

- Executive Council Member, HKIHRM
- Senior Director, Talent Management & Development, PVH Asia Limited



Jennifer TAM

- Executive Council Member, HKIHRM
- Partner, Simmons & Simmons



Benjamin WONG

Managing Partner,
So.G People Solutions Ltd.

FINAL JUDGES



Anna AU

Deputy Director, Hong Kong Talent Engage,
Labour and Welfare Bureau,
The Government of the HKSAR



Vivian CHAN

Chairman, The Macau Human Resources
Management Association (AGRHM)



Grace CHAN

Chief Executive, The Hong Kong Council of
Social Service



Virginia CHOI, JP

- Managing Consultant & Country Manager,
Tamty McGill Consultants International Limited
- Executive Council Member, HKIHRM
- HKIHRM HR Excellence Awards 2019/2020 -
Excellent HR Leader



Michael LAI

President, The Hong Kong General Chamber
of Small and Medium Business



Linda LAM, SBS

Chairperson, Equal Opportunities
Commission



Ir Sunny LEE, BBS, JP

Chairman, Hong Kong Applied Science and
Technology Research Institute



Dr Kim MAK

- Executive Director & Chairman,
ATAL Engineering Group
- HKIHRM HR Excellence Awards 2013
- Excellent HR Leader



Francis MOK

- Principal Consultant, Francis Mok Consulting
- Executive Council Member, HKIHRM
- HKIHRM HR Excellence Awards 2023/2024 -
Excellent HR Leader



Brian WONG

Chief People and Culture Officer,
Hong Kong Productivity Council

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AWARD CATEGORIES

Grand Award of the Year

The Grand Award of the Year will be granted to the organisation that meets the following requirements:

- Submission of the highest number of entries within Organisational Category – Grand Awards
- The organisation that obtains the highest average score across the above entries

This award highlights the entry that serves as the most outstanding example of best practice in action, inspiring Hong Kong HR practitioners with new ideas to help them excel in their profession. In arriving at their decision, the Judging Panel will look for projects that have produced outstanding results with a far-reaching impact and meaningful contribution to the HR community.

The winning organisation should demonstrate a strong commitment to developing and implementing outstanding people strategies that drive business success.

Excellent HR Leader Award

This distinguished award will be nominated by the Executive Council of the HKIHRM.

This prestigious award recognises an individual who exemplifies excellent HRM professionalism, enhances the influence of the HRM profession and has made an outstanding contribution to the HR community.

Excellent Employer of the Year

The award will be granted to organisations that meet the following criteria:

- Submitting a minimum of one entry in the Organisational Category – Grand Awards and receiving at least one Elite Award or higher; and
- Submitting a minimum of two entries in the Organisational Category – Sub-Category Awards and receiving at least two Elite Awards or higher

Three-year Recognition Award

New Award

Recognising organisations that have achieved Excellence/Elite/Merit across any category for three consecutive years, from 2023/24 Award edition onwards.

AWARD CATEGORIES

Winners of each category will be honoured with one of the below awards based on the decisions of the Associate Assessor and the Judging Panel.

- Excellent Award (金獎)
- Elite Award (銀獎)
- Merit Award (銅獎)
- Professional Practice (專業實踐) (Only for Organisational Category Grand Awards)
- Good Practice (良好實踐)

Organisational Category – Grand Awards

- Grand Award of Change Management
- Grand Award of Diversity & Inclusion
- Grand Award of Employee Experience
- Grand Award of Employee Wellness
- Grand Award of ESG Initiatives
- Grand Award of HR Digitalisation
- Grand Award of Innovation
- Grand Award of Talent Management

Organisational Category – Sub-Category

- Age-Friendly Workplace Award
- Best Workplace Award
- Community Caring Award
- Corporate Governance Award
- Disability-Friendly Employment Award
- Employee Benefits Award
- Employee Happiness Award
- Employer Branding Award
- Family-Friendly Practices Award
- Gen Z Attraction Award
- Green Achievement Award
- HR Analytics Award
- Learning & Development Award
- Learning Technology Award
- Management Trainee Programme Award
- Talent Acquisition Award
- Talent Policy Pioneer Award New Award

HR Service Provider Category

- ESG Provider Award
- Executive Development Programme Provider Award
- Innovation Provider Award
- Learning & Development Provider Award
- Mobility Provider Award
- Payroll Provider Award
- Talent Acquisition Provider Award
- The Most Popular Recruitment Platform Award
- Wellness Provider Award

HR Team Category

- Outstanding HR Team Award

GBA Category & NGO Category

- Change Management Award
- Diversity & Inclusion Award
- Employee Experience Award
- Employee Wellness Award
- Employer Branding Award
- ESG Initiatives Award
- HR Digitalisation Award
- Innovation Award
- Talent Management Award

SME Category

- Employee Experience Award
- Employee Happiness Award
- Family-Friendly Practices Award
- Innovation Award

Individual Category

- HR Professional Award
- Rising Star Award



ADVANCING DIGITAL TRANSFORMATION ACROSS THE GREATER BAY AREA

ABOUT CHINA COMSERVICE

China Comservice is a large listed group approved by the SASAC and listed in Hong Kong (HK0552). It operates over 100 specialized subsidiaries and employs more than 100,000 smart services professionals.

With 60 years of experience supporting China's informatization (including 20 years in Hong Kong), it provides end-to-end services for telecom operators nationwide, covering consulting and planning, design, construction, supervision, operations and maintenance, supply chain, facilities management, software development, and systems integration.



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HONG KONG SMART CITY BLUEPRINT**



**PARTNER IN PRACTICING TECHNOLOGICAL
INNOVATION**



**CORPORATE SOCIAL RESPONSIBILITY AND
SUSTAINABLE DEVELOPMENT**

CHINA'S LARGEST
TELECOMMUNICATIONS
SERVICES PROVIDER

20+ YEARS
SERVICING
HONG KONG

RANKED NO. 1,402 ON THE
"2025 FORBES GLOBAL 2000"

2024 REVENUE:
RMB 150 BILLION

AWARD OF THE YEAR

Grand Award of the Year



Organisational Category – Grand Awards

| | |
|----------------------------------|-----------------------|
| Grand Award of HR Digitalisation | Excellent Award |
| Grand Award of Innovation | Elite Award |
| Grand Award of Change Management | Professional Practice |
| Grand Award of Talent Management | Professional Practice |

Organisational Category – Sub-Category Awards

| | |
|------------------------------|-----------------|
| Gen Z Attraction Award | Excellent Award |
| Learning & Development Award | Elite Award |



Excellent HR Leader Award – Lawrence HUNG



Lawrence HUNG is a senior HR leader with over 30 years of experience across Asia-Pacific and international markets. He has held executive HR roles with global organisations including PepsiCo, Hong Kong Disneyland, and Richemont, leading regional people strategies in organisational transformation, corporate culture and governance, employer branding, and talent management. He is the Immediate Past President and Executive Council Member of the Hong Kong Institute of Human Resource Management and a Faculty Member of WorldatWork, and serves on public and academic advisory bodies including the Human Resources Planning Commission, Hospital Authority, Employees Retraining Board, and The Chinese University of Hong Kong Career Development Board.

Excellent Employer of the Year



WINNERS LIST

| | |
|---------------------------------------|------------------------------|
| Grand Award of the Year | Urban Renewal Authority |
| Excellent HR Leader Award | Lawrence HUNG |
| Excellent Employer of the Year | AIA Hong Kong & Macau |
| | CLP Power Hong Kong Limited |
| | Urban Renewal Authority |
| | Zurich Insurance (Hong Kong) |

Organisational Category – Grand Awards

| | | |
|---|--|-----------------------|
| Grand Award of Change Management | China State Construction Engineering (Hong Kong) Limited | Excellent |
| | HAECO Group | Elite |
| | Prudential Hong Kong Limited | Merit |
| | Mayer Brown Hong Kong LLP | Professional Practice |
| | Urban Renewal Authority | Professional Practice |
| Grand Award of Diversity & Inclusion | HAECO Group | Excellent |
| | Prudential Hong Kong Limited | Elite |
| | Cathay Pacific Airways Limited | Professional Practice |
| | Manulife Financial Asia Limited | Professional Practice |
| Grand Award of Employee Experience | Chubb Life Insurance Hong Kong Limited | Excellent |
| | CBRE Advisory Hong Kong Limited | Elite |
| | Airport Authority Hong Kong | Merit |
| | DFI Retail Group | Professional Practice |
| | Informa Markets Asia Limited | Professional Practice |
| | KLN Logistics Group Limited | Professional Practice |
| | TransUnion Limited | Professional Practice |
| Grand Award of Employee Wellness | Swire Properties Limited | Excellent |
| | CLP Power Hong Kong Limited | Elite |
| | Hong Kong Disneyland Resort | Merit |
| | AIA Hong Kong & Macau | Professional Practice |
| | Collinson Group | Professional Practice |
| | Gammon Construction Limited | Professional Practice |
| | Nan Fung Group | Professional Practice |

Organisational Category – Grand Awards

| | | |
|----------------------------------|--|-----------------------|
| Grand Award of ESG Initiatives | AIA Hong Kong & Macau | Excellent |
| | Dorsett Hospitality International | Elite |
| | HAECO Hong Kong | Merit |
| | Inchcape Hong Kong Limited | Professional Practice |
| | Nan Fung Group | Professional Practice |
| | Prudential Hong Kong Limited | Professional Practice |
| | Wah Kwong Maritime Transport Holdings Limited | Professional Practice |
| | Well Born Real Estate Management Limited (A Member of Henderson Land Group) | Professional Practice |
| | Zurich Insurance (Hong Kong) | Professional Practice |
| Grand Award of HR Digitalisation | Urban Renewal Authority | Excellent |
| | Gammon Construction Limited | Elite |
| | New World Development Company Limited | Merit |
| | Hong Kong Police Force | Professional Practice |
| Grand Award of Innovation | China Comservice (Hong Kong) Limited | Excellent |
| | Urban Renewal Authority | Elite |
| Grand Award of Talent Management | Zurich Insurance (Hong Kong) | Excellent |
| | CTF Life | Elite |
| | Hong Kong Disneyland Resort | Merit |
| | John Swire & Sons (H.K.) Limited | Merit |
| | AIA Hong Kong & Macau | Professional Practice |
| | Cathay Subsidiary Services | Professional Practice |
| | CBRE Advisory Hong Kong Limited | Professional Practice |
| | China State Construction Engineering (Hong Kong) Limited | Professional Practice |
| | CLP Holdings Limited | Professional Practice |
| | COSCO SHIPPING International (Hong Kong) Co., Ltd. | Professional Practice |
| | CR Construction Company Limited | Professional Practice |
| | Gammon Construction Limited | Professional Practice |
| | Huatai International Financial Holdings Company Limited | Professional Practice |
| | Informa Markets Asia Limited | Professional Practice |
| | KLN Logistics Group Limited | Professional Practice |
| | New World Development Company Limited | Professional Practice |
| | The Hong Kong and China Gas Company Limited | Professional Practice |
| Urban Renewal Authority | Professional Practice | |

WINNERS LIST

Organisational Category – Sub-Category

| | | |
|--------------------------------------|--|---------------|
| Age-Friendly Workplace Award | Waihong Services Group | Excellent |
| | CLP Power Hong Kong Limited | Elite |
| | Hong Yip Service Company Limited | Merit |
| Best Workplace Award | Mayer Brown Hong Kong LLP | Excellent |
| | Inchcape Hong Kong Limited | Elite |
| | The Hong Kong and China Gas Company Limited | Elite |
| | DFI Retail Group | Merit |
| | Ngong Ping 360 Limited | Merit |
| | PineBridge Investments Asia Limited | Merit |
| | PVH Asia Limited | Merit |
| | AIA Hong Kong & Macau | Good Practice |
| | Cathay Pacific Airways Limited | Good Practice |
| | CBRE Advisory Hong Kong Limited | Good Practice |
| | CTF Services Limited | Good Practice |
| | eClass Limited | Good Practice |
| | HKR International Limited | Good Practice |
| | IKEA | Good Practice |
| | Kiu Lok Service Management Co., Ltd. | Good Practice |
| | Swire Properties Limited | Good Practice |
| | Taikang Asset Management (Hong Kong) Co. Ltd. | Good Practice |
| TransUnion Limited | Good Practice | |
| Community Caring Award | Swire Properties Limited | Excellent |
| | AIA Hong Kong & Macau | Elite |
| | Nan Fung Property Management | Merit |
| | Collinson Group | Good Practice |
| | KLN Logistics Group Limited | Good Practice |
| | MUFG Bank, Ltd. | Good Practice |
| | PineBridge Investments Asia Limited | Good Practice |
| | Well Born Real Estate Management Limited (A Member of Henderson Land Group) | Good Practice |
| Disability-Friendly Employment Award | Manulife Financial Asia Limited | Excellent |

| | | |
|--|--|---------------|
| Employee Benefits Award | CTF Services Limited | Excellent |
| | Nova Insurance Consultants Limited | Elite |
| | Manulife Financial Asia Limited | Merit |
| | TransUnion Limited | Merit |
| Employee Happiness Award | IKEA | Excellent |
| | The Hong Kong Jockey Club | Elite |
| | FSE Lifestyle Services Limited | Merit |
| | Associated Engineers, Limited | Good Practice |
| | China State Construction Engineering (Hong Kong) Limited | Good Practice |
| | CTF Life | Good Practice |
| | CTF Services Limited | Good Practice |
| | NTT Com Asia Limited | Good Practice |
| Employer Branding Award | Tam Jai International Company Limited | Excellent |
| | Jardine Engineering Corporation | Elite |
| | DFI Retail Group | Merit |
| | AIA Hong Kong & Macau | Good Practice |
| | Cathay Pacific Airways Limited | Good Practice |
| | CTF Life | Good Practice |
| | Hong Kong Express Airways Limited | Good Practice |
| | Huatai International Financial Holdings Company Limited | Good Practice |
| | Informa Markets Asia Limited | Good Practice |
| Family-Friendly Practices Award | PVH Asia Limited | Excellent |
| | CTF Services Limited | Elite |
| | Collinson Group | Merit |
| | Inchcape Hong Kong Limited | Good Practice |
| Gen Z Attraction Award | Urban Renewal Authority | Excellent |
| | John Swire & Sons (H.K.) Limited | Elite |
| | CLP Power Hong Kong Limited | Merit |
| | Associated Engineers, Limited | Good Practice |
| | HKR International Limited | Good Practice |
| Green Achievement Award | Swire Hotels | Excellent |
| | Cordis, Hong Kong | Elite |
| | HAECO Hong Kong | Merit |
| | Wah Kwong Maritime Transport Holdings Limited | Good Practice |
| HR Analytics Award | Airport Authority Hong Kong | Excellent |
| | Cathay Pacific Airways Limited | Elite |

WINNERS LIST

Organisational Category – Sub-Category

| | | |
|---|--|---------------|
| Learning & Development Award | Tam Jai International Company Limited | Excellent |
| | AIA Hong Kong & Macau | Elite |
| | Hong Kong Air Cargo Terminals Limited | Elite |
| | Jardine Engineering Corporation | Elite |
| | Shun Tak – China Travel Ship Management Limited | Elite |
| | The Hong Kong Jockey Club | Elite |
| | Urban Renewal Authority | Elite |
| | Zurich Insurance (Hong Kong) | Elite |
| | HAECO Hong Kong | Merit |
| | MUFG Bank, Ltd. | Merit |
| | New World Development Company Limited | Merit |
| | AXA China Region Insurance Company Limited | Good Practice |
| | Cathay Pacific Airways Limited | Good Practice |
| | CBRE Advisory Hong Kong Limited | Good Practice |
| | FSE Lifestyle Services Limited | Good Practice |
| | Hong Kong Disneyland Resort | Good Practice |
| | Huatai International Financial Holdings Company Limited | Good Practice |
| | IKEA | Good Practice |
| Informa Markets Asia Limited | Good Practice | |
| KLN Logistics Group Limited | Good Practice | |
| Learning Technology Award | The Hong Kong and China Gas Company Limited | Excellent |
| | Zurich Insurance (Hong Kong) | Elite |
| | CR Construction Company Limited | Merit |
| Management Trainee Programme Award | Airport Authority Hong Kong | Excellent |
| | Hong Kong Metropolitan University | Elite |
| | Manulife Financial Asia Limited | Merit |
| | COSCO SHIPPING International (Hong Kong) Co., Ltd. | Good Practice |
| | Informa Markets Asia Limited | Good Practice |
| Talent Acquisition Award | FSE Engineering Group Limited | Excellent |
| | Hong Kong Express Airways Limited | Elite |
| | CR Construction Company Limited | Merit |
| | Hong Kong Police Force | Good Practice |
| | KLN Logistics Group Limited | Good Practice |
| <div style="background-color: #f0f0f0; padding: 2px;">New Award</div> Talent Policy Pioneer Award | China State Construction Engineering (Hong Kong) Limited | Excellent |
| | CLP Power Hong Kong Limited | Elite |
| | CIIC Hong Kong Limited | Merit |
| | CR Construction Company Limited | Good Practice |
| | New World Development Company Limited | Good Practice |

HR Service Provider Category

| | | |
|---|---|---------------|
| Innovation Provider Award | Lantern AI | Excellent |
| | BIPO | Elite |
| | Neufast Limited | Good Practice |
| Learning & Development Provider Award | Forward Training Consulting Limited | Excellent |
| | Lee Hecht Harrison HK Limited | Elite |
| | LinkedIn Hong Kong Limited | Merit |
| | aTalent | Good Practice |
| | KOS Solutions Limited | Good Practice |
| Payroll Provider Award | BIPO | Excellent |
| | Vistra | Elite |
| | KOS Staffing Limited | Merit |
| Talent Acquisition Provider Award | Vistra | Excellent |
| | KOS International Limited | Elite |
| The Most Popular Recruitment Platform Award | Jobs DB Hong Kong Limited | Excellent |
| Wellness Provider Award | MixCare Health (Mixup Solution Company Limited) | Excellent |
| | Hong Kong Family Welfare Society | Elite |
| | DFI Retail Group - Mannings | Merit |

HR Team Category

| | | |
|---------------------------|---------------------------------------|---------------|
| Outstanding HR Team Award | New World Development Company Limited | Excellent |
| | Informa Markets Asia Limited | Elite |
| | Urban Group | Merit |
| | Cordis, Hong Kong | Good Practice |
| | W Macau - Studio City | Good Practice |

GBA Category

| | | |
|-----------------------------|---|-----------|
| Diversity & Inclusion Award | W Macau - Studio City | Elite |
| Employee Experience Award | W Macau - Studio City | Elite |
| Employee Wellness Award | W Macau - Studio City | Excellent |
| | Ocean Network Express (East Asia) Limited | Elite |
| HR Digitalisation Award | The Macao Water Supply Company Limited | Excellent |

NGO Category

| | | |
|-----------------------------|--|-----------|
| Change Management Award | Generation Hong Kong | Elite |
| Diversity & Inclusion Award | Fu Hong Society | Excellent |
| | Dialogue In The Dark (HK) Foundation Limited | Elite |
| Talent Management Award | S.K.H. St. Christopher's Home Limited | Excellent |

SME Category

| | | |
|---------------------------|----------------|-----------|
| Employee Experience Award | ASK IT Limited | Excellent |
|---------------------------|----------------|-----------|

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WINNERS LIST

Three-year Recognition Award

BIPO

CLP Power Hong Kong Limited

Collinson Group

DFI Retail Group

Dorsett Hospitality International

Fu Hong Society

Gammon Construction Limited

Hong Kong Express Airways Limited

Hong Yip Service Company Limited

Informa Markets Asia Limited

Jobs DB Hong Kong Limited

KOS International Limited

New World Development Company Limited

PineBridge Investments Asia Limited

Prudential Hong Kong Limited

Swire Hotels

Swire Properties Limited

The Hong Kong and China Gas Company Limited

The Hong Kong Jockey Club

TransUnion Limited



EXCELLENT AWARD

Organisational Category – Grand Awards

Grand Award of Change Management



Staff shortage, a widespread crisis in Hong Kong's construction industry, has become the primary constraint on project timelines and delivery quality. To address this critical bottleneck, CSHK implemented an innovative solution — establishing a Technical Delivery Center (TDC) for our local construction sites. This initiative aimed to integrate technical talents and digital innovation with Hong Kong's professional standards, shifting from isolated project teams to a shared capability platform.

By standardizing workflows and centralizing technical tasks, TDC has enhanced efficiency and ensured consistent quality. Beyond boosting productivity, we have also cultivated a sustainable talent pipeline, equipping a new generation of professionals with both technical expertise and language fluency. This transformation has not only enhanced operational efficiency but also served as a powerful testament to the flourishing talent pool. We are proud to contribute to this forward-looking partnership and remain committed to bringing lasting vitality and competitive excellence to Hong Kong's construction industry.

Grand Award of Employee Experience



Chubb Life Hong Kong is experiencing dynamic growth, with a strategic focus on expanding its market share and strengthening its presence in Hong Kong. By leveraging and optimising the strengths, resources, and expertise of its integrated teams, Chubb Life Hong Kong continues to enhance its competitive edge in the local life insurance industry.

Driven by its commitment to progress, the company is dedicated to attracting and nurturing top talent. Chubb Life Hong Kong proactively recruits new professionals and leaders who share its vision and values, fostering a collaborative and innovative environment. These efforts are shaping a culture that empowers employees, encourages teamwork, and builds the capabilities needed for sustained success.

Enhancing the employee experience remains central to Chubb Life Hong Kong's mission, serving as a key driver for engagement, as well as talent attraction and retention. Ultimately, Chubb Life Hong Kong is committed to cultivating a workplace where everyone feels valued, inspired, and motivated to contribute to the company's continued growth and achievement.

Grand Award of Diversity & Inclusion



HAECO Group, a global leader in aircraft engineering and maintenance with 15,000 employees across Hong Kong, Chinese Mainland, Europe, and the Americas, embeds diversity, equity, inclusion, and belonging (DEIB) into its culture and operations. Our multi-tiered framework engages leadership, HR, and employee networks to drive meaningful change across regions.

To address gender imbalance in a traditionally male-dominated industry, we implement inclusive recruitment practices, unconscious bias training, and mentoring programmes. We also partner with schools, NGOs, and media to inspire future talent through initiatives such as "Girls Go Tech" and "Girls in Aviation Day."

Internally, inclusion is reinforced through key policies—Respect in the Workplace, D&I Recruitment, and Human Rights—complemented by six employee networks that promote gender equity, cultural diversity, accessibility, and LGBTQ+ inclusion. These networks organize leadership talks, cultural events, and mental health programmes, creating a collaborative and supportive environment.

Our efforts have strengthened belonging, enhanced cross-generational collaboration, and improved retention, underscoring HAECO's commitment to building an inclusive and sustainable future for all.

Grand Award of Employee Wellness



Swire Properties is deeply committed to fostering a culture of holistic employee well-being. We have embedded it into our corporate strategy, recognising that employee health is integral to sustainable performance and engagement. Grounded by our Three Pillars – Community, Sports, and Wellbeing – we are building a workplace culture that empowers our people to thrive, engage, and connect. Our wellness framework focuses on Social, Physical, and Mental Well-being, supported by leadership endorsement and cross-functional collaboration.

Grand Award of ESG Initiatives



Guided by our purpose to help people live Healthier, Longer, Better Lives, AIA Hong Kong & Macau is committed to creating meaningful impact for our people, customers and the communities in which we operate. Our long term ESG strategy drives us to create a more sustainable, better society. Internally, we champion engagement through AIA CAN, a multi year eco office movement that promotes responsible practices across waste, energy, water, travel, procurement and environmental wellness. Our employee led volunteer team extends this commitment externally by partnering with NGOs, rallying colleagues, and supporting community programmes that strengthen the wellbeing of those we serve.

Innovation is at the core of how we work and grow. By fostering collaboration and empowering employees to embrace new ideas, we equip our people to lead transformation and shape the organisation's future. Through embedding "Work Well with AIA" into our day-to-day operations, we further support the holistic wellbeing - physical, mental, social, and financial - of our people and their loved ones. Together, we create shared value, demonstrating that when we believe in better, we can build a more resilient, inclusive and sustainable society for all.

Grand Award of Innovation



中國通信服務
CHINA COMSERVICE

China Comservice (Hong Kong) Limited (CCSHK), as a new generation integrated smart service provider, focuses on digital infrastructure, intelligent products, and end-to-end integrated solutions. The company is committed to delivering leading digital transformation services for enterprises and industries. In 2025, it launched the "Technology Innovation Collaboration Upgrade Program," leveraging innovative technologies to enhance internal collaboration, optimize workflows, and modernize knowledge management. Through these efforts, the company aims to accelerate enterprise-wide digital transformation in a comprehensive and systematic way. At the same time, it actively participates in the development of industry standards, helping to shape best practices, promote interoperability, and drive overall progress across the sector. By combining strong technical capabilities with practical implementation experience, CCSHK seeks to create scalable, secure, and efficient digital solutions that support customers' evolving needs and enable sustainable growth in an increasingly digital economy.

Grand Award of HR Digitalisation



As a statutory body established in May 2001 to undertake, encourage, promote and facilitate urban renewal of Hong Kong, the Urban Renewal Authority (URA) operates within a complex landscape of strict regulatory and compliance requirements, complicating the adoption of innovative technologies. Faced with fragmented legacy systems and manual processes, we recognised the need for modernisation while upholding high standards of accountability and compliance in all HR operations.

Our digitalisation journey transformed these challenges into opportunities by integrating six legacy systems into a unified HR Management System (HRMS) platform, with innovative integration of external AI-powered solutions. Throughout this implementation, we thoroughly considered data privacy, security, and compliance with corporate governance.

The cornerstone of this initiative was our people. Recognising that technological adoption requires a significant cultural shift, we implemented a comprehensive change management programme. Through strategic stakeholder engagement and extensive training, we fostered a digitally proficient workforce, ensuring a smooth and effective transition across the organisation.

This "HR2.0" initiative has delivered remarkable improvements in operational efficiency, benefiting the HR team, the wider organisation, and every employee. By driving HR excellence through data, systems and technology integrations, we have positively contributed to HR digitalisation and evolving practices in the public sector.

Grand Award of Talent Management



Zurich Insurance (Hong Kong) operates in an increasingly technology-driven environment where upskilling, reskilling and career agility are critical to long-term business success. Internal data shows that career growth is a top reason for employee attrition, particularly for tenured staff. Grounded in Zurich's People Sustainability principles and a strong commitment to internal talent development, MyJourney: Career Planning @Zurich was launched to address growing skill gaps and evolving employee career expectations.

MyJourney is a digital, employee-driven career planning platform that empowers individuals to take ownership of their career development through transparent, skills-based exploration. The platform enables employees to assess their current, transferable, and latent skills, map them to potential future roles across functions, and identify personalized learning pathways to bridge skill gaps. Development recommendations span formal learning, experiential opportunities, and mentorship, making growth actionable and accessible.

By centralizing career planning into a single, inclusive platform, MyJourney transforms career development from a passive process into a proactive and structured experience. Employees gain greater clarity, mobility, and confidence in navigating their careers, while Zurich strengthens internal pipelines, enhances workforce agility, and reduces reliance on external hiring. Ultimately, the initiative aligns individual aspirations with organizational needs, fostering sustainable growth for both employees and the business.

EXCELLENT AWARD

Organisational Category – Sub-Category

Age-Friendly Workplace Award



Waihong is one of the leading cleaning services providers in Hong Kong, employing over 10,000 staff and delivering professional environmental services across a wide range of facilities and assets. Our service portfolio covers residential estates, transportation complexes, Grade A commercial offices, shopping centers, hotels and housekeeping services, bank branches, and tertiary institutions. Through standardized processes, continuous training, and strict quality control, we are committed to maintaining a healthy, safe, and hygienic environment that consistently meets and exceeds our customers' expectations.

In response to Hong Kong's aging population and the growing challenge of labour shortages, Waihong has proactively developed an age inclusive employment framework that leverages retirees' valuable expertise, professionalism, and life experience. By providing flexible work arrangements, appropriate job redesign, and a respectful and supportive workplace culture, we enable senior employees to continue contributing meaningfully. This approach not only helps sustain service excellence and operational stability, but also demonstrates Waihong's commitment to corporate social responsibility, social inclusion, and long term workforce sustainability.

Community Caring Award



Swire Properties Limited is a leading global developer and operator of mixed-use, sustainable urban developments, with a portfolio spanning Hong Kong, the Chinese Mainland, Southeast Asia, and the US. For over 50 years, the company has championed responsible development through its SD 2030 Strategy, built on five pillars: Places, People, Partners, Performance (Environment), and Performance (Economic). This strategy emphasizes innovation, community engagement, and alignment with UN Sustainable Development Goals (SDGs).

We recognize that the places we create and maintain have significant impacts on society and the environment, and they are central to achieving our SD 2030 strategy. Through effective placemaking and long-term placekeeping, we continue transforming the places we invest while retaining their character, supporting communities, and enhancing people's lives.

The Community Ambassador Programme, a long-running initiative under the People pillar, rewards employees for volunteering time and skills to social, community, and environmental causes. In 2024, integrating with placemaking efforts - Swire Properties Placemaking Academy to foster vibrant, resilient communities. These efforts promote ethical business practices by prioritizing empathy, inclusivity, and stakeholder wellbeing.

Best Workplace Award



Mayer Brown is a leading international law firm positioned to represent the world's major corporations, funds, and financial institutions in their most important and complex transactions and disputes. With a longstanding presence in Hong Kong, we have built a robust practice, particularly in the areas of Corporate & Securities (including M&A and capital markets), Banking & Finance, Technology & Intellectual Property Transactions, and Energy.

Mayer Brown was honoured as the Best International Law Firm in Hong Kong at the FinanceAsia Awards 2025, acknowledging our determination to deliver exceptional outcomes through the display of commercial and technical acumen. Central to these achievements is our unchanging belief that our people are the core of our success. Through initiatives such as Project New Era and a series of progressive people-focused programmes, our commitment is reinforced to being a best-in-class workplace—continually enhancing the employee experience and fostering an environment where everyone can excel.

Our people-first philosophy prioritizes empathy, flexibility, and holistic wellbeing. We have introduced enhanced benefits, flexible work arrangements, and cutting-edge technology. Renovated eco-friendly offices, robust development programmes, and strong engagement initiatives foster pride, retention, and a thriving, equitable culture—making Mayer Brown a benchmark for compassionate and forward-thinking employment practices.

Disability-Friendly Employment Award



Manulife Financial Corporation is a leading international financial services provider that helps people make their decisions easier and lives better. We provide financial advice, insurance, and our global wealth and asset management segment, Manulife Investment Management, serves individuals, institutions, and retirement plan members worldwide.

In addition to Manulife's ongoing mission and strategy of inclusion across our markets to create a diverse and equitable workplace and the community - Manulife joined the Valuable 500, a global collective of over 500 companies that are working towards driving and promoting disability inclusion in the workplace and giving back to the community. Manulife has been an Iconic Partner of this collective since 2024, sitting alongside the top 14 companies as part of the V500 objectives to spearhead this mission. This all culminated at the SYNC25 conference, a global conference held in Tokyo to showcase and demonstrate our progress alongside other companies on disability inclusion in the workplace and the community.

Employee Benefits Award



Listed on The Stock Exchange of Hong Kong Limited, CTF Services Limited (CTFS) is a conglomerate with a diversified portfolio of market-leading businesses, predominantly in Hong Kong and Chinese Mainland. The Group's businesses include toll roads, financial services, logistics, construction and facilities management.

CTFS has implemented a strategic employee benefits framework that centred on family inclusive well being, comprehensive healthcare support, continuous personal growth and work life harmony, empowering employees to thrive both personally and professionally while building workforce resilience, bolstering talent retention, and driving sustainable value creation for all stakeholders.

Delivered through extended family coverage reaching spouses, children and even non-working parents, enhanced leave supporting life's meaningful priorities from family celebrations to caregiving responsibilities, and wellness enhancements sustaining long-term employee vitality, CTFS demonstrates unwavering people-first commitment. This integrated approach fosters an inclusive culture where every team member feels valued and contributes to sustained success.

Employer Branding Award



Tam Jai International (TJI) has evolved from a local Hong Kong brand into a multinational dining enterprise, operating over 240 stores across Hong Kong, Mainland China, Singapore, Japan, Australia, Malaysia, and the Philippines. Beyond its flagship Tamjai Yunnan Mixian and Tamjai SamGor Mixian brands, TJI has diversified into fast casual dining through Marugame Seimen and Yakiniku Yamagyu.

Amid rapid global expansion and fierce talent competition in the F&B industry, TJI launched a bold Employer Branding Strategy to revitalize its Vision, Mission, and Values (VMV) and refresh the company DNA. The initiative embedded branding internally through engaging touchpoints and externally via targeted campaigns.

By fostering a positive culture, strengthening engagement, and championing inclusivity, TJI aligned business growth with employee well being, setting new benchmarks in talent attraction, retention, and satisfaction. This transformation delivered measurable results and cultural impact, unifying employees, elevating retention, and firmly positioning TJI as an employer of choice.

Employee Happiness Award



IKEA Hong Kong is committed to creating a caring and inclusive workplace where every co worker feels valued and supported. "Tillsammans," which means "together," reflects our belief that happiness grows when people are recognised, listened to, and treated with respect. Guided by our Global People Strategy 2024–2027, the initiative focuses on four strategic pillars: Recognition & Appreciation, Well being & Mental Health Support, Co-worker Voice & Feedback, and Co-worker Engagement & Team Cohesion.

Through structured recognition programmes, accessible well being activities, and regular opportunities for open dialogue, we strengthened trust and fostered a sense of belonging across all units. Engagement surveys and real time feedback channels ensured that co workers' voices shaped meaningful actions and improvements.

These efforts led to clear and positive outcomes, including higher satisfaction, stronger trust in leadership, and improved retention. More importantly, we reinforced a culture built on "togetherness," "simplicity," and "caring for people & planet" values. By supporting co workers to thrive both personally and professionally, we continue building a happier and more resilient workplace dedicated to creating a better everyday life for the many.

Gen Z Attraction Award



Guided by our "people-first, district-based, public participatory" approach in implementation of urban renewal initiatives, the Urban Renewal Authority (URA) recognises that the future of Hong Kong's vibrant, sustainable communities rests on our next generation. We are deeply committed to nurturing young talent, particularly Gen Z, by forging a new class of skilled, innovative, and passionate professionals ready to champion the mission of urban renewal.

As the first digital-native generation, Gen Z seeks meaningful careers aligned with their values and aspirations. Our holistic internship programme, themed "Ignite Your Passion for Urban Renewal," is crafted to attract, engage and develop Gen Z talent through meaningful, purpose-driven experiences embodying the URA's vision of "Creating quality and vibrant urban living in Hong Kong — a better home in a world-class city".

Through diverse, hands-on learning opportunities, we immerse our interns in the impact of urban renewal on communities. This experience provides invaluable professional insight and instills a profound culture of sustainability, empowering them as the future builders of Hong Kong.

This initiative not only enhances our employer brand but also aligns with the values of the next generation, contributing to cultivation of a passionate workforce dedicated to shaping Hong Kong's future.

EXCELLENT AWARD

Organisational Category – Sub-Category

Green Achievement Award



Swire Hotels is a group of individual hotel brands dedicated to crafting extraordinary hospitality experiences for guests. Our two brands, Upper House and EAST, include hotels in Hong Kong, Shanghai, Beijing, Chengdu and Miami. Each hotel is exceptionally unique, yet they share a common appreciation for aesthetics and service excellence. Our culture code, The Way We Work (WWW), inspires our people to live and breathe our common values, including championing wellbeing and sustainability.

This project integrates sustainability into the employee experience and aligns it with our business strategy. Through education, engagement, and contribution, we empower team members to actively support sustainability goals. Initiatives include Sustainable Development workshops, second-handed bazaars, tree planting, and sustainable operations such as waste reduction and water-saving technologies. Team members are recognized for innovative ideas, and sustainability KPIs are tracked and reported. The project has achieved measurable reductions in water intensity, electricity usage, and waste diversion rates, earning international recognition and inspiring people to think differently on sustainability.

Learning & Development Award



Tam Jai International (TJI) has evolved from a local Hong Kong brand into a multinational dining enterprise, operating over 240 stores across Hong Kong, Mainland China, Singapore, Japan, Australia, Malaysia, and the Philippines. Beyond its flagship Tamjai Yunnan Mixian and Tamjai SamGor Mixian brands, TJI has diversified into fast casual dining through Marugame Seimen and Yakiniku Yamagyu.

To support the expansion strategy, anchored in multi-brand expansion and Centre of Excellence guidance for overseas growth, The Talent Development team launched the “Jeh Jeh Back to School: Leading Local Growing Global Program” which was designed to empower District Managers as outstanding local leaders while equipping them to take on roles in overseas expansion. The program strengthens District Managers by building critical competencies and confidence, cultivating an environment where frontline leaders can succeed in increasingly complex roles. The initiative not only demonstrates Tam Jai’s DNA of “Will to Win, Passion to Serve,” but also reinforces TJI’s commitment to sustainable talent development and organizational excellence.

HR Analytics Award



Airport Authority Hong Kong (AA) is a statutory body responsible for the operation and development of Hong Kong International Airport (HKIA).

HKIA is one of the world’s busiest aviation hubs, boasting an extensive global network. Around 140 airlines connect HKIA to over 200 destinations worldwide. HKIA has also earned the distinction of being the world’s busiest cargo airport, a title it has held for the 14th time since 2010. Concurrently, the airport is transforming into a dynamic Airport City, with SKYTOPIA at its heart.

We believe that people are key to an organization’s sustainable growth and trust that multi-dimensional HR analytics can provide reliable insight that help optimize manpower-related management decisions. Development of HR Dashboards has thus been one of the strategic initiatives on the HR Digitalization Roadmap. The project was started at the end of 2022 once key HR processes have been digitalized along the roadmap, making available a comprehensive database for the development of HR Dashboards.

Learning Technology Award



The Hong Kong and China Gas Company Limited (Towngas), founded in 1862, is Hong Kong’s first public utility and has evolved from a traditional gas company supplying gas fuel to a leading energy provider. In recent years, Towngas has focused on developing clean energy solutions to achieve carbon neutrality. These initiatives include hydrogen for vehicles, green methanol for vessels, and sustainable aviation fuels.

Towngas identified several pressing challenges: rising expectations for service and safety standards, the need to align with ESG goals, and the urgency to upskill its workforce. Additionally, the company faced inefficiencies in legacy workflows and a growing risk of knowledge loss due to employee turnover.

Towngas launched the “Digimon” program—a cultural transformation initiative designed to foster a digital-savvy, data-driven environment across the organization. “Digimon” empowers employees at all levels to adopt and self-develop digital tools, streamlining workflows and enhancing customer experience. The program features hands-on training workshops, an online community portal, and a cohort of change agents driving innovation. Its impact is seen in improved operational efficiency, enhanced learning opportunities, and a vibrant culture of continuous improvement.

Management Trainee Programme Award



HKIA is one of the world's busiest aviation hubs, boasting an extensive global network. Around 140 airlines connect HKIA to over 200 destinations worldwide. HKIA has also earned the distinction of being the world's busiest cargo airport, a title it has held for the 14th time since 2010. Concurrently, the airport is transforming into a dynamic Airport City, with SKYTOPIA at its heart.

To support this development, AA is dedicated to sustaining our competitiveness by attracting, developing, and retaining home-groom young talents with professional expertise and knowledge to ensure a resilient leadership pipeline for the future.

The structured, three-year Management Trainee (MT) programme aligned with AA's "5Cs" values (Caring, Commitment, Creativity, Continuous Improvement and Collaboration) designed to attract high potential young talents, develop future-ready leaders through customized training curriculum, experiential learning, job-rotations, mentorship and networking opportunities, and retain talent by providing clear career progression pathways.

The programme has recently been enhanced to further strengthen the talent pipeline in alignment with business development and to reinforce AA's position as an Employer of Choice.

Talent Acquisition Award



We are one of the leading E&M engineering companies in Hong Kong, providing a comprehensive range of E&M engineering services, and we also have well-established E&M engineering operations in the PRC and Macau. We have developed substantial expertise as an E&M engineering service provider, and we have built up a strong network with well-established clients and main contractors who are often engaged in large-scale projects of major property developers and other blue-chip companies in Hong Kong.

Talent Policy Pioneer Award



To realize the HKSAR government's vision of establishing the Greater Bay Area as a "talent hub," CSHK innovatively launched the "Stars of GBA" recruitment program to attract and cultivate promising graduates, infusing the local construction sector with fresh energy and diverse perspectives.

The program is built on a well-designed ecosystem that transcends conventional recruitment. Through a series of diverse activities, the graduates gained firsthand exposure to Hong Kong's world-class projects and professional standards, facilitating a smooth transition and integration in Hong Kong.

As the ecosystem continues to expand, we are creating a vibrant community where young professionals can thrive, innovate, and shape the future of the GBA together. These young talents are not only building careers but also putting down roots and establishing new lives in Hong Kong. As a leading force in the local construction sector, we will continue to embrace our enduring role as a proactive pioneer in achieving Hong Kong's talent policy objectives.





TALENT INTELLIGENCE AT YOUR FINGERTIPS!

Neufast is a leading VC-backed AI-powered recruitment and assessment platform that combines the best-in-class assessment AI, LLM and rooted in I/O Psychology into ATS, CV Matching, video interview and assessment tests.

The platform assesses the Knowledge, Skills, Competencies and Job-Fit of the candidates in a scientific and fair manner; and is fully integrated with many HR Systems. Its secure and easy-to-use platform has been widely adopted by enterprise in Hong Kong and across Asia.



Solutions:

Video Interview & Assessment Tests
CV Scoring & ATS

Voicebot Engagement & Survey

200%

Return of Investment:
Save screening & manpower effort.

80%

Faster hiring process:
Reduce screening time

90%

Improve the candidate experience

>90%

Highly accurate candidate
matching and screening

Carlsberg (Beverages & FMCG)

Carlsberg uses Neufast to support high-volume hiring across production, operations, and commercial roles. By introducing AI-powered CV matching and structured video interviews, Carlsberg reduced screening time significantly while ensuring consistent assessment of skills, communication, and job-fit across multiple markets including Hong Kong, Singapore and Vietnam.

AIA (BFSI)

AIA Malaysia adopts Neufast to scale agent, customer service while maintaining compliance and fairness. Neufast enables faster screening, bias-reduced shortlisting, and better evaluation of sales competencies of the candidates. his helps in cutting hiring cycles from weeks to days and improving recruiter productivity.

TRUSTED BY LOCAL & GLOBAL CLIENTS



EXCELLENT AWARD

HR Service Provider Category

Innovation Provider Award



Lantern AI is a conversational AI interview platform that replaces phone screenings with real-time, bias-checked voice interactions.

It automates the most time-consuming parts of high-volume hiring: CV screening, first-round interviews, and scheduling. Lantern parses CVs, asks adaptive follow-up questions, detects cheating, and instantly generates scorecards so recruiters can focus on high-value decisions rather than repetitive screening.

Results sync to your ATS/ HRIS with clear summaries, transcripts, and next-step recommendations, reducing time-to-hire and giving recruiters their time back. Lantern's standardized interviews ensure fair evaluations, while personalized conversations improve candidate experience and minimizes drop-offs.

Clients include Gammon Construction, Sino Group, Baker McKenzie, City University of Hong Kong Human Resources Office, and Hong Kong Polytechnic University Human Resources Office.

Lantern AI is ideal for organizations with high-volume or high-turnover roles that want to speed up recruitment without compromising quality, and meets the highest security and compliance standards, including ISO 27001:2022, SOC II, GDPR, and HK PDPO.

Payroll Provider Award



Established in 2010 and headquartered in Singapore, BIPO is a leading global payroll and HR solutions provider, supporting businesses across 170+ countries.

We offer a comprehensive suite of technology-driven HR solutions, including our award-winning cloud-based HR Management System and Athena BI analytics tool, supporting multi-country payroll outsourcing and Employer of Record (EOR) services. Together, these automate HR processes, ensure compliance, and deliver actionable workforce insights.

With over 50 offices worldwide, BIPO combines global coverage with local regulatory expertise to help businesses manage payroll and HR across multiple countries.

BIPO's Hong Kong office is a recognised centre of payroll excellence and serves as a hub for North Asia. Our team supports multinationals and fast-growing SMEs across Hong Kong & Macau, Japan, South Korea and Taiwan - leading regional payroll delivery and compliance co-ordination to help clients navigate complex regulations and expand confidently across the region.

Learning & Development Provider Award



FORWARD TRAINING CONSULTING

To address the widening talent gap in the hospitality industry, Forward Training Consulting has partnered with the Hong Kong Hotels Association (HKHA) to launch the industry's first-ever industry-wide Talent Development Programme — the Hotelier Leadership Development Programme (HLDP).

Building on its commitment to impactful and engaging learning, Forward Training Consulting adopts the PEAK approach (Professional, Experiential, Actionable, Knowledgeable) in designing a series of high quality training workshops tailored for HKHA member hotels.

Unlike traditional talent development programmes, HLDP integrates innovative instructional methods such as Live Action Role Playing (LARP) and Draw All You Can, creating immersive and highly interactive learning experiences. A variety of professional learning tools — including Click! Colours® Discovery Cards, The BOX®, Design Thinking Toolkit, The Coaches' Handbook, Motivational Cards, and more — are incorporated to enrich the workshops and ensure every participant enjoys a memorable and impactful learning experience.

With a proven track record in designing engaging, high impact training and development programmes, Forward Training Consulting continues to support both local and multinational companies in building a future ready talent pipeline and strengthening their long term competitiveness.

Talent Acquisition Provider Award



Trusted by nearly half of the Fortune Global 500, Vistra is a top-four global payroll provider with unmatched expertise – managing payroll across 170+ countries, delivering over 11 million payslips annually, with 96% processed in-house. Supported by 1,500 payroll experts and advanced technology, we ensure compliance, secure data and streamlined management.

Our fully managed Vistra Global Payroll Solution combines a powerful, unified platform with dedicated expert support, delivering simplicity, consistency and full compliance, everywhere you operate. In 2025, Vistra acquired iiPay, further enhancing our cloud-based, multi-country payroll capabilities for mid-market and enterprise clients.

As businesses expand globally, payroll accuracy, compliance and timeliness are critical for employee satisfaction and business continuity. With a 97% survey response rate and an average client satisfaction score of 4.3/5, Vistra provides trusted solutions that mitigate risk and strengthen global brand credibility.

Our expertise extends beyond payroll. For a Hong Kong client delivering vital community services, we deployed 170+ vetted Customer Service Officers for 24/7 operations. For a leading German energy firm, we tailored recruitment strategies to boost workforce quality and efficiency.

Key capabilities:

- Global payroll in 170+ countries
- Single platform, 24/7 support, 100 currencies
- Trusted by 25,000+ SMEs and Fortune 500 companies

EXCELLENT AWARD

HR Service Provider Category

The Most Popular Recruitment Platform Award



Jobsdb is a leading employment platform in Hong Kong and Thailand, helping people live more fulfilling and productive working lives and helping organizations succeed. It is a subsidiary of SEEK, a diverse group of companies comprised of a strong portfolio of online employment, educational, commercial and volunteer businesses. SEEK is listed on the Australian Securities Exchange and has a strong presence across the APAC region, attracting over 500 million visits annually in Asia, including six Asian markets – Hong Kong, Indonesia, Malaysia, the Philippines, Singapore, and Thailand – through the Jobsdb and Jobstreet brands.

Jobsdb provides hirers and jobseekers with innovative technology products, establishing itself as the No.1 Most Trusted Talent Partners and Jobseekers' First Choice Recruitment Platform in Hong Kong. The company has access to over 3.1 million talents and boasts the highest job placement rate among market players, according to a third-party research agency's survey conducted in March 2025 and Jobsdb's internal data. Through our commitment to trust, relevance, and transparency, Jobsdb helps employers to find talent easier, faster and smarter.

HR Team Category

Outstanding HR Team Award



Founded in 1970, New World Development Company Limited ("the Group", Hong Kong stock code: 00017) was publicly listed in Hong Kong in 1972. Our core business areas include property development, property investment, and other strategic operations, with a total asset value of approximately HK\$420.3 billion and existing investments in Chinese Mainland spanning more than 21 regions as at 30 June 2025.

With our commitment to culture, creativity, and sustainability, we aspire to advance the modern living experience by crafting lasting masterpieces and remarkable places, where people can live, thrive and envision new possibilities.

In a dynamic and competitive landscape, sustainable success requires more than operational efficiency—it demands an agile, resilient, and collaborative workforce. Unconfined to traditional roles, our Human Resources (HR) team plays a pivotal role as strategic architect of transformation in driving organisational development, whereby we align talent strategies with business ambitions, fostering a culture of collaboration and excellence, and enabling transformation across all business units.

Wellness Provider Award



MixCare Health is a leading digital B2B health and wellness platform, supporting organisations across Hong Kong, the Greater Bay Area, and Southeast Asia in advancing employee well-being through accessible, preventive, and flexible wellness solutions. By bridging traditional medical coverage with modern employee benefits, MixCare Health enables employers to deliver holistic wellness strategies that address the evolving needs of a diverse, regional workforce.

At the core of MixCare Health's offering is a comprehensive digital ecosystem featuring API-enabled health portals, a curated marketplace of over 6,000 healthcare and wellness services, Flexible Spending Accounts (FSA), appointment management systems, gamified wellness challenges, and data analytics. This integrated platform empowers HR teams to manage wellness programmes with greater efficiency, personalisation, and insight across multiple markets.

Through its people-centric design, MixCare Health encourages employees to take proactive ownership of their health while equipping employers with tools to foster engagement, resilience, and sustainable performance. Its scalable, data-driven approach supports consistent wellness experiences across geographies.

MixCare Health's commitment to innovation, accessibility, and preventive care exemplifies excellence in workplace wellness, contributing to the development of healthier, more inclusive, and future-ready workplaces across the region.

SME Category

Employee Experience Award



ASK IT Limited has pioneered the intersection of HR and AI crossover solutions. In 2025, we launched "Growth Together" to transform employee experience into a sustainable competitive advantage. As an HR x AI outsourcing specialist, we bridge the gap for our corporate clients navigating digital transformation by delivering high-impact automation solutions that we first prove within our own operations.

Guided by our core value "Happy & Share" and the philosophy of "1% daily progress," we prioritize employee wellness through technological empowerment. We lead by example: by integrating RPA into our internal workflows, we revolutionized our efficiency—reducing daily administrative tasks from two man-days to just 10 minutes. This massive reduction in manual labor allows our team to focus on creative innovation and strategic growth.

These initiatives, combined with our "Good Idea" program and robust wellness infrastructure, have yielded measurable success, reducing staff turnover from 12% to 4%.

ASK IT demonstrates how targeted, culturally attuned investments in employees drive measurable business outcomes, fostering a thriving workplace and setting a benchmark for Hong Kong SMEs in enhancing employee well-being and organizational resilience.

JW WHOLE

Person Training Company

provides training and crisis support to the public and groups, promoting mental health and personal growth. It assists businesses in talent development, enhancing work efficiency and teamwork.

Teaching topics include:

- Mental Health
- Positive Psychology
- Personality Psychology
- Personal Growth
- Team Building
- Critical Incident Stress Management



Trainer

Ms. Woo Wing Sze Jennifer

ICISF CISM Approved Instructor & Trainer/ Experienced Crisis Support Specialists/ Former EAP practitioner
Over 400 students, including university personnel, NGO administrators, and public housing social workers, received crisis intervention training within corporate sectors.



FEATURED COURSE

Crisis Preparation & Response for the Workplace

Thousands of people face unexpected traumatic workplace events daily, such as violence, sudden deaths, workplace injuries, or disasters. This impacts employee productivity, mental health, and morale. Most businesses lack preparation and need guidance.

Program Highlights

- Impact of crisis on staff well-being
- Unique industry culture and risk factors
- Establishing a crisis team and guidelines
- Strategic plans for assessment and intervention
- Critical Incident Stress Management
- Psychological crises and employee support
- HR challenges during a crisis
- Developing a peer support team
- Initiatives for workplace crisis preparation and response



We welcome you to visit our website for further inquiries.

+ (852) 9818 6169 @ info@jwwptraining.com

 www.jwwptraining.com

EXCELLENT AWARD

GBA Category

Employee Wellness Award

W MACAU

STUDIO CITY
澳門新濠影滙W酒店

W Macau - Studio City is a premier integrated resort located on the vibrant Cotai Strip in Macau, offering 557 stylish guestrooms and suites. The interior design is inspired by a Hollywood film shot in Macau in the 1950s and the city's maritime history. The hotel features world-class entertainment, diverse dining options, a spa, fitness center, indoor swimming pool, event spaces, and a signature W Sound Suite recording studio.

As part of Marriott International, W Macau - Studio City is committed to exceptional hospitality and employee well-being. The "Healthy Habits, Happy Employees" initiative promotes a culture of health and wellness in the workplace, encouraging employees to adopt healthy lifestyle choices through fitness challenges, wellness workshops, and mental health resources. By prioritizing physical and mental well-being, W Macau - Studio City aims to enhance employee morale and productivity. This project aligns with Marriott's commitment to fostering a supportive work environment, ultimately improving job satisfaction and guest experiences while reinforcing its leadership in the hospitality industry.

HR Digitalisation Award



Established in 1935, the Macao Water Supply Company Limited is a private enterprise in Macao which provides safe, reliable and quality water supply service.

We are committed to being creators of employee value, integrating innovation with sustainable development in step with the times. In response to the global trend of intellectualization, we leverage projects as drivers to establish and enhance a diversified Human Resources system, comprehensively elevating employee experience.

NGO Category

Diversity & Inclusion Award



Fu Hong Society upholds the ethos of "Your Need is the Lead, Walk Together with Love," providing rehabilitation services that empower persons with disabilities to pursue fuller and more independent lives. In Hong Kong, individuals experiencing mental health challenges continue to face considerable barriers to employment, including stigma, discrimination and limited workplace accommodations, all of which impede their recovery and career progression. In response, the Society launched the "I Believe I Can Fly" initiative to promote workplace diversity and inclusion through an integrated support model. The programme aims to strengthen employees' sense of belonging, ensure equal opportunities, foster respect for different backgrounds and enhance the success of PIRs. In 2024/25, increasing numbers of staff reported increased awareness of inclusion and a greater willingness to support PIRs. The initiative further prioritises improving PIRs' employability, work readiness and long term workplace integration.

Talent Management Award



Founded in 1935, Sheng Kung Hui St. Christopher's Home began as an orphanage providing essential care for homeless children. Throughout the past 90 years, the Home has grown into Hong Kong's largest non-governmental provider of small group home services and has evolved into a child-focused social service organization offering a broad spectrum of residential and community programs—including Nursery and Child Care Centre, Neighbourhood Support Child Care Project, Clinical Psychological Service, Family Support Service, Special Needs Services, the Youth Co-living Program, and other innovative initiatives that respond to society's changing needs.

Our mission is simple yet profound: to create and sustain a caring environment for children and youth to grow, to develop potentials and to live a life of fullness. Our passionate and professional staff power this mission. By prioritizing talent development and continuous learning, we help our people thrive so that together, we can build a brighter future for every child.

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