

enviroevents hk
ECOSYSTEM EVENTS WITH PURPOSE

EnviroEvents (ReThink) Limited

2024 Sustainability Report

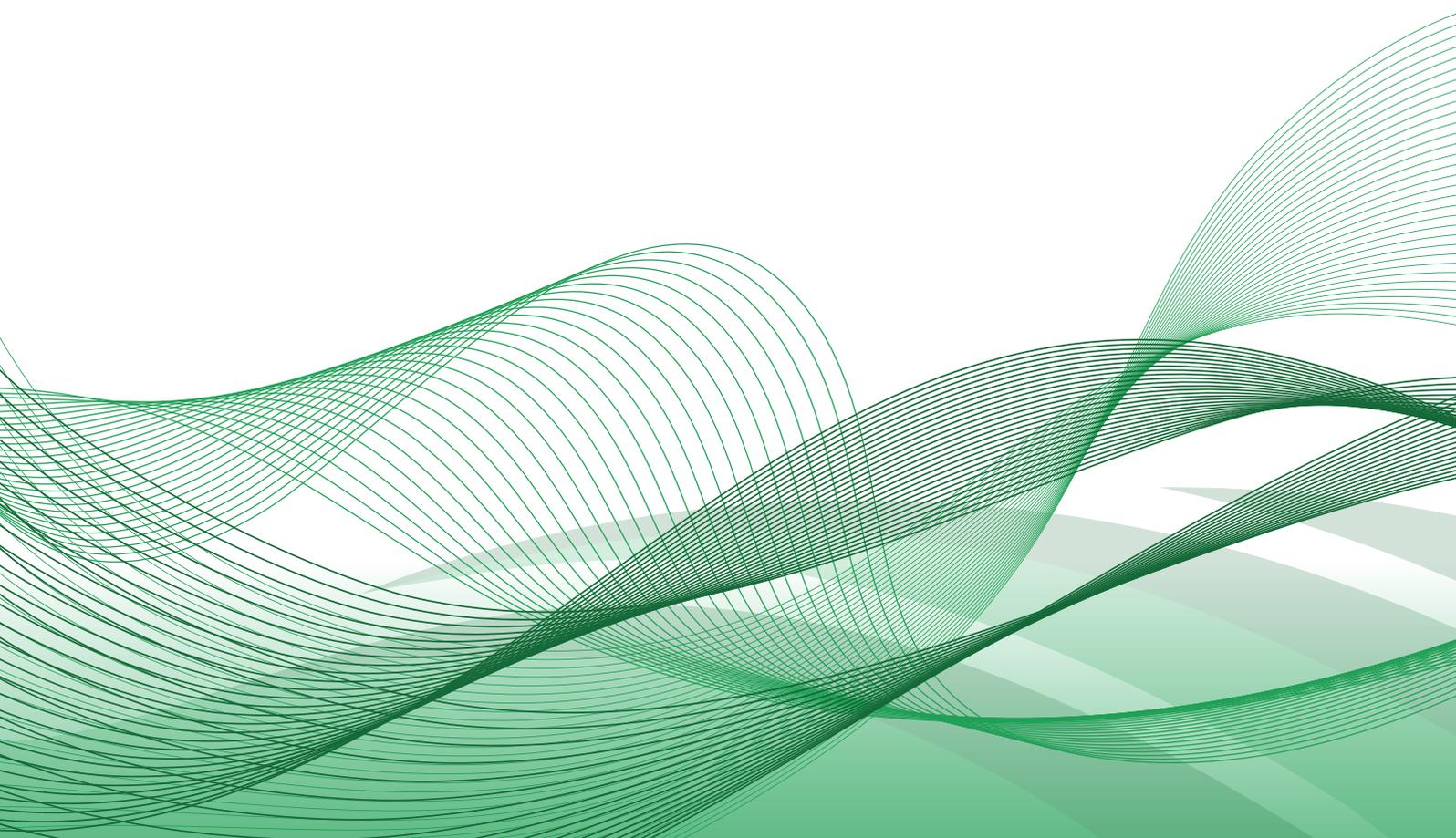


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ABOUT ENVIROEVENTS HK



EnviroEvents (ReThink) Limited, hereafter referred to as the “Company” or “EnviroEvents HK,” comprises a team of dedicated, sustainability-oriented individuals committed to fostering sustainable development in Hong Kong. Our primary objective is to gather stakeholders in the sustainability community into our annual flagship event, ReThink HK. By uniting stakeholders, illustrating the business imperatives, and outlining strategies for change, the event sets the stage for innovation and the adoption of sustainable solutions crucial for achieving a circular economy. The event is generously supported by the ReThink HK Advisory Committee, providing invaluable insights for effectively addressing the needs of Hong Kong in the sustainability context. Our ultimate goal is to propel Hong Kong towards carbon neutrality by 2050, creating a more sustainable and resilient future for all.

Beyond our flagship event, we actively support various initiatives and programs year-round, including our work through the ReThink Foundation, our Volunteer Programme, and a wide range of community and team-building events aimed at raising sustainability awareness throughout Hong Kong.



In 2024, the Company received multiple awards and recognitions, such as **2023 Hong Kong Awards for Environmental Excellence, HKMA Hong Kong Sustainability Awards 2024 and Hong Kong Junior Chamber International Victoria –SDG Enterprise Awards 2024**. We are also a proud Collaborating Partner of Carbon Reduction Action organised by the Environmental Campaign Committee, demonstrating our commitment to sustainability and environmental stewardship. Our Founder & CEO, Mr. Chris Brown, has received the **2024 Distinguished Sustainability Leadership Award** from the Hong Kong Management Association. The above rewards and achievements recognised the impact that both Chris and our company have helped to facilitate in the sustainability community.

AWARDS & ACHIEVEMENTS



2023 Hong Kong Awards for Environmental Excellence – Certificate of Merit (SME – Servicing Industry)

HKMA Hong Kong Sustainability Award 2024

- Merit Award (Small and Medium-sized Organization)
- Excellence in Environmental Sustainability Initiative
- Excellence in Social Sustainability Initiative
- Distinguished Sustainability Leadership Award (Mr. Chris Brown, Founder & CEO)



Junior Chamber International Victoria (Hong Kong) SDG Enterprise Awards 2024/25 – Outstanding Enterprise

UNSDG Achievement Awards Hong Kong 2024 – Recognised Projects (SME)



ABOUT RETHINK HK



ReThink HK is EnviroEvents HK's flagship annual event that helps organisations align sustainable business practices at every stage of their value chain, showcases innovation and the solutions that accelerate sustainable transformation. ReThink HK unites the ecosystem so all stakeholders and communities can contribute to and look forward to a climate-smart and equitable city, for everyone.

The event is divided into two main components: conferences and exhibitions.

During the conferences, attendees can participate in two days filled with keynote speeches, case studies, panel discussions, workshops, and interactive sessions that explore the multiple dynamics of environmental and social sustainability. For the exhibitions, over 270 showcase solutions were presented at the event. Exhibition booths were occupied by corporations, academia, NGOs and quasi-governmental organisations, presenting a wide range of products and solutions.

ReThink HK aims to explore how organisations can integrate sustainable business practices and provide guidance and solutions for the sustainability challenges that lie ahead for organisations of all sizes

5 Years of Event Evolution & Expansion



RETHINK FOUNDATION



The ReThink Foundation is Hong Kong's leading platform for rethinking how we can harness partnerships to maximise our collective social impact, with the mission to empower NGOs to leverage strategic partnerships in optimising social value creation. The ReThink Foundation works to unveil the transformative potential within Sustainable Development Goal 17 (SDG): Partnerships for the Goals. Only through synergising our diverse strengths and resources can we exponentially amplify our collective impact, and drive sustainable progress. At the heart of the ReThink Foundation's mission lies a deep commitment to harnessing the power of partnerships for social change. From our flagship event, ReThink HK, to the Foundation's ReThink NGOs program, the ethos of collaboration is seamlessly integrated into all our initiatives.

THE RETHINK-TANK

We are committed to hosting an event in collaboration with Hong Kong's business leaders and sustainability practitioners. Our goal is to unite stakeholders, showcase the business case for sustainability, and present innovative strategies and solutions. Together, we aim to drive the transition towards a carbon-neutral Hong Kong by 2050.

An important part of this process is the annual ReThink-Tank advisory group meeting. The ReThink-Tank is formed by a group of cross-sectoral sustainability leaders serving as the advisory panel and provide strategic insights into how ReThink HK can best address the needs of the Hong Kong ecosystem, including current and future trends, conference topics and formats, potential speakers, and cutting-edge technology or suppliers for the Showcase Expo.

For the 2024 cycle of the ReThink-Tank, we are proud to have welcomed 10 advisors spanning various sectors including academia, business associations, conglomerates, consumer products and retail, consulting, manufacturing and supply chain, property and real estate, transportation, as well as the youth and start-up sectors.

ABOUT THIS REPORT

The publication of this report demonstrates our commitment to report on both our company and the annual flagship event, ReThink HK. This voluntary disclosure exemplifies our dedication to openness and accountability, aiming to reflect on our current achievements and outline future targets for sustainability. In terms of sustainability, we maintain our pioneering position in Hong Kong's event industry by consistently highlighting our sustainability achievements, notably through the release of this report. This initiative serves as a benchmark, inspiring our peers to commence their journey towards sustainability.

REPORTING FRAMEWORK

This Report was prepared with reference to the Global Reporting Initiative ("GRI") 2021 Standards in order to maintain consistent and credible reporting. The adoption of GRI standards established a reliable mechanism for effectively communicating our organisational impacts on the economy, environment, and society.

To align with the event industry's specific material criteria, this report is prepared in accordance with the Net Zero Carbon Events Measurement Methodology. The methodology is designed to provide consistency and comparability across various events by providing a standardised measurement framework that enables investors to make informed decisions. Within this document, 11 priority action areas have been identified, all of which will be comprehensively addressed in this report.

REPORTING BOUNDARY AND PERIOD

The reporting period for our 2024 Sustainability Report covers the period from 1 January 2024 to 31 December 2024. The scope of the annual Sustainability Report includes emissions from the operations for ReThink HK 2024, our main office located in Hong Kong, and the various initiatives supported by the company throughout the reporting period.

Water consumption is excluded from the reporting boundary as there are no separate meters available at both the Hong Kong office and the event venue's washrooms or drinking fountains. Emissions from digital and communication are also excluded as there is a lack of data measurement in this field.

NET ZERO CARBON EVENTS (NZCE) PLEDGE

As a signatory of the NZCE Pledge, we dedicated to working with all stakeholders to reach the goal of achieving net zero emissions by 2050. Recognising the importance of prioritising sustainability within our operational framework, we strive to foster a future that is both environmentally conscious and socially responsible. This sustainability Report has pinpointed five key categories as major contributors to carbon emissions: "Energy," "Production & Waste," "Food & Food Waste," "Freight & Logistics," and "Travel", which aligns with the 5 action areas as suggested by NZCE. We have also published a roadmap with an interim target in line with the Paris Agreement's requirement to reduce global GHG emissions by 50% by 2030. Details of the roadmap can be found on our [website](https://www.netzerocarbonevents.org).



The banner features the text "NET ZERO CARBON EVENTS" in large, bold letters, with "NET ZERO" in black and "CARBON EVENTS" in green. Below it, "SIGNATORY OF THE PLEDGE" is written in smaller black text. The background shows a blurred crowd of people at an event. The website URL "netzerocarbonevents.org" is visible in the top right corner.

MESSAGE FROM OUR FOUNDER & CEO

Chris Brown

Founder & CEO

As we reflect on 2024, it is clear that the impacts of climate change have become undeniable. Our city has witnessed record-breaking temperatures, the first-ever waterspout over Victoria Harbour, and the rare occurrence of four typhoons simultaneously. These events remind us that climate change is no longer a distant threat, in fact, it is affecting us all.



While the Municipal Solid Waste charging scheme in our city may not have yielded the results we hoped for, I am grateful to see that the belief in sustainability among Hong Kongers remains strong. This is reflected by the success of ReThink HK 2024, which we saw a record-breaking attendance of 8,517 participants over the two-day event, including both local and international attendees.

At ReThink HK, we firmly believe in the power of collective action to drive meaningful change. Our mission is to bring together individuals from all over the world, whether you are an experienced professional, new to the industry, exploring a career in sustainability, or simply curious to learn more. Together, we can strengthen our sustainability community and create a positive impact on the society.

I am proud to share that according to our delegate survey, 65% of attendees did not visit any other similar sustainability-focused conferences or expos in Hong Kong. This proves ReThink HK's unique position as a highly recognised and trusted platform within the sustainability ecosystem.

As we celebrated our 5th edition, we did not take our achievement for granted. Instead, we introduced new elements to keep the event fresh and engaging. Notably, we launched a brand-new sector for Smart Mobility and Transportation, along with the Liveable Cities and Transportation Theatre. We also featured a European Stage, where our European partners shared their latest advancements in the field. On the second day, we hosted our first-ever closing debate on the topic "*The House Believes We Have a Credible Path to Achieving Carbon Neutrality by 2050*," which drew a full house. This debate will return in our next edition, as it is highly recognised by our audience.

Apart from the inspiring programs and innovative solutions showcased at the event, we continued to lead by example in practicing sustainability. We enforced strict sustainability guidelines for our contractors, exhibitors, and delegates. Additionally, we are proud to be the only independent event organiser in Asia piloting the Better Stands initiative, which aims to eliminate disposable exhibition stands. Our ambition is to drive the entire event industry toward a more sustainable future.

Sustainability extends beyond climate change—it encompasses health and safety, equality, and social impact. With this in mind, our ReThink Foundation has continued to empower NGOs by leveraging strategic partnerships to optimise social value creation. This is made possible through proceeds generated from delegate pass sales for ReThink HK. We believe that collaboration is key to transforming our society in a more efficient and impactful way.

Looking ahead, we remain committed to creating a more sustainable future. Together, we can overcome the challenges posed by climate change and build a world that is not only resilient but also equitable and thriving for generations to come.

Zero & Nature Positive Theatre

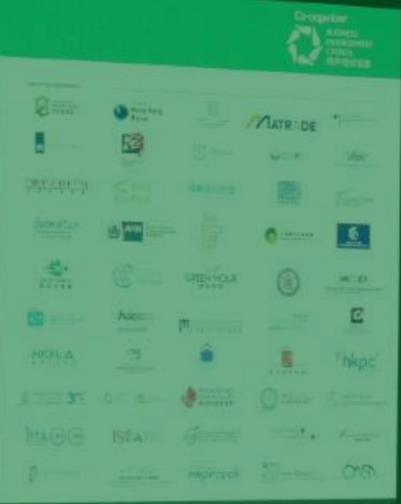
Keynote Theatre

Ceremony



12 September 2024

#OnlyWayForward



EXECUTIVE SUMMARY

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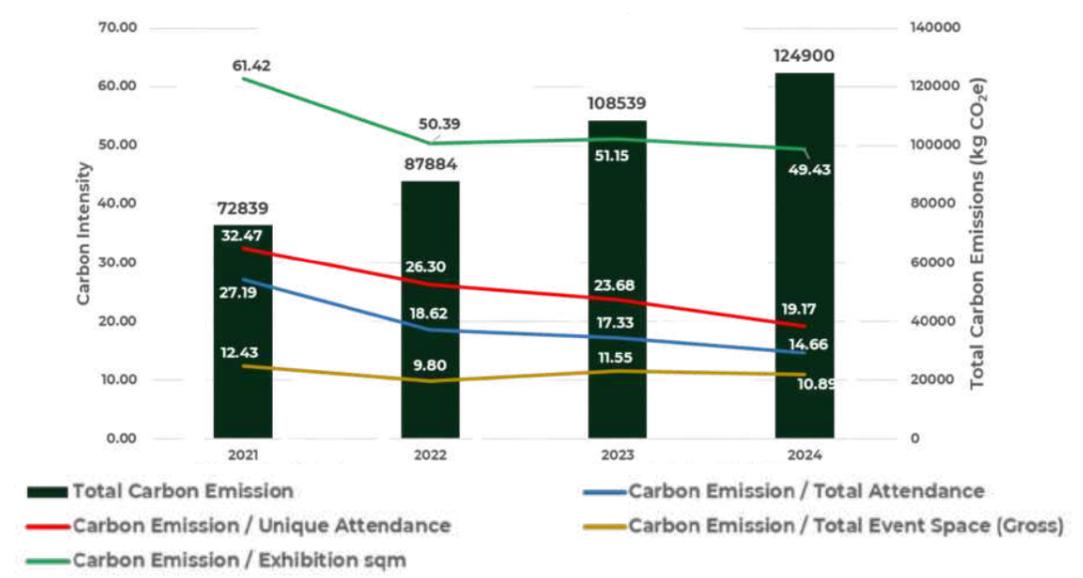
ReThink HK has demonstrated consistent growth in attendance over the years, with an impressive **3 times increase in total attendees**—rising from 2,679 in 2021 to 8,517 in 2024. This remarkable growth has solidified our position as one of the most recognised business events for sustainable development in the region.

Aligned with the NZCE Pledge, EnviroEvents HK has outlined a **pathway to achieve net-zero emissions by 2050**. From our inaugural event, sustainability has been at the core of our operations, establishing a strong foundation for excellence. Each year, we actively collaborate with a wide range of stakeholders, including our **venue provider, main contractor, exhibitors, and attendees**, to systematically reduce our carbon footprint.

In 2024, we engaged delegates with **eco-friendly reminders** via emails, and ensured speakers and staff **stayed in sustainable hotels**. For exhibitors, we provided **Sustainable Event Guidelines** and required their **acknowledgment of Green Compliance** through our online system. Additionally, we piloted the **Better Stands Programme** for raw space exhibitors. During contractor selection, we prioritised **green compliance**, weighting it at 30% in tender evaluations, and **requested Scope 1 & 2 emissions data** and **Environmental Management Plans** as voluntary disclosures. These initiatives demonstrate our commitment to reducing environmental impact by collaborating with diverse stakeholders across our event.

With the above measures in place, ReThink HK 2024's total carbon emissions were calculated at **124,900 kg CO₂e**. For the second consecutive year, we partnered with Kadoorie Farm & Botanic Garden on a voluntary carbon offset initiative. Through **tree planting and wood recycling via a biochar machine**, the project will **offset 150,000 kg CO₂e**, ensuring the event achieves **carbon neutrality**.

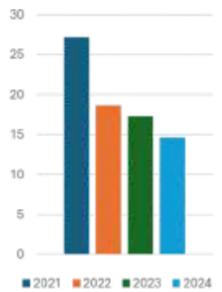
Total Carbon Emissions and Intensity from 2021 to 2024



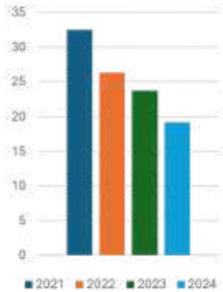
STAKEHOLDER ENGAGEMENT & MATERIALITY ASSESSMENT

Despite a significant increase in attendance, we have successfully managed to control our carbon emissions. Our carbon emissions per attendee decreased by 15% compared to 2023, **dropping from 17.327 kg CO₂ to 14.665 kg CO₂ in 2024**. This reduction marks a substantial **46% decrease from our 2021 baseline**, reflecting significant progress in our commitment to sustainability.

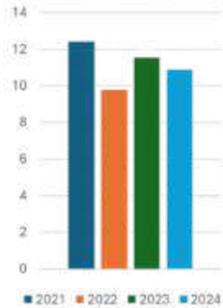
Carbon Emission per total attendance



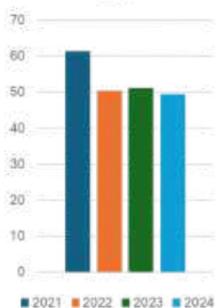
Carbon Emission per unique attendance



Carbon Emission per Total event space - gross



Carbon Emission per Exhibition sqm



We have made significant progress in reducing carbon emission intensity across key areas. However, further efforts are needed to address emissions from waste and catering, which are the areas where we as the organiser have greater control. To achieve greater reductions, we aim to **collaborate with our main contractor and venue provider** to establish a **more comprehensive environmental management plan**.

In the event industry, organisers often face challenges in addressing hard-to-abate emissions from travel, logistics, accommodation, and electricity. At our event, around 50% of the carbon emissions are out of our control. These emissions require **cross-industry collaboration** to implement effective reduction measures, such as the adoption of Sustainable Aviation Fuel and increased investment in renewable energy. As we refine our Net-Zero target, we will actively monitor advancements in other sectors and adapt our long-term goals accordingly.

While we have engaged in carbon offsetting projects with external partners, our primary focus remains on **minimising emissions at the source**. Carbon offsetting will continue to serve as a last resort to address unavoidable residual emissions. Our interim target is to **reduce carbon emissions per total attendance by 50% compared to the 2021 baseline by 2026**. In the coming years, we will implement additional sustainability measures, which will be detailed in subsequent sections of this report.

Stakeholder engagement is a cornerstone of EnviroEvents HK's operations. As an event organiser, we collaborate with diverse parties to drive sustainability forward. Internally, we hold regular team meetings to share the latest sustainability trends and outline the measures our company plans to implement. Additionally, we provide our staff with comprehensive sustainability guidelines tailored to our office operations.

Externally, we have published our net-zero roadmap on our website to inform the general public and have established channels to gather feedback. For our main contractors and vendors, we conduct regular meetings to review past events and map out sustainability measures for future editions. These discussions focus on learning from previous experiences and exploring the latest trends in sustainability to enhance our events. Similarly, we engage with venue providers to reflect on past practices and develop more comprehensive waste management systems.

Our team also actively participates in external events, connecting with peers, NGOs, government representatives, and industry associations. These interactions allow us to exchange innovative ideas and discuss the industry's strengths and weaknesses. We believe that face-to-face meetings are more effective than distributing questionnaires, and these engagements have significantly contributed to identifying our material topics for 2024.

During the reporting period, EnviroEvents HK collaborated with an external partner to help identify our material topics. For the first time, we utilised an online platform provided by an independent third party to systematically design and prioritize these topics. The results were reviewed and approved by our Founder & CEO, as well as our Event Director, and are illustrated in the graph on next page.

Tier 1

- 1 Carbon Reduction Initiatives
- 2 Environmental Compliance
- 3 Materials Sourcing & Efficiency
- 4 Circular Practices Adoption
- 5 Energy Efficiency Projects
- 6 Non-Hazardous Waste Generation
- 7 Travel
- 9 Waste Reduction Initiatives
- 10 Supply Chain Human Rights Policies
- 11 Employment Type and Composition

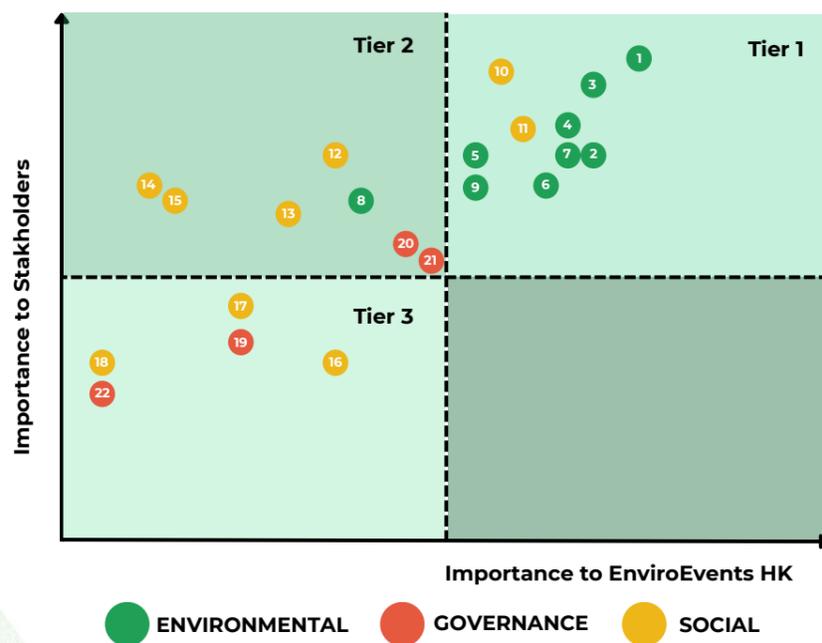
Tier 2

- 8 Spend on Low-Carbon Products/Services
- 12 Employee Participation Initiatives
- 13 Employee Benefits, Development and Work-Life Balance
- 20 Sustainability Reporting Policy & Practices
- 21 Sustainability Strategy and Goal Setting
- 14 Employee Health and Safety
- 15 Labour Practices

Tier 3

- 19 Stakeholder Engagement Metrics
- 16 Community Social Investments
- 17 Gender and Ethnicity Representation
- 18 Customer Satisfaction and Quality Metrics
- 22 Policies and Governance

Materiality Matrix



ENVIRONMENTAL IMPACTS

The environmental impact of the MICE (Meetings, Incentives, Conferences, and Exhibitions) industry is significant, largely due to its fast-paced nature. While individual events may be short-lived, they often generate substantial waste. Additionally, the industry's reliance on attracting international visitors further increases its environmental footprint. Recognising this, EnviroEvents HK, as an event organiser, has taken proactive steps to reduce the carbon emissions associated with our events.

In alignment with the NZCE Initiative, we have identified several key sources of emissions from our events: energy consumption, waste generation, catering, travel and accommodation, and logistics. The following sections will outline the carbon emissions generated by our events, as well as the measures we have implemented to reduce emissions across both our office operations and event activities.

REPORT BOUNDARY

Energy

- **EnviroEvents HK Office:**
 - Energy purchased for daily operations.
- **ReThink HK 2024:**
 - Energy purchased by the venue from the grid for lighting and air-conditioning during the event.
 - Energy purchased by the main contractor for event setup.

Waste

- **EnviroEvents HK Office:**
 - General waste generated.
 - Recyclables categorised and managed by our recycling partner.
- **ReThink HK 2024:**
 - General waste produced by vendors and delegates.
 - Recyclables identified and collected at the event venue.

Catering

- **ReThink HK 2024:**
 - Production of food and beverages served at the event, including pre-ordered lunchboxes.
 - Corresponding food waste generated and identified.

Travel and Accommodation

- **ReThink HK 2024:**
 - Travel of attendees (delegates, speakers, exhibitors) to the event venue.
 - Accommodation for staff and speakers during the event period.

Logistics

- **ReThink HK 2024:**
 - Transportation of event equipment, including:
 - Aluminium booth structures.
 - AV equipment.
 - Honeycomb panels for booths and signage.
 - Lanyards and badges.

53794.62 kg CO₂ eq

ReThink HK 2024

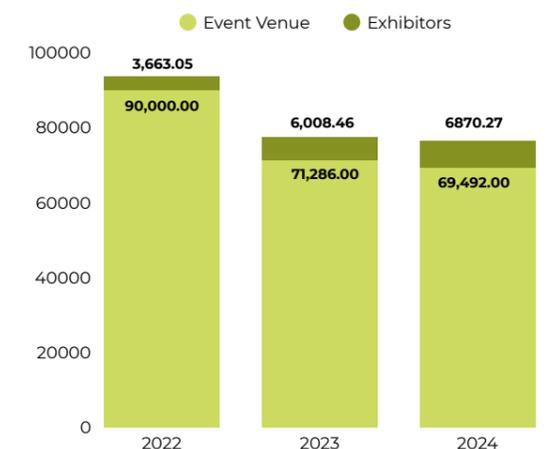
An event's energy consumption is largely determined by the venue and contractor's electricity usage, particularly for lighting, air-conditioning, and powering electrical appliances such as TV screens and LED monitors. As the organiser, EnviroEvents HK has limited control over the carbon emissions caused by energy and electricity usage during the event, as we do not directly manage the materials used or the electricity supply. Therefore, when selecting the venue and main contractor, we prioritise their sustainability measures and efforts to reduce carbon emissions.

The Hong Kong Convention and Exhibition Centre (HKCEC) has been chosen as the venue for ReThink HK for the fourth consecutive year. This decision is not only due to its proximity to the city centre, which reduces transportation needs, but also because of the venue's sustainability achievements in recent years. These include upgrading its air conditioning and ventilation systems and installing a smart building management system, which have significantly improved energy efficiency.

Additionally, this year we have switched to a new main contractor, introducing more energy-saving measures. For instance, LED lighting is now used for all standard booths, and we require all raw space exhibitors to use electrical appliances that meet the Grade 1 Energy Efficiency standards set by the Engineering and Mechanical Services Department (EMSD).

Thanks to these initiatives, our absolute electricity consumption in 2024 decreased by 1.2% compared to 2023, despite a 22% increase in total gross event space.

ReThink HK Electricity Consumption (kWh)



EnviroEvents HK Office

During the reporting period, our office's electricity consumption reached 3,395.7 kg CO₂ eq, reflecting a slight increase of 9.3% compared to the previous year. This rise is likely attributed to the growth in employee numbers and a reduction in work-from-home days.

To address energy consumption, we periodically update our Sustainable Office Guidelines and implement the latest energy-saving measures recommended by the government. Additionally, we plan to upgrade our office computers and monitors to more energy-efficient models when replacements are due.

As part of our energy-saving efforts, we avoid using air-conditioners on cooler days and rely on ventilation instead. This practice has received strong support from the majority of our colleagues, and we will continue to adopt it in the future.

Resource Utilisation and Waste Management

12837.80 kg CO₂ eq

Although waste-related emissions rank only the third in EnviroEvents HK's overall carbon footprint, it is an area where event organisers like us can exercise significant control. To minimise waste generation from the start, we have implemented several measures for our main contractor and all exhibitors.

REGULATIONS ON EXHIBITORS

Before accessing the exhibitor's online platform to submit company information and graphic designs, exhibitors are required to sign a **Green Compliance Acknowledgement**. This document outlines strict rules to limit material usage, including:

- Prohibiting non-reusable giveaways or souvenirs, which will be removed if found, with a handling fee charged to the exhibitor.
- Restricting booth height to a maximum of 3 metres to reduce material consumption.
- Mandating the use of eco-friendly carpet for flooring.
- Banning foamboard and plastic materials for stand construction.

The above restrictions are designed to control waste generation at its source.

In addition to restrictions, we provide recommendations for setting up sustainable booths. We encourage the use of reusable materials, such as panel partitions, aluminium frames, and reusable plastics. Where non-reusable materials are unavoidable, we recommend alternatives that are recyclable or certified sustainable, such as:

- Cardboard displays with honeycomb structures.
- Sustainable fabrics like organic cotton, linen, and Tencel glass.
- Materials certified under standards such as FSC Chain of Custody, Greenguard, or HK G-PASS.

Furthermore, only zero-VOC paints are permitted for use.

These measures reflect our commitment to reducing waste and promoting sustainability throughout the event.

REGULATIONS ON THE MAIN CONTRACTOR

In 2024, we have introduced new selection criteria for our main contractor, emphasising a strong commitment to environmental best practices. Tenderers are expected to demonstrate their ability to execute operations that protect the environment, conserve and restore natural resources, reduce emissions, minimise waste, and mitigate any adverse environmental impacts. We encourage our suppliers to adopt environmentally friendly technologies and explore innovative opportunities in circularity, operations, and product stewardship. During the tendering process, 30% of the total evaluation score is allocated to the tenderer's green compliance, reflecting our high expectations for environmental stewardship from our main contractor.

In addition to general principles such as implementing effective environmental management systems, adopting a precautionary approach, and promoting environmentally friendly technologies across the value chain, there are specific requirements tailored to the main contractor's role, which are being outlined below.

Material Use, Logistics, and Energy Conservation

The requirements for material use, logistics, and energy conservation align closely with those outlined for exhibitors in the previous section. However, the most critical aspect for the main contractor is **waste and sustainable material handling**. As the primary party responsible for producing all standard booths, registration counters, and conference theatre structures, the main contractor utilises the largest volume of materials. Beyond selecting sustainable materials, the handling of recyclables and waste is a significant concern. Detailed information on the recycling companies they partner with, how recyclables are processed and reused, and the volume of waste and recyclables generated, are required.

This information is essential to ensure greater transparency and accountability in waste management practices. By prioritising sustainable material handling and waste reduction, we aim to minimise the environmental footprint of our events and promote a circular economy.

Key Expectations for the Main Contractor

Sustainable Material Selection



Use environmentally friendly and sustainable materials for all constructions. Prioritising on using materials that can be reused, if not, it should be recyclable.

Waste Management



Provide a clear plan for waste reduction, recycling, and disposal, including partnerships with certified recycling companies.

Transparency



Report on the volume of waste and recyclables generated, along with their end-use.

Innovation



Explore and implement innovative solutions to enhance circularity and reduce environmental impact.

REGULATION ON EVENT ATTENDEES

We are committed to promoting sustainability among our event participants by encouraging eco-friendly practices before, during, and after the event.

Pre-Event Communication

Before the event, we actively promote sustainability practices through our eDMs and reminder emails. These communications highlight our environmental initiatives and encourage attendees to adopt sustainable behaviours during the event.

On-Site Sustainability Initiatives

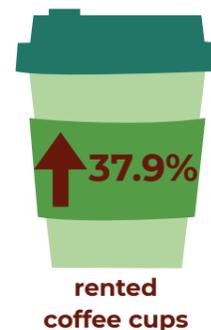
During the event, we take several measures to minimise waste and promote sustainable practices:

Banned on Single-Use Plastics:

Attendees are discouraged from bringing single-use plastic bottles. Instead, we provide water refilling machines throughout the venue to encourage the use of reusable bottles.

Reusable Coffee Cups:

Reusable coffee cups are available for rental, significantly reducing the reliance on disposable cups. Over the two-day event, we successfully rented out 1,175 reusable cups, effectively saving the same number of paper alternatives. This marks a 37.9% increase compared to ReThink HK 2023, reflecting the growing commitment of our attendees to sustainable practices and the effectiveness of our initiatives.



Badges and Lanyards

For administrative purposes, physical badges are still provided to regulate attendee flow. However, to mitigate environmental impact, we have partnered with our registration system vendor to introduce recyclable paper badges. Additionally, the lanyards are made from sustainable bamboo materials.



Attendees are encouraged to recycle their lanyards and badges after use. To support this initiative, a large, prominently positioned recycling box is placed at the event exit, making it convenient for participants to dispose of these items responsibly. Thanks to these, we have achieved a significant increase in recycling rates for lanyards and badges compared to 2023. Specifically, the recycling rates in 2024 reached **35% for lanyards** and **45% for badges**.

Digital Alternatives to Printed Materials

To further reduce waste, we have eliminated all physical promotional brochures and leaflets. Instead, attendees can access all event-related information, including exhibitor and sponsor details, event maps, networking opportunities, and conference session Q&A through our **dedicated event web app**. This digital approach not only enhances convenience but also aligns with our commitment to sustainability.



Smart Recycling Stations:

In collaboration with our partner, we have installed **7** recycling stations equipped with smart recycling bins across the venue. These bins are designed to streamline waste sorting and improve recycling efficiency. Building on the success of 2023, we have expanded our waste streams to include **General Waste, Paper, Plastics, Metal, Glass, and Food Waste**. Our partner utilises AI technology to analyse waste, providing data on waste diversion rates, contamination rates, and missed opportunities for recycling.



Overall:

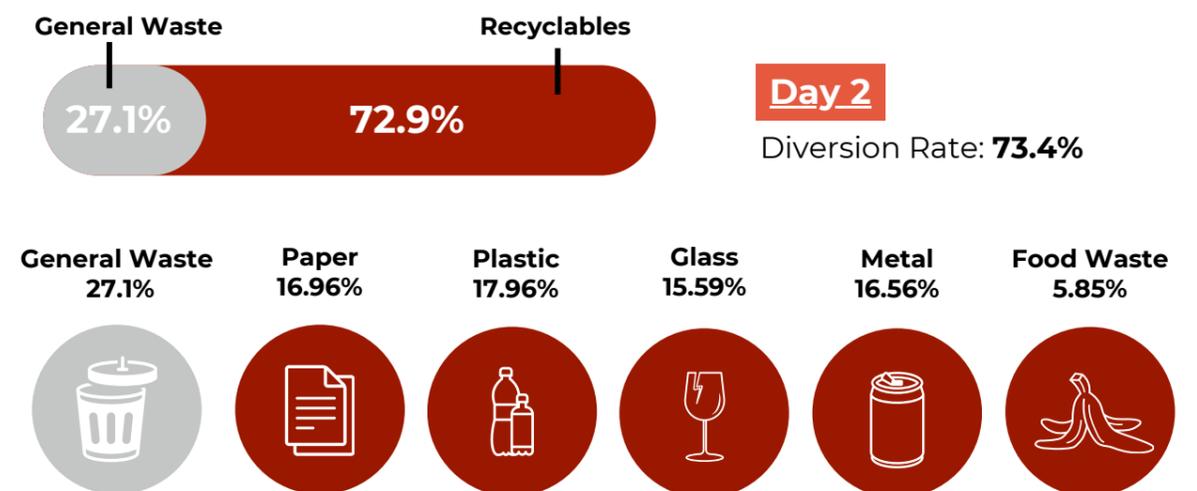
Total: 327.3 kg
Grams/Visitor: 38.42 g

Day 1

Diversion Rate: **72.5%**

Day 2

Diversion Rate: **73.4%**



BETTER STANDS PILOT PROGRAMME

BACKGROUND

ReThink HK is proud to be one of the 11 global event organisers participating in the **Better Stands pilot program**, an initiative launched by Informa. This program aims to guide exhibitors away from using disposable, single-use booths and toward adopting reusable and recyclable structures, paving the way for more sustainable trade show displays.

ReThink HK 2024 was selected by EnviroEvents HK as the platform to implement the Better Stands pilot program. Under this initiative, booths are classified into four categories: **“Disposable,” “Bronze,” “Silver,” and “Gold,”** based on the extent to which their elements are reused or recycled.

EVALUATION PROCESS

Two months prior to the event, EnviroEvents HK hosted a dedicated session during the exhibitor briefing to introduce the Better Stands initiative to both standard booth and raw space exhibitors. During the event, our Head of Operations led a team of two floor managers to execute the pilot program. On-site assessments were conducted using an online assessment sheet, evaluating all raw space booths against the full 10-point Better Stands checklist. These assessments were cross-referenced with the booth materials reports submitted earlier by the raw space exhibitors.

As this was a pilot program, the specific standards achieved by individual companies will not be disclosed publicly. However, starting from the next edition, this information will be shared to further promote transparency and encourage continuous improvement.

The success of the Better Stands pilot program at ReThink HK 2024 marks a significant step forward in our commitment to sustainability, and we look forward to building on this progress in future events.

RESULTS

All **STANDARD BOOTHS** produced by our main contractor were designed and assessed as **Gold Standard**, featuring:



- 100% reused or recycled carpets and graphics & decorative items
- 100% reusable system structures, furniture & displayed facilities

By achieving the highest standard for the standard booths, we aimed to lead by example and demonstrate to raw space exhibitors that the Better Stands standards are attainable.

AMONG THE RAW SPACE EXHIBITORS

- 43% achieved Gold Standard
- 30% achieved Silver Standard
- The remaining exhibitors fell into the Bronze or Disposable categories



Raw space exhibitors @ ReThink HK 2024

2872.9 kg CO₂

THE RETHINK BLOCK

The **ReThink Block**, crafted from **honeycomb board**, was first introduced during the inaugural edition of ReThink HK in 2020. Since then, it has become a symbol of our commitment to sustainability. Each year, the ReThink Block is prominently featured in the **opening ceremony**, and in recent years, it has also been displayed at the **ReThink HK booth**.

This iconic piece serves as an example of the **durability and longevity** of honeycomb structures. Unlike traditional materials, honeycomb board is **resistant to breaking**, can be **used repeatedly over time**, and more importantly, it is **fully recyclable**. These qualities make it an ideal alternative to foamboard, and we actively promote its use as part of our booth structures.



The ReThink Block is more than just a symbol—it's a testament to our dedication to sustainable practices. It will continue to be a part of ReThink HK for years to come, inspiring both our team and visitors to embrace innovative and eco-friendly solutions.

ENVIROEVENTS HK OFFICE

We have partnered with a recycling company to manage the recycling of our office's recyclable materials. The company is responsible for collecting a wide range of waste generated in the office, including but not limited to mixed plastics, iron cans, aluminium, wood, Tetra Pak, paper, and batteries. Starting from 2024, we began measuring the weight of waste in our bins to gain a comprehensive understanding of the amount of waste generated in the office.

From January 2024 to December 2024, the total waste generated was 103.86 kg, with the total weight of recyclables being 52.47 kg. Moreover, a diversion rate of 33.6% was recorded, indicating that while progress has been made, there is still room for improvement in our recycling efforts.



 **39.1%**
of the food menu served in Central Networking Lounge is either sustainable, vegetarian or vegan

Providing catering services is essential for events, particularly for ReThink HK, where our conference schedules are tightly packed. To ensure convenience for attendees, we provided lunch boxes for volunteers and exhibitors, while catering services were offered in the Central Networking Lounge. In alignment with our no single-use plastic policy, we set up water refilling stations to encourage attendees to use their own refillable bottles.

Our catering partner provided detailed data on the amount of food procured, cooked, and prepared across three categories: vegetables, meat, and others. This food was used to prepare lunchboxes as well as dishes served in the Central Networking Lounge. Unlike the pre-ordered lunchboxes, the amount of food required for the Central Networking Lounge was unpredictable. As the anticipated number of attendees increased, the quantity of food prepared for the lounge raised, resulting in higher food waste compared to 2023.

In 2024, we have eliminated beef option in pre-ordered lunchboxes, reducing the environmental footprint. Note that the carbon emission of food waste is being calculated in the waste category instead of catering in this report.

TRAVEL AND ACCOMMODATION

Travel - 57442.48 kg CO₂

According to research by the NZCE Initiative, up to 85% of an event's carbon emissions are generated by attendee transportation, as the nature of events involves bringing people together from across the globe. For ReThink HK 2024, travel accounted for 46.0% of the event's total emissions, making it the largest contributor. Within the travel-related emissions, only 4.9% came from local transportation, while a significant 95.1% was generated by non-local travel. This is particularly noteworthy given that non-local attendees represented just 9% of the total attendance. This disparity highlights the substantial environmental impact of air travel, as illustrated in the graph below.



Calculating an event organiser's responsibility for attendee travel emissions is complex, and as a result, it is not commonly included in current emissions assessments within the event industry. However, while we are waiting for the NZCE Initiative committee to work for a standardised method for calculating international attendee travel emissions, we have developed our own approach. Our method assigns a proportional share of an attendee's travel emissions to the event based on the number of days they stayed in Hong Kong.

Similar to previous years, we collected attendee travel information through mandatory questions in the registration form. These questions included the mode of transportation, origin of travel, and, for non-local attendees, the number of days spent in Hong Kong, the city of origin, travel method, and travel class. This data allows us to better understand and account for the carbon footprint associated with attendee travel, and we remain committed to refining our approach as more accurate methodologies become available.

Accommodation - 1337.64 kg CO₂

Travel and accommodation are closely interconnected. As the number of international attendees increases, the demand for accommodation rises. To address this, we actively encourage our international attendees to choose environmentally friendly accommodations during their stay in Hong Kong. Currently, our calculation of accommodation-related emissions is limited to staff and invited speakers, as we lack sufficient data on attendee accommodations. Moving forward, we plan to include questions about accommodation in the registration form to gather this information, enabling us to gain a comprehensive understanding of the emissions associated with accommodations under EnviroEvents HK's responsibility.

We strive to lead by example by arranging sustainable accommodations for our staff and speakers. The two hotels we selected have implemented various initiatives to promote sustainability and have earned international recognition for their efforts. One hotel is EarthCheck Certified, while the other has received the Hong Kong Awards for Environmental Excellence – Certificate of Merit and has developed a green policy in collaboration with the Education University of Hong Kong to enhance its environmental measures. Both hotels have a lower carbon footprint per room night compared to the average for similar accommodations in Hong Kong*, reflecting our commitment to reducing the environmental impact of our events.

*The average carbon emissions per room night for hotels in Hong Kong were sourced from the GreenView: Hotel Footprinting Tool, a highly recommended emission factor database endorsed by the NZCE Initiative.

Logistics

345.47 kg CO₂

In 2024, we collected logistics-related data from our main contractor, focusing primarily on the total diesel fuel consumption used for transporting materials throughout the event. The carbon emissions for 2024 in this category were significantly lower than those of 2023. However, it is important to note that since we changed our main contractor in 2024, the data may not be directly comparable to previous years.

To enhance our understanding and improve accuracy in future editions, we plan to request more detailed logistics data from our contractors. This will include, but not be limited to, round-trip distances, the volume and weight of materials transported, vehicle types, the number of trips made, and fuel consumption. By gathering these additional data points, we aim to gain a more comprehensive view of the environmental impact of our logistics operations and identify further opportunities for reducing emissions.

GREENHOUSE GAS EMISSIONS SNAPSHOT

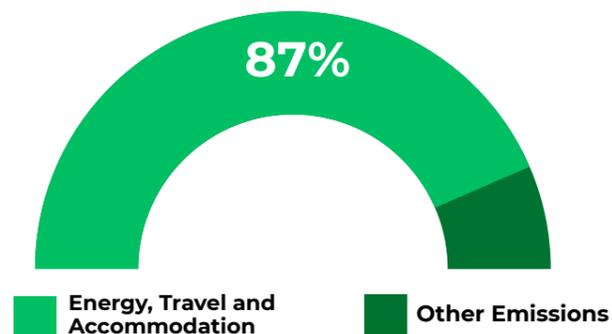
GREENHOUSE GAS EMISSIONS SNAPSHOT

In 2024, EnviroEvents HK recorded a total carbon footprint of **128,630 kg CO₂e**, based on data from our daily operations, venue provider, main contractor, and event visitors. Of this total, **124,900 kg CO₂e** was attributed to ReThink HK 2024, while **3,731 kg CO₂e** was accounted for by our main office.

Energy, Travel and Accommodation remain the largest sources of emissions, contributing **87%** of ReThink HK 2024's total emissions. However, as highlighted in previous sections, these emissions fall largely outside our direct control. The graphic below illustrates the emission distribution for EnviroEvents HK in 2024.

Total Carbon Footprint
128,630 kg CO₂e

ReThink HK 2024's total emission:



Main Office:
3,731 kg CO₂e

ReThink HK 2024:
124,900 kg CO₂e

OFFSETTING OUR EMISSIONS

EnviroEvents HK is committed to offsetting the carbon emissions generated by our events. As part of our pledge to the Net Zero Carbon Events initiative, we actively collaborate with partners to sequester carbon emissions. This voluntary effort not only aligns with our sustainability goals but also lays a strong foundation for potential future regulatory requirements in the industry.

Our ultimate goal is to achieve high-quality carbon offsets. Over the years, we have transitioned from overseas offset partners (2020–2021) to a local partner in 2022, and since 2023, we have partnered with Kadoorie Farm and Botanic Garden (KFBG), a renowned institution in Hong Kong. This partnership ensures that our carbon offsetting benefits local communities and nature, rather than relying on impersonal carbon credits from distant sources.

KFBG'S WOOD RECYCLING PROGRAMME

For the second consecutive year, KFBG has supported our carbon sequestration efforts through their **Wood Recycling Programme**. This initiative recycles wood debris from routine tree maintenance using a biochar machine, which converts bulky, rotten, or diseased wood into **biochar**—a soil amendment that enhances plant growth and locks carbon in a stable form for centuries. The project adheres to the “Methodology for Biochar Utilization in Soil and Non-Soil Applications” published by Verra, the organization behind the Verified Carbon Standard (VCS) Program, the world's leading voluntary carbon market standard.

In 2024, KFBG will sequester **150 tonnes** of carbon for EnviroEvents HK within less than two years. This volume exceeds our calculated emissions to account for potential gaps or inaccuracies in carbon measurement.



TREE PLANTING FOR BIODIVERSITY AND CARBON SEQUESTRATION

In addition to biochar production, **40 native Hong Kong trees** were planted to further offset our event emissions. Notably, each tree belongs to a different species, maximising biodiversity and restoring ecological connections within the recovering forest. This approach enhances ecological services such as pollination, food supply, habitat provision, carbon sequestration, nutrient cycling, and water regulation.

The tree planting activities were carried out by our staff and corporate partners during two sessions organised by KFBG. This hands-on involvement not only makes the offsetting process more memorable but also creates a tangible connection between our stakeholders and the environmental impact of their actions.

Through our partnership with KFBG and our commitment to high-quality carbon offsets, EnviroEvents HK is taking meaningful steps to mitigate the environmental impact of our operations. By focusing on local, community-driven initiatives, we ensure that our efforts resonate with stakeholders and contribute to a sustainable future.



FUTURE DEVELOPMENT ON REDUCING CARBON EMISSIONS

EnviroEvents HK is dedicated to reducing abatable emissions rather than relying on carbon offsetting projects. With this commitment, we have implemented various policies to address environmental challenges and aim to make continuous improvements in future editions. Below are the key initiatives we are focusing on:

CATERING

Catering is a critical area where EnviroEvents HK, as the organiser, can make a significant impact. In 2024, our food waste increased compared to 2023, primarily due to the need to prepare more food and beverages for the expanded Networking Lounge.

To address this, we are leveraging more comprehensive food consumption data from past editions to better plan the quantities and types of food and dishes prepared. This data-driven approach will help us minimise over-preparation and reduce food waste.

Additionally, we are actively exploring opportunities to donate leftover food to charitable organisations, as recommended by the NZCE Initiative. This not only helps reduce food waste but also supports community welfare, aligning with our commitment to sustainability and social responsibility.

TRAVEL & ACCOMMODATION

Although it was previously mentioned that travel and accommodation are factors beyond our direct control, we are making every effort to reduce carbon emissions in this area. One of the steps we are taking is to provide international participants with information about the carbon emissions associated with their flights. To support this initiative, we plan to include information on flight-related carbon emissions, categorised by departure city and ticket class, in the delegate resources page.

Our goal is to ensure that attendees are aware of the environmental impact of their travel choices before booking their tickets. For instance, when they see that booking a business-class ticket generates significantly higher carbon emissions compared to an economy-class ticket, they may opt for the latter. We hope this indirect approach will help mitigate the carbon emissions generated from international travel, especially as we anticipate an increasing number of non-local attendees traveling to Hong Kong for our events in the future.

WASTE MANAGEMENT – MAIN CONTRACTOR

During our investigation, we identified that the main contractor heavily relies on plastic wraps to transport event equipment, including reusable furniture, aluminum structures, honeycomb panels, and other materials. While this practice protects items during transportation, it results in significant use of single-use plastics, which is not environmentally sustainable.

To tackle this issue, we urge our main contractor to adopt cage cars for transporting materials in the next edition of the event, aiming to significantly reduce the need for plastic wraps. Our target is to reduce plastic wrap usage by **at least 15%** by 2025.

WASTE MANAGEMENT – ATTENDEES

At our events, recycling bins are provided by our waste recycling partner, who also assists in designing waste streams and analysing waste data using AI technology. However, the results from 2024 revealed room for improvement:

- **Contamination rate:** 31.4% (waste items improperly disposed of in recycling bins).
- **Missed opportunities rate:** 15.5% (recyclable waste thrown into general waste bins).

As an event focused on sustainability, we expect participants to be more aware of proper recycling practices. To address these challenges, we have set the following goals for ReThink HK 2025:

- **Reduce contamination in recycling streams by 50%.**
- **Reduce waste per visitor by 5%.**



This is a Plastic Waste bin at the event, but there are a lot of non-plastics

To achieve these targets, we will implement the following measures:

- Encourage visitors to dispose of waste (for items purchased outside the event venue) before entering the event.
- Place clear signage and educational posters near recycling bins to guide attendees on proper waste disposal.
- Monitor and evaluate the effectiveness of these measures after Day 1 of the event and make adjustments as needed.



SUPPLY CHAIN MANAGEMENT

As emphasised in previous sections, achieving net zero in the event industry requires collective effort. Organisers play a pivotal role in connecting vendors and stakeholders, providing clear guidelines, and ensuring alignment on the data that needs to be gathered. For our event, **Material & Waste** and **Logistics** are the two key pillars that span from upstream to downstream operations. It is our responsibility to ensure that all parties involved uphold the values of sustainability and contribute to our environmental goals.

TO OUR MAIN CONTRACTOR

Our main contractor is the key party to help us with evaluating the event's sustainability performance. They are required to record and report relevant data during the **pre-event, at-event, and post-event phases**. This includes providing metrics, data collection methods, and reporting formats to ensure transparency and accountability.

Specifically, as the main contractor is responsible for recycling construction materials, particularly honeycomb boards and carpets, they must provide detailed information about the downstream recycling company and how the recyclables will be handled.

Additionally, we encourage the disclosure of their company's Scope 1 & 2 emissions data wherever possible, as this will enable us to assess our event's carbon footprint more accurately. We also require an **Environmental Management Plan** that addresses:

Sustainability Governance

Waste Management

Energy Conservation

Sustainable Procurement

Logistics and Accessibility

These measures will help us ensure that sustainability is embedded throughout the event lifecycle.

TO RAW SPACE EXHIBITORS

For raw-space exhibitors, we provide eco-friendly carpets, while allowing them the flexibility to design and build their booths using their preferred contractor and materials. However, we require all exhibitors to submit a **Booth Materials Report**, detailing:

Information on all materials to be used

Corresponding eco-friendly certifications (if applicable)

The companies responsible for collecting reusable/recyclable materials, along with their contact details

If the materials submitted by exhibitors do not meet our environmental standards, we will request them to source eco-friendly alternatives. Compliance with our eco-standards is a mandatory entry requirement. If the materials used fail to meet these standards, exhibitors will not be permitted to proceed to the next stage of booth setup. In other words, they will not be allowed to participate in our event. As the organiser, we are committed to eliminating inappropriate waste and reducing our carbon footprint through these measures. During the event, our team will conduct on-site inspections to verify that the materials used align with those reported. This allows us to monitor waste generation from the very beginning of the supply chain and ensures we have sufficient information on how materials will be handled after the event.

TO OUR EVENT VENUE

The event venue plays a critical role in the supply chain, particularly in managing waste disposal and recycling logistics. We request detailed information about their recycling partners to understand what types of recyclables can be collected. This is especially important for determining the waste streams collected through the smart recycling bins in the event hall.

To ensure a smooth recycling process, alignment is required among the organiser, venue provider, and waste analysis partner. For example, a material deemed non-recyclable by the waste analysis partner might actually be recyclable according to the venue provider, and vice versa. Clear communication and collaboration are essential to avoid discrepancies and maximise recycling efficiency.

By implementing these measures, we aim to strengthen sustainability across the entire supply chain. From contractors and exhibitors to the venue, every stakeholder has a role in reducing waste, improving recycling rates, and minimising our event's environmental impact. Through collaboration, transparency, and accountability, we are committed to driving meaningful progress toward our sustainability goals.



WORKFORCE SUPPORT

At EnviroEvents HK, we are committed to providing comprehensive support to our employees. Our goal is to create an engaging, enjoyable, rewarding, and growth-oriented working environment. We believe that employee satisfaction is the cornerstone of success, therefore, we have implemented various initiatives to attract and retain top talent within the company.

DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB)

Diversity, Equity, and Inclusion (DEI) have become a global focus in recent years. At EnviroEvents HK, we take this a step further by adding "Belonging" to the equation. We strive to foster an environment where every employee feels at home and view EnviroEvents HK as their second family. With this in mind, we integrate DEIB principles into our daily operations and have established several related policies, as outlined below.

- **Diversity**

We celebrate and embrace diverse backgrounds. Approximately 70% of our team comprises non-local nationals from regions such as North America, Europe, East Asia, South Asia, and Oceania. Combined with our local Hong Kong team, this diversity brings a lot of perspectives and ideas to our events. This is particularly valuable as we expand our efforts to attract international delegates. Additionally, the combination of foreign and local working cultures aligns perfectly with Hong Kong's identity as a global city where East meets West.

- **Equity**

At EnviroEvents HK, we treat all employees equally, regardless of gender, age, position, or experience. Everyone has an equal opportunity to voice their opinions and contribute ideas. We believe this collaborative approach is what makes us unique. Furthermore, we provide equal access to resources for learning and development. Whether it's a skill we identify as beneficial or one suggested by an employee, we are committed to supporting their growth. For example, our sales team receives sales training, our marketing team undergoes AI marketing training, and others can participate in sustainability-related courses. In 2024, total training hours for employees reached **75.5 hours**.

- **Inclusion**

We strive to make every employee feel welcome. We respect individual working styles and schedules, which is why we do not enforce rigid working hours. Instead, we offer flexible working hours and locations. Given the diverse backgrounds of our team, employees are also permitted to work from their home countries when necessary, provided it does not impact their work. This flexibility allows them to spend more time with family and friends, which we believe contributes to their psychological well-being and, in turn, enhances productivity.

- **Belonging**

Belonging and inclusion are deeply interconnected. An employee's sense of belonging often reflects how included they feel within the company, making it a psychological as well as a cultural matter. At EnviroEvents HK, we actively listen to our employees through monthly one-on-one sessions between employees and the Chief of Staff. Managers are also encouraged to conduct regular check-ins with their teams. These practices help us stay attuned to our employees' physical and mental well-being, enabling us to provide timely support when needed. Additionally, we organise regular team lunches and activities to strengthen bonds and foster a sense of unity among all staff members.

SUPPORTING EMPLOYEES THROUGH LIFE'S KEY MOMENTS

ReThink HK has, in the past 12 months, updated its maternity, paternity, and compassionate leave policies, demonstrating a strong commitment to supporting employees through significant life events.

For maternity leave, permanent female employees are entitled to 14 calendar weeks of fully paid leave, with an option to extend by four additional weeks at 50% pay.

Paternity leave grants eligible permanent employees two calendar weeks of fully paid leave.

Compassionate leave is available to all employees, providing paid time off for bereavement or caring for sick dependents.

ReThink HK emphasises open communication, flexibility, and support to ensure smooth transitions back to work and accommodate individual needs during critical periods.

TEAM ACTIVITIES

VISIT TO THE LINK SUSTAINABILITY LAB IN LOK FU

In March, our team had the opportunity to visit the LINK Sustainability Lab in Lok Fu. This insightful experience broadened our understanding of the innovative sustainability initiatives being pursued by other organisations. The visit not only deepened our appreciation for sustainable practices but also reinforced our commitment to integrating these principles into ReThink HK.



This visit was more than just an educational outing; it was a reminder of the importance of collaboration and knowledge-sharing in driving meaningful change. By staying informed about the latest trends and innovations in sustainability, we are better equipped to create events that not only meet but exceed the expectations of our clients and stakeholders, while contributing positively to the environment.

TREE PLANTING AT KADOORIE FARM AND BOTANIC GARDEN

In November, our team had the privilege of participating in a meaningful tree-planting activity at the Kadoorie Farm and Botanic Garden for the second consecutive year. The trees we planted will directly contribute to the carbon offsetting program for ReThink HK 2024, aligning with our commitment to sustainability and environmental responsibility. This hands-on experience not only allowed us to give back to nature but also deepened our understanding of the tangible impact of such initiatives. Following the tree-planting session, we were given the opportunity to witness the operation of a biochar machine and observe the biochar it produces.

The activity was a reminder of the effort required to offset carbon emissions. It prompted both our team and our guests to reflect on our daily lifestyles and the broader environmental impact of our actions. By engaging in activities like tree-planting and learning about biochar technologies, we are not only contributing to a greener future but also inspiring a mindset shift toward more sustainable living.





ENGAGING THE YOUTH

From its inception, EnviroEvents HK has placed a strong emphasis on engaging with young people, recognising that they are the future of our planet. Sustainability is about securing a better future for the next generations, and we are committed to involving them in today's conversations, which will significantly shape their lives as they grow. Over the years, EnviroEvents HK has developed a range of programmes to connect with youth, and in 2024, we continued this commitment through our Volunteer Programme and Student Internship Programme.

VOLUNTEER PROGRAMME

Our Volunteer Programme is designed with three key objectives:

- 1 To provide university students with hands-on experience in a B2B sustainability event.
- 2 To create opportunities for volunteers to network and exchange ideas with peers studying sustainability-related disciplines across different universities.
- 3 To prepare volunteers for future careers by immersing them in the sustainability industry at an early stage.

As part of the programme, students receive a complimentary full-access ticket to the event on the day they are not volunteering. This allows them to explore the event freely, attend conference sessions, and visit exhibition booths, enriching their understanding of sustainability practices and innovations.

We welcome students from all academic backgrounds to join the Volunteer Programme, as we believe sustainability is a foundational concept that should be integrated into every field. In addition to Sustainability Studies, our volunteers come from diverse disciplines such as science, business, finance, engineering, and architecture, reflecting the interdisciplinary nature of sustainability.



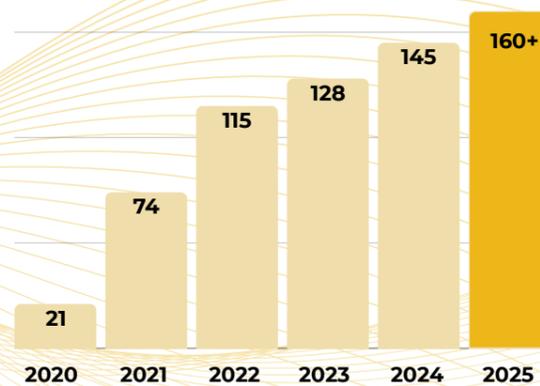
VOLUNTEER TESTIMONIAL

Two weeks before the event, all student volunteers are required to attend a briefing session. This session provides an opportunity for them to meet and connect with one another, form groups, and engage in discussions on pressing sustainability issues. These discussions are facilitated by our Volunteer Programme Partner during a mingling session. Additionally, a speaker from a renowned property developer delivers an inspiring talk on sustainability initiatives, offering students valuable insights and broadening their perspectives on the subject.

Through these initiatives, EnviroEvents HK aims to empower young people with the knowledge, skills, and networks they need to drive positive change and contribute to a more sustainable future.



Number of Volunteers at ReThink HK



“

Rethink Hong Kong's volunteering program was enlightening as I was able to talk to experts from booths that were able to answer my questions regarding sustainable design and infrastructure. The future revolves around achieving both economic and sustainability goals. At the same time, I was able to help guests get to their right spots. I would love to come back and volunteer again as it was a fascinating experience when I was able to network and help out.



Eliana Xie - BA Architecture



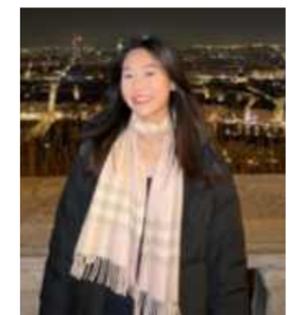
Acting as a student volunteer for ReThink HK was truly a valuable experience. Getting to join the biggest B2B event on “Sustainability” in Hong Kong and even having the chance to work behind the scenes and understand more of its operations allowed me to not only gain more knowledge of sustainability, but also understand the hard work, dedication and teamwork behind this event. Getting to hear many sustainability leaders from companies big and small share their insights on sustainability and plans on how to carry them was also very inspiring. I would highly recommend joining the ReThink HK conference, as a volunteer or a participant, it will definitely be rewarding.

Felix Theodor Schroeder - BSc in Clean Energy Processes

“

The ReThink HK Sustainability Conference was an inspiring experience for me. I had the opportunity to volunteer for one day and explore the conference in greater depth on the next day.

The numerous booths showcased a diverse range of exhibitors, from large multinational corporations to smaller local businesses, all united in the pursuit of sustainability. The speakers presented thought-provoking ideas centered around pressing current issues, leaving me with ideas to reflect on long after the event.



I was particularly fascinated to discover innovative products and concepts that I had never encountered before, all aimed at protecting the environment. Additionally, the networking opportunities were invaluable. I connected with like-minded individuals and organizations, where we had interesting discussions about our perspectives on sustainability issues. This experience was truly eye-opening!

Sienna Leung - BSc in Environmental Management and Technology

STUDENT INTERNSHIP PROGRAMME

In addition to providing at-event experiences, EnviroEvents HK is committed to offering students a deeper understanding of the event preparation process. Through our summer Student Internship Programme, we welcome both local and non-local students from all academic disciplines to join us. Interns have the opportunity to work alongside our team in various areas, including event operations, marketing, conference development, and exploring the sustainability aspects of the event.

During the event itself, interns take on more significant roles compared to student volunteers, providing crucial support to our team and ensuring the smooth execution of the event. Their contributions are invaluable, and we are deeply grateful for their dedication and hard work.

STUDENT INTERN TESTIMONIAL



“ Coming from an engineering background, my internship at ReThink HK pushed me out of my comfort zone, teaching me the value of adaptability, collaboration, and creativity in a fast-paced event management environment. Witnessing the transformation from digital renderings to a fully constructed exhibition, attended by over 8,000 people, was incredibly rewarding.

I am grateful for the opportunity to contribute to the operational side of the event, where I faced unique challenges, particularly at the registration counter. Unlike the structured problems in engineering, these situations required quick thinking and innovative solutions, helping me grow both personally and professionally.

A heartfelt thank you to the ReThink HK team for this unforgettable experience. I've gained invaluable skills and developed a deeper appreciation for teamwork and innovation. I look forward to crossing paths with ReThink HK again in the future!

Izumi Okuyama

- Mechanical Engineering with Manufacturing and Management MEng (Hons)

” Participating in ReThink HK as an intern has been genuinely eye-opening and rewarding, I had the wonderful opportunity to work alongside the marketing team, which allowed me to communicate with overseas delegates, apply my graphic design skills on various promotional materials, and direct volunteer coordination. Throughout my time here, I received invaluable support and guidance that significantly contributed to my personal and professional development. I am deeply grateful for this opportunity to broaden my horizons and ReThink HK's commitment to sustainability, these ambitious initiatives to drive meaningful changes have proven to me that Sustainability is no longer just an option, but the only way forward.

Heily Cheung - BSc Environmental Management and Technology



” Interning at ReThink HK was an incredibly enriching experience that equipped me with invaluable skills, hands-on experience, and industry connections. The best part of the internship was the incredibly tight-knit, fast-paced start-up environment, which allowed me to explore a wide range of roles, understand how to scale a start-up, and truly make an impact by having my voice heard. While I initially joined the team through a role in conference and marketing, the fantastic flexibility of the team empowered me to expand my role — diving seamlessly into sales consultancy and AI strategy.

” Working with such a supportive team truly pushed me to grow professionally through mentorship and hands-on learning, ensuring I could contribute meaningfully while refining my own skill set. For anyone looking for a dynamic, high-impact internship, I couldn't recommend ReThink HK more, it's an incredible opportunity to gain real-world experience, be part of an inspiring mission, and build lifelong connections.

Chandni Sacheti - Cognitive Science



DRIVING SUSTAINABILITY THROUGH COMMUNITY ENGAGEMENT

RETHINK FOUNDATION

The ReThink Foundation is Hong Kong's leading platform for rethinking how we can harness partnerships to maximise collective social impact. Its mission is to empower NGOs to leverage strategic partnerships in optimising social value creation. At the core of our work is a focus on unlocking the transformative potential of **Sustainable Development Goal 17 (SDG 17): Partnerships for the Goals**. We believe that by synergising diverse strengths and resources, we can exponentially amplify our collective impact and drive meaningful, sustainable progress.

At the heart of the ReThink Foundation's mission lies a deep commitment to harnessing the power of partnerships for social change. From our flagship event, ReThink HK, to the foundation's ReThink NGOs program, the ethos of collaboration is seamlessly integrated into all our initiatives.

All proceeds from delegate pass sales for ReThink HK are channeled into funding the ReThink NGOs impact projects. This initiative provides a comprehensive programme that includes funding, capacity building, and engagement opportunities for organisations, empowering them to scale their impact and contribute to a more sustainable and equitable future. Through these efforts, the ReThink Foundation continues to champion the power of partnerships as a catalyst for transformative change. Every year, The ReThink Foundation launches applications for its programme to foster collaboration between Hong Kong charities for greater social impact. Each project application is developed by two or more charities working together — leveraging each other's strengths, expertise, and resources. In 2024, ReThink Foundation has contributed HK\$450,000 to support community engagement initiatives.



We have partnered with the D.H. Chen Foundation as they launch their Fellowship Program, **Project Fire**. Each NGO in The ReThink Foundation 2024 cohort will be enrolled into Project Fire.

Project Fire is a Fellowship Program for small-sized, high-impact social purpose organizations (SPOs) interested in seeking opportunities for their staff to learn from their peers, foster genuine relationships between each other, seek possibilities to foster the collaborative spirit, and contribute to the healthy development of the nonprofit sector as one community.

The ReThink Foundation and The D.H. Chen Foundation share a common mission to create a community of co-creating, co-learning, and co-developing a trust circle that generates genuine bonding, open sharing, knowledge/skills exchange, and a collaborative mindset.

RETHINK FOUNDATION 2024 COHORT

- **HELP for Domestic Workers & Amplify Consulting**

Beyond Beneficiaries: Transforming Migrant Domestic Workers to Impact Partners

HELP for Domestic Workers have partnered with Amplify Consulting. The project aims to empower migrant domestic workers (MDWs) in Hong Kong by leveraging community-led initiatives and participatory program design.



HELP for Domestic Workers is a Hong Kong-based charity. HELP's mission is to **empower migrant domestic workers** in Hong Kong to access their rights through education, advice, community and employer engagement.



Amplify Consulting is a Hong Kong-based consultancy working with nonprofits, for profits, and individuals to **amplify voices, strengthen capabilities** and **enhance social impact**.

The project aims to shift the role of migrant domestic workers (MDWs) in Hong Kong from 'beneficiaries' to 'partners' in creating social impact. By adopting a participatory and community-led approach to program design, the initiative seeks to create a pilot leadership program that empowers MDWs to take on leadership roles and make informed decisions based on the collective needs of their community. This approach is intended to ensure the long-term sustainability of interventions within the NGO sector.

The primary objective is to bridge the gap between the needs of MDWs and the services available to them through a community-driven model. The project focuses on empowering MDWs by improving their access to essential resources, enhancing their leadership capabilities, and fostering stronger community ties. By doing so, it aims to cultivate a more inclusive and supportive environment for MDWs, enabling them to make meaningful contributions to their communities and the wider Hong Kong society. Ultimately, the initiative strives to create a sustainable framework where MDWs are not only recipients of support but also key actors in shaping the social impact landscape.

- **Asia Pacific Youth Development Foundation, D-Generation & Social Catalyst Collaborative**

DGen: Impact Novice Programme

Asia Pacific Youth Development Foundation's initiative aims to assist youth in their transition from school to work by offering support through various programs in collaboration with impact organisations.



Asia Pacific Youth Development Foundation is dedicated to **advancing youth's future** by connecting, inspiring and elevating young people in Hong Kong and beyond. Over the years, they have trained 500+ students and **fostered collaborations** among youth of diverse backgrounds, co-creating local and regional advancement opportunities.



D-Generation (DGen) is a talent development house dedicated to supporting local youth during their school-to-work transition.

The project will collaborate with impact-driven organisations, including NGOs and social enterprises, to provide diverse project experiences and training opportunities for novices from varied backgrounds. These initiatives will help participants build their portfolios while leveraging their unique skills and knowledge to contribute meaningfully to the community.

At its core, the project seeks to address the opportunity gap and reduce educational inequality by offering underprivileged youth access to career development resources, professional networks, and hands-on experiences. Through strategic partnerships with institutions such as the Institute of Leadership and Management Foundation, the project will deliver cohort-based programs that include skills workshops, community internships, and CV clinics.

By equipping participants with practical skills and expanding their social capital, the project aims to enhance their employability and foster a more equitable and inclusive society. It strives to break down social barriers, promote intercultural understanding, and empower youth to shape a brighter future. Ultimately, the initiative is committed to advancing the potential of young individuals, paving the way for stronger, more capable generations to come.

• **Agent of Change & DESIMO Culture**

Project BRIDGE — Being a Responsible Information Distributor for Groups of Ethnicity

The Agent of Change Foundation and DESIMO Culture have created a project aimed at empowering ethnic minorities in Hong Kong. The project's objectives include enhancing access to social services, fostering social inclusion, and promoting effective communication between ethnic minorities and service providers.



Agent of Change Foundation is a Hong Kong-based charity committed to driving social change for a more equitable and resilient Hong Kong through the power of individuals. Their projects are driven by innovation and include school and community programmes, serving grassroots families and elders, mentally or ethnically diverse, and students.



DESIMO Vision:

- Enhance mutual understanding among different ethnic & cultural groups;
- Promote respect on different cultures and an inclusive society;
- Eliminate discrimination and prejudice

The project is designed to empower stakeholders within the ethnic minority (EM) community, fostering a more inclusive and equitable society. By engaging individuals, businesses, and non-profit organizations that serve the EM community, the initiative provides them with the tools and resources needed to improve information dissemination and strengthen mutual support networks. This includes facilitating access to social services and enhancing social cohesion.

Key activities include training ethnic minorities to become information providers, establishing information exchange platforms in ethnic minority-owned shops, and collaborating with nonprofits to improve their engagement with EM communities. These efforts aim to create a more connected and supportive ecosystem.

The project anticipates significant outcomes, including improved social cohesion, increased access to social services for ethnic minorities, and enhanced capacity for nonprofits to serve these communities effectively. By equipping stakeholders with the necessary tools and fostering collaboration, the initiative strives to build a more inclusive society where ethnic minorities are empowered and supported.

INDUSTRY EVENTS

EnviroEvents HK has been a dedicated advocate for sustainability, making significant contributions to the greater community over the years. We have actively engaged in multiple initiatives to promote environmental awareness and sustainable practices. Our Founder & CEO Chris has played a pivotal role in various capacities, including serving as a judge, moderator, panellist, speaker, and interviewee across a diverse range of platforms. These have included panel discussions, podcasts, online interviews, and more, each tailored to reach and inspire different audiences.

Through these dynamic engagements, EnviroEvents HK strives to amplify the critical message of sustainability, ensuring it resonates across all industries. By sharing our successful case studies and innovative approaches, we aim to empower the broader community with actionable insights and practical solutions. Our efforts are not just about raising awareness but also about fostering collaboration and driving meaningful change, this echoes with our core values at ReThink HK. EnviroEvents HK remains committed to building a sustainable future, one where businesses, communities, and individuals work together to create a positive impact on the environment.

March 2024



Hong Kong Business Owners podcast (guest)

April 2024



Hong Kong China Rugby, Sports & Sustainability Summit (Keynote speaker and moderator)

June 2024



The Centre for Civil Society and Governance (CCSG) of The University of Hong Kong (HKU) Enabling the Ecosystem for Resource Circularity in the MICE Industry (panellist)

April 2024



Rethinking Sustainability Communications (moderator)

May 2024



Creative Collision, Wheel of Fortune (panellist)

November 2024



Yahoo Finance Invest Asia (interviewee)

December 2024



HK2A ESG Marketing Excellence Award 2024 (Judge)



APPENDICES

APPENDIX A

Environmental Performance Data - ReThink HK 2024

Category	Data Type	2024 Data	Unit	EF	EF Source	Emissions (kg CO ₂ e)
Venue and Building	Venue electricity consumption	69492	kWh	0.66 kg CO ₂ -e / kWh	HK Electric	45864.72
	Main contractor electricity consumption	6870	kWh	0.66 kg CO ₂ -e / kWh	HK Electric	4534.2
Logistics	Main contractor diesel fuel consumption	131	L	multiple	HKEX	345.5
Catering	Procured raw food provided by venue – Meat	61	kg	Average of meat, vegetables, and others	Statista	2872.9
	Procured raw food provided by venue – Vegetables	32	kg			
	Procured raw food provided by venue – Others	90	kg			
Travel	Local attendees	Survey response	N/A	multiple	MTR (MTR); CityU Carbon Audit Guidelines (2013) ICAO Carbon Emissions Calculator	2790.4
	International attendees		N/A			54652.1
Accommodation	Staff hotel accommodation - 4-star hotels	39	Nights	20.965 kg CO ₂ -e/night	From the hotel	817.6
	Speaker hotel accommodation - 5-star hotels	13	Nights	40 kg CO ₂ -e/night	From the hotel	520
Landfilled Waste	General Waste	4340	kg	1.5 kg CO ₂ -e/kg	Carbon Audit Toolkit for Small and Medium Enterprises in Hong Kong	6510
	Paper	125	kg	1.5 kg CO ₂ -e/kg		187.5
	Plastic	350	kg	1.5 kg CO ₂ -e/kg		525
	Food Waste – Meat	3	kg	15.975 kg CO ₂ -e/kg	Foodsteps – United Kingdom: The Food Footprint 100 report	47.9
	Food Waste - Vegetable	1	kg	1.077 kg CO ₂ -e/kg		1.08
	Food Waste – Others	10	kg	6.87063 kg CO ₂ -e/kg		68.7
Recycled Waste (Diverted from landfill)	Paper	593.47	kg	0.34 MTCO ₂ e/US Ton	US EPA ReCon v5 (Mixed paper (general))	222.4
	Cardboard (Honeycomb Paper)	3500	kg	0.83 MTCO ₂ e/US Ton	US EPA ReConv5 (Corrugated Cardboard)	3202.2
	Plastic	291	kg	1.94 MTCO ₂ e/US Ton	US EPA ReCon v5 (Mixed plastic)	622.3
	Metal	54	kg	6.22 MTCO ₂ e/US Ton	US EPA ReCon v5 (Mixed metal)	370.2
	Carpeting from supplier	284	kg	2.38 MTCO ₂ e/US Ton	US EPA WARM v16 (Carpet)	745
Total emission (ReThink HK 2024)						124900

APPENDIX A

Environmental Performance Data - EnviroEvents HK Office

Category	Data Type	2024 Data	Unit	EF	EF Source	Emissions (kg CO ₂ e)
Energy	EnviroEvents HK office electricity consumption	5145	kWh	0.66 kg CO ₂ -e / kWh	HK Electric	3395.7
Landfilled Waste	General Waste	97.3	kg	1.5 kg CO ₂ -e/kg	Carbon Audit Toolkit for Small and Medium Enterprises in Hong Kong	146
Recycled Waste (Diverted from landfill)	Paper	37.35	kg	N/A	The Loops	189.46
	Plastic	8.956	kg	N/A		
	Metal	4.114	kg	N/A		
	Glass	1.71	kg	N/A		
	Others	0.341	kg	N/A		
Total emission (EnviroEvents HK Office)						3731

Carbon emission calculation notes

a. As food data was provided in the “Meat”, “Vegetables”, and “Others” categories from HKCEC, an average EF was calculated for each of the 3 categories using the EF database provided by Statista.

b. In calculating the travel emissions of our attendees, the assumptions used are listed below:

- If travelling via MTR:
 - Attendees came to ReThink HK 2024, held in the Hong Kong Convention and Exhibition Centre (i.e., the Exhibition Centre MTR station), using a route suggested by the MTR mobile application.
 - The waiting period between one MTR station to the next will result in an underestimation in the MTR travel emissions.
 - The MTR travels at a constant speed from the beginning to the end of a line.
 - Distance between each MTR station is estimated through the distance measuring tool in Google Map
- If not travelling via the MTR:
 - The distance travelled for all other modes of transportation (e.g., buses, minibuses, private vehicles, trams, or taxis) from a particular district will be equal to the distance travelled in using the MTR, due to the constraints of the transportation survey distributed to our attendees.
- If travelling via other overseas transport modes:
 - The EFs used for all overseas transport modes excluding airplane (i.e., buses, ferries and high-speed rail) will be the same as the EFs used in local transportation, due to the lack of EFs for specific transportations.
- If mode of transport is not disclosed:
 - A weighted-average EF is used for attendees that did not disclose their mode of transportation.
- If people are travelling to Hong Kong from overseas/mainland China/Macao, only the emission travelling from the origin country/city to Hong Kong is calculated, travelling within Hong Kong is excluded in the calculation.

c. The mass of food waste was calculated as such: Mass of prepared food – Mass of cooked food.

d. 7823 kg (vs 16,233 kg in 2023) of Aluminium were used in the ReThink HK 2024. However, since all Aluminium will be reused, emissions have not been calculated for them.

e. Office-related emissions cover emissions arising from office-related activities, including purchased electricity and waste.

f. Event-related emissions cover activities relating to ReThink HK 2024 (which covers catering, energy usage, hotel accommodation, travel, and waste emissions). This scope also includes the venue and the allocated emissions from our main contractor.

g. For some secondary items such as equipment (i.e., LED screens, AV technology, iPads, badge printers, and Wi-Fi routers), furniture (i.e., chairs and tables), lanyards as well as paper event badges, emissions have not been calculated as the allocation methodology would require an understanding of the lifetimes for each item (based on the expected usage for ReThink HK), which will result in a lot of uncertainties and therefore low data quality.

h. Logistics data reflects the diesel consumption of our supplier in transporting event-related goods.

i. Emissions from the travel of event attendees from HKCEC to the Networking Event venue has not been included, as the data for the fuel usage is currently unavailable.

j. Whenever possible, local emission factors were prioritised when calculating the emissions. Some emission factors are updated due to a better source availability, all the updated emission factor source used are detailed in the above.

APPENDIX B

Social Performance Data

New Employees Hire 2024 Data		
Total Number of Employees who Received a Regular Career/Professional Development Review	Person	14
	%	100%
By Employment Type		
Full-time	Person	14
	%	100%
Part-time	Person	0
	%	0%
By Gender		
Male	Person	3
	%	21.4%
Female	Person	11
	%	78.6%
By Employee Category		
Senior Management	Person	7
	%	50%
Middle Management	Person	1
	%	7.1%
General	Person	6
	%	42.9%
By Age		
< 30	Person	4
	%	28.6%
30 – 50	Person	9
	%	64.3%
> 50	Person	1
	%	7.1%

Employee Training		
Types of Training Conducted (hours)		
Executive Certificate in ESG Planning (Certified ESG Planner CEP) (15)		
NGO Core Competency Workshop (10)		
FSI Board Director Training (6)		
Paul Streeter Sales Training (27.5)		
Panel Training (2)		
Total Training Hours Completed for all Employees	Total Hours	75.5
	Average Hours	5.39
By Employment Type		
Full-time	Total Hours	75.5
	Average Hours	5.39
Part-time	Total Hours	0
	Average Hours	0
By Gender		
Male	Total Hours	13.75
	Average Hours	4.58
Female	Total Hours	61.75
	Average Hours	5.61
By Age		
< 30	Total Hours	13.75
	Average Hours	3.44
30 – 50	Total Hours	61.75
	Average Hours	6.86
> 50	Total Hours	0
	Average Hours	N/A

Types of Training Conducted (cont'd)		
By Employee Category		
Senior Management	Total Hours	0
	Average Hours	N/A
Middle Management	Total Hours	61.75
	Average Hours	6.86
General	Total Hours	13.75
	Average Hours	3.44

Organisations Engaged		
Number of NGOs Engaged	Number	1
Education and Volunteering	Organisation Name	Kadoorie Farm & Botanic Garden
Donations		
Total Donations Made	HKD	450,000
By Type		
Domestic Workers - Beyond Beneficiaries	HKD	150,000
Minority Groups - Project Bridge	HKD	150,000
Local Youth - D-Generation	HKD	150,000

Volunteering Hours		
Total Volunteering Hours Contributed	Hours	10
By Type		
Environmental- Kadoorie Farm & Botanic Garden	Hours	10

- Employee career development rate has been calculated using the following formula: (employees that have received a regular performance and career development review over the reporting period)/[(number of employees at the end of 2024 + number of employees at the end of 2023)/2].
- Average employee training has been calculated using the following formula: (total number of training hours per employee category over the reporting period)/[(number of employees at the end of 2024 + number of employees at the end of 2023)/2].

APPENDIX C

GRI Content Index

Statement of Use	EnviroEvents (ReThink) Limited has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

Topics	Disclosure	Section Title	Remarks/Reasons for Omission
GRI 2 2021 General Disclosures			
1. The organisation and its reporting practices			
2-1	Organisational details	ABOUT ENVIROEVENTS HK	
2-2	Entities included in the organisation's sustainability reporting	ABOUT THIS REPORT	
2-3	Reporting period, frequency and contact point	ABOUT THIS REPORT	
2-4	Restatements of information	ENVIRONMENTAL PERFORMANCE DATA	Not applicable as this is EnviroEvents HK' first sustainability report.
2-5	External assurance	-	Not sought out.
2. Activities and workers			
2-6	Activities, value chain and other business relationships	RETHINK FOUNDATION COMPANY WEBSITE – PARTNERS	
2-7	Employees	WORKFORCE SUPPORT SOCIAL PERFORMANCE DATA	
2-8	Workers who are not employees	ENGAGING THE YOUTH SOCIAL PERFORMANCE DATA	
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	MESSAGE FROM OUR FOUNDER & CEO COMPANY WEBSITE – ROADMAP TO NET ZERO	
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT	

Topics	Disclosure	Section Title	Remarks/Reasons for Omission
GRI 3: Material Topics 2021			
Material Topics			
3-1	Process to determine material topics	STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT	
3-2	List of material topics	STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT	

GRI 301: Materials 2016			
301-1	Materials used by weight or volume	APPENDIX A	
301-2	Recycled input materials used	APPENDIX A	
301-3	Reclaimed products and their packaging materials	APPENDIX A	Intensity metric to be developed internally.
GRI 302: Energy 2016			
302-1	Energy consumption within the organisation	OPTIMISING ENERGY CONSUMPTION	
302-2	Energy consumption outside of the organisation	OPTIMISING ENERGY CONSUMPTION	
302-3	Energy intensity	EXECUTIVE SUMMARY OPTIMISING ENERGY CONSUMPTION	
302-4	Reduction of energy consumption	OPTIMISING ENERGY CONSUMPTION	
302-5	Reductions in energy requirements of products and services	OPTIMISING ENERGY CONSUMPTION	

APPENDIX C

GRI Content Index

GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	APPENDIX A	
305-2	Energy indirect (Scope 2) GHG emissions	APPENDIX A	
305-3	Other indirect (Scope 3) GHG emissions	APPENDIX A	
305-4	GHG emissions intensity	EXECUTIVE SUMMARY APPENDIX A	
305-5	Reduction of GHG emissions	FUTURE DEVELOPMENT ON REDUCING CARBON EMISSIONS	
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable	Insufficient data available for disclosure
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not applicable	Insufficient data available for disclosure

GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	RESOURCE UTILISATION AND WASTE MANAGEMENT	
306-2	Management of significant waste-related impacts	RESOURCE UTILISATION AND WASTE MANAGEMENT	
306-3	Waste generated	RESOURCE UTILISATION AND WASTE MANAGEMENT	
306-4	Waste diverted from disposal	RESOURCE UTILISATION AND WASTE MANAGEMENT	
306-5	Waste directed to disposal	RESOURCE UTILISATION AND WASTE MANAGEMENT	

GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	SUPPLY CHAIN MANAGEMENT	
308-2	Negative environmental impacts in the supply chain and actions taken	SUPPLY CHAIN MANAGEMENT	

GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	APPENDIX B	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	Part-time employees do not have access to medical insurance
401-3	Parental leave	Not applicable	No employee has the need to take parental leave in the reporting period

GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	APPENDIX B	
404-2	Programmes for upgrading employee skills and transition assistance programs	WORKFORCE SUPPORT	
404-3	Percentage of employees receiving regular performance and career development reviews	APPENDIX B	

GRI 405 Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	APPENDIX B	
405-2	Ratio of basic salary and remuneration of women to men	Not applicable	Insufficient data available for disclosure

GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programmes	DRIVING SUSTAINABILITY THROUGH COMMUNITY ENGAGEMENT	
413-2	Operations with significant actual and potential negative impacts on local communities	DRIVING SUSTAINABILITY THROUGH COMMUNITY ENGAGEMENT	

GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	SUPPLY CHAIN MANAGEMENT	
414-2	Negative social impacts in the supply chain and actions taken	SUPPLY CHAIN MANAGEMENT	



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ECOSYSTEM EVENTS WITH PURPOSE

2024 Sustainability Report