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# BELONGING AWARDS ASSESSMENT DATA AND MATERIALS LIST





# 2025 BELONGING AWARDS ASSESSMENT DATA AND MATERIALS LIST

For Legal Entities Registered in China Only

## DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEIB) RELATED DATA INFORMATION:

Leave blank if the following data cannot be provided; if available, please fill in with Arabic numerals; if not applicable, please mark with a slash (/).

The total number of data points that need to be filled in generally should not be less than 70%, which is 81 items.

### Notes:

- Indicates compliance with Chinese DEI-related laws and regulations (including the "Civil Code," "Employment Promotion Law," "Regulations on Employment of Persons with Disabilities," "Law on the Protection of Women's Rights and Interests"), as well as the sustainable development guidelines issued by China's three major stock exchanges on April 12, 2024, which took effect on May 1, 2024, including "Guideline No. 14 for Listed Companies on the Shanghai Stock Exchange – Sustainability Reporting (Trial)," "Guideline No. 17 for Listed Companies on the Shenzhen Stock Exchange – Sustainability Reporting (Trial)," and "Guideline No. 11 for Listed Companies on the Beijing Stock Exchange – Sustainability Reporting (Trial)."; or applicable to the standards of the Hong Kong Stock Exchange (HKEX) "Environmental, Social and Governance Reporting Guide."
- Indicates applicability to the European Union (EU) "The Corporate Sustainability Reporting Directive" (CSRD) disclosure standards - EU Sustainable Disclosure Standards (ESRS).
- Indicates applicability to the standards in the NASDAQ "ESG Reporting Guide 2.0" or the New York Stock Exchange (NYSE) "Global Reporting Initiative (GRI) Standards."
- Indicates standards that are applicable to both the EU Sustainable Disclosure Standards (ESRS) and the NASDAQ "ESG Reporting Guide 2.0" or the New York Stock Exchange (NYSE) "Global Reporting Initiative (GRI) Standards."

■ ■ Total number of male full-time employees: \_\_\_\_\_, Proportion: \_\_\_\_\_%

(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange, HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.1) & (ESRS Disclosure Requirement S1-6) & (NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S4.1)

■ ■ Total number of female full-time employees: \_\_\_\_\_, Proportion: \_\_\_\_\_%

(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange, HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.1) & (ESRS Disclosure Requirement S1-6) & (NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S4.1)

■ ■ Age distribution of all employees: Under 30: \_\_\_\_\_, 30-40: \_\_\_\_\_, 40-50: \_\_\_\_\_, Over 50: \_\_\_\_\_

(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange, HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.1) & (ESRS Disclosure Requirement S1-6, S1-9)

■ ■ Total number of nationalities among all employees (if multinational): \_\_\_\_\_

(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.1) & (ESRS Disclosure Requirement S1-6)

■ ■ Nationality distribution of all employees (e.g., Nationality A: \_\_\_\_\_, Nationality B: \_\_\_\_\_):

(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.1) & (ESRS Disclosure Requirement S1-6)

Number of ethnic groups among all employees: \_\_\_\_\_

Number of origin (province) of origin among all employees: \_\_\_\_\_

Educational level of all full-time employees: PhDs: \_\_\_\_\_, Masters: \_\_\_\_\_, Bachelors: \_\_\_\_\_,

Associate and below: \_\_\_\_\_

■ Number of male board members: \_\_\_\_\_, Proportion: \_\_\_\_\_%

(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement G1.1)



- Number of female board members: \_\_\_\_\_, Proportion: \_\_\_\_\_ %  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement G1.1)  
(Total board seats refer to the total number of seats on the company's board of directors.)
- Proportion of committee chair positions held by women: \_\_\_\_\_ %  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement G1.2)  
(Committee chair positions refer to chair positions of various committees under the company's board of directors, such as the Audit Committee, Compensation Committee, Risk Management Committee, Sustainability and Corporate Social Responsibility Committee, DEI Committee, and other specific function committees.)
- Age of board members: Under 30: \_\_\_\_\_, 30-40: \_\_\_\_\_, 40-50: \_\_\_\_\_, Over 50: \_\_\_\_\_
- Number of board members by origin (province): \_\_\_\_\_
- Number of nationalities among board members (if multinational): \_\_\_\_\_
- Board of Directors' Education Levels: PhDs: \_\_\_\_\_, Masters: \_\_\_\_\_, Bachelors: \_\_\_\_\_, Associate and below: \_\_\_\_\_
- Number of board discussions on diversity, equity, and inclusion issues in the previous year: \_\_\_\_\_
- Number of male executives: \_\_\_\_\_, Proportion: \_\_\_\_\_ %  
(ESRS Disclosure Requirement S1-9) & (NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S4.3)
- Number of female executives: \_\_\_\_\_, Proportion: \_\_\_\_\_ %  
(ESRS Disclosure Requirement S1-9) & (NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S4.3)
- Age of executives: Under 30: \_\_\_\_\_, 30-40: \_\_\_\_\_, 40-50: \_\_\_\_\_, Over 50: \_\_\_\_\_
- Number of nationalities among executives (if multinational): \_\_\_\_\_
- Number of executives by origin (province): \_\_\_\_\_
- Education level of executives: Educational level of middle managers: PhDs: \_\_\_\_\_, Masters: \_\_\_\_\_, Bachelors: \_\_\_\_\_, Associate and below: \_\_\_\_\_
- Number of discussions on diversity, equity, and inclusion issues among executives in the previous year: \_\_\_\_\_
- Number of male middle managers: \_\_\_\_\_, Proportion: \_\_\_\_\_ %  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S4.2)
- Number of female middle managers: \_\_\_\_\_, Proportion: \_\_\_\_\_ %  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S4.2)
- Age of middle managers: Under 30: \_\_\_\_\_, 30-40: \_\_\_\_\_, 40-50: \_\_\_\_\_, Over 50: \_\_\_\_\_
- Educational level of middle managers: PhDs: \_\_\_\_\_, Masters: \_\_\_\_\_, Bachelors: \_\_\_\_\_, Associate and below: \_\_\_\_\_
- (For multinational companies) Number of nationalities among middle management: \_\_\_\_\_
- Number of middle managers by origin (province): \_\_\_\_\_
- Number of male entry-level employees: \_\_\_\_\_, Proportion: \_\_\_\_\_ %  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S4.2)
- Number of female entry-level employees: \_\_\_\_\_, Proportion: \_\_\_\_\_ %  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S4.2)
- Educational level of entry-level employees: PhDs: \_\_\_\_\_, Masters: \_\_\_\_\_, Bachelors: \_\_\_\_\_, Associate and below: \_\_\_\_\_
- Age of entry-level employees: Under 30: \_\_\_\_\_, 30-40: \_\_\_\_\_, 40-50: \_\_\_\_\_, Over 50: \_\_\_\_\_
- (For multinational companies) Number of nationalities among entry-level employees: \_\_\_\_\_
- Number of entry-level employees by origin (province): \_\_\_\_\_
- Number of male part-time/temporary employees: \_\_\_\_\_, Number of female part-time/temporary employees: \_\_\_\_\_  
(ESRS Disclosure Requirement S1-6)



- Number of male zero-hour contract employees: \_\_\_\_\_, Number of female zero-hour contract employees: \_\_\_\_\_  
(ESRS Disclosure Requirement S1-6)
- Average salary of male employees: \_\_\_\_\_  
(ESRS Disclosure Requirement S1-16)
- Median salary of male employees: \_\_\_\_\_  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S2)
- Average salary of female employees: \_\_\_\_\_  
(ESRS Disclosure Requirement S1-16)
- Median salary of female employees: \_\_\_\_\_  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S2)
- Median total compensation of all employees: \_\_\_\_\_  
(ESRS Disclosure Requirement S1-16) & (NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S1.1)
- Ratio of CEO's total compensation to the median total compensation of all full-time employees: \_\_\_\_\_  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S1.1)  
(Total compensation includes salary, all bonuses, and incentive income.)
- Ratio of the annual total compensation of the highest-paid individual in the company to the annual total compensation of all employees in the previous year: \_\_\_\_\_  
(ESRS Disclosure Requirement S1-16)  
(Total compensation includes salary, all bonuses, and incentive income.)  
  
Average salary of male senior managers: \_\_\_\_\_ Median: \_\_\_\_\_  
Average salary of female senior managers: \_\_\_\_\_ Median: \_\_\_\_\_  
Average salary of male middle managers: \_\_\_\_\_ Median: \_\_\_\_\_  
Average salary of female middle managers: \_\_\_\_\_ Median: \_\_\_\_\_  
Average salary of male entry-level employees: \_\_\_\_\_ Median: \_\_\_\_\_  
Average salary of female entry-level employees: \_\_\_\_\_ Median: \_\_\_\_\_
- ■ Annual turnover rate of full-time employees last year: \_\_\_\_\_ %  
(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange) & (NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S3.1)
- ■ Proportion of male employees among last year's leavers: \_\_\_\_\_ %  
(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.2) & (NYSE "GRI Standards" 401-1)
- ■ Proportion of female employees among last year's leavers: \_\_\_\_\_ %  
(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.2) & (NYSE "GRI Standards" 401-1)
- ■ Age of last year's leavers: Under 30: \_\_\_\_\_, 30-40: \_\_\_\_\_, 40-50: \_\_\_\_\_, Over 50: \_\_\_\_\_  
(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.2) & (NYSE "GRI Standards" 401-1)
- ■ Number of nationalities among last year's leavers (if multinational): \_\_\_\_\_  
(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.2) & (NYSE "GRI Standards" 401-1)
- ■ Number of last year's leavers by origin (province): \_\_\_\_\_  
(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B1.2) & (NYSE "GRI Standards" 401-1)  
  
Leavers' education levels: PhDs: \_\_\_\_\_, Masters: \_\_\_\_\_, Bachelors: \_\_\_\_\_, Associate and below: \_\_\_\_\_
- Percentage of employees entitled to family-related leave (e.g., maternity leave, marriage leave, bereavement leave): \_\_\_\_\_ %  
(ESRS Disclosure Requirement S1-15)



- Percentage of employees who actually took family-related leave (e.g., maternity leave, marriage leave, bereavement leave): \_\_\_\_\_%  
(ESRS Disclosure Requirement S1-15)
- ■ Number of disabled employees among all full-time employees: \_\_\_\_\_, Proportion of total workforce: \_\_\_\_\_%  
(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange) & (ESRS Disclosure Requirement S1-12)
- Number of facilities for people with disabilities at current office/work/business location (e.g., accessible paths, ramps, wheelchair facilities, braille signs): \_\_\_\_\_  
(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange)
- Number of male employees in the marketing team: \_\_\_\_\_  
Number of female employees in the marketing team: \_\_\_\_\_  
Educational level of the marketing team: PhDs: \_\_\_\_\_, Masters: \_\_\_\_\_, Bachelors: \_\_\_\_\_, Associate and below: \_\_\_\_\_  
Age of the marketing team: Under 30: \_\_\_\_\_, 30-40: \_\_\_\_\_, 40-50: \_\_\_\_\_, Over 50: \_\_\_\_\_  
Number of people from different origins (provinces) in the marketing team: \_\_\_\_\_  
Number of male employees in the recruitment team: \_\_\_\_\_  
Number of female employees in the recruitment team: \_\_\_\_\_  
Educational level of the recruitment team: PhDs: \_\_\_\_\_, Masters: \_\_\_\_\_, Bachelors: \_\_\_\_\_, Associate and below: \_\_\_\_\_  
Age of the recruitment team: Under 30: \_\_\_\_\_, 30-40: \_\_\_\_\_, 40-50: \_\_\_\_\_, Over 50: \_\_\_\_\_  
Total number of origins (provinces) of the recruitment team: \_\_\_\_\_
- Does the company have specific requirements for recruitment (e.g., limited to 985/211 universities, master's degree or above, specific regions, specific age groups, specific gender):  
☐ Yes ☐ No  
(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange)
- Proportion of employees who can work remotely: \_\_\_\_\_%  
Proportion of time that can be worked remotely: \_\_\_\_\_%
- ■ Total number of discrimination incidents in the workplace last year: \_\_\_\_\_  
(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange) & (ESRS Disclosure Requirement S1-17) & (NYSE "GRI Standards" 406-1)
- Number of work-related complaints last year: \_\_\_\_\_  
(ESRS Disclosure Requirement S1-17)  
(Complaint incident include bias, discrimination, bullying, harassment, etc.)
- ■ Implementation of anti-sexual harassment policy and/or non-discrimination policy: ☐ Yes ☐ No  
(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange) & (NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement S6)
- Requirement for suppliers to follow a code of conduct: ☐ Yes ☐ No  
(NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement G5)
- ■ Implementation of ethics and moral policy: ☐ Yes ☐ No  
(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange) & (NASDAQ "ESG Reporting Guide 2.0" Disclosure Requirement G6)



Publication of an annual DEI report: ☐ Yes ☐ No

Number of DEI training or learning activities organized by the company last year: \_\_\_\_\_; Number of participants: \_\_\_\_\_; Total learning hours (Hours): \_\_\_\_\_

Coverage of all employee levels in DEI training or learning activities last year: ☐ Yes ☐ No

Number of trainings and duration (hours) for special needs (e.g., Disabilities, LGBTQ+):

Trainings: \_\_\_\_\_, Duration: \_\_\_\_\_

- Last year's learning and development training coverage rate: \_\_\_\_\_%

*(Requirements for sustainability reporting disclosures in the guidelines of the Shanghai and Shenzhen Stock Exchanges and the continuous supervision guidelines of the Beijing Stock Exchange)*

*(The last year's learning and development training coverage rate refers to the percentage of employees covered by the learning and development training opportunities provided by the company in the previous year, calculated as the number of employees who participated in the company-organized learning and training programs divided by the total number of employees, multiplied by 100%.)*

- Last year's male employees' learning and development training coverage rate: \_\_\_\_\_%, female employees' learning and development training coverage rate: \_\_\_\_\_%

*(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B3.1)*

*(The last year's male/female employees' learning and development training coverage rate refers to the percentage of male/female employees covered by the learning and development training opportunities provided by the company in the previous year, calculated as the number of male/female employees who participated in the company-organized learning and training programs divided by the total number of employees, multiplied by 100%.)*

- Last year's senior management's learning and development training coverage rate: \_\_\_\_\_%, middle management's learning and development training coverage rate: \_\_\_\_\_%, general staff's learning and development training coverage rate: \_\_\_\_\_%

*(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B3.1)*

*(The last year's senior management/middle management/general staff's learning and development training coverage rate refers to the percentage of senior management/middle management/general staff covered by the learning and development training opportunities provided by the company in the previous year, calculated as the number of senior management/middle management/general staff who participated in the company-organized learning and training programs divided by the total number of employees, multiplied by 100%.)*

- Last year's male employees' average hours of learning and development training: \_\_\_\_\_, female employees' average hours of learning and development training: \_\_\_\_\_

*(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B3.2)*

*(Calculated by dividing the total training hours of male employees by the total number of male/female employees.)*

- Last year's senior management's average hours of learning and development training: \_\_\_\_\_, middle management's average hours of learning and development training: \_\_\_\_\_, general staff's average hours of learning and development training: \_\_\_\_\_

*(HKEX "Environmental, Social and Governance Reporting Guide" Key Performance Indicator B3.2)*

*(Calculated by dividing the total training hours of senior management/middle management/general staff by the total number of senior management/middle management/general staff.)*


Number of DEIB-related assessment tools used by the organization: \_\_\_\_\_, Number of DEIB-related assessments conducted: \_\_\_\_\_






















Types of DEIB Assessments:

- ☐ Internal organizational equity assessment  
☐ Assessment of organizational diversity awareness and status  
☐ Assessment of organizational inclusion awareness  
☐ Inclusive leadership assessment for leaders  
☐ Employee belonging assessment  
☐ Others: \_\_\_\_\_



## DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEIB) DOCUMENTS AND MATERIALS CHECKLIST:

 **Note:** For the download URL and password of the compressed file package of the following documents or materials, please send to the Belonging Awards Assessment Team and Expert Committee of the Employer Branding Institute at [info@ebiglobal.cn](mailto:info@ebiglobal.cn) (Emails exceeding 10M may be lost or not received, so please be sure to provide a download URL for the compressed file. To ensure the security and privacy of your company's data and documents, please set a strong password for the compressed file. The Employer Branding Institute will immediately reply upon receipt of data and materials).

NO.	PROJECT	NO MATERIAL	UNAVAILABLE	AVAILABLE Form to be Provided (Any of the following forms)		
				URL	SCREENSHOT	FILE
1	DEIB Vision Description or Declaration Document 					
2	 Diversity, Equity, Inclusion, and Belonging Strategy Document 					
3	Diversity and Inclusion Policy 					
4	DEIB Commitment Website URL					
5	Short, Medium, and Long-Term DEIB Goals 					
6	  Equal Opportunity and Anti-Discrimination Policy 					
7	  Discrimination and Harassment Complaint and Handling Process 					
8	 Ethics and Anti-Corruption Policy 					
9	 Recruitment-Related Policies/Documents 					
10	 Employment and Support Policy for Vulnerable Groups 					
11	 Special Recruitment Program for Persons with Disabilities 					
12	 Compensation Policy/System (Including Gender Pay Equity Policy) 					
13	Detailed Description of Full-Time Employee Compensation Standards 					
14	Process Documentation for Assessing and Adjusting Gender Pay Differences 					



NO.	PROJECT	NO MATERIAL	UNAVAILABLE	AVAILABLE Form to be Provided (Any of the following forms)		
				URL	SCREENSHOT	FILE
15	Performance and Reward-Related Policies or Systems ?					
16	Performance Compensation Assessment Process and Methodology Document ?					
17	Management Performance, Bonus, and DEI Connection Policy Document ?					
18	■ Training and Learning Management System ?					
19	■ Employment and Leave Related Systems ?					
20	■ Employee Benefits Management System ?					
21	■ Talent Development and Promotion System and Framework Documentation ?					
22	■ Workplace Health and Safety Policy and Standards ?					
23	■ System Documentation Supporting Flexible Work Options for Employees (E.G., Remote, Home Office) ?					
24	Employee Personal Privacy And Intellectual Property Protection Regulations and Explanatory Documentation ?					
25	DEIB Officer Job Title, Job Description ?					
26	Document Incorporating DEIB into Core Management Positions' Descriptions and Job Responsibilities ?					
27	DEI/DEIB Committee Explanation Document ?					
28	Employee Resource Group (ERG) Explanatory Documentation ?					
29	Sample Notification of DEIB Focus Group Meetings ?					
30	DEIB Executive Sponsorship Program ?					
31	DEIB Project Annual Budget and Explanation Document ?					
32	Previous Year's DEIB Work Plan ?					





NO.	PROJECT	NO MATERIAL	UNAVAILABLE	AVAILABLE Form to be Provided(Any of the following forms)		
				URL	SCREENSHOT	FILE
33	Previous Year's DEIB Work Summary Report ?					
34	Internal Communication Mechanism Description ?					
35	DEIB Employee Feedback Platform Explanation Document and Screenshots ?					
36	Presentable Portions of Periodic DEIB Assessment Reports ?					
37	Company's External DEIB Policy Communication Website URL (Multiple Language Versions) ?					
38	Company's Internal DEIB Policy Website or System Screenshots (Presentable Portions, Multiple Language Versions)					
39	Employee Feedback Documents on DEIB ?					
40	DEIB Definitions and Measurement Indicator System ?					
41	DEIB Guiding Principles ?					
42	DEIB Goal Setting Tool ?					
43	DEIB Related Data Analysis Tools, Dashboards ?					
44	DEIB Assessment and Audit Tools ?					
45	DEIB Rewards and Recognition Policies and Tools ?					
46	Anonymous Employee Feedback Tool ?					
47	Cross-Cultural Communication Tool ?					
48	Diversity Recruitment Tool ?					
49	Cultural Survey Tool ?					
50	DEIB Training Checklist ?					



NO.	PROJECT	NO MATERIAL	UNAVAILABLE	AVAILABLE Form to be Provided(Any of the following forms)		
				URL	SCREENSHOT	FILE
51	Unconscious Bias Training Outline ?					
52	■ ■ Anti-Discrimination and Anti-Harassment Training Outline ?					
53	DEIB Resource Center ?					
54	Photos or Videos of DEIB Training Lectures, Seminars					
55	Posters, Speech Scripts, Videos of Recruitment Training and Other Activities on DEIB (Presentable Portions, Multiple Language Versions)					
56	Benefit List for Employees at Different Levels					
57	■ Care Plan Documents for Different Religious Practices, People with Disabilities, and Other Special Needs ?					
58	Multicultural Festival Celebration Plan and Implementation Documents ?					
59	■ Three Recruitment Information Templates or Recruitment Website Links					
60	Policy Requirements in Marketing Processes Regarding DEIB ?					
61	Marketing Advertisements for Any of the Company's Products or Services (print, video, etc., accessible to Chinese customers and users) ?					
62	Marketing Campaign Materials for Any of the Company's Products/Services (websites, marketing materials, etc., accessible to Chinese customers and users)					
63	Posts or Updates on Social Media Platforms about DEIB by the Company					
64	Public Content/Documents/Links on Company's DEIB Efforts and Achievements					
65	Provide Names and Introductions of Three Core Suppliers of the Company (Suppliers must be those selected through public tendering or meeting the company's supplier criteria, or corporate entities with an annual cooperation amount exceeding 100,000 RMB and still in operation)					
66	Supplier Code of Conduct Document ?					



NO.	PROJECT	NO MATERIAL	UNAVAILABLE	AVAILABLE Form to be Provided(Any of the following forms)		
				URL	SCREENSHOT	FILE
67	Policy and Access Requirements for Suppliers' DEIB Status ?					
68	Supplier Assessment Criteria, System, or Process on DEIB Evaluation Standards ?					
69	Supplier Business Integrity and Ethical Conduct Assessment Standards ?					
70	Provision of Detailed Public Introduction Documents for a Specific Company Product or Service, or the Product Introduction Website Accessible to Chinese Customers and Users					
71	Ethics and DEIB Requirements Document in Programming, AI Development, etc. ?					
72	Standards and Assessment Documents on Ethics and Compliance for Products/Services/Solutions ?					
73	Ethical Risk Assessment and Management Documents in Product/Service Development Process ?					
74	DEIB Monitoring Systems and Documentation ?					
75	Assessments, Reports, or Explanatory Documents ?					
76	Organizational DEIB Communication Policies, Regulations, or Process Documents ?					
77	Policies and regulations related to gender pay equality ?					
78	DEIB Section in Annual Reports, Sustainability Reports, or Other Regulatory Documents					
79	DEIB-Related Third-Party Certifications or Awards					
80	Corporate Environmental, Social, and Governance (ESG) or Sustainability-related Detailed Information Disclosure Documents or Reports					
81	Corporate Environmental, Social, and Governance (ESG) or Sustainability-related Website					
82	CSR (Corporate Social Responsibility) Disclosure Documents or Reports of the Company					
83	If a Public Company, Provide the Previous Year's Annual Report					



# APPLICATION FORM

## Deadline for Registration:

All relevant (electronic or written) documents must be submitted by 5:00 PM on June 30, 2025, and confirmed by the organizer

*\*If confirmation is not received within 2 business days after the expected receipt date, please contact the organizer.*

## Award Announcement

The organizer will announce the award results in July 2025 and the ranking results in August 2024. Please stay tuned to the official selection website: [dei.ebiglobal.cn](http://dei.ebiglobal.cn), and the official WeChat account: Employer Brand Institute (EBIGlobal).

## Registration Form

Please fill out the following form truthfully.

Basic Information of the Applying Company		
PARTICIPATING COMPANY CONTACT INFORMATION	Name:	Position:
	Company:	Landline:
	Mobile:	Email:
PARTICIPATING COMPANY INFORMATION	Chinese Full Name	
	Chinese Abbreviation	
	English Full Name:	
	English Abbreviation	
	Company Website	
Headquarters Address		



<b>NATURE OF BUSINESS</b>	<input type="radio"/> Local Chinese Company <input type="radio"/> Sino-Foreign Joint Venture/Cooperative Enterprise <input type="radio"/> Foreign Wholly-Owned Enterprise
<b>COMPANY NATIONALITY</b>	<div><input type="checkbox"/> China    <input type="checkbox"/> United States    <input type="checkbox"/> Germany    <input type="checkbox"/> Australia    <input type="checkbox"/> Russia <input type="checkbox"/> Ireland    <input type="checkbox"/> Singapore    <input type="checkbox"/> Denmark    <input type="checkbox"/> Canada    <input type="checkbox"/> Israel <input type="checkbox"/> Korea    <input type="checkbox"/> Netherlands    <input type="checkbox"/> Finland    <input type="checkbox"/> France    <input type="checkbox"/> Italy <input type="checkbox"/> Japan    <input type="checkbox"/> Switzerland    <input type="checkbox"/> Norway    <input type="checkbox"/> Belgium    <input type="checkbox"/> Brazil <input type="checkbox"/> Spain    <input type="checkbox"/> New Zealand    <input type="checkbox"/> Sweden    <input type="checkbox"/> Austria    <input type="checkbox"/> United Kingdom <input type="checkbox"/> Other Countries or Regions: _____</div> <p>[Note: Joint venture enterprises can choose or fill in multiple countries or regions.]</p>
<b>LISTING STATUS</b>	<input type="radio"/> Listed, Stock Exchange: _____ <input type="radio"/> Not Listed
<b>INDUSTRY TYPE</b> <small>Note: The above industry classifications are based on the People's Republic of China National Standard "National Economic Industry Classification" (GB/T 4754—2017).</small>	<div><b>A. Agriculture, Forestry, Animal Husbandry, and Fishery Industry</b> <div><input type="checkbox"/> 01 Agriculture    <input type="checkbox"/> 04 Fishery <input type="checkbox"/> 02 Forestry    <input type="checkbox"/> 05 Agricultural, Forestry, Animal Husbandry, and Fishery Support Activities <input type="checkbox"/> 03 Animal Husbandry</div></div> <div><b>B. Mining Industry</b> <div><input type="checkbox"/> 06 Coal Mining and Washing    <input type="checkbox"/> 10 Non-Metallic Mineral Mining and Dressing <input type="checkbox"/> 07 Petroleum and Natural Gas Extraction    <input type="checkbox"/> 11 Mining Support Activities <input type="checkbox"/> 08 Ferrous Metal Ore Mining and Dressing    <input type="checkbox"/> 12 Other Mining Activities <input type="checkbox"/> 09 Nonferrous Metal Ore Mining and Dressing</div></div> <div><b>C. Manufacturing Industry</b> <div><input type="checkbox"/> 13 Agricultural and Sideline Food Processing    <input type="checkbox"/> 29 Rubber and Plastic Products Industry <input type="checkbox"/> 14 Food Manufacturing    <input type="checkbox"/> 30 Non-Metallic Mineral Products Industry <input type="checkbox"/> 15 Beverage and Refined Tea Manufacturing    <input type="checkbox"/> 31 Ferrous Metal Smelting and Rolling Processing Industry <input type="checkbox"/> 16 Tobacco Products Industry    <input type="checkbox"/> 32 Nonferrous Metal Smelting and Rolling Processing Industry <input type="checkbox"/> 17 Textile Industry    <input type="checkbox"/> 33 Metal Products Industry <input type="checkbox"/> 18 Textile, Clothing, and Apparel Industry    <input type="checkbox"/> 34 General Equipment Manufacturing <input type="checkbox"/> 19 Leather, Fur, Feather, and Down Products and Footwear Industry    <input type="checkbox"/> 35 Special Equipment Manufacturing <input type="checkbox"/> 20 Wood Processing and Wood, Bamboo, Rattan, Palm, Grass, and Straw Products Industry    <input type="checkbox"/> 36 Automobile Manufacturing <input type="checkbox"/> 21 Furniture Manufacturing    <input type="checkbox"/> 37 Railway, Ship, Aerospace, and Other Transportation Equipment Manufacturing <input type="checkbox"/> 22 Papermaking and Paper Products Industry</div></div>



<b>INDUSTRY TYPE</b>  Note: The above industry classifications are based on the People's Republic of China National Standard "National Economic Industry Classification" (GB/T 4754—2017).	<input type="checkbox"/> 23 Printing and Record Media Reproduction Industry	<input type="checkbox"/> 38 Electrical Machinery and Equipment Manufacturing
	<input type="checkbox"/> 24 Cultural, Educational, Artistic, Sporting, and Entertainment Products Manufacturing	<input type="checkbox"/> 39 Computer, Communication, and Other Electronic Equipment Manufacturing
	<input type="checkbox"/> 25 Petroleum, Coal, and Other Fuel Processing Industry	<input type="checkbox"/> 40 Instrumentation Manufacturing
	<input type="checkbox"/> 26 Chemical Raw Materials and Chemical Products Manufacturing	<input type="checkbox"/> 41 Other Manufacturing Industries
	<input type="checkbox"/> 27 Pharmaceutical Manufacturing	<input type="checkbox"/> 42 Waste Resource Comprehensive Utilization Industry
	<input type="checkbox"/> 28 Chemical Fiber Manufacturing	<input type="checkbox"/> 43 Metal Products, Machinery, and Equipment Repair Industry
	<b>D. Electric Power, Heat, Gas, and Water Production and Supply Industry</b>	
	<input type="checkbox"/> 44 Electric Power, Heat Production and Supply Industry	<input type="checkbox"/> 46 Water Production and Supply Industry
	<input type="checkbox"/> 45 Gas Production and Supply Industry	
	<b>E. Construction Industry</b>	
	<input type="checkbox"/> 47 Residential Building Construction Industry	<input type="checkbox"/> 49 Building Installation Industry
	<input type="checkbox"/> 48 Civil Engineering Construction Industry	<input type="checkbox"/> 50 Building Decoration, Renovation, and Other Construction Industries
	<b>F. Wholesale and Retail Industry</b>	
	<input type="checkbox"/> 51 Wholesale Industry	<input type="checkbox"/> 52 Retail Industry
	<b>G. Transportation, Warehousing, and Postal Services Industry</b>	
<input type="checkbox"/> 53 Railway Transportation Industry	<input type="checkbox"/> 57 Pipeline Transportation Industry	
<input type="checkbox"/> 54 Road Transportation Industry	<input type="checkbox"/> 58 Multimodal Transportation and Transportation Agency Industry	
<input type="checkbox"/> 55 Water Transportation Industry	<input type="checkbox"/> 59 Loading and Unloading, Handling, and Warehousing Industry	
<input type="checkbox"/> 56 Aviation Transportation Industry	<input type="checkbox"/> 60 Postal Services Industry	
<b>H. Accommodation and Catering Industry</b>		
<input type="checkbox"/> 61 Accommodation Industry	<input type="checkbox"/> 62 Catering Industry	
<b>I. Information Transmission, Software, and Information Technology Services Industry</b>		
<input type="checkbox"/> 63 Telecommunications, Radio and Television Broadcasting, and Satellite Transmission Services		
<input type="checkbox"/> 64 Internet and Related Services	<input type="checkbox"/> 65 Software and Information Technology Services Industry	
<b>J. Financial Industry</b>		
<input type="checkbox"/> 66 Monetary Financial Services	<input type="checkbox"/> 68 Insurance Industry	
<input type="checkbox"/> 67 Capital Market Services	<input type="checkbox"/> 69 Other Financial Industries	



<b>INDUSTRY TYPE</b>  Note: The above industry classifications are based on the People's Republic of China National Standard "National Economic Industry Classification" (GB/T 4754—2017).	<b>K. Real Estate Industry</b>
	<input type="checkbox"/> 70 Real Estate Industry
	<b>L. Leasing and Business Services Industry</b>
	<input type="checkbox"/> 71 Leasing Industry <input type="checkbox"/> 72 Business Services Industry
	<b>M. Scientific Research and Technology Services Industry</b>
	<input type="checkbox"/> 73 Research and Experimental Development <input type="checkbox"/> 75 Science and Technology Promotion and Application Services Industry
	<input type="checkbox"/> 74 Professional Technical Services Industry
	<b>N. Water Conservation, Environmental, and Public Facilities Management Industry</b>
	<input type="checkbox"/> 76 Water Conservation Management Industry <input type="checkbox"/> 78 Public Facilities Management Industry
	<input type="checkbox"/> 77 Ecological Protection and Environmental Management Industry <input type="checkbox"/> 79 Land Management Industry
	<b>O. Residential Services, Repair, and Other Services Industry</b>
	<input type="checkbox"/> 80 Residential Services Industry <input type="checkbox"/> 82 Other Services Industry
	<input type="checkbox"/> 81 Motor Vehicle, Electronic Products, and Daily Products Repair Industry
	<b>P. Education</b>
	<input type="checkbox"/> 83 Education
	<b>Q. Health and Social Work</b>
	<input type="checkbox"/> 84 Health <input type="checkbox"/> 85 Social Work
	<b>R. Culture, Sports, and Entertainment Industry</b>
	<input type="checkbox"/> 86 News and Publishing Industry <input type="checkbox"/> 89 Sports
<input type="checkbox"/> 87 Radio, Television, Film, and Recording Production Industry <input type="checkbox"/> 90 Entertainment Industry	
<input type="checkbox"/> 88 Cultural and Art Industry	
<b>S. Public Management, Social Security, and Social Organizations</b>	
<input type="checkbox"/> 91 Chinese Communist Party Organizations <input type="checkbox"/> 94 Social Security	
<input type="checkbox"/> 92 State Institutions <input type="checkbox"/> 95 Mass Organizations, Social Organizations, and Other Membership Organizations	
<input type="checkbox"/> 93 People's Political Consultative Conference, Democratic Parties <input type="checkbox"/> 96 Grassroots Mass Autonomy Organizations and Other Organizations	
<b>T. International Organizations</b>	
<input type="checkbox"/> 97 International Organizations	



## If awarded, do you agree to showcase the work?

The award-winning works will be showcased on the organizer's social media, at on-site events, in the Employer Brand Metaverse Park's 'Work Experience Zone,' and on the website. Additionally, they will be submitted to various major domestic and international media platforms.

☐ Yes ☐ No

## If awarded, do you wish to share your experience at the DEIB or Belonging Annual Forum? (Limited to Director-level and above)

Sharing slots for the DEI Annual Forum will be allocated based on the order of registration and the organizer's arrangement. We do not guarantee the availability of sharing slots or specific sharing times.

☐ Yes ☐ No

## Other necessary documents

1. Your company's vector file for the logo (in AI format), please name the file directly as "[Company Name] Logo."
2. Detailed introduction of the applying company (in attachment or written text form), please name it "[Company Name] Company Introduction."
3. If the applying company has a promotional video, please submit the video file and name it "[Company Name]Company Video Introduction."

*\*Applicants can send the nomination form and electronic copies or download link of the required documents to [info@ebiglobal.cn](mailto:info@ebiglobal.cn).*


## Acceptance Conditions and Declaration

By participating in the "Belonging Awards", our company hereby commits to the following to the organizing committee:


1. Our participating company has thoroughly read and is willing to abide by the rules of this competition as a prerequisite for participating.
2. Our participating company meets the eligibility criteria as described in the competition rules, and all information submitted to the organizer is true and valid; otherwise, the right to participate is automatically forfeited.
3. Our participating company guarantees that all provided content is original, and in the event of intellectual property disputes, we assume full responsibility.
4. If our participating company wins an award, we commit to granting the organizing committee the rights to collect, exhibit, publish, and use the submitted information. We allow the submitted information (or part thereof) to be used for promotional purposes on platforms designated by the organizer, award websites, the official platform of the Employer Brand Institute, or related promotional purposes. The materials submitted will not be returned by the organizer.





 *Note: Employer Branding Institute (EBI) is a co-brand of HRflag (Shanghai Zhongqi Information Consulting Co., Ltd.) and WILD THEORY (Shanghai Weisi Culture Co., Ltd.).*

- ☐ The company pledges that the data or materials provided above are genuine and accurate. In the event of any falsification, false statements, or errors, the company will automatically forfeit the application and bear all consequences arising from such actions. Even if awards or rankings have already been granted, the Employer Branding Institute reserves the right to revoke the awards or cancel the rankings.
- ☐ The company grants authorization to the Employer Branding Institute to use the company logo in documents related to "Belonging Awards", including websites, promotional materials, press releases, and other relevant documents.

 *The applying company, based on the provided data and material list, retains full autonomy to decide whether to furnish the data-related information and documents listed. The Employer Branding Institute does not mandate the submission of data and materials pertaining to award selection and will handle all provided data and materials in strict accordance with the law. Any data and materials furnished in the application are intended solely for confidential use by the Employer Branding Institute in award selection and rankings, and will not be used for any other purposes or divulged to third parties. If there arises a necessity for public disclosure of specific data and materials, the Employer Branding Institute will disclose them only after obtaining explicit authorization from the applying company.*

Applicant Company: \_\_\_\_\_

(Company Seal)

Application Date: (DD)/ (MM)/ (YYYY)

Applicant's Signature: \_\_\_\_\_



# ORGANIZER



The Employer Branding Institute (EBI) is a leading research institution in the field of employer branding, bringing together global authorities and HR experts such as Simon Barrow, the originator of employer branding, and Richard Mosley, known as the "Father of Employer Branding." EBI serves over 2,000 clients worldwide, including more than 300 Fortune Global 500 companies. The institute operates across five major business lines:

**Employer Branding Creative Competition and Festival:** EBI's flagship global event attracts over 1,000 leading companies annually, celebrating employer branding creativity.

**Comprehensive DEIB Solutions:** EBI offers cutting-edge Diversity, Equity, Inclusion, and Belonging (DEIB) solutions through eight key services, including the Belonging Awards, DEIB system assessments, DEIB data and benchmarking services, DEIB evaluations, DEIB culture-building guidance, inclusive leadership development programs, inclusive leadership expert certification, customized DEIB development tools and DEI Hyper Advanced Analytics and Learning System. As a pioneer in employer branding and DEIB, EBI has published multiple research reports, including the DEI Employer Guide, 2025 Global DEI Compliance Guide, DEI Trends and Case Studies, and the Employer Branding Executive Guide.

**Well-being and EHS Solutions:** EBI provides comprehensive solutions for workplace well-being and Environment, Health, and Safety (EHS) management.

The remaining two business lines focus on membership services and certifications. EBI currently has over 400 paid corporate members, most of whom are Fortune 500 and industry-leading companies. The institute also assists global enterprises in obtaining international certifications such as ISO 30415, ISO 30414, and ISO 45003.

*The Employer Branding Institute is a joint brand of HRflag and Wild Theory.*



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