

Nomination Rules & Guidelines

- [Applications](#) are open to all individuals who demonstrate outstanding leadership and impact in their professional fields within Hong Kong. Anyone can nominate an applicant, including self-nominations, provided the applicant meets the eligibility criteria.
- One award category per applicant is allowed.
- Applicants are not required to be US citizens, to work for a US corporation, or to be an AmCham member; for a company submission, applicants are not required to be US-based entities.
- For the purpose of these awards, a woman is a person who, regardless of gender assigned at birth, identifies as a woman.
- The company must have legally registered operations in Hong Kong.
- All submissions will be treated as strictly and entirely confidential.
- All responses for open-ended questions are limited to 350 words each.

Judging Timeline

1. [Application submission](#) deadline is on **October 27th, 2025 (11:59 pm HKT)**.
2. Shortlisted applicants will be notified by early December 2025.
3. Announcements of the top 3 finalists in each category is early January 2026.
4. Announcement of winners during the [22nd WOI Awards Gala](#), March 13th 2026.

Young Change Maker

This will be awarded to a woman who has demonstrated strong leadership potential and contributed above and beyond her peer group, delivering actionable and trackable change for women — whether by establishing a non-profit organization focused on a specific issue of concern for women, setting up a start-up that is developing a product or service that would have a significant impact on women's lives, or working within an established organization or corporation to make a difference for women's lives and careers.

Minimum requirements:

- The woman must be under the age of 35, by December 31st, 2025
- The Applicant must show a minimum of 2 years of demonstrable activity in Hong Kong in the field where change is being made

Leading Woman Entrepreneur

This will be awarded to a woman demonstrating outstanding success in founding, managing, and scaling her own business, organization, or non-profit, her advocacy, power and Influence, and her community involvement and responsibility.

Minimum requirements:

- Must be the founder or co-founder of a business registered in Hong Kong
- She must have a minimum of 4 years of demonstrable operational leadership of the business
- Revenue numbers must be provided to show growth
- Must have at least 3 staff on MPF
- If you are under 35 years old (by December 31st, 2025) you are highly encouraged to apply for the Young Change Maker Award

Leading Woman Director or Executive

This will be awarded to a woman who currently holds a C-suite title (or equivalent) or is sitting on the board of a company listed in Hong Kong or on an international exchange, on the board of an NGO or charity board recognized under Section 88 of the Hong Kong Inland Revenue Ordinance, or on subsidiary and joint venture boards.

Minimum requirements:

- Must be elected and active in their role on or before December 31st, 2022
- Must have the right to work in Hong Kong
- If you are under 35 years old (by December 31st, 2025) you are highly encouraged to apply for the Young Change Maker Award

Woman Change Maker in STEM

This will be awarded to a woman who is a leading personality in a STEM role at a current/previous organization and has a proven track record of advocating for increased visibility and opportunities for women in her industry.

Minimum requirements:

- Must have been a leader in fields related to STEM for at least 3 years
- Her work should directly involve the application of scientific knowledge, technological innovations, engineering principles, and mathematical concepts to create a sustainable impact
- If you are under 35 years old (by December 31st, 2025) you are highly encouraged to apply for the Young Change Maker Award

Champion for Women

There will be 2 award recipients in this category, one woman and a man. This award acknowledges people who lead the way in the empowerment, inclusion, and development of women in Hong Kong, advocating for equal rights, opportunities, and visible change in policies and organizational cultures.

Minimum requirements:

- The applicant must have been demonstrably active in leading the way for women for at least 5 years
- If you are under 35 years old (by December 31st, 2025) you are highly encouraged to apply for the Young Change Maker Award

Leading Woman in Arts, Sports or Leisure

This will be awarded to a woman who has made remarkable contributions to the development of sports, arts, or the leisure industry. The winner must demonstrate a strong advocacy for female empowerment through one or more of these activities, as well as actively working to develop career pathways for women. The award recipient brings about change not only in these fields but also in the workplace, at home, in schools, and in other areas of society.

Minimum requirements:

- The woman must have been demonstrably active in her field for at least 3 years
- If you are under 35 years old (by December 31st, 2025) you are highly encouraged to apply for the Young Change Maker Award

Woman Champion of Disadvantaged Groups & Minorities

Minorities and disadvantaged groups in Hong Kong suffer on a daily basis, yet so often they are neglected and forgotten. This category recognizes a woman who has taken significant steps to improve the infrastructure that supports Hong Kong's most at-risk, and who strives to develop a quality, reliable, sustainable, and resilient infrastructure, to support economic development and human well-being.

Minimum requirements:

- The woman must have been demonstrably active in advocating for disadvantaged groups and minorities for at least 3 years
- She must be demonstrably affiliated with a Hong Kong government agency, and/or registered charity, and/or recognized Hong Kong NGO
- If you are under 35 years old (by December 31st, 2025) you are highly encouraged to apply for the Young Change Maker Award

Best Company Championing Women

This award should be a company that has shown outstanding achievement in supporting the development of women in business and providing innovative work/life programs that develop and facilitate sustainable career pathways for the advancement of women either internally in its own company or through policies that encourage or require diversity in its vendors and service providers.

If your company would like to receive guidance or support with the application, please contact woi@amcham.org.hk

