

EnviroEvents (ReThink) Limited

2025 Sustainability Report

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ABOUT ENVIROEVENTS HK

EnviroEvents (ReThink) Limited, hereafter referred to as the “Company” or “EnviroEvents HK,” is a small team of passionate sustainability advocates dedicated to advancing Hong Kong’s sustainable development.

Our core mission is to unite the business community at ReThink HK, Hong Kong’s annual flagship event for sustainable business. By bringing stakeholders together, demonstrating the business case for sustainability, and outlining actionable pathways for transformation, we catalyse the innovation and adoption of solutions essential for a circular economy. The event is guided by the invaluable expertise of the ReThink HK Advisory Committee, known as The ReThink Tank, ensuring each year’s event addresses the city’s sustainability priorities.

Our ultimate aim is to accelerate Hong Kong’s transition to carbon neutrality by 2050, building a more sustainable and resilient future for everyone.

Beyond the flagship event, we drive impact year-round through diverse initiatives. This includes the work of the ReThink Foundation, our dedicated Volunteer Programme, and a variety of community and team-building events—all designed to deepen sustainability awareness across Hong Kong.

Throughout the year, EnviroEvents HK has been honoured with multiple prestigious awards and recognitions, including the **BOCHK Corporate Low-Carbon Environmental Leadership Award 2024**, recognition as a Recognised Project in the **SME category of the UNSDG Achievement Awards Hong Kong**, and the **HKMA Hong Kong Sustainability Award 2025**.

For a second consecutive year, our Founder & CEO, Mr. Chris Brown, has been presented with the **Distinguished Sustainability Leadership Award** by HKMA. Under his guidance, EnviroEvents HK has solidified its position as one of the city’s leading event organisers that places sustainability at the heart of its mission.



Our commitment to progress continues. We earned the **ESBN Asia-Pacific Green Deal Gold Badge**, a testament to our ongoing dedication to transparency and excellence in reporting our environmental performance.

As part of our ongoing commitment to transparency and continuous improvement, we participated in the 8th Hong Kong SME Business Sustainability Index. As a constituent company of the Index, our sustainability performance was assessed across key stakeholder areas, including community, consumers, employees, environment, government, investors/shareholders, and suppliers. While we achieved the Follower performance tier overall, we attained the Pace-setter grade in terms of CSR value setting and management processes. We also received the achiever grade in consumer practice. This recognition reinforces our dedication to responsible business practices and provides a valuable benchmark as we continue to strengthen our sustainability efforts.

AWARDS & ACHIEVEMENTS



BOCHK Corporate Low-Carbon Environmental Leadership Awards

Bank of China (Hong Kong)



Distinguished Sustainability Leadership Award

HKMA Sustainability Award 2025



Distinction Award

HKMA Sustainability Award 2025



Excellence in Economic Sustainability Initiative

HKMA Sustainability Award 2025



Certificate of Recognition

8th Hong Kong SME Business Sustainability Index



Recognised Project (SME Category)

UNSDG Achievement Awards Hong Kong 2024

ABOUT RETHINK HK



ReThink HK is Hong Kong's premier annual event for sustainable business. We empower organisations to integrate sustainable practices across every stage of their value chain. The event is a dynamic platform that showcases the latest innovations and practical solutions accelerating sustainable transformation.

By uniting the entire ecosystem, ReThink HK brings together all stakeholders and communities. Together, we contribute to a shared vision: building a climate-smart, equitable, and prosperous future for everyone.

Our annual event operates with a commitment to the business and sustainability communities we serve. We focus on demonstrating the compelling business case and actionable strategies for change and drive progress toward a carbon-neutral Hong Kong before 2050.

PARTNER EVENT WITH



RETHINK HK 2025

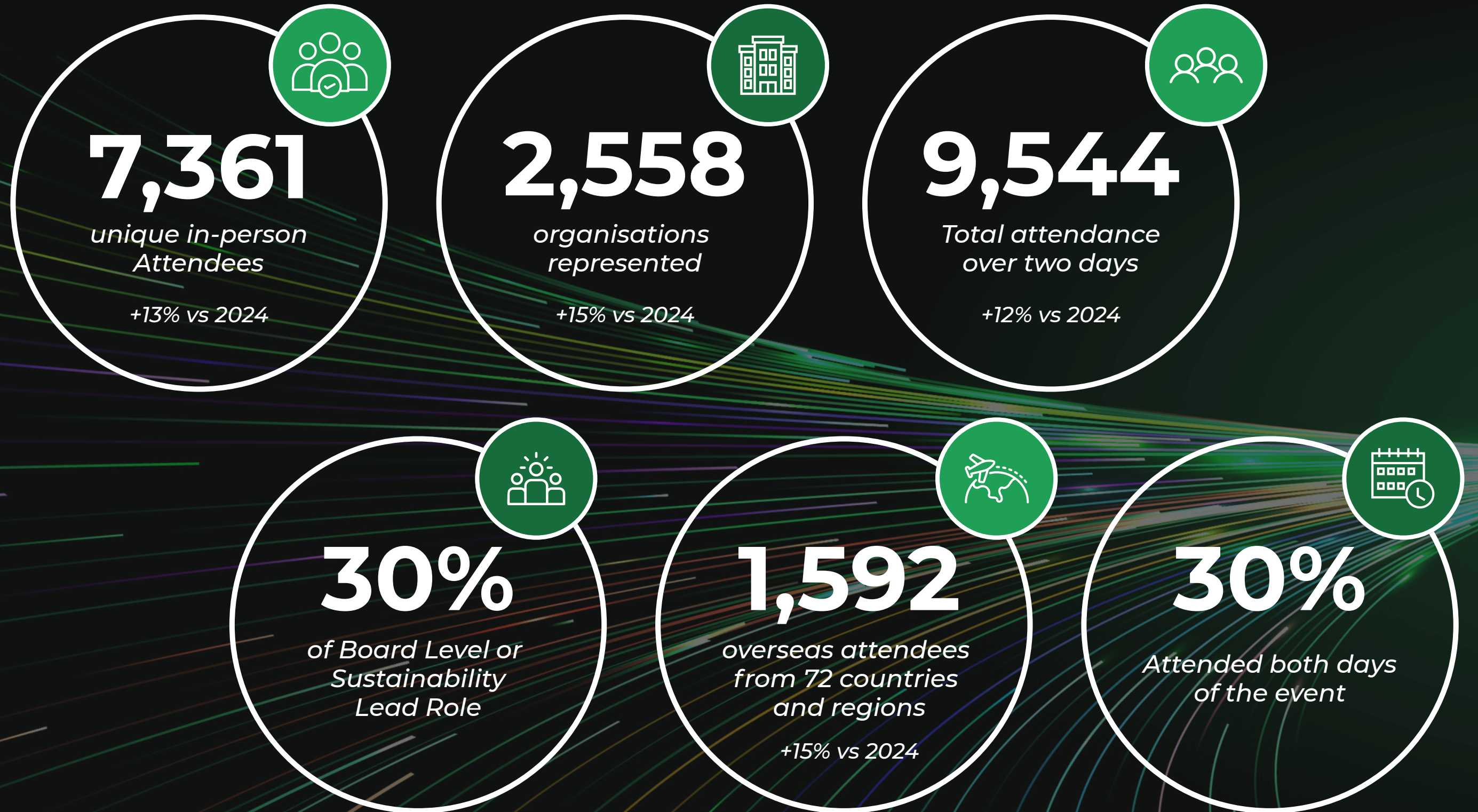


We are proud to announce that ReThink HK 2025 has earned the Green Events Certification, an award initiative designed by The Green Earth and SGS, to recognise events that exemplify sustainable and environmentally responsible practices.

Successfully completing the certification process, **ReThink HK 2025 achieved an outstanding score of 97%**, underscoring our steadfast commitment to excellence in sustainability.

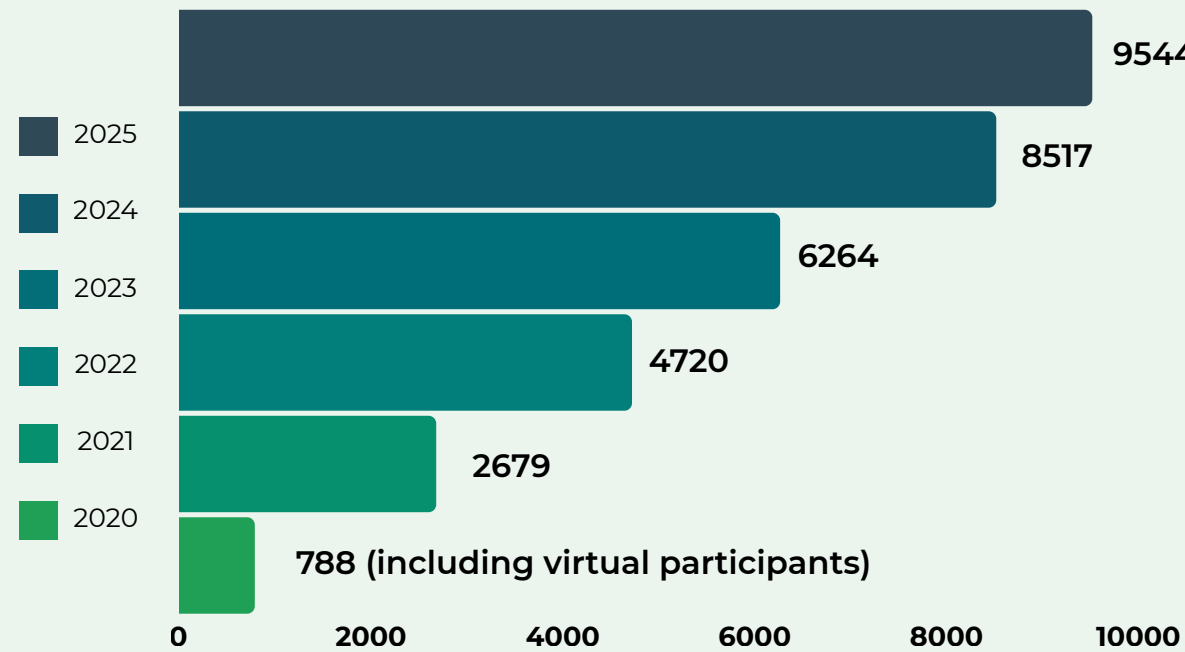
ReThink HK is a partner event of Hong Kong Green Week (HKGW) 2025, which was themed "Forging a Sustainable Future Together." Throughout the week, over 40 events took place, attracting more than 14,500 participants. As the city's established flagship event for business sustainability, ReThink HK recorded over 9,500 attendees across its two-day programme. We were pleased to learn that some of our participants also joined other Green Week activities, reflecting a strong synergy with all HKGW partners.

RETHINK HK 2025 SNAPSHOT

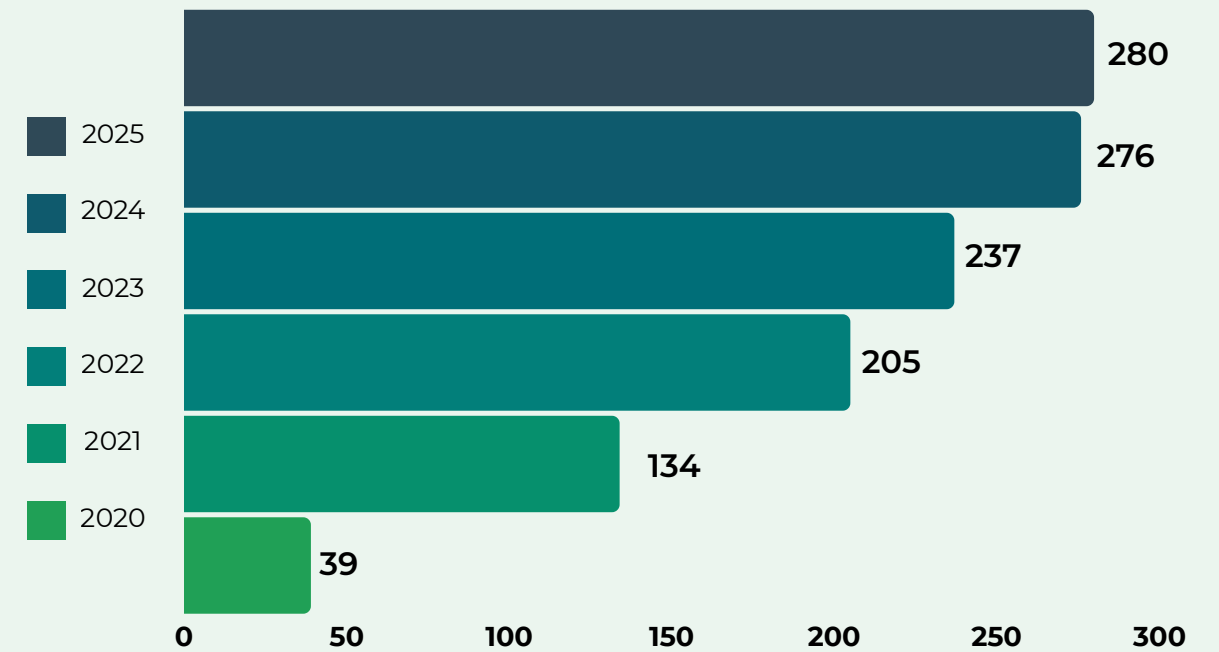


GROWTH OVER THE YEARS

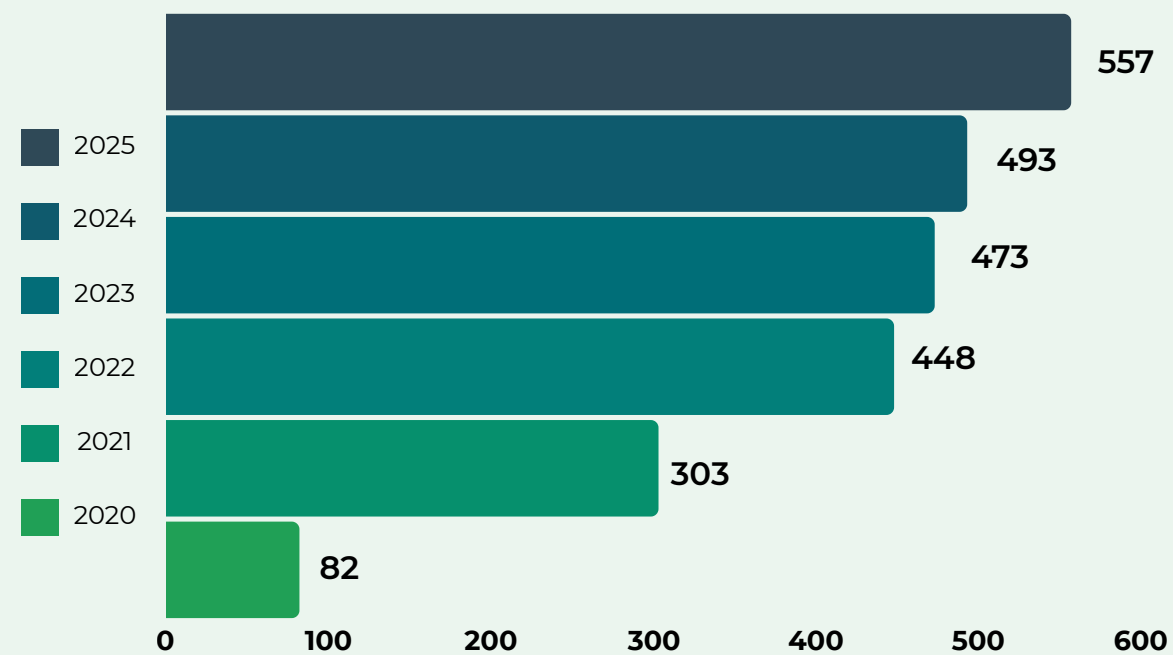
TOTAL IN-PERSON ATTENDANCE



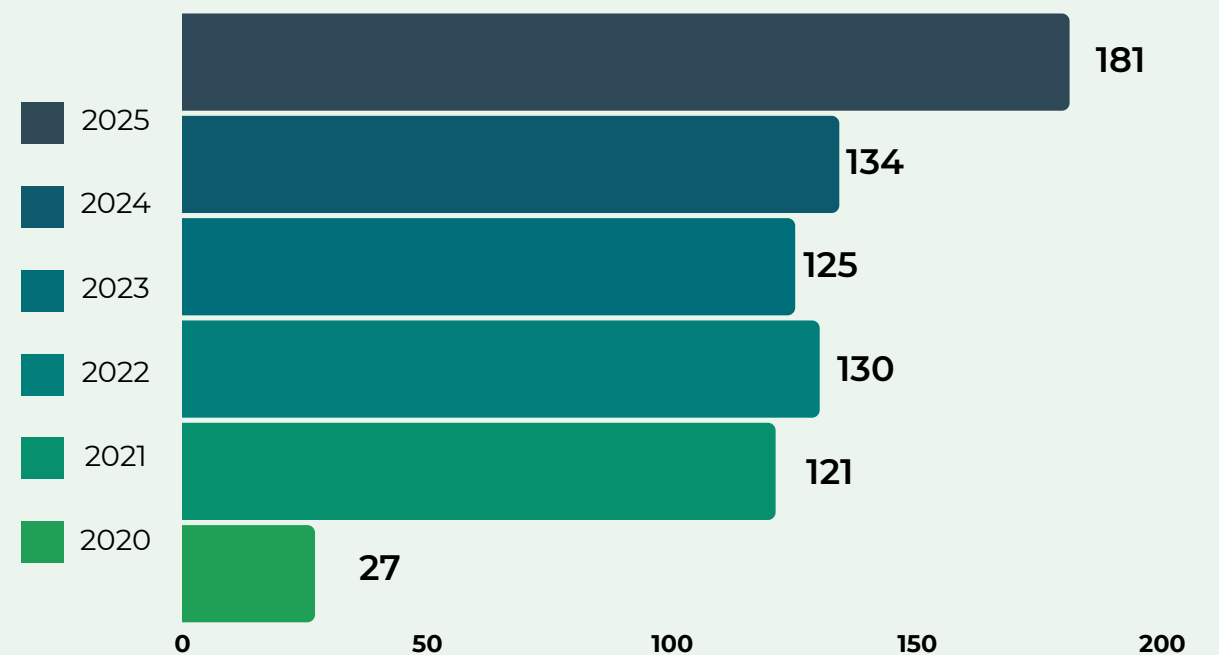
SOLUTIONS SHOWCASE

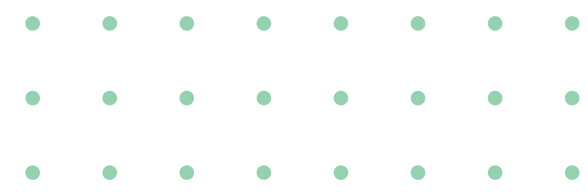


CONFERENCE AND WORKSHOP SPEAKERS



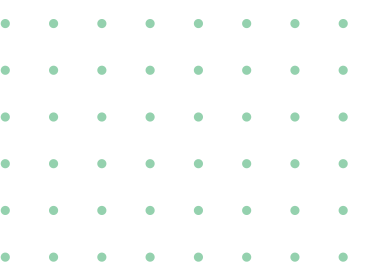
CONFERENCE & WORKSHOP SESSIONS





RETHINK FOUNDATION

The **ReThink Foundation** is on a mission to accelerate positive social and environmental change in Hong Kong by empowering NGOs to collaborate. Through fostering partnerships and providing focused funding, capacity building, and engagement, it enable NGOs to join forces, amplify their collective impact, and drive sustainable community progress. The ReThink Foundation was born from the desire to go beyond the ReThink HK event, it aims to create lasting social impact by supporting Hong Kong's NGO community in meaningful, transformative ways. The ReThink Foundation funds impact projects that bring together two or more NGOs in partnership, fostering collaboration that drives greater social good. We believe partnerships are the key to unlocking new possibilities for social change. By uniting diverse organisations, resources, and expertise, we enhance impact - striving to promote **Sustainable Development Goal 17 (SDG): Partnerships for the Goals.**



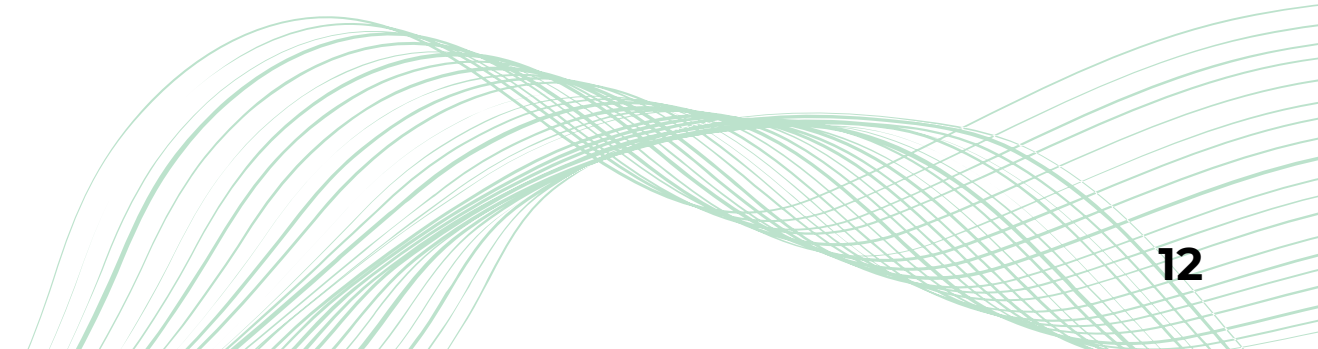
THE RETHINK-TANK

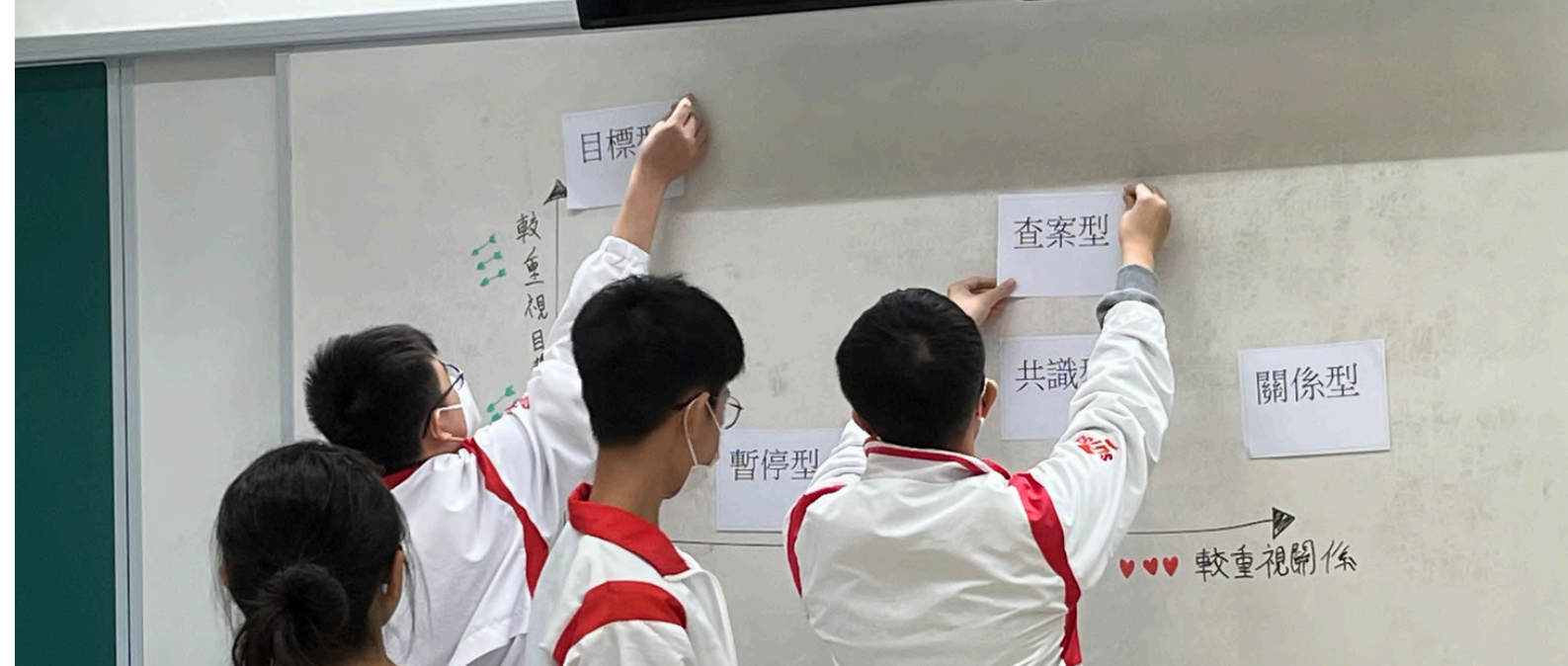
ReThink HK is guided by a distinguished panel of cross-sector sustainability leaders who form our Advisory Committee, known as the **ReThink-Tank**. This group provides invaluable strategic insights, ensuring our event effectively addresses the needs and opportunities within Hong Kong and beyond.

Through both collective and individual engagements, committee members advise on current and future trends, conference themes, speaker curation, and innovative technologies or suppliers for our Showcase Expo. This collaboration is central to our mission of uniting stakeholders, demonstrating the compelling business case for sustainability, and presenting actionable strategies and solutions to advance Hong Kong's transition to carbon neutrality by 2050.

A key initiative in this process is our annual ReThink-Tank advisory meeting. In 2025, the ReThink-Tank comprises **11 esteemed sustainability professionals** from eight critical industries: Academia, Aviation, Conglomerates, Retail, Consulting, Consumer Goods, Manufacturing, and Property.

We extend our sincere gratitude to each ReThink-Tank member for their expertise and dedication. Their contributions have been instrumental in helping us create a powerful and inclusive conference framework that resonates across diverse sectors.





RETHINK
foundation
2023-2025



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**Local Impact
Community Projects**





ABOUT THIS REPORT

Introducing the 3rd Sustainability Report from EnviroEvents HK, this publication demonstrates our voluntary commitment to annual transparency for our company and for ReThink HK. It reflects our dedication to accountability, enabling us to measure our achievements and chart our path toward future sustainability goals.

We continue to lead Hong Kong's event industry by publicly sharing our sustainability journey, setting a benchmark that we hope will motivate others to begin their own. This year's report details our carbon emissions and reaffirms our 2050 net-zero target, further solidifying our commitment to a decarbonised future for events.

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.

Underpinning our reporting and climate goals is an operational management system that is aligned with the principles of ISO 20121, the international standard for event sustainability management. This integrated approach enables us to translate commitments into action, measure our progress, and continually improve our performance.

Through this structured framework, we concentrate our efforts on key areas where we can drive tangible, measurable progress:

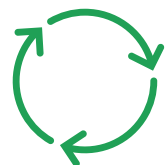
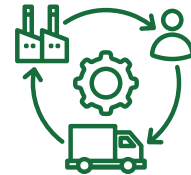


A NET-ZERO ROADMAP

Guided by the NZCE initiative, we prioritise emissions measurement, targeted reduction strategies, and high-quality local offset partnerships

SYSTEMATIC SUPPLY CHAIN MANAGEMENT

Applying ISO 20121 principles to embed environmental and social criteria into procurement, contractor selection, and exhibitor guidelines.

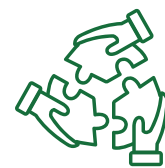


CIRCULAR RESOURCE MANAGEMENT

Fostering innovation to minimise waste through programmes such as Better Stands and advanced on-site recycling systems.

INCLUSIVE STAKEHOLDER COLLABORATION

Ensuring our material topics and strategic initiatives are shaped by and actively serve our diverse community of partners, sponsors, vendors, attendees, and the broader public.



By uniting these leading standards, we ensure our sustainability work is not only reported with transparency but is also executed through a disciplined, repeatable process of planning, action, and improvement.

REPORTING BOUNDARY AND PERIOD

This Sustainability Report covers the period from 1 January 2025 to 31 December 2025. Its scope encompasses greenhouse gas emissions from the operations of our flagship event, ReThink HK 2025, our main Hong Kong office, and the various initiatives supported by the company throughout the year.

To ensure the accuracy and integrity of our disclosures, two specific exclusions have been made. Water consumption is excluded from the reporting boundary as separate metering is not available for the washrooms and drinking fountains at our office or the event venue. Additionally, emissions from digital and communications activities are excluded due to the current absence of established measurement methodologies and primary data within our reporting framework.

MESSAGE FROM FOUNDER & CEO

Chris Brown

Founder and CEO

2025 marks the sixth edition of ReThink HK, and this year we saw even greater commitment, greater diversity, and a larger event scale than ever before. Across the two-day event, we welcomed a total of 9,544 attendees, representing 2,558 companies and organisations.



We were especially encouraged by the strong international participation, with 1,592 non-local attendees joined us from 72 countries and regions worldwide, an increase of 173.5% compared to the previous year. This growth further solidifies ReThink HK's position as Hong Kong's flagship event for the business of sustainability.

Encouraged by the positive feedback from attendees, speakers, and exhibitors, we remain driven to improve. We have continued to evolve by providing a newly-developed business matching platform to enhance networking opportunities for all participants. This year also saw the debut of Breakfast and Lunch Roundtables, bringing together CXOs for high-level discussions. These initiatives contributed to our recognition with the HKMA Sustainability Award for Excellence in Economic Sustainability Initiative (SME Category), honouring our ongoing efforts to spark meaningful conversations and collaborations through investments in new products and services despite the current economic climate.

Businesses in Hong Kong must continue to uphold sustainability as a core principle, supporting the city's goal of carbon neutrality by 2050 and the nation's "dual carbon" targets. ReThink HK's strategy is fully aligned with government priorities in reducing emissions across electricity generation, energy efficiency, green buildings, green transport, waste reduction, and beyond.

Hong Kong's recent 2024 Greenhouse Gas Emission Inventory reflects encouraging progress, with total emissions and per capita emissions declining by 3.6% and 3.5%, respectively. The city's per capita emissions are now approximately one-quarter of those in the U.S. and 60% of the EU average, demonstrating the government's commitment to leading in the global green transition. At ReThink HK, we strive to unite government, corporations, NGOs, academia, and other stakeholders. Every one of us has the ability to contribute to the sustainability agenda, and ReThink HK remains the region's leading platform to make it happen.

To further align with policy direction, we are excited to introduce ReThink HK 2.0 at our upcoming event. ReThink HK 2026 will be organised into five Thematic Zones: Cities, Energy, Impact, Innovation, and Resources. This new structure will bring together exhibitors with shared focuses, complemented by sector-specific Networking Hives within each zone. Together with our upgraded business matching platform, we aim to ensure that everyone, not only those on stage, can share ideas and drive conversations. As we position ReThink HK as Asia's Hub for Climate Action and Sustainable Business Solutions, we are ready and equipped to expand our influence as a regional platform.

Some may see us merely as a forum for sustainability dialogue, but we are much more than that. The global MICE industry itself requires transformative changes in sustainability practices. How can we minimise plastic use and recycle properly? How do booth materials and design impact event emissions and individual carbon footprints? Through ReThink HK, we ensure every aspect of our events is optimised to reduce resource use and lower carbon footprints, while consistently delivering a high-quality experience. I invite you to learn more about this work in our sustainability report, including how we work with global initiatives such as Better Stands and Forest Stewardship Council® (FSC®).

Every step counts toward achieving meaningful change - and every one of us, including you, can contribute. Remember, sustainability is the **#OnlyWayForward**.



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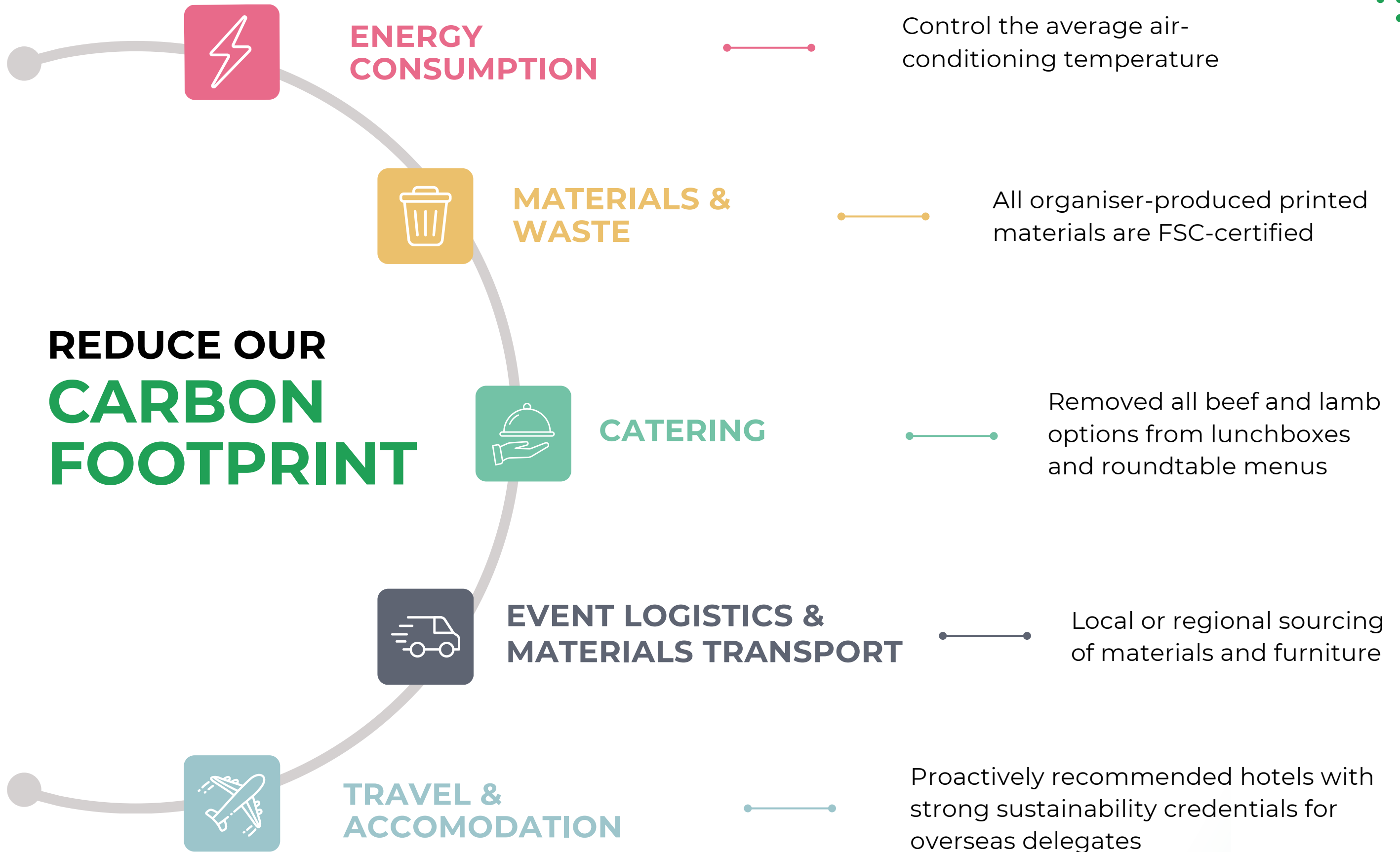
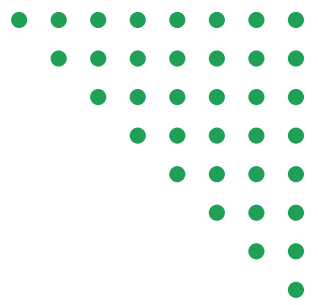
EXECUTIVE SUMMARY

EXECUTIVE SUMMARY



In 2025, ReThink HK continued to grow in both size and influence, expanding to 9 conference theatres and a larger show floor to accommodate more exhibitors and content. This growth was matched by a steady increase in total attendance, which rose by 12.2% to 9,554 participants. Notably, nearly 30% of attendees held senior leadership or dedicated sustainability positions within their organisations, reinforcing the event's role as a key platform for decision-makers who are investing in future-proof strategies and steering their businesses toward sustainable transformation.

Our environmental performance remains guided by the Net-Zero target we set in 2024. Each year, we work intentionally with a wide range of partners, including our venue provider, main contractor, exhibitors, and attendees, to systematically reduce our carbon footprint. While we have previously engaged in carbon offsetting projects, our priority continues to be direct emission reduction, with offsets reserved only for any unavoidable residual impact.





ReThink HK's carbon footprint continues to originate from five key areas: Energy Consumption, Materials & Waste, Catering, Event Logistics & Materials Transport, as well as Travel & Accommodation.

These all fall under our company's Scope 3 emissions; therefore, as an event organiser our direct control is limited. Yet, we actively engage and collaborate with our stakeholders to drive meaningful change across each category.

ENERGY CONSUMPTION

We worked closely with our venue to maintain an average air-conditioning temperature of no less than 23°C, reducing unnecessary energy use. We also required that all electrical equipment provided by our main contractor or available for rental met the EMSD Energy Label Grade 1 or 2 efficiency standards.



MATERIALS & WASTE

2025 marked a significant milestone: after months of verification, we secured the rights to use the FSC® trademark, confirming that all organiser-produced printed materials are sourced from certified suppliers and produced by certified printers. Beyond our own materials, we officially launched the Better Stands programme after a successful trial in 2024. This industry-wide initiative encourages exhibitors, contractors, and the broader events community to shift away from single-use, disposable stands toward reusable and modular structures.

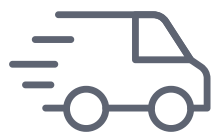
On-site, we continued our partnership with Spare-it, replacing standard recycling bins with smart bins that use AI technology to track recycling rates and diversion in real time. After the event, we followed strict procedures for waste handling and collected verified data from our venue and recycling partners to ensure transparency and accountability.



CATERING

We removed all beef and lamb options from our lunchboxes and roundtable menus. This is a deliberate choice to lower the carbon intensity of our food offerings. We also provide vegetarian and halal options to cater to the needs of our attendees. On the other hand, we began collecting detailed ingredient information from our venue caterer, which will allow us to calculate food-related emissions more accurately in the future and continue to refine our menu choices.

EVENT LOGISTICS & MATERIALS TRANSPORT



When it comes to Logistics, we prioritised local sourcing for materials and furniture, shortening supply chains and reducing transportation emissions. Our main contractor also operates a local storage warehouse, enabling the repeated reuse of furniture and aluminium structures across many events, thereby extending product lifecycles and minimising waste.



TRAVEL & ACCOMMODATION

Attendee Travel & Accommodation remains our most significant emissions source, accounting for over 65% of our total footprint. This is especially true in 2025, as we welcomed a growing number of international participants. While we cannot control individual travel decisions, we proactively recommended hotels with strong sustainability credentials and selected accommodation for our own staff and speakers based on published sustainability reports or factsheets.



STRENGTHENING OUR COMMUNITY PARTNERSHIP

The total carbon emissions for ReThink HK 2025 were calculated at **166,523 kgCO₂e**. This reflects a 33% increase from 2024, largely due to the rise in international travel. When excluding attendee travel from the calculation, our operational emissions totalled **61,778 kgCO₂e**, a 13% reduction compared to the same adjusted figure from 2024. Because event emissions naturally scale with size, we also measure our carbon intensity per attendee. This metric has declined consistently since our 2021 baseline, demonstrating that our reduction strategies are effective even as the event grows.

Beyond our environmental work, our non-profit arm, the ReThink Foundation, funded three meaningful projects delivered by six organisations in 2025. These initiatives ranged from inclusive sex education for the deaf community to the development of a framework for measuring social inclusion, and an experiential business-plan challenge for youth. Additionally, our volunteer programme attracted over 160 applicants this year. Volunteers receive complimentary access to the event, this allows the next generation of sustainability leaders to join in the discussions and inspiration on their non-volunteering day.

We are proud of the progress made in 2025 and remain committed to transparency, collaboration, and continuous improvement. For more detailed information on our initiatives, data, and partnerships, please explore the following sections of this report.

STAKEHOLDER ENGAGEMENT & MATERIALITY ASSESSMENT

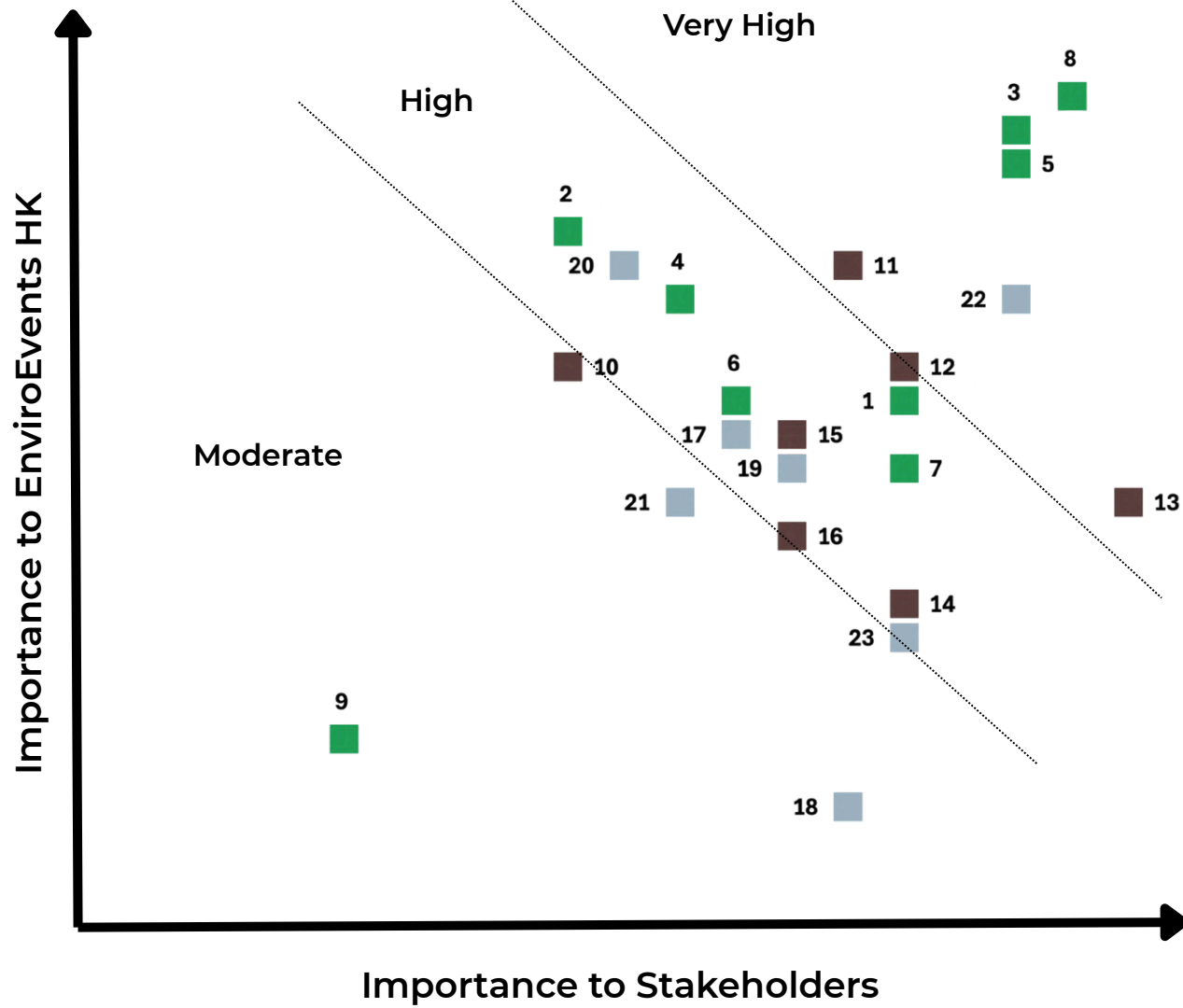
#Communication

As event organisers, we believe communication is the foundation of success. Our role is to bring diverse people together to create exceptional events, and this commitment to engagement extends actively to all our stakeholders.

In line with previous years, we conducted a Materiality Assessment Survey for our sponsors, partners, speakers, delegates, vendors, venue providers, NGOs, industry associations, and others. Their insights form the cornerstone of this report. Notably, the environmental sustainability section of the survey aligns its material topics with the priority items advised by the Net Zero Carbon Events Initiative. This demonstrates EnviroEvents HK's strict adherence to industry benchmarks while also introducing stakeholders to a broader range of potential material issues. The survey is available on our website, and we will make minor updates every year to reflect the latest sustainability trends in the industry.

We maintain a close partnership with key suppliers, such as our venue provider and main contractors, by holding regular meetings to align them with our sustainability policies. Our goal is to continuously learn and improve, year after year. We recognise that transforming the industry is challenging, but as one of Hong Kong's leading sustainable events, we are committed to setting an example. We believe our experience can serve as a blueprint for other events at the same venue or with the same partners, helping to extend our sustainability initiatives across the sector. Together, we can advance Hong Kong's vision of becoming Asia's World Green Event City.

During the reporting period, EnviroEvents HK identified 23 material topics. Approved by our Founder & CEO and Event Director, this year's materiality matrix is presented below. Details on each topic will be provided throughout the report.



ENVIRONMENTAL **GOVERNANCE** **SOCIAL**

Very High Importance

- 3 Green Procurement
- 5 Recycling and Circularity
- 8 Sustainable Materials & Waste Prevention at Source
- 11 Clear Sustainability Strategy
- 13 Integrity Management & Corporate Governance
- 22 Staff Wellbeing

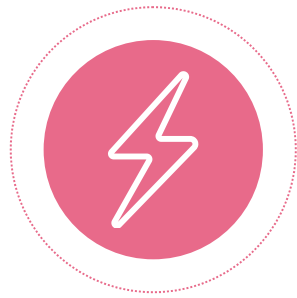
High Importance

- 1 Energy-efficient Equipment
- 2 Food Waste Reduction
- 4 Low-impact Venue Choice
- 6 Responsible Accommodation
- 7 Sustainable Catering
- 12 Compliance and Standards
- 14 Responsible Procurement and Contracts
- 15 Risk Management
- 16 Transparent Reporting
- 17 Accessible Experience
- 19 Fair Labour Practices in Supply Chain
- 20 Social Impact Programmes
- 23 Stakeholder Voice

Moderate Importance

- 9 Sustainable Social Media and Website
- 10 Awards & Recognition
- 18 Diversity & Inclusion
- 21 Speaker and Panel Diversity

REPORT BOUNDARY



ENERGY CONSUMPTION

EnviroEvents HK Office

- ✓ Energy purchased for daily administrative operations.

ReThink HK 2025

- ✓ **Venue Operations**
Grid electricity consumed for lighting, air-conditioning, and general venue services during the event.
- ✓ **Event Construction**
Energy purchased by the main contractor for the setup and dismantling of the event infrastructure.

MATERIALS & WASTE

EnviroEvents HK Office

- ✓ General (non-recyclable) waste generated.
- ✓ Recyclable materials segregated and processed by a dedicated recycling partner.

ReThink HK 2025

- ✓ General waste produced by exhibitors, vendors, and attendees.
- ✓ Recyclable materials identified and collected through on-site segregation systems.

CATERING

ReThink HK 2025

- ✓ Provision of all served food and beverages, including pre-ordered lunchboxes
- ✓ Corresponding food waste generated and quantified.

EVENT LOGISTICS & MATERIALS TRANSPORT

ReThink HK 2025

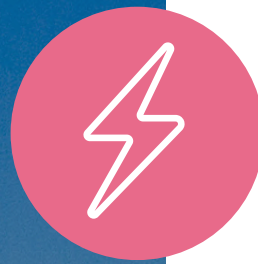
- Transportation of all event materials and equipment, including:
- ✓ Exhibition infrastructure (aluminium booth structures, honeycomb panels).
 - ✓ Furniture (sofa, chairs, bar stools, carpet).
 - ✓ Audio-visual and technical equipment (LED wall, TVs, lighting, Audio Visuals).
 - ✓ Signage, lanyards, badges, and decorative items (plants).

TRAVEL AND ACCOMMODATION

ReThink HK 2025

- ✓ **Local Attendees**
Transportation emissions from delegates, speakers, and exhibitors traveling to the venue.
- ✓ **International Attendees**
Emissions from air, sea, rail, and land travel to Hong Kong for delegates, speakers, and exhibitors.
- ✓ Hotel accommodations for event staff and speakers.

02

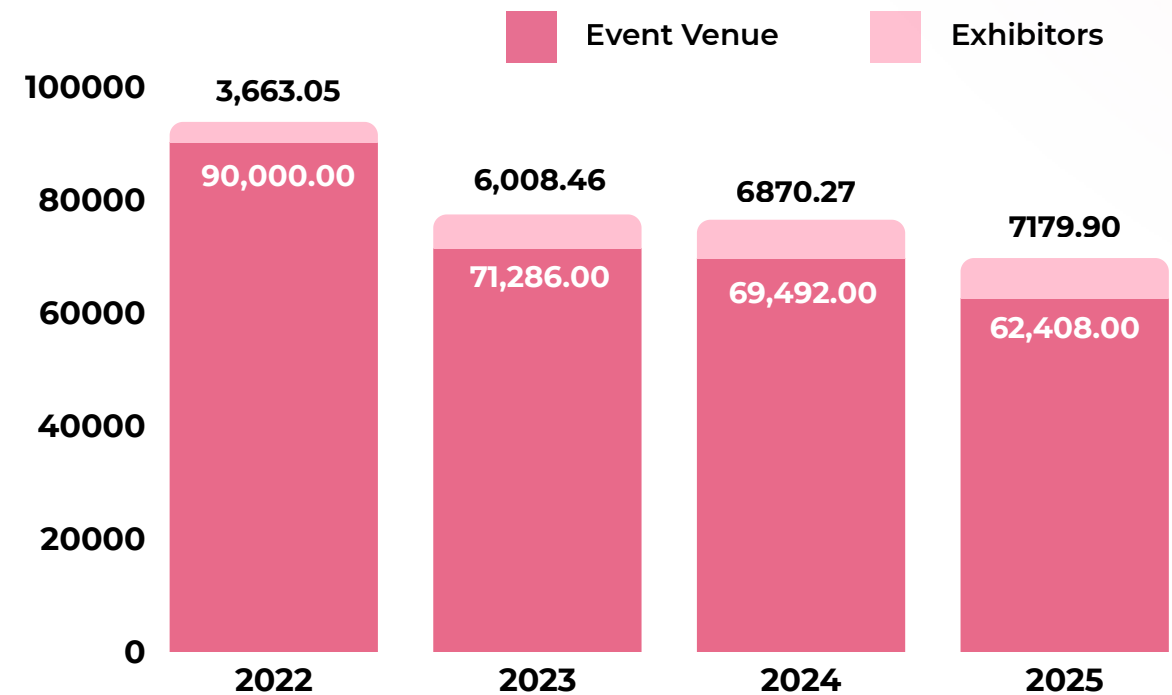


ENVIRONMENTAL IMPACTS

ENERGY CONSUMPTION

44620.74 kg CO₂e

RETHINK HK ELECTRICITY CONSUMPTION (KWH)



ENVIROEVENTS HK OFFICE

2868 kg CO₂ eq

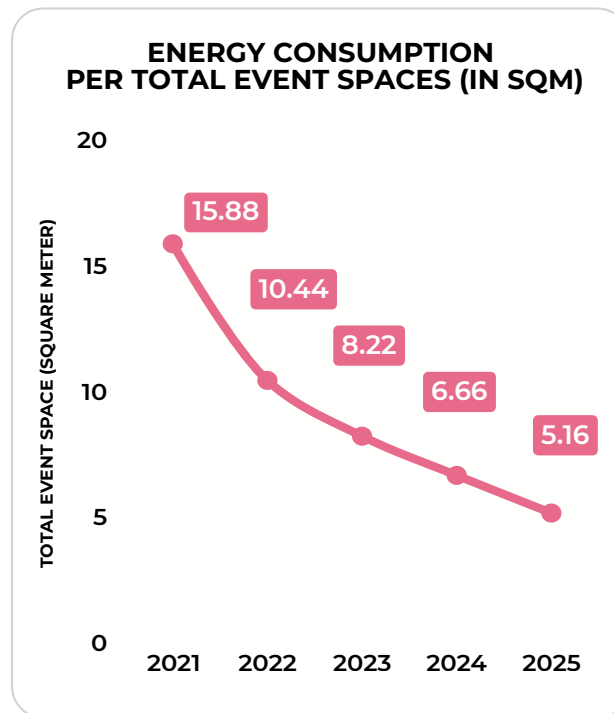
Despite the expansion of our team, our office energy consumption decreased by 7.6%, equivalent to 2,868 kg CO₂ eq. We review and update our Sustainable Office Guideline annually, and it is now shared with all new employees during orientation. In terms of energy efficiency, we have adopted a practice uncommon in typical Hong Kong offices: prioritising the use of fans and open windows over air-conditioning. This approach has received strong support from our colleagues. This year, we also upgraded to more energy-efficient computers, further reducing our overall energy use. In addition, we continue to minimise printer usage wherever possible.

RETHINK HK 2025

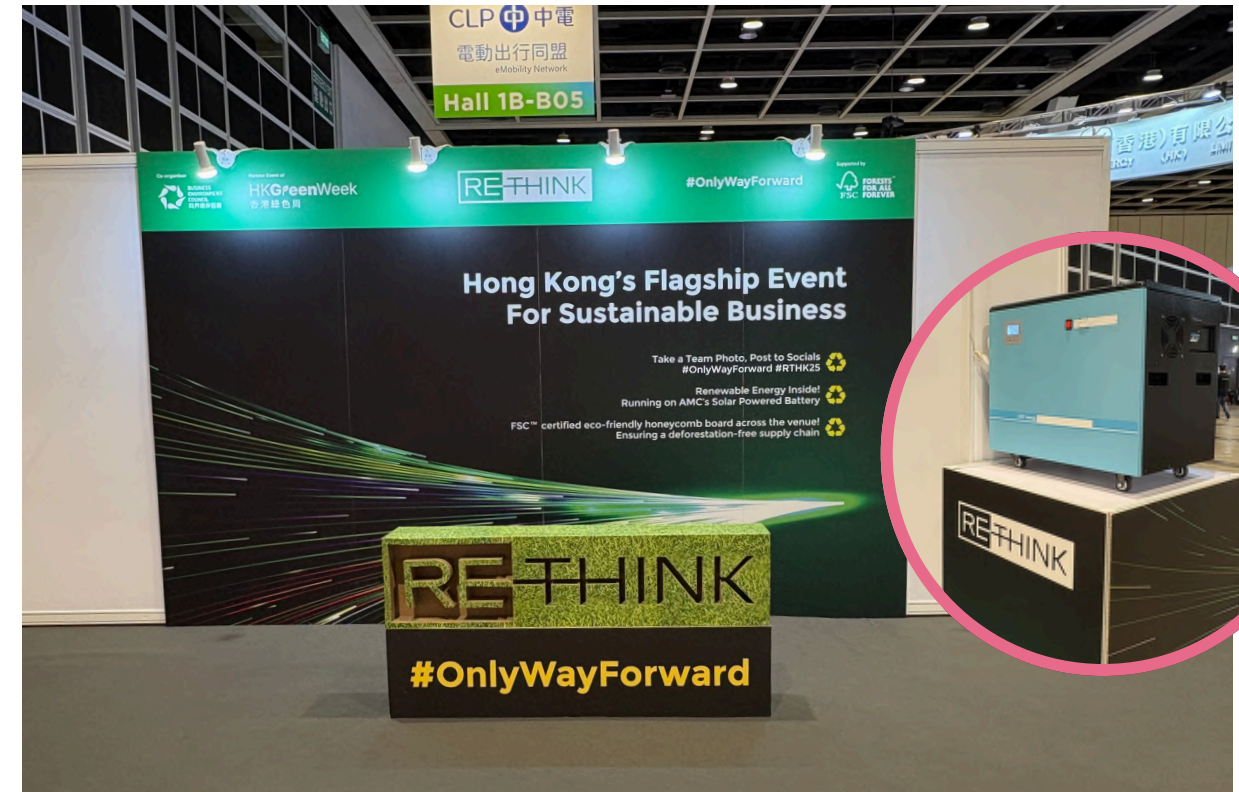
41752.74 kg CO₂e

While the 2025 event covered 18% more floor area than in 2024, we successfully reduced electricity usage by 8.9%, from 76,362 kWh to 69,588 kWh. This reduction was primarily driven by two key factors: the Hong Kong Convention and Exhibition Centre (HKCEC) completed a lighting system upgrade in FY 24/25, and Hong Kong Electric improved its overall energy efficiency, resulting in a lower emission factor. Consequently, our total carbon emissions from energy dropped from 50,399 kg CO₂e to 41,752.74 kg CO₂e.

Although we benefited indirectly from these upgrades, we also took direct action to improve sustainability based on attendee feedback. In previous years, delegates noted that the venue felt too cold. For the 2025 event, we worked closely with HKCEC to adjust the temperature to approximately 23°C, and we requested regular temperature readings across different zones to monitor conditions.



While this adjustment was well-received by some, we did receive feedback that the venue felt warm, particularly during peak morning hours. We responded by adjusting the temperature accordingly during the event. Moving forward, we will use this data and attendee feedback to refine our approach for the next edition, aiming to strike an optimal balance between attendee comfort and environmental responsibility.



Our Pilot Booth in ReThink HK 2025

This year, we introduced a pioneering demonstration project: a pilot booth powered entirely by a solar-powered battery system. The ReThink HK 2025 photo booth operated with all lighting powered by renewable energy. While this was a small-scale demonstration, it represents an important step toward showcasing the feasibility of running event elements on clean energy.

We recognise that widespread adoption of renewable energy across an event of our scale remains challenging, given the current capacity of the solar-powered battery systems available from our main contractor. Nevertheless, we hope this demonstration serves as a reference point for manufacturers, illustrating the potential demand within the events industry and encouraging the development of advanced technologies suitable for large-scale deployment.



MATERIALS & WASTE

10028.80 kg CO₂e

ENVIROEVENTS HK OFFICE

532.91 kg CO₂e

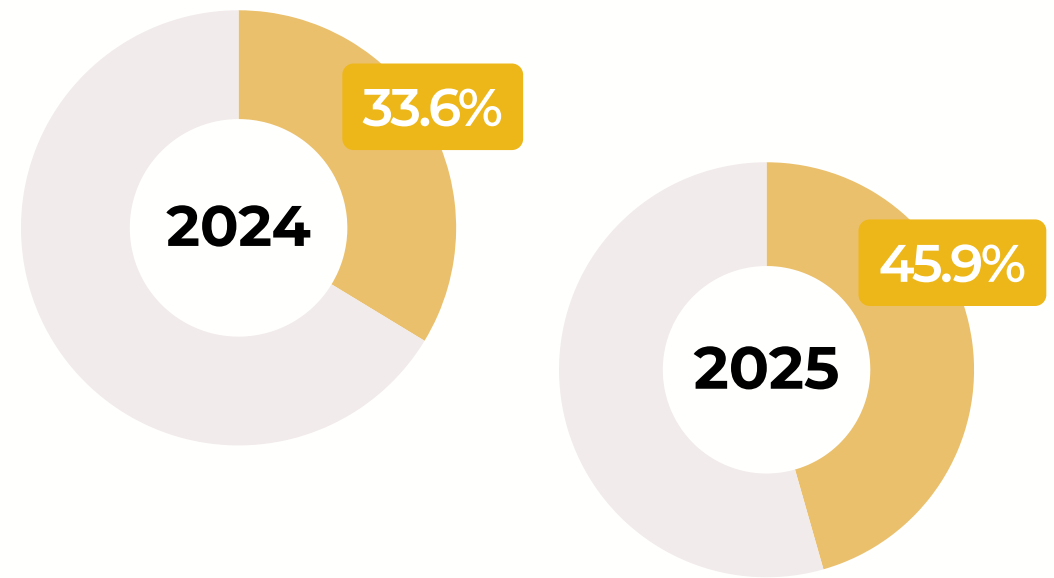
We remain dedicated in our commitment to recycling at our office. Building on our long-standing ban on plastic cups, we have now also eliminated the use of single-use paper coffee cups. We believe that the widespread adoption of reusable cups makes this a natural and positive step forward.

We continue to partner with a recycling company to manage all office waste streams, including plastics, aluminum, paper, glass, batteries, wood, and even electronic devices. Due to our recent office expansion and an increase in staff, our total recorded landfilled waste rose to 119.73 kg in 2025, compared to 103.86 kg in 2024.

However, we are heartened to report a significant improvement in our recycling efforts. Our waste diversion rate reached 45.9% in 2025, with 101.74 kg of recyclables sent to recycling facilities. This represents a substantial increase from 2024, when only 33.6% of our office waste was recycled.

We will continue to strengthen our recycling practices at the office and hope to inspire our colleagues to adopt these valuable habits at home as well.

WASTE DIVERSION RATE (%)

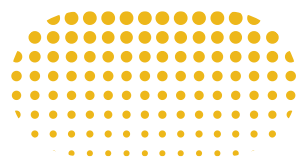


RETHINK HK 2025

9495.89 kg CO₂e

If we exclude international travel which is an area over which we have no direct or indirect control, from our carbon emissions profile, materials and waste emerge as the second-largest source of emissions. As a result, we place a strong emphasis on reducing the environmental impact associated with material use and waste disposal throughout all phases of our event.

We maintain rigorous compliance standards for our vendors and suppliers by enforcing strict environmental prerequisites for their products. Regular meetings are also held with our venue provider, main contractor, and system providers to ensure that all deliverables meet our sustainability standards.



VENUE PROVIDER

PROACTIVE WASTE MANAGEMENT DURING MOVE-IN AND MOVE-OUT



The venue provider is responsible for the collection of all waste and recyclables. During the move-in period prior to the event, a significant volume of protective cardboard and plastic film is generated. To address this, we set up large recycling stations to recycle them. Moreover, we encouraged construction workers to bring their own water bottles instead of purchasing single-use plastic bottles. Similar measures were implemented during the move-out period.



ENSURING ACCOUNTABILITY AND TRANSPARENCY



To ensure proper execution of these initiatives, we require the venue's event manager to oversee the entire waste recycling process. The manager must be fully informed of all green plans and initiatives, including the types and number of recycling cages to be deployed. Clear communication with ReThink HK is also expected, along with the installation of well-labelled signage on bins to illustrate proper disposal practices. Additionally, the manager is responsible for proactively contacting recyclers to obtain detailed information on processing methods and the final destinations of recyclable materials.

THE ROLE OF THE DEDICATED GATEKEEPER



In addition to the event manager, we also require a designated gatekeeper provided by the venue. This individual is responsible for delivering clear briefings to the food and beverage and housekeeping teams to ensure proper waste handling. The gatekeeper must carefully monitor both recycled and landfilled waste streams, and document the process by taking on-site photos of waste and bins for record-keeping. More importantly, any instances of improper waste disposal must be immediately reported to us and our official contractor, enabling swift action to prevent contamination of recyclables. It is also essential that the gatekeeper maintain a comprehensive record of all waste and recyclables disposed of, and share this data with us to support the calculation of the event's carbon emissions.

MAIN CONTRACTOR

Our main contractor plays a crucial role in our exhibition's operational and sustainability strategy. Their core responsibilities include sourcing all raw materials for the construction of booths and conference theatres, as well as coordinating on-site workers and managing the material usage of smaller contractors working on raw space booths.

MOVING BEYOND TRADITIONAL MATERIALS



To align with our commitment to sustainability, we have moved beyond traditional exhibition practices. From the first edition of our event, we mandate that our main contractor source honeycomb boards as a direct replacement for foam board and plastic panels. Furthermore, we have developed a detailed sustainability guideline outlining specific roles and responsibilities that the main contractor must adhere to. We believe this is a two-way communication; the contractor is also encouraged to provide valuable suggestions to further lower our environmental footprint.



FSC-certified Honeycomb Board in our Theatre Entrance

A notable example of this successful collaboration occurred last year when we identified excessive waste from protective plastic films used on furniture and honeycomb boards during move-in and move-out. To tackle this, the contractor proposed transporting materials in cage cars instead of relying on manual handling with extensive wrapping. While this method effectively reduces plastic waste, it carries a higher risk of materials being scratched. To mitigate this, we have incorporated clear guidelines urging the contractor to ensure all items remain in good condition. We also addressed this proactively in the exhibitor manual, clearly communicating our environmental initiative and kindly asking exhibitors to embrace the natural imperfections of the less-packaged honeycomb boards. This initiative received positive support from our exhibitors.



ON-SITE OVERSIGHT AND CIRCULAR DESIGN



On-site waste management is another critical area. Similar to our approach with the venue provider, we require the main contractor to assign dedicated personnel to monitor waste disposal. Their key task is to inspect waste bins for recyclable materials and actively guide workers, who may not have high environmental awareness to recycle correctly. During the move-out period, this role expands to include guiding smaller contractors and exhibitors to strictly follow the event's environmental rules and ensure everything possible is recycled.

We also prioritise reuse and circularity. By avoiding printing the year or specific edition numbers on directional signage and handheld lollipop signs, we can repurpose these items year after year, minimising waste. Another impactful measure is standardising booth system panel heights to 2.5 metres, which significantly reduces material consumption and it also directly lowers transport emissions.

ENSURING ACCOUNTABILITY AND CLOSING THE LOOP



To ensure accountability, all recycled materials used must be certified, and we require our main contractor to provide the corresponding certifications. Finally, the contractor plays a vital role in our circular economy model by carefully tracking all material usage, such as furniture, TVs, carpets, and printed honeycomb graphics, and storing them in a warehouse for reuse in subsequent events. This comprehensive approach makes our main contractor not just a service provider, but also our valued partner in achieving our sustainability goals.

EXHIBITORS

At ReThink HK, all exhibitors are required to comply with our Sustainable Event Guidelines, which clearly outline their responsibilities. As a sustainability-themed event, it is essential that we "practice what we preach" in order to foster an authentic sustainability community. This cannot be achieved by us alone; our exhibitors, as key stakeholders, play a critical role in demonstrating sustainable practices.

ELIMINATING PRINTED MATERIALS AND SINGLE-USE PLASTICS



All exhibitors must acknowledge and adhere to the Sustainable Event Guidelines, which set out their obligations. For instance, they are not permitted to bring printed leaflets, brochures, or other promotional materials. Instead, in 2025, we provided a business matching platform for all exhibitors to promote their products and solutions digitally. We also strictly prohibit the use of vinyl pull-up banners and foam board displays.

With regard to giveaways, we expect exhibitors to consistently uphold sustainability principles. Minimalism is strongly encouraged, exhibitors were advised not to distribute souvenirs. However, if they do wish to offer giveaways, these must be reusable, sustainably sourced, ethically manufactured, and free from plastic packaging or wrapping. Any violation will result in the removal of the item, and a handling fee will be charged to the exhibitor.

DESIGNING FOR A WASTE-FREE EXHIBITION HALL



As all booth materials are designed to be reusable and are managed by our main contractor, the goal is for no waste to be generated within the exhibition area by exhibitors or delegates. To facilitate this, no waste bins were provided at individual booths. Instead, all attendees were required to take any waste to designated recycling locations within the hall. This approach ensures that any general waste recorded can be accurately attributed and managed. To further support accurate waste performance calculation, we requested that exhibitors dispose of any general waste before entering the venue, ensuring the event's footprint reflects only the activities within.





ATTENDEES

We believe that fostering a sustainable community extends to every attendee. Our commitment involves proactive communication and the creation of easy, impactful opportunities for our participants to contribute.

PRE-EVENT COMMUNICATION AND ONSITE INCENTIVES



Before our event, our reminder emails included specific messaging encouraging attendees to bring their own reusable water bottles as a simple yet effective way to minimise single-use plastic consumption.

To further incentivise this behaviour, we partnered with our sponsors to offer a free coffee redemption at the Networking Lounge for every attendee who brought their own reusable cup. This initiative not only reduced waste but also enhanced attendee engagement and rewarded sustainable choices.

SUSTAINABLE BADGE AND LANYARD MANAGEMENT

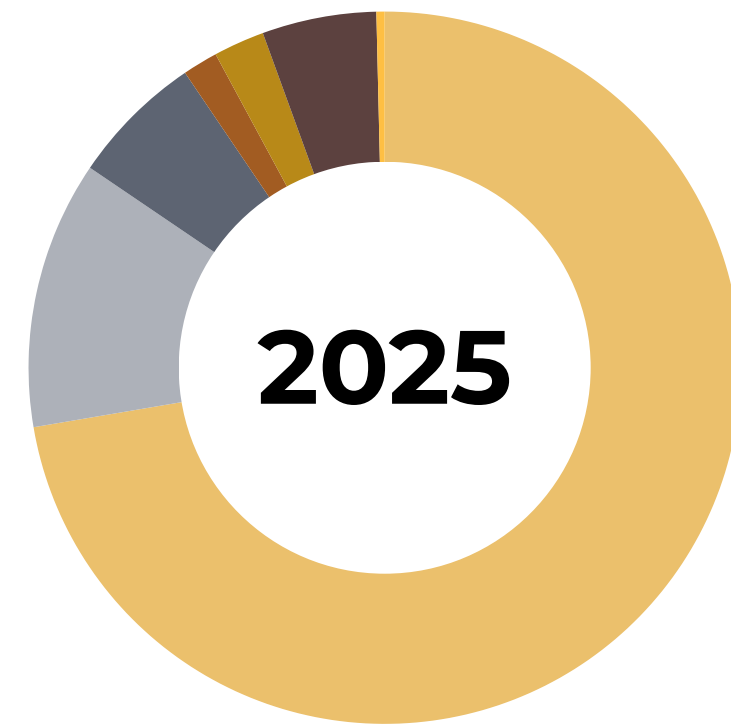
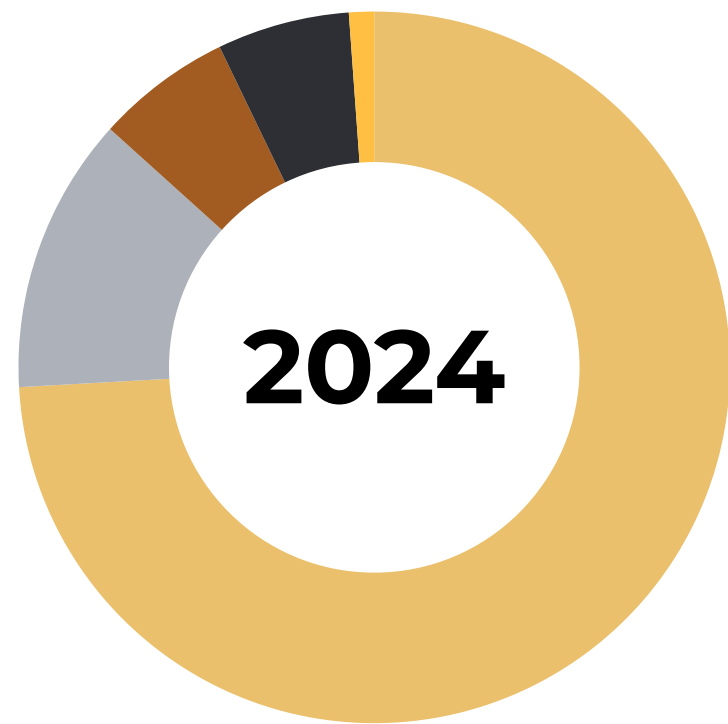


To minimise printing and material consumption, we implemented a badge reuse policy. Attendees were requested to retain and bring back their event badges for the second day. Any reprints incurred a handling charge, a measure designed to encourage personal responsibility and reinforce the importance of resource conservation.

At the conclusion of each day, we placed large, clearly identifiable recycling collection points specifically for lanyards and badges. All collected items were then transported to our specialised recycling partners for proper processing, ensuring these materials are diverted from landfill. This closed-loop approach ensures that even mandatory event materials are managed responsibly.

To minimise waste, we donated all unused lanyards to our partners. This allows the lanyards to be reused for their upcoming events, extending their lifecycle and diverting them from landfills.

RETHINK HK 2025'S RECYCLABLES INVENTORY



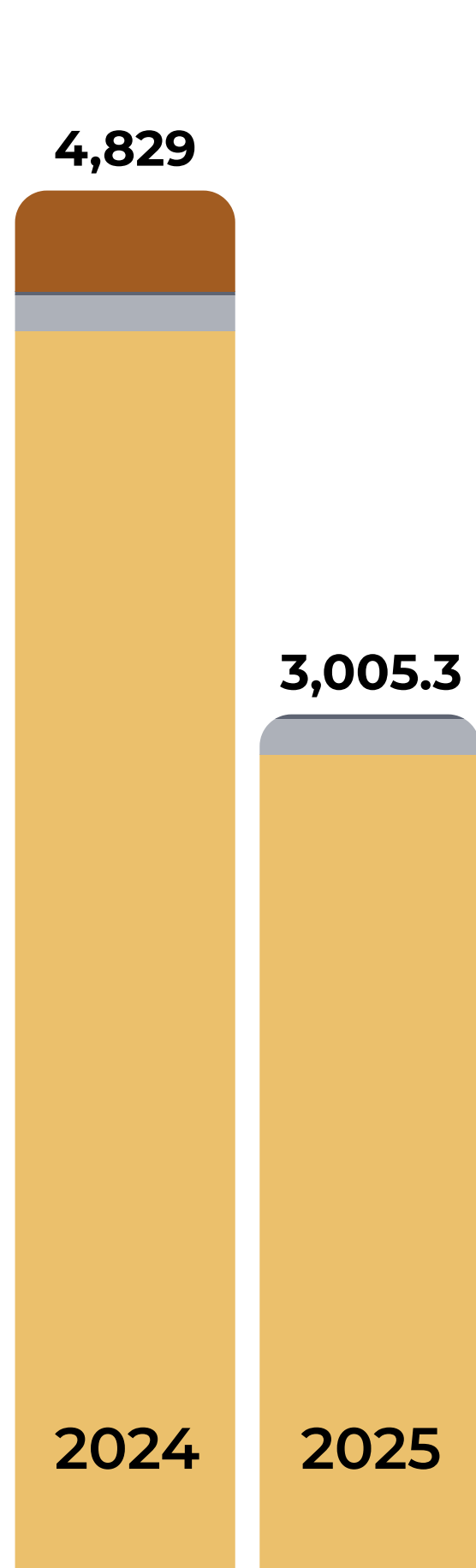
CATEGORIES	2024 AMOUNT (IN KG)	LEGEND
HONEYCOMB BOARD	3500.00	
PAPER	593.47	
PLASTIC WRAP	N/A*	
PLASTIC	291.00	
GLASS	N/A*	
CARPET	284.00	
METAL	54.00	

CATEGORIES	2025 AMOUNT (IN KG)	LEGEND
HONEYCOMB BOARD	3,038.00	
PAPER	510.80	
PLASTIC WRAP	253.70	
PLASTIC	67.10	
GLASS	97.30	
CARPET	217.75	
METAL	15.70	

*Plastics wrap and glass are new categories in 2025



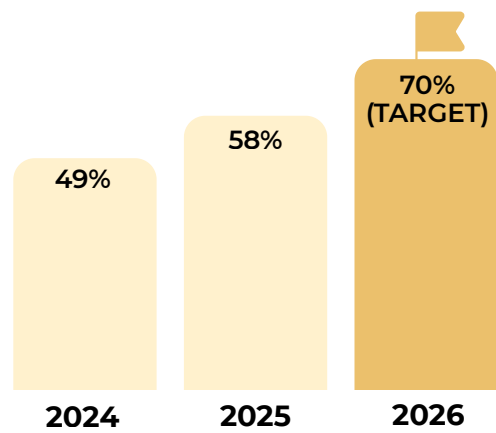
RETHINK HK 2025'S LANDFILLED WASTE INVENTORY



CATEGORIES	2025 AMOUNT (IN KG)	LEGEND
GENERAL WASTE	4340.00	
CARPET	125.00	
FOOD WASTE	14.00	
PLASTIC	350.00	

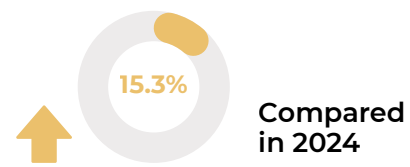
CATEGORIES	2024 AMOUNT (IN KG)	LEGEND
GENERAL WASTE	2865.40	
CARPET	125.00	
FOOD WASTE	14.90	
PLASTIC	350.00	

OVERALL WASTE RECYCLING RATE (IN PERCENTAGE)

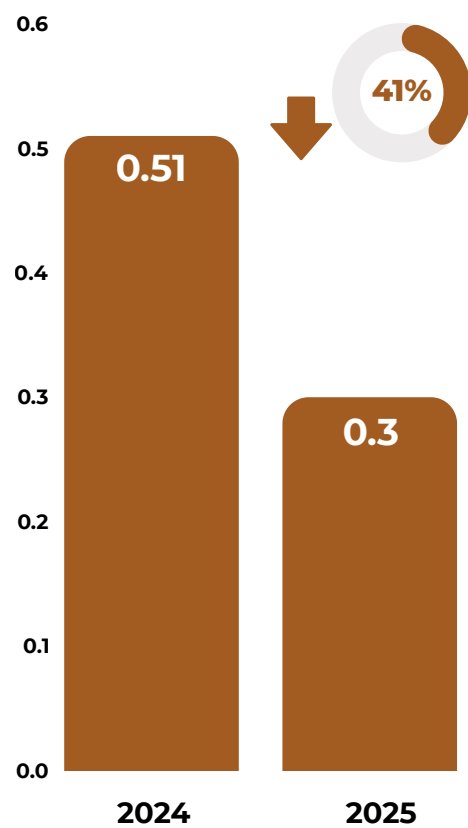


1,355

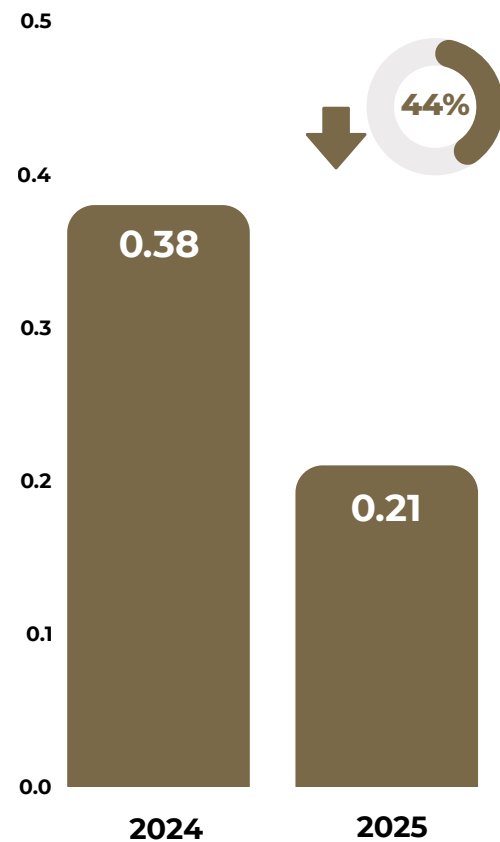
Reusable coffee cups (2025)



GENERAL WASTE PER ATTENDEE (IN KG)



GENERAL WASTE PER SQM OF TOTAL EVENT SPACE



Dashboard on Recycling Statistics on ReThink HK 2025

ONSITE-RECYCLING FIGURES

To better assess the waste and recyclables generated by on-site participants during the two-day event at the hall, we once again partnered with Spare-It to monitor participant behaviour by placing recycling bins throughout the venue and use AI-powered technology to identify the waste and recyclables. This year, we set up seven recycling stations across the site, collecting paper, general plastics, metal, food waste, and glass. The **overall missorted rate was 45.9%**, a slight improvement from 46.1% in 2024, indicating a modest increase in recycling awareness among participants.

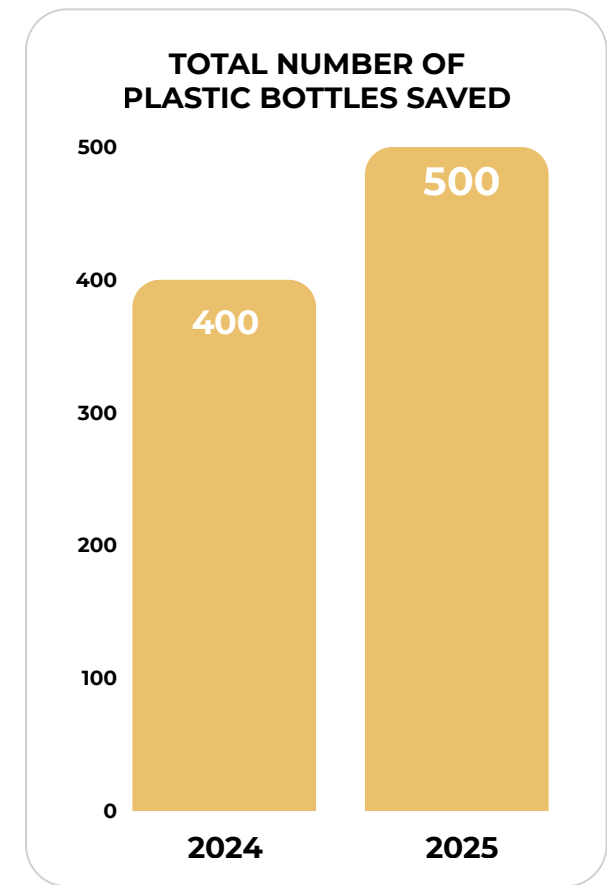


As a new measure in 2025, we added signage to the bins to guide attendees on what could be disposed of in each stream. However, we observed that the **overall diversion rate decreased slightly from 72.9% to 70.4%**, highlighting room for further improvement. Upon closer investigation, we found that many paper cups were incorrectly placed in the paper recycling stream, contributing to the missorted behaviour. While a coffee cup recycling station was available at the Networking Lounge, it appears that many delegates were unaware of it. To address this, we may consider adding more coffee cup recycling stations or training catering staff to remind attendees of the correct disposal point when serving coffee.



SUSTAINABILITY INITIATIVE FOR SPEAKERS

For all speakers presenting in our conference theatres, we provided reusable cups on stage, which is a rare practice in the exhibition industry, as it requires additional manpower for distribution, collection, and quality control. In most other conferences across the city, speakers are typically offered single-use plastic bottled water. At our scale, with over 500 speakers, this initiative has already saved more than 500 single-use plastics. We consider this a successful step in demonstrating our commitment to sustainability.





CATERING

4773.33 kg CO₂e

ReThink HK provided complimentary catering for volunteers and ordered catering for exhibitors, alongside on-site food and beverage at the Networking Lounge for all delegates. Our catering provider sourced food from suppliers in the Chinese Mainland and locally to minimise emissions caused by transportation. Ingredients were also sustainably sourced, with certifications such as the Aquaculture Stewardship Council (ASC) held by relevant suppliers. All pre-ordered lunchboxes are served in reusable containers and with recyclable cutlery, further reducing the use of single-use lunchboxes.

To further minimise food waste, we asked volunteers to indicate their meal preferences (e.g., standard, vegetarian, halal) and any food allergies, allowing us to prepare specialised meals and reduce the waste of uneaten standard options. We also took away beef and lamb from the menu to further reduce the carbon footprint.

Despite these efforts, we recorded slightly more food waste this year compared to last year. This was largely due to a number of volunteers being unable to attend after their classes were rescheduled following a typhoon earlier in the week. This highlights a challenge in forecasting attendance when external factors, such as the typhoon that week, disrupt volunteer availability and the consumption rate of food.





EVENT LOGISTICS & MATERIALS TRANSPORT

723.69 kg CO₂e

At ReThink HK, logistics operations were primarily managed by our main contractor. Building on insights from the previous year, we requested more detailed information this year to better understand and calculate the emissions associated with this component of the event. Specifically, we asked for a breakdown of the types of goods transported, whether the journeys were one-way or round-trip, the fuel and truck types used, and the total litres of fuel consumed.



PRIORITISING REUSE

Furniture and aluminium systems panels accounted for the largest share of transported materials by both weight and quantity. These items are stored year-round in our main contractor's warehouse and are reused across multiple editions of the event. This approach not only reduces waste but also helps lower the lifecycle emissions associated with producing new materials.



LOCAL AND REGIONAL SOURCING

In addition to prioritising reuse, we continue to uphold our commitment to sourcing from nearby regions wherever possible. While products from farther afield may sometimes be more affordable, we consciously choose local or regional suppliers to minimise transportation distances and associated emissions. This decision aligns with our broader sustainability goals and reinforces the value we place on reducing our logistical carbon footprint.





TRAVEL AND ACCOMMODATION

109,777.43 kg CO₂e

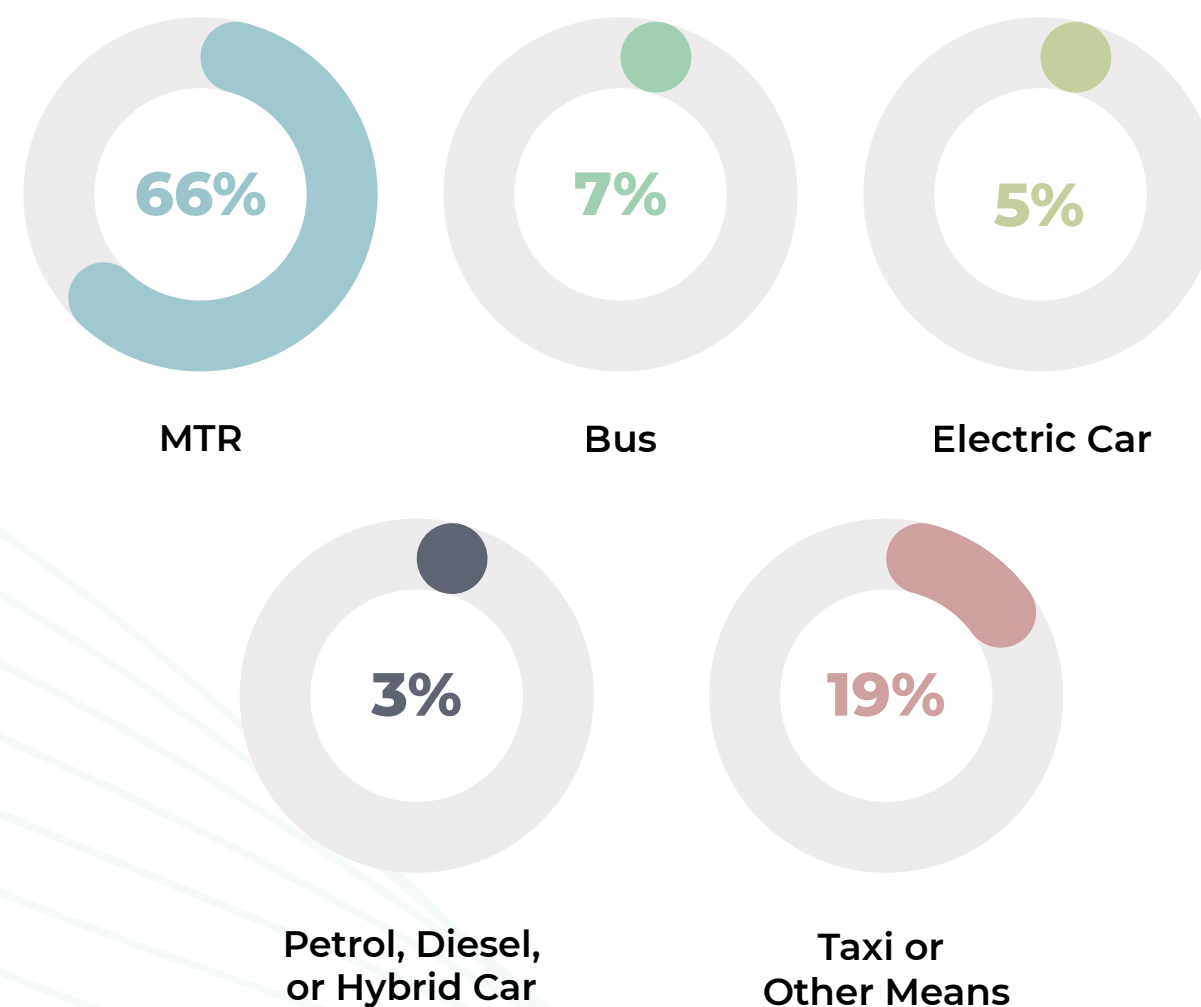
Attendee travel represents a significant source of emissions for any event. From an organiser’s perspective, obtaining accurate travel data is essential for calculating the overall carbon footprint. According to the Net Zero Carbon Events (NZCE) initiative, travel can account for up to 85% of an event’s total carbon emissions. At ReThink HK 2025, attendee travel contributed 65.2% of our total emissions, which is a substantial share. Reporting these figures transparently is therefore a key step in demonstrating our commitment to sustainability and accountability.

LOCAL TRAVEL EMISSIONS

3767.84 kg CO₂e

To calculate emissions from local travel, we asked attendees on their registration form to indicate their intended mode of transport and the MTR station nearest to their point of origin. Over 5,000 delegates provided this information, allowing us to gain a clearer picture of travel behaviour.

LOCAL DELEGATES TRAVEL MODE BREAKDOWN





The emission factor for each transport type was derived from open-source information. Travel distances were calculated based on the distance between Exhibition Centre Station and the MTR station that each attendee's indicated which is the closest from their point of origin. The distance between stations was measured using online mapping tools.

It is encouraging to note that the majority of our delegates chose low-carbon rail transport, and this was achieved without the provision of travel incentives offered in previous editions. This suggests a growing awareness and voluntary uptake of sustainable travel options among our participants.

For future editions, we may consider expanding data collection to walk-in registrants and speakers, this would provide a more complete picture of our event's scope 3 emissions and inform further reduction strategies.



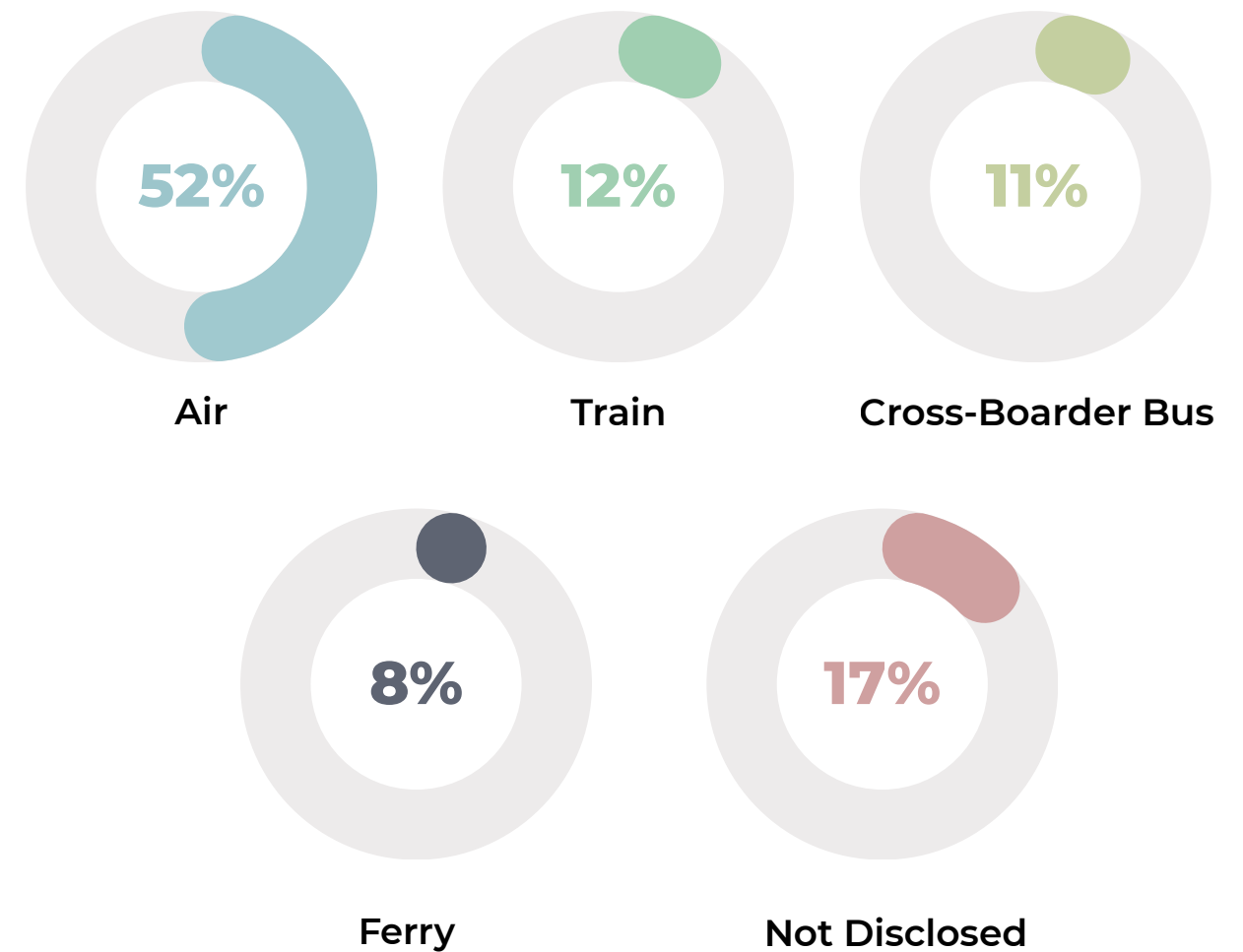
INTERNATIONAL TRAVEL EMISSIONS

104745.50 kg CO₂e

To accurately calculate emissions from international travel, our registration form collected additional details beyond just transportation mode and origin. We also asked how many days attendees were staying in Hong Kong and whether they were participating in other events during their visit. This is particularly important because business delegates traveling from other countries or regions often aim to maximise their trip and attend multiple events. In such cases, it would not be reasonable to allocate the full emissions of their travel to our event. Instead, we apply a proportional share. We also asked whether the attendee or their company had voluntarily offset the carbon emissions from their travel. If so, we exclude those emissions from our inventory and do not offset for them again.

This year, our total carbon emissions increased by 32.7%, with a large portion attributed to international travel. This rise reflects our expanded outreach to countries and regions outside Hong Kong in 2025, as well as the synergy effect of Hong Kong Green Week, which attracted a significant number of overseas participants. The number of international attendees grew from 582 to 1,592, a remarkable 174% increase. In addition, we collected more detailed data in line with the NZCE initiatives, which means our calculation method differs slightly from previous years. As a result, our reporting is now fully aligned with NZCE guidelines.

TRAVEL MODE BREAKDOWN



While international travel remains an area where we have limited control and find it difficult to implement policies or measures to reduce associated emissions, we remain committed to transparency in reporting the impact of international travel on our overall carbon footprint.

ACCOMODATION

1264.09 kg CO₂e

Accommodation is another significant factor in the carbon footprint of an event. As organisers, we take responsibility for the accommodation of our staff and speakers. In line with our sustainability commitments, we actively seek hotels that are not only close to the event venue (thereby reducing transportation emissions) but also demonstrate strong environmental performance in their own operations.

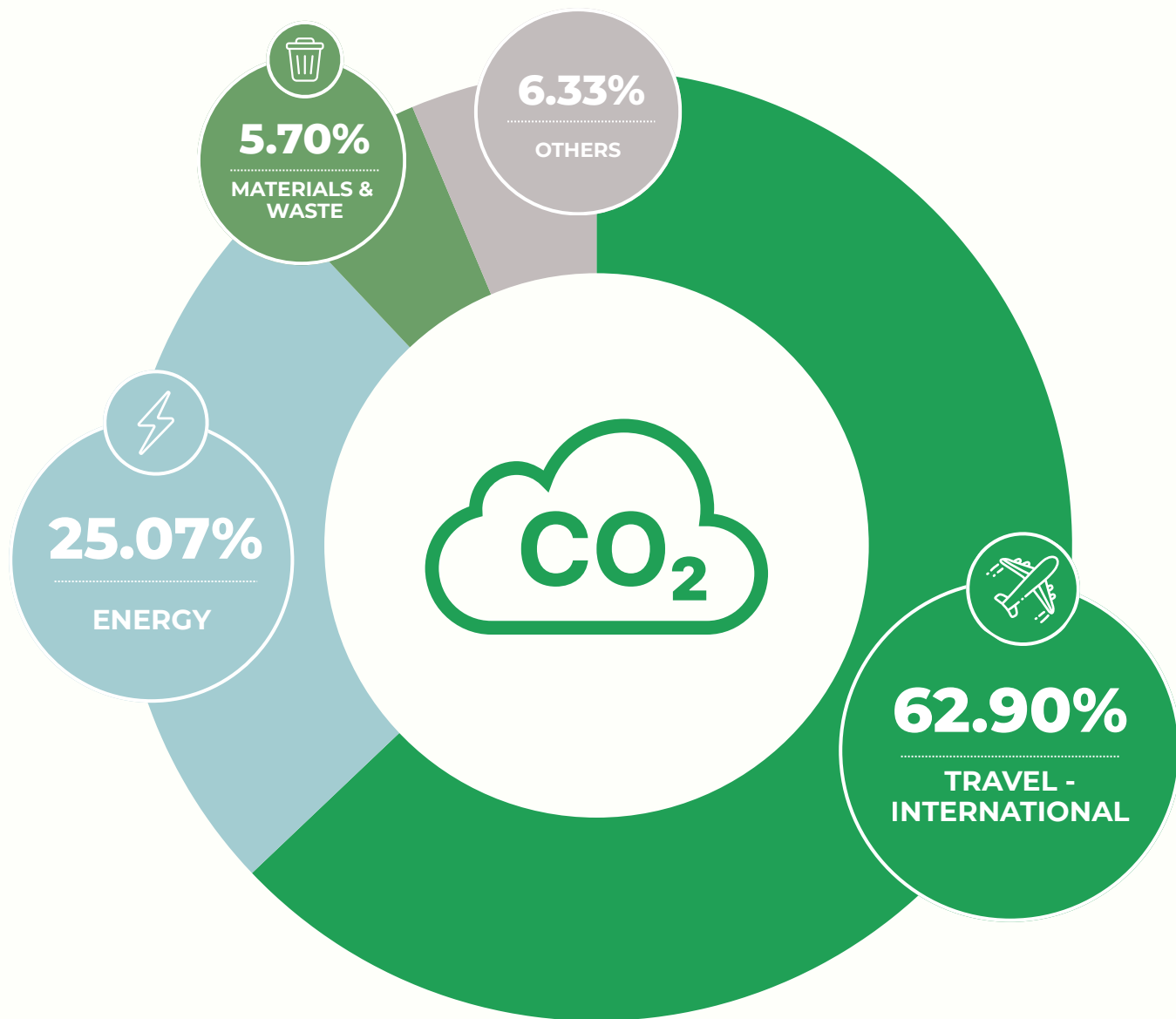
As a result, the two hotels we selected are, on average, greener than most others in Hong Kong. The chosen for our staff has an estimated emission intensity of 21.7 kgCO₂e per night, based on their green report. The hotel for speakers reports an average of 32.83 kgCO₂e per night on their website. Both figures are well below the Hong Kong hotel industry average of 79.3 kgCO₂e per night, as benchmarked by the Greenview Hotel Footprinting Tool.



While staff and speaker accommodations are within our direct control, the largest share of accommodation-related emissions at any event typically comes from attendees. However, collecting detailed accommodation data from attendees presents significant challenges. These include privacy concerns, the wide variety of hotels stayed, and the difficulty of obtaining verified emissions data from each property. Moreover, applying a city-wide average may not accurately reflect the choices of our attendees, many of whom we assume have a higher level of environmental awareness and may opt for more eco-friendly accommodations.

To address this data gap, we are exploring methodologies used by other international events to estimate attendee accommodation emissions more reliably. We aim to pilot a data collection approach for future editions that respects privacy while improving accuracy. As we refine our methodology, we anticipate that reported emissions from accommodation may rise in the coming years, it is not necessarily due to increased impact, but as a result of more comprehensive and precise data.

MAJOR SOURCES OF RETHINK HK 2025'S EMISSION



RETHINK HK GREENHOUSE GAS EMISSIONS SNAPSHOT

In 2025, EnviroEvents HK recorded total carbon emissions of 169,924 kgCO₂e, with 166,523 kgCO₂e attributed to ReThink HK 2025 and 3,401 kgCO₂e from our Hong Kong office.

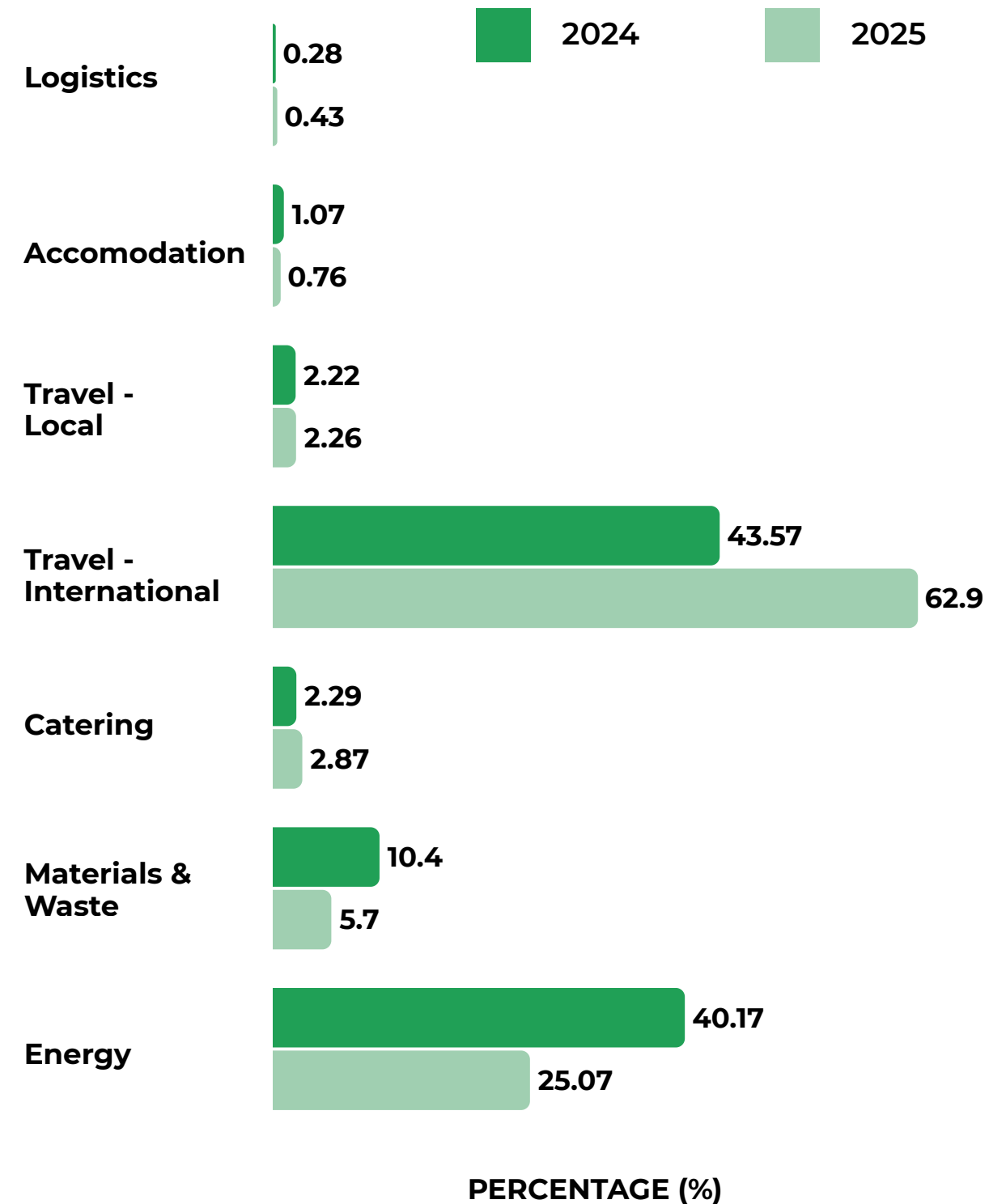
International travel continues to be the dominant source of our event-related emissions. This year, due to a significant increase in international attendees, travel accounted for more than 60% of the event's total emissions. While this area lies outside our direct control as we cannot restrict how attendees choose to travel, we remain proactive in offering guidance. Where possible, we encourage attendees to consider economy class air travel or, for those traveling from the Chinese Mainland, to opt for train or high-speed rail as lower-carbon alternatives.

Energy use, primarily from venue operations, represents the second largest source of emissions. This includes lighting and air-conditioning, and is influenced by both the efficiency of the venue's equipment and the carbon intensity of the local electricity supply. As such, this category is also not directly within our operational control.

It is important to note that all emissions associated with ReThink HK fall under Scope 3 of EnviroEvents HK's carbon inventory. Despite this, our sustained focus on monitoring and refining our sustainability strategy over the past five years has led to measurable progress in areas we can influence more directly. In particular, emissions from materials and waste decreased to 9,496 kgCO₂e in 2025, down from 13,052 kgCO₂e in 2024—a reduction of 27.2%.

On the operational side, our office emissions decreased by 8.84% in 2025, despite an expansion in our team size. This reduction was driven primarily by a 7% decrease in electricity consumption, reflecting the impact of our ongoing efforts to improve energy efficiency in the workplace.

SOURCES OF RETHINK HK 2024 & 2025'S EMISSION



03

OVERALL EMISSION TREND FROM 2021 TO 2025



From 2021 to 2025, our total carbon emissions increased steadily, driven by the growth in both the scale and size of our events, as well as rising participant numbers. In the events industry, the more relevant measure is therefore carbon emission intensity, typically calculated per participant or per unit of event space, as it reflects efficiency rather than absolute growth.

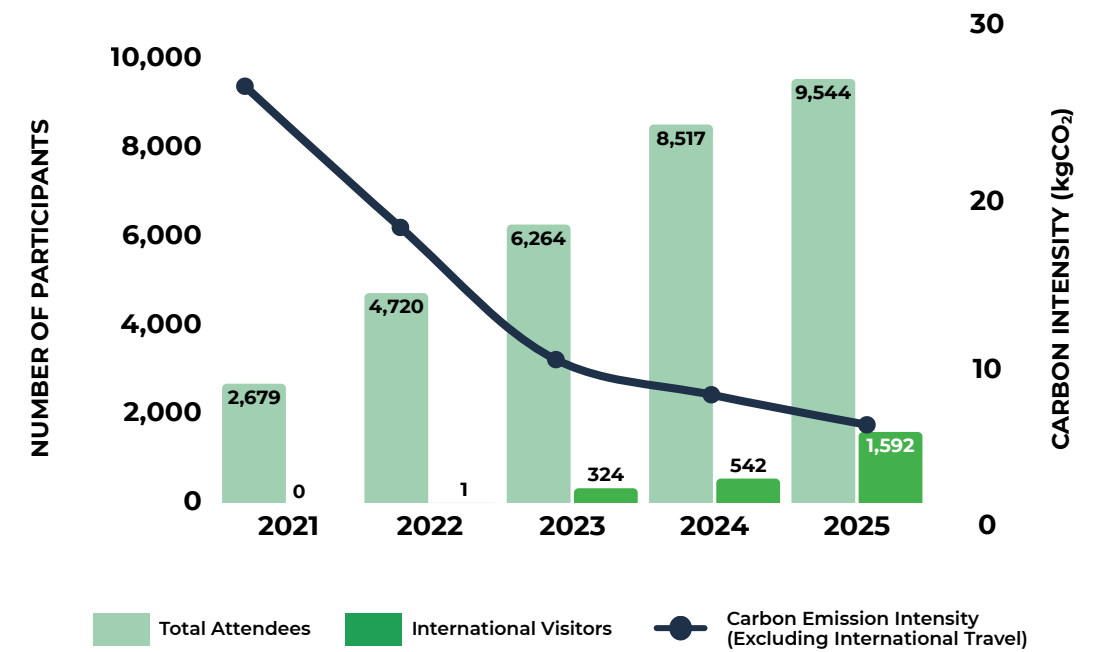
Looking at the intensity figures, however, the 2025 numbers remain higher than those of 2024. This is primarily due to a significant surge in international attendees, which more than tripled compared to the previous year. In 2024, emissions from international travel accounted for 43% of our total carbon footprint; in 2025, that share rose to 63%.



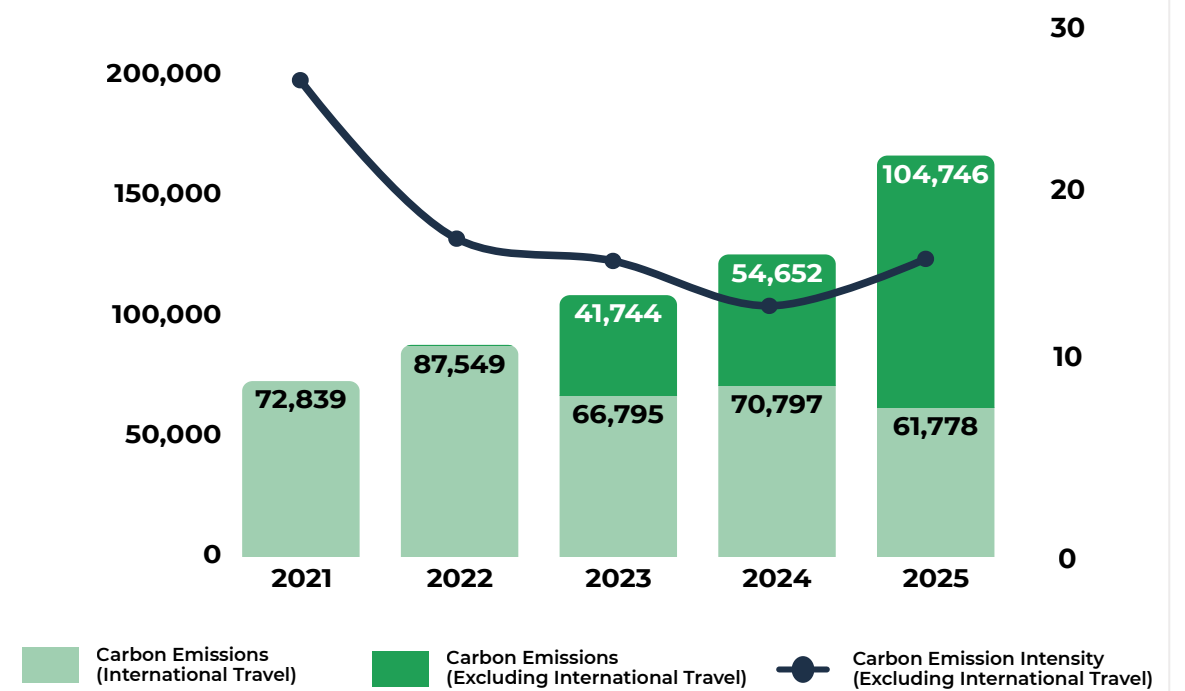
As noted earlier, international travel is an area over which we, as organisers, have limited control. To better reflect the impact of the measures we can influence, we recalculated carbon emission intensity excluding international travel. The results show a consistent year-on-year decrease.

Encouragingly, when looking at absolute emissions excluding international travel, the trend is equally positive. In 2025, these emissions dropped to 61,778 kgCO₂e, down from 70,797 kgCO₂e in 2024. This is a promising development, demonstrating that despite the continued expansion of our events, the emissions within our control are actually decreasing.

NUMBER OF PARTICIPANTS & EMISSION INTENSITY (EXC. INTERNATIONAL TRAVEL) FROM 2021-2025



TOTAL CARBON EMISSIONS FROM 2021-2025



04

OFFSETTING OUR EMISSIONS & OUR PATH TO NET-ZERO



At ReThink HK, sustainability is at the core of our mission, and we are proud to have operated as a carbon-neutral event since our inception. Our commitment to understanding and mitigating our environmental impact advances as we have grown.

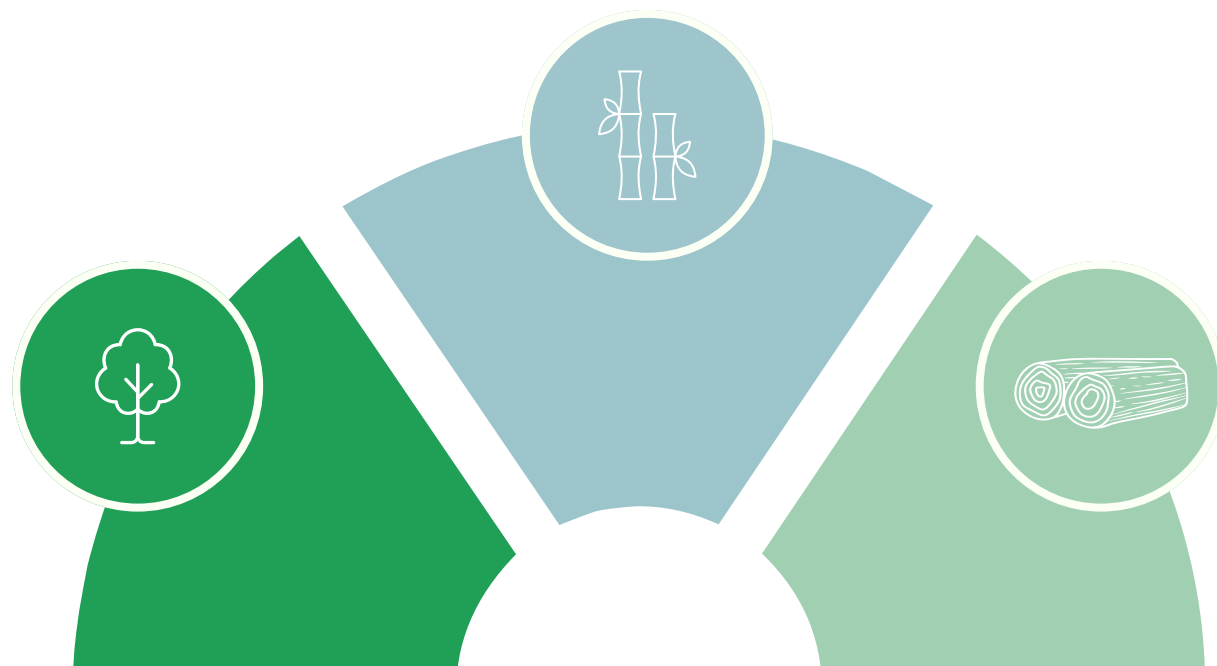
We have worked diligently to improve the accuracy of our carbon accounting. By systematically collecting comprehensive event performance data, we have been able to calculate our carbon footprint with increasing precision. Between 2021 and 2025, the total recorded carbon emissions from our event amounted to 561,234 kgCO₂e.



OUR APPROACH TO CARBON OFFSETTING

From 2021 to 2025, our total carbon emissions increased steadily, driven by the growth in both the scale and size of our events, as well as rising participant numbers. In the events industry, the more relevant measure is therefore carbon emission intensity, typically calculated per participant or per unit of event space, as it reflects efficiency rather than absolute growth.

Throughout the years, our carbon offsetting strategy has evolved to maximise both impact and relevance. Initially, we partnered with various external organisations on international projects. However, recognising the importance of creating tangible benefits for our community, we have consciously shifted our focus toward local and regional initiatives to ensure our positive impact is felt closer to home.



Our past and present offsetting initiatives include:

AFFORESTATION PROJECTS

The planting of 3,000 trees in the Philippines and Uganda.

LOCAL REFORESTATION

A dedicated bamboo planting project to support local biodiversity.

INNOVATIVE CARBON SEQUESTRATION

In the past two years, we have partnered with KFBG to participate in their wood recycling programme that transforms deceased wood into biochar. This process traps carbon in a stable, solid form, effectively removing it from the atmosphere as a long-term carbon sink.



More details of the above projects can be found in our previous Impact Report and Sustainability Report, downloadable from our website.

As of January 2026, these programmes are projected to offset a total of 729,600 kgCO₂e. This represents a significant milestone, as our total offset volume is now nearly 30% higher than our calculated emissions for the period, reinforcing our carbon-neutral status.

CARBON NEUTRALITY SNAPSHOT

CARBON EMISSIONS FROM 2021-2025

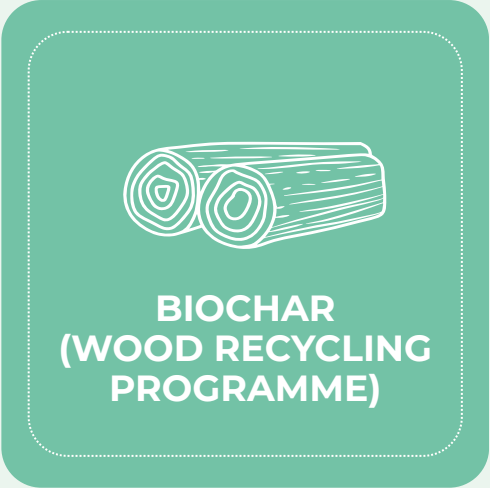
	2021	2022	2023	2024	2025
TOTAL ATTENDANCE	2679	4720	6264	8517	9544
TOTAL EVENT SPACE (SQM)	5862	8970	9399	11,466	13,494
TOTAL EMISSION (KgCO₂e)	72,839	87,884	108,539	125,449	166,523

TOTAL EMISSION FROM 2021-2025 (KgCO₂e)

561,234

TOTAL OFFSET (AS OF JAN 2026) (KgCO₂e)

729,600



VOLUNTARY CARBON OFFSET PROJECTS FROM 2021-2025



OUR NET-ZERO GOAL: A COLLECTIVE AMBITION

While achieving carbon neutrality is a crucial step, our ultimate ambition is far greater: we are committed to reaching net-zero emissions. Guided by the principles of the NZCE initiative, we have established a clear roadmap.

We recognise that this ambitious goal cannot be achieved by our own. It requires deep collaboration across our entire ecosystem. We are committed to working with all our stakeholders, including exhibitors, sponsors, speakers, vendors, main contractors and venue operators to drive systemic change. This includes actively encouraging and facilitating sustainable sourcing and green logistics, by prioritising the use of low-carbon raw materials for booth construction and event materials as well as embracing low-carbon transportation options, from electric vehicle (EV) fleets to emerging hydrogen-powered solutions.

OUR SHORT TERM TARGETS

ASPECTS	BASELINE YEAR	TARGET YEAR	TARGET	PROGRESS (2024)	PROGRESS (2025)
CARBON EMISSION INTENSITY (PER TOTAL ATTENDANCE) (EXCLUDING INTERNATIONAL TRAVEL)	2021	2026	↓ 80%	↓ 69%	↓ 76%
ENERGY CONSUMPTION (PER TOTAL EVENT SPACES)	2021	2026	↓ 58%	↓ 58%	↓ 68%
WASTE GENERATION (PER ATTENDANCE)	2021	2026	0.4 kg	0.57 kg	0.31 kg
WASTE RECYCLING RATE	2021	2026	70%	49%	58%



2030 Target

To reduce our absolute carbon emissions by 50% (using 2021 as our baseline year)

To achieve net-zero emissions across our entire value chain.



2050 Target



TRANSPARENCY AND PROGRESS

In 2024, we formalised and published our short-term and long-term targets for achieving net-zero. We are pleased to report that we have already made significant progress against these goals. We believe transparency is fundamental to trust and collective action, and we will continue to provide regular updates on the dedicated page on our website, sharing our latest measurements, challenges, and successes with our stakeholders.





05

Supply Chains & Logistics Stage

RETHINK
Supply Chains and Logistics Stage
Balancing Supply Chains and Procurement Long Term Sustainability Goals and Short-Term Cost Pressure

RETHINK
#OnlyWayForward

SUPPLY CHAIN MANAGEMENT

At ReThink HK, our commitment to sustainability extends far beyond the event venue. We recognise that a significant portion of our environmental footprint lies within the products, materials, and services we bring in. Therefore, robust supply chain management is not just an operational necessity, it is also a fundamental pillar of our integrity and our path to net-zero.

For us, supply chain management means establishing full visibility and traceability over the raw materials, manufacturing processes, and logistical methods used to create everything that powers our event. We believe that to truly understand and reduce our impact, we must look beyond our immediate operations and engage the chain of suppliers that make ReThink HK possible.

BETTER STANDS PROGRAMME

The Better Stands Programme is an industry-wide initiative designed to transform exhibition practices by moving away from disposable, single-use stands towards reusable, modular, and circular structures.



Following a successful pilot in 2024, we officially launched the full programme at ReThink HK 2025. Beyond the negative environmental impact generated by the single-use materials, we are confident that eliminating disposable stands will enhance the exhibitor experience by making stands safer, quicker to install and dismantle, and ultimately, more cost-effective.

WHO THE PROGRAMME IS FOR

Our standard booths are constructed by our official main contractor, who already applies the highest sustainability standards in design, material selection, and end-of-event reuse & recycling.



Standard booths in ReThink HK 2025

Therefore, the Better Stands Programme is specifically targeted at our raw space exhibitors who opt for an empty space and engage their own contractors to build a custom booth. As these booths fall outside our standardised design, they carry a higher risk of incorporating non-sustainable materials. The programme exists to guide and regulate these exhibitors, ensuring their builds align with our event's sustainability commitments by prioritising reusable materials wherever possible, and recyclable materials as a secondary option.

THE ASSESSMENT PROCESS & STANDARDS

Under the initiative, all participating booths are rigorously assessed and classified into one of four categories: **Disposable, Bronze, Silver, or Gold**, based on the extent to which their components are reused or recycled.

The assessment follows a strict, multi-stage process:



**Pre-Event
Submission**

Exhibitors must submit a full list of proposed booth materials for an initial sustainability review.



**On-Site Inspection
During Build**

Our Head of Operations, accompanied by floor managers, conducts on-site assessments to verify that the construction matches the approved, sustainable materials list.

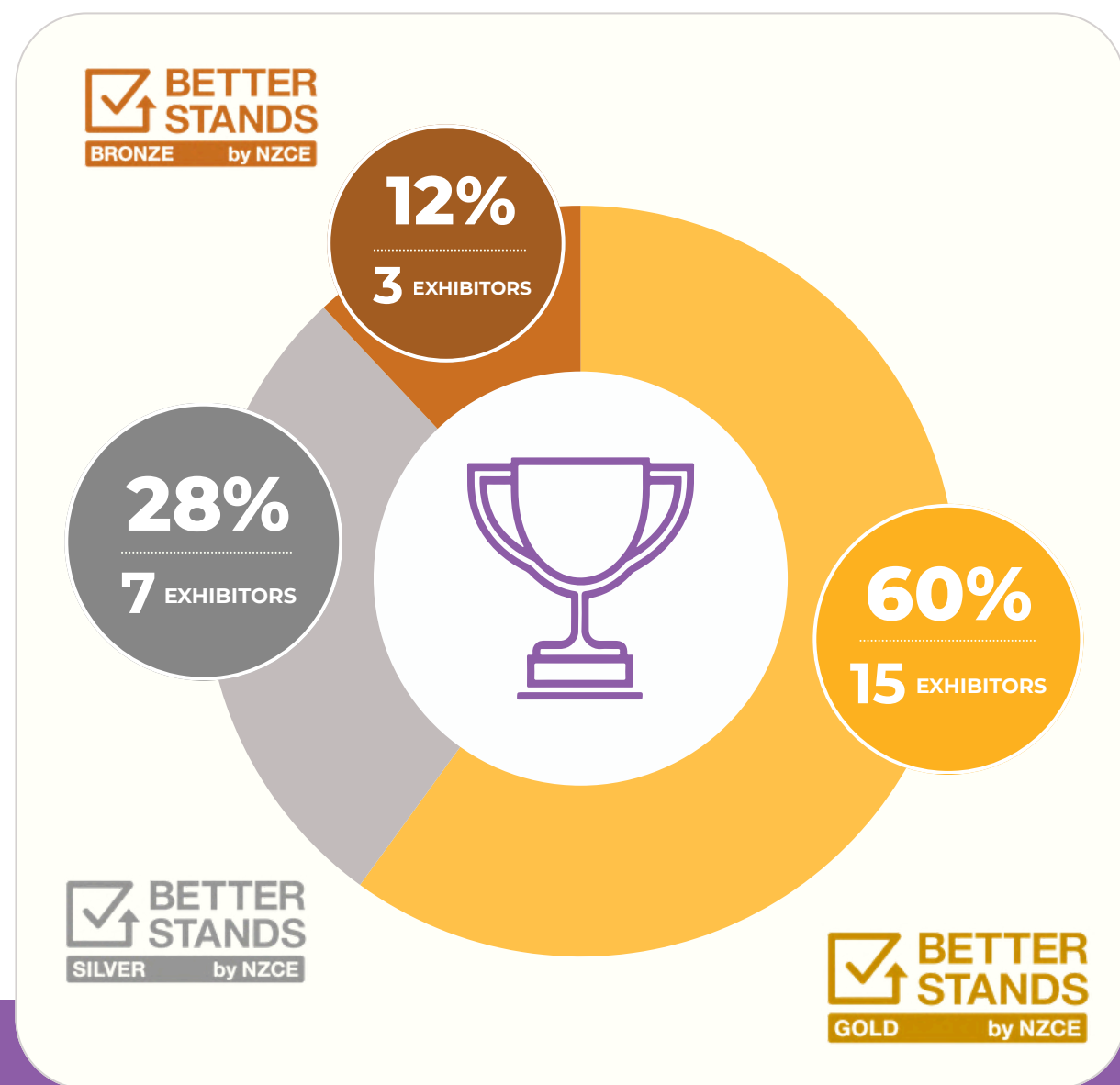


**Dismantling
Review**

A final assessment is done to ensure that materials are handled according to circular principles at the end of the event.

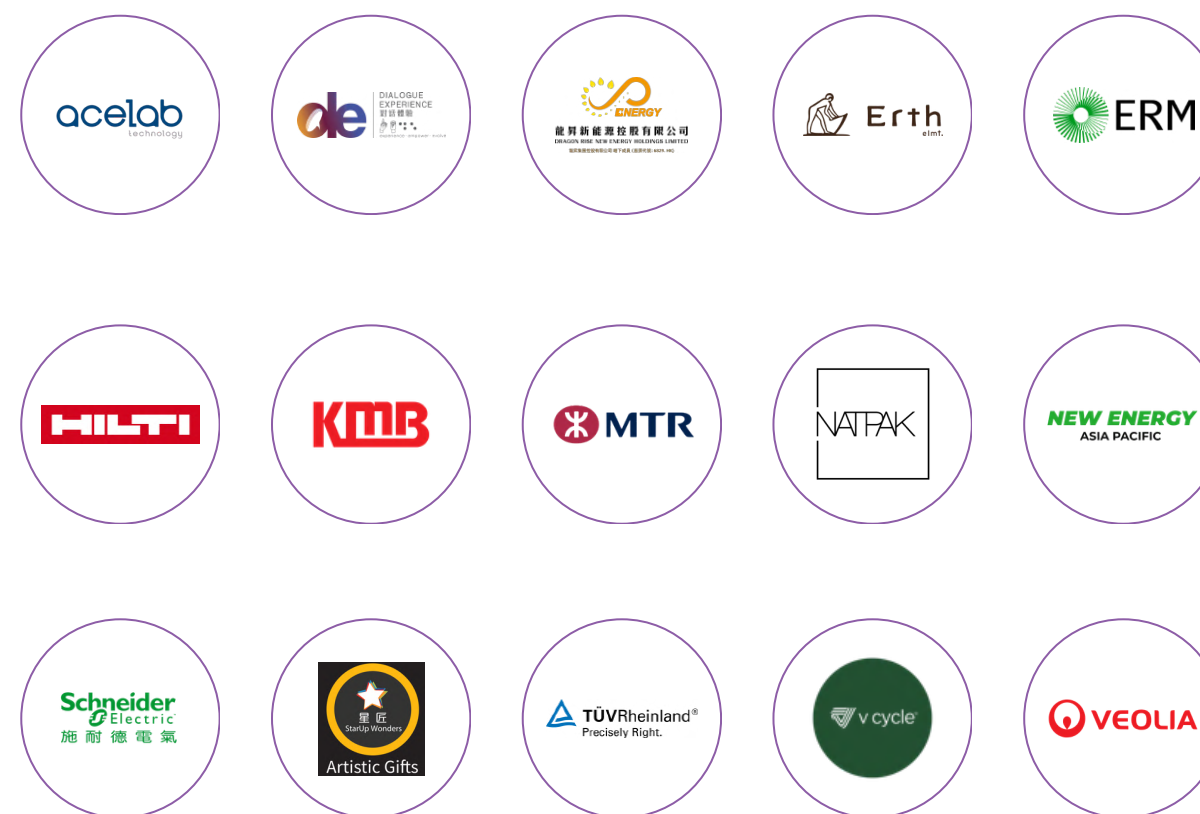
2025 PROGRAMME RESULTS

We are thrilled to announce the outstanding results of the 2025 programme. Out of the 25 raw space exhibitors who participated, the assessment results were as follows:



Most importantly, building on the momentum from our pilot, zero exhibitors fell into the "Disposable" category this year. This achievement underscores the industry's readiness and willingness to embrace more sustainable practices.

We are proud to congratulate the following companies for achieving the **Gold Standard** in the 2025 Better Stands Programme (listed from A-Z):





Examples of Better Stands Gold booths in ReThink HK 2025

By choosing to build better, these exhibitors are demonstrating leadership and proving that world-class exhibition design and sustainability can go hand in hand.

FOREST STEWARDSHIP COUNCIL ENDORSEMENT

We are proud to have been granted the rights to use the FSC trademark, a globally recognised mark of responsible forestry. This endorsement serves as independent, third-party verification that all organiser-produced materials such as signage and honeycomb board structures for building booths and registration counters, are sourced and produced in a way that preserves forests for future generations.

Achieving this endorsement is not a simple procurement exercise. It requires thorough management of the entire production chain based on a fundamental principle that both the source of the material and the process used to print on it must be independently certified.

This means we cannot simply buy FSC-certified paper from any supplier. We must ensure that:



THE MATERIAL SUPPLIER IS CERTIFIED

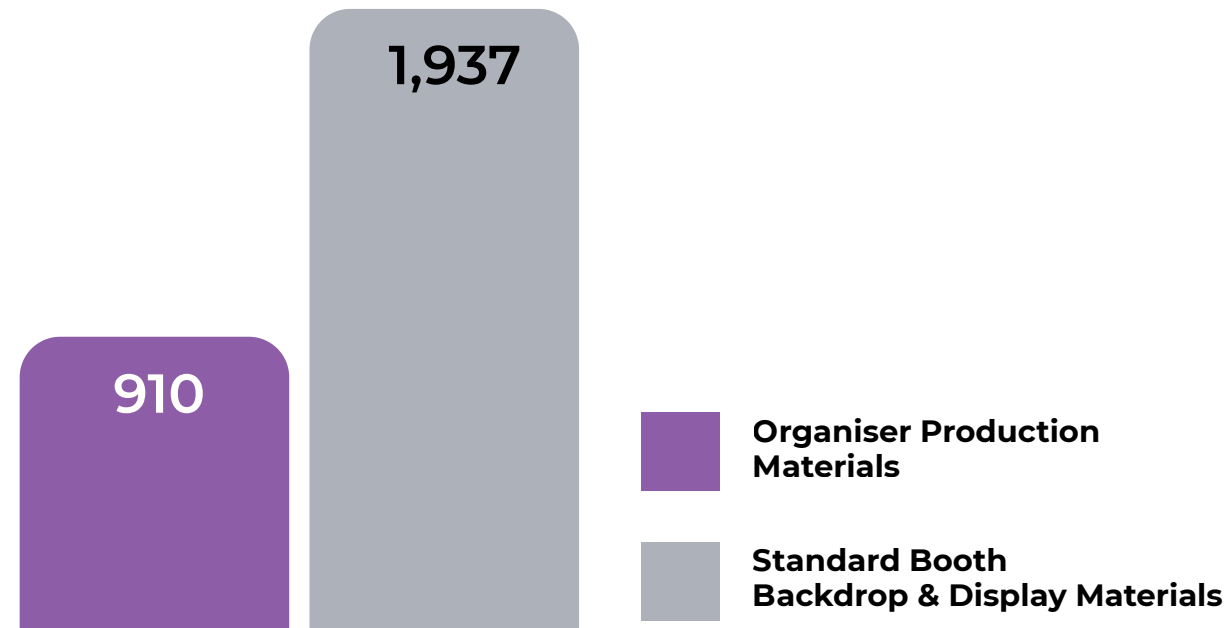
The factory producing honeycomb board used for our structures must hold FSC chain-of-custody certification.



THE PRINTER IS CERTIFIED

The printers that raw material into our final signage and displays must also hold their own FSC chain-of-custody certification.

AREA OF FSC-CERTIFIED HONEYCOMB DISPLAY BOARD USED IN RETHINK HK 2025 (IN SQM)



Our journey to FSC endorsement highlights the complexities in genuine sustainable sourcing. The most significant challenge we faced was with our honeycomb board.

Honeycomb board is an excellent sustainable material because of lightweight, strong, and highly recyclable nature. Searching for a supplier that could produce it from FSC-certified sources was not difficult. The real difficulty lay in the printing. The unique structure and surface of honeycomb board require specialist printing techniques, and we discovered that very few printers equipped with this capability also hold FSC certification.

By successfully identifying and partnering with this certified supplier and printer, we have ensured that every piece of organiser-produced material at ReThink HK meets the standard of forest stewardship.





STAFF WELLBEING & WORKFORCE SUPPORT

EnviroEvents HK is built on the belief that sustainability truly thrives when diverse voices are heard, respected, and empowered. As an organisation rooted in Hong Kong, a city defined by its cultural richness, we embrace diversity as a strength and inclusion as a shared responsibility. We are committed to creating a workplace where everyone, regardless of background or identity, can contribute fully and feel a genuine sense of belonging.

The following principles set expectations for everyone connected to ReThink HK, including our team members, contractors and partners. They reflect who we are and how we work together.

DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB)

At EnviroEvents HK, we integrate DEIB principles into our daily operations. We strive to foster an environment where every employee feels at home, a place where you belong, not just work.

DIVERSITY: A GLOBAL TEAM



We celebrate and embrace diverse backgrounds. In 2025, our team members represent regions across North America, Europe, Asia and Oceania. Together with our local Hong Kong colleagues, this blend of cultures and perspectives infuses our events with fresh ideas and global insight. As we work to attract more international delegates, this diversity becomes not just a strength, but a strategic advantage.



EQUITY: EQUAL ACCESS, EQUAL OPPORTUNITY

At EnviroEvents HK, we treat all employees equally, regardless of gender, age, position, or experience. Everyone has an equal opportunity to voice opinions and contribute ideas. We believe this collaborative approach is what makes us unique.

30 HOURS
ON EMPLOYEE TRAINING

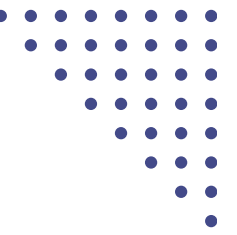
We also provide equal access to learning and development. Whether it's a skill we identify as beneficial or one suggested by an employee, we are committed to supporting growth. Recent examples include: Sales training for our sales team and NGO Core Competency Workshop. In 2025, total training hours for employees reached 30 hours, reflecting our investment in our people.



INCLUSION: FLEXIBILITY THAT FITS YOUR LIFE

We strive to make every employee feel welcome by respecting individual working styles and schedules. We do not enforce rigid working hours; instead, we offer flexible working hours and locations to accommodate individual needs.

We empower our non-local team members to work from their home countries, recognising that staying connected to their cultural contexts enriches both their personal lives and our collective perspective. This practice deepens our global insight and reinforces the East-meets-west identity at the heart of our organisation.

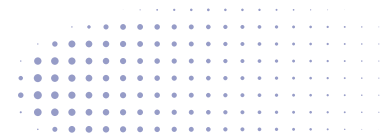


BELONGING: YOUR VOICE MATTERS



Belonging and inclusion are deeply interconnected. An employee's sense of belonging often reflects how included they feel within the company, making it both a psychological and cultural priority.

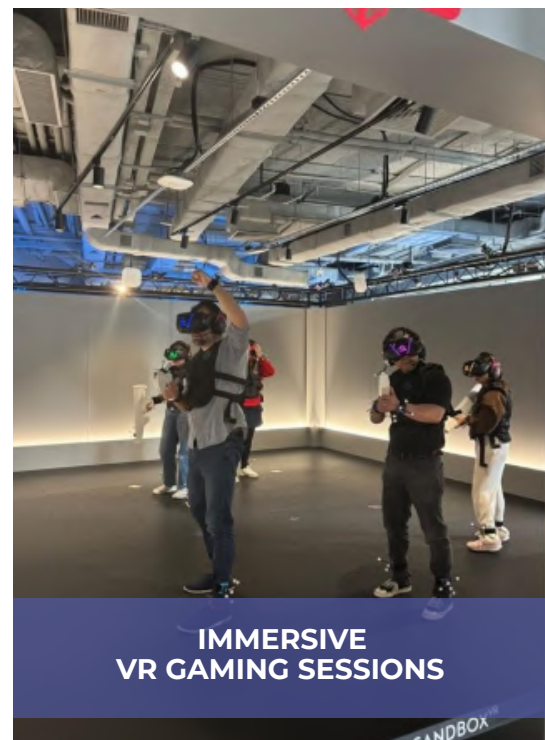
We actively listen to our employees through monthly one-on-one sessions between employees and the Chief of Staff as well as regular check-ins between managers and their teams. These practices help us stay attuned to our employees' physical and mental well-being, enabling us to provide timely support when needed. We have also found that regular team lunches and activities are a meaningful way to strengthen bonds and foster a sense of unity. This is a practice we deeply value.



TEAM BUILDING: GROWING TOGETHER, BEYOND THE OFFICE

We believe that strong relationships are the foundation of a thriving team. During the quieter periods throughout the year, we organise a variety of team building activities designed to bring our people together in meaningful and memorable ways. These moments allow us to step away from our daily routines, connect on a personal level, and build the trust and companionship that carry us through our busiest seasons.

Our activities are chosen to reflect both fun and purpose.



These experiences do more than just break up the work routine, they create shared memories, strengthen interpersonal bonds, and remind us that we are part of something bigger than any single project or deadline. Whether we are planting trees or exploring virtual realities, we are always building a stronger, more connected team.

07

ENGAGING THE YOUTH

Engaging youth is central to EnviroEvents HK, as we believe future generations are a vital part of our core mission of sustainability. Over the years, we have welcomed students from diverse disciplines into our student internship and volunteer programmes, fostering the next generation of sustainability advocates.



RETHINK HK 2025 Volunteer Briefing

STUDENT INTERNSHIP PROGRAMME

Our student interns are an invaluable part of the ReThink HK team each year. Coming from a wide range of backgrounds and cultures, they bring fresh perspectives, energy, and enthusiasm to everything we do.

Interns are integrated into the heart of our operations, supporting our marketing, delegate, and conference teams in meaningful ways. Whether they are assisting with content creation, coordinating with speakers, or helping to manage delegate enquiries, each intern plays an active and integral role in bringing the event to life.

By engaging in the preparation stages, our interns gain more than just hands-on experience, they develop a deep understanding of the purpose and vision behind our event. They see firsthand how a large-scale sustainability platform comes together, and how every detail contributes to the bigger picture. This insight helps them connect theory to practice, building professional confidence, develop transferable skills, as well as grow their professional network. In return, we learn as much from them as they do from us. Their curiosity challenges our thinking, their diverse perspectives enrich our approach, and their passion reminds us why this work matters.

For many, their time with us is just the beginning, we take pride in watching our intern alumni go on to pursue careers in sustainability, events, and beyond, carrying forward the lessons and inspiration they gained at ReThink HK.

STUDENT INTERN TESTIMONIAL



As an event management student, my internship with ReThink HK was an invaluable opportunity to apply my academic knowledge in a real-world environment. As an event intern, I was entrusted to assist delegates, handle various enquiries, and support in ways that I could. In the weeks leading up to the event, I learned to collaborate effectively under a tight time frame, communicate across teams, and stay adaptable when last-minute changes occurred.

Beyond the professional skills, I am genuinely grateful to have contributed to the bigger mission of ReThink HK. ReThink HK brings together changemakers committed to a more sustainable future, and being part of that purpose was very meaningful. This experience has definitely strengthened my confidence to take on greater responsibilities in my career ahead.

Vatey Mean

Bachelor of Science (Hons) in Hotel and Tourism Management (Event and Experience Management)



The internship with ReThink HK is valuable but challenging. As a part of the marketing team, I got to assist in various graphic design, video editing and copywriting tasks for promoting ReThink HK 2025. This improved design skills, communication as well as the ability to handle tight deadlines.

I also appreciate ReThink's background to promote sustainability is the **#OnlyWayForward** through a series of innovation solution showcases, workshop and sessions. Despite a short stay, being involved in such a process is truly meaningful.



Cherry So

Bachelor of Social Sciences (Hons) in Geography

VOLUNTEER PROGRAMME

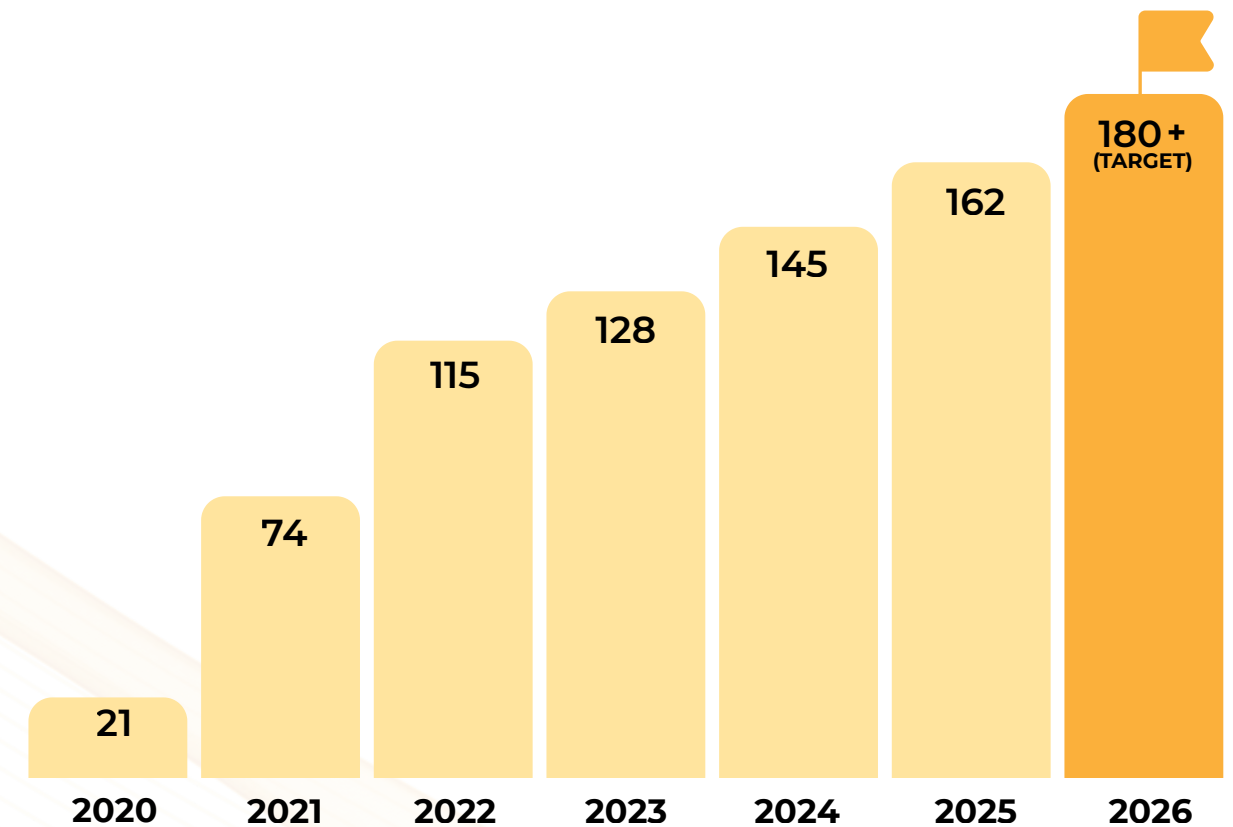
Distinct from our Student Internship Programme, our Student Volunteer Programme offers university students a unique opportunity to gain insight into the sustainability landscape in Hong Kong, Asia, and beyond. The programme is built around two complementary pillars: volunteering and exploring.

VOLUNTEERING: HANDS-ON EXPERIENCE BEHIND THE SCENES



Volunteers play an essential role in bringing ReThink HK to life. They are placed in a variety of roles across the event, including door greeters, mic runners, timekeepers, theatre support, etc. For a select few, there is an opportunity to take on a more visible role as MC/emcee at conference theatres and stages. This is a valuable chance to speak in front of business professionals, build public speaking confidence, and develop presence and poise in a professional setting.

NUMBER OF VOLUNTEERS AT RETHINK HK



EXPLORING: LEARNING WITHOUT LIMITS



On the day they are not volunteering, each participant is provided with a full-access pass to explore the event freely. This gives them the opportunity to attend conferences, workshops, and roundtable sessions across all stages, visit exhibition booths and connect with industry professionals in an informal setting, as well as learn directly from speakers about the latest trends, innovations, and challenges in sustainability.

This exploratory element is designed to broaden horizons and encourage curiosity. Volunteers can tailor their experience to their own interests, such as diving deep into circular economy discussions, networking with green tech innovators, or simply soaking in the energy of a large-scale sustainability event.

BUILDING CONNECTIONS FOR THE FUTURE



Beyond the sessions and schedules, the programme offers something more lasting: **connections**. Volunteers have the chance to interact with professionals, peers, and thought leaders in ways that can spark future collaborations, mentorships, or career paths.

By combining meaningful contribution with rich learning experiences, our Student Volunteer Programme empowers the next generation to not only witness the sustainability movement but to become part of it.

VOLUNTEER TEAM-BUILDING: BUILDING CONNECTIONS BEFORE THE EVENT



Approximately one month before the event, we gather all volunteers for a briefing and team-building session. The session includes ice-breaker games to help volunteers connect, followed by small-group discussions where they explore environmental challenges and present their ideas to one another. Near the end, a special guest speaks on green event management, offering insights into the sustainability efforts behind events. This two-hour session provides volunteers with meaningful connections, practical knowledge, and a shared sense of purpose before the event begins.



Presentation



Discussion



Connection



Volunteering



VOLUNTEER TESTIMONIAL

“

Volunteering at ReThink HK 2025 was both a privilege and a transformative experience. As host of the Liveable Cities & Transportation Theatre, I guided conversations spotlighting the Blue Economy and net-zero strategies, bringing together visionary leaders and sustainability advocates with bold ideas to shape Hong Kong's future.

Being on stage reminded me of the immense power dialogue holds in driving collective action. From maritime innovation to electrification and smart port technologies, the discussions were thought provoking and deeply inspiring, reflecting a shared commitment to rethinking how cities move and industries evolve.

I am grateful to the ReThink HK team, speakers, and participants for creating such a dynamic platform. This experience reaffirmed my belief that when diverse voices unite, ideas can truly move cities and accelerate the transition toward a sustainable future.

Bibi Hajirah

Bachelor of Economics and Finance; Second major in Information Systems and Analytics and minor in Computer Science



“



I'm truly grateful for the opportunity to be an MC at Rethink HK 2025. As a student aiming for a career in sustainability, I found the event to be an amazing platform for connecting with industry experts and having insightful conversations. It was inspiring to see so many passionate individuals committed to advancing sustainability and offering innovative solutions.

The range of sectors represented truly highlighted the diverse approaches to sustainability. This experience not only allowed me to practice my networking skills but also helped me connect with potential employers and learn about various ways sustainability can be implemented.

Overall, participating in ReThink HK 2025 was a transformative experience, and I wholeheartedly encourage any student interested in sustainability to take part. It's a fantastic opportunity for personal and professional growth.

Jonathan Frichot

BASc in Interdisciplinary Studies, minor in Environmental Science

Volunteering at ReThink HK 2025 was a valuable step in shaping my career interests in sustainability. Being on the ground gave me exposure to how businesses, policymakers, and practitioners translate sustainability goals into real world actions. I had the chance to speak with professionals across sectors, which helped me better understand different career pathways in climate and environmental work. The experience was both motivating and practical, and it reinforced my desire to build a career that contributes meaningfully to sustainable and resilient solutions.

John Tsui

BSc in Environmental Management and Technology





COMMUNITY ENGAGEMENT

RETHINK FOUNDATION

DELEGATES FEE RECEIVED FROM 2023-2025
HK\$2,075,000

Our 2025 Project Partners



The ReThink Foundation's mission is to accelerate positive social and environmental change in Hong Kong by empowering NGOs to collaborate. We go beyond traditional funding by fostering partnerships, providing focused grants, and offering capacity-building support to help non-profits join forces. By uniting diverse organisations, resources, and expertise, we enable them to amplify their collective impact and drive sustainable community progress.

Born from the desire to extend the impact of ReThink HK, the ReThink Foundation supports the local NGO community in meaningful, transformative ways. We specifically fund impact projects that bring together two or more NGOs, believing that collaboration is the key to unlocking new possibilities for social change. Through this work, we are striving to achieve Sustainable Development Goal 17 (SDG): Partnerships for the Goals.

Each year, The ReThink Foundation launches a call for applications for its collaborative funding programme. Project proposals must be developed by two or more organisations working together, leveraging each other's strengths, expertise, and resources. Successful projects run for an 8-month cycle with a grant of HKD 100,000. In addition to financial support, we provide a capacity-building and engagement programme for the participating organisations, culminating in the opportunity to showcase their work at the ReThink Foundation booth during the annual ReThink HK.

Since 2020, a beneficiary fund of HK\$2,075,000, generated from delegate fees, was donated to the ReThink Foundation, enabling us to support three impactful local projects run by Hong Kong charities.



Announcement of Winning Impact Projects on ReThink HK 2025

RETHINK FOUNDATION 2025 COHORT

SIGNED: INCLUSIVE SEX EDUCATION FOR THE DEAF COMMUNITY

Free Periods Hong Kong & Deaf Classroom Hong Kong



Free Periods Hong Kong is committed to advancing menstrual equity and health education across the community. Through advocacy, education, and resource distribution, they work to end period poverty and promote open, inclusive conversations about menstrual and reproductive health, with a special focus on reaching underserved populations.

Deaf Classroom Hong Kong connects the Deaf community and society through activities on self-advocacy, legal awareness, mental health, and gender/sexuality education, promoting mutual learning, civic awareness, social participation, and empowerment for Deaf and hard-of-hearing individuals. Empowering through accessible knowledge – bridging gaps in health literacy for social inclusion.



This pioneering project addresses critical gaps in sexuality and gender education for Hong Kong's Deaf community. By delivering a comprehensive programme entirely in Hong Kong Sign Language (HKSL), it empowers Deaf individuals with essential knowledge, enhances personal autonomy and health awareness, and encourages active community engagement.

Through a thorough needs assessment, interactive workshops, and a post-programme publication, the project covers essential topics including sexual health, menstrual health, boundary-setting, and consent.

KEY INTENDED OUTCOMES



Empower Deaf individuals (aged 18-65) with knowledge to make informed decisions



Enhance personal autonomy, health awareness, and social inclusion



Reduce health disparities and vulnerability to misinformation or harm



Build organisational capacity for both partner organisations



Train Deaf individuals as potential future leaders in sex education

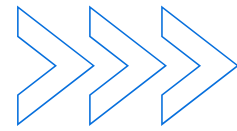


Contribute to long-term sustainable social development through a findings publication and dissemination event

By fostering inclusion for a marginalised group, this project accelerates social sustainable development and demonstrates the transformative power of NGO collaboration.



CLOSING THE DATA GAP: DEVELOPING A FRAMEWORK FOR MEASURING INCLUSION IN HONG KONG

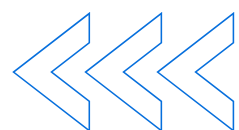


Resolve Foundation & The Social Investment Consultancy (TSIC)



Resolve Foundation is an award-winning section-88 charity dedicated to empowering changemakers. They envision a Hong Kong where everyone belongs & upholds inclusion. Their programs include their signature Fellowship for diverse emerging leaders, pilot schools program, participatory seed grants and workplace training.

The Social Investment Consultancy (TSIC) is a global network of social impact experts dedicated to driving social change. With 17+ years of experience, TSIC has supported 500+ clients worldwide by providing social impact research, evaluation frameworks, strategy and impact measurement, including DEI expertise.



KEY OBJECTIVES

1

ESTABLISH A BASELINE

Gain a foundational understanding of existing data on the state of inclusion in Hong Kong, identifying readily available information, critical gaps, and priorities for future research informed by global best practice.

CREATE AN OPERATIONAL FRAMEWORK

Develop a framework for the wider Resolve community to assess long-term impact based on an updated Theory of Change (ToC). This ToC envisions "a Hong Kong where everyone belongs and upholds inclusion" across four domains.

2

All people are free from discrimination

Equitable outcomes enjoyed by all groups

Diverse representation in public life

Pride in inclusion as a core value in society

3

ALIGN STAKEHOLDERS

Engage stakeholders in the social inclusion space to build a collective understanding of the data that matters for impact assessment and identify existing knowledge barriers. This alignment aims to galvanise interest, future support, resourcing, and collaboration towards further research.

This project aims to develop a standardised framework for measuring social inclusion in Hong Kong, taking an intersectional approach that examines aspects such as representation, diversity, and socioeconomic status more broadly than traditional thematic indices typically allow.

By creating a practical, open-source tool informed by ecosystem inputs, the project will help organisations promoting social inclusion better understand change over time, improve programme design, and strengthen the evidence base for advancing inclusion in Hong Kong and beyond.

Through this work, the project will provide the tools and shared understanding needed to turn the vision of an inclusive Hong Kong into a measurable reality.



DREAM2STORY: THE FOUNDRY PROGRAMME

Dream2Story & Concordia Lutheran School



Dream2Story is a social incubator. They believe tertiary education is neither the definition of nor the only pathway to success. They aim to promote social mobility through being the illustrator and navigator for the alternative social ladder that we believe already exists. They focus on talented youngsters whose talent and/or social background do not lend themselves easily or naturally to the traditional social ladder via tertiary education.



THE FOUNDRY PROGRAMME

The Foundry is Dream2Story's flagship programme, designed to help youths from under-resourced backgrounds (re-)gain a sense of self-agency over their post-school lives. This experiential programme centres on a passion-led business plan challenge. Through workshops, company visits, and mentorship sessions, student teams develop and pitch a business idea rooted in their own dreams and passions.

The programme's primary objective is to achieve a mindset change—turning an "impossible" belief into an "I'm possible" mindset. By design, the programme is challenging, allowing participants to uncover their own resilience. Participants also build lasting relationships with their team mentors, who continue to provide support beyond the programme.

PARTNERSHIP IN ACTION: CONCORDIA LUTHERAN SCHOOL – NORTH POINT

Through this partnership, Dream2Story has empowered local and ethnically diverse students from underserved "hidden need" backgrounds—students often overlooked by traditional support systems. This includes 12 students from Concordia Lutheran School across 2 teams: one with local students and one with students from ethnically diverse backgrounds.

By equipping them with life skills through business-led case competitions, internships, and hands-on experience, the programme has transformed them into confident, forward-looking innovators ready to shape their own futures.



APPENDIX

APPENDIX A

Environmental Performance Data - ReThink HK 2025

Category	Data Type	2025 Data	Unit	Emission Factor (EF)	Source of EF	Emission (kg CO2)
Energy	Venue electricity consumption	62408	kWh	0.6 kg CO2-e / kWh	HK Electric	37444.8
	Main Contractor electricity consumption	7179.904	kWh	0.6 kg CO2-e / kWh	HK Electric	4307.94
Logistics	Diesel fuel consumption for transporting goods	276.83	L	Multiple	HKEX	723.69
Catering	Procured raw food provided by venue catering – Meat	101	kg	38.936 kg CO2-e	Statista (Statista) Average of Meat/Vegetables/Others	3932.54
	Procured raw food provided by venue catering – Vegetables	162.8	kg	1.2075 kg CO2-e		196.58
	Procured raw food provided by venue catering – Others	91.2	kg	7.06375 kg CO2-e		644.21
Travel	Local attendees	Responses from registration form	N/A	Multiple	MTR (MTR); CityU Carbon Audit Guidelines (2013); ICAO Carbon Emissions Calculator	3767.84
	Non-local attendees		N/A			104745.5
Accommodation	Staff hotel accommodation - 4-star hotels	28	Nights	21.696 kg CO2-e / night	From the hotel	607.49
	Speaker hotel accommodation - 5-star hotels	20	Nights	32.83 kg CO2-e / night	From the hotel	656.6
Landfilled Waste	General Waste	2865.4	kg	1.5 kg CO2-e / kg	Carbon Audit Toolkit for Small and Medium Enterprises in Hong Kong	4298.1
	Carpet	125 (500)	kg (sqm)	1.5 kg CO2-e / kg		187.5
	Plastic	0	kg	1.5 kg CO2-e / kg		0
	Food Waste – Meat	6.3	kg	15.975 kg CO2-e / kg	Foodsteps – United Kingdom: The Food Footprint 100 report	100.6
	Food Waste - Vegetables	3.9	kg	1.077 kg CO2-e / kg		4.2
	Food Waste - Others	4.7	kg	6.870625 kg CO2-e / kg		32.29
Recycled Waste (Doesn't go to landfill)	Paper	510.8 (0.56306062)	kg (US Ton)	1.18 MTCO2-e/US Ton	US EPA ReCon v5 (Mixed paper (general))	664.41
	Cardboard (Honeycomb Paper)	3038 (3.348822)	kg (US Ton)	0.83 MTCO2-e/US Ton	US EPA ReCon v5 (Corrugated Cardboard)	2779.52
	Plastic	67.1 (0.07396509)	kg (US Ton)	1.94 MTCO2-e/US Ton	US EPA ReCon v5 (Mixed plastic)	143.49
	Plastic Wrap	253.7 (0.27965638)	kg (US Ton)	1.94 MTCO2-e/US Ton	US EPA ReCon v5 (Mixed plastic)	542.53
	Metal	15.7 (0.01730629)	kg (US Ton)	6.22 MTCO2-e/US Ton	US EPA ReCon v5 (Mixed metal)	107.65
	Glass	97.3 (0.1072549)	kg (US Ton)	0.6 MTCO2-e/US Ton	US EPA ReCon v5 (Glass)	64.35
	Carpet	217.75 (0.240) (871)	kg (US Ton) (sqm)	2.38 MTCO2-e/US Ton	US EPA WARM v16 (Carpet)	571.2
Total emission (ReThink HK 2025)						166523

APPENDIX A

Environmental Performance Data - EnviroEvents HK Office

Category	Data Type	2025 Data	Unit	Emission Factor (EF)	Source of EF	Emission (kg CO)
Energy	EnviroEvents HK office electricity consumption	4780	kWh	0.6 kg CO ₂ -e / kWh	HK Electric	2868
Landfilled Waste	General Waste	119.73	kg	1.5 kg CO ₂ -e / kg	Carbon Audit Toolkit for Small and Medium Enterprises in Hong Kong	179.6
Recycled Waste (Doesn't go to landfill)	Mixed Paper	70.89	kg	Multiple	The Loops Hong Kong	303.84
	Mixed Plastic	13.52	kg			24.59
	Mixed Metal	3.39	kg			19.67
	Glass	12.42	kg			3.89
	Others	1.51	kg			1.32
Total emission (EnviroEvents HK Office)						3401

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 2025, 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 the Hong Kong Government's GeoInfo Map.
- 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. 8605.3 kg (vs 7,823 kg in 2024) of Aluminium were used in the ReThink HK 2025. 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 2025 (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, otherwise the emission factor used are adhered to the suggestions by the NZCE Initiatives. 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 2025 Data		
Total Number of Employees who Received a Regular Career/Professional Development Review	Person	15
	%	100%
By Employment Type		
Full-time	Person	15
	%	100%
Part-time	Person	0
	%	0%
By Gender		
Male	Person	3
	%	21.4%
Female	Person	12
	%	78.6%
By Employee Category		
Senior Management	Person	7
	%	50%
Middle Management	Person	2
	%	7.1%
General	Person	6
	%	42.9%
By Age		
< 30	Person	5
	%	28.6%
30 – 50	Person	9
	%	64.3%
> 50	Person	1
	%	7.1%

Employee Training		
Types of Training Conducted	Hours	
Paul Streeter Sales Training	25	
NGO Core Competency Workshop	5	
Total Training Hours Completed for all Employees	Total Hours	30
	Average Hours	5
By Employment Type		
Full-time	Total Hours	30
	Average Hours	5
Part-time	Total Hours	0
	Average Hours	0
By Gender		
Male	Total Hours	10
	Average Hours	5
Female	Total Hours	20
	Average Hours	5
By Age		
< 30	Total Hours	10
	Average Hours	5
30 – 50	Total Hours	20
	Average Hours	5
> 50	Total Hours	0
	Average Hours	N/A

Types of Training Conducted (cont'd)		
By Employee Category		
Senior Management	Total Hours	10
	Average Hours	5
Middle Management	Total Hours	10
	Average Hours	5
General	Total Hours	10
	Average Hours	5

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		
Underprivileged Youth - Dream2Story	HKD	150,000
Social Inclusion - Resolve	HKD	150,000
Menstrual & Reproductive Health - Free Periods Hong Kong	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 2025 + number of employees at the end of 2024)/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 2025 + number of employees at the end of 2024)/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 2025 to 31 December 2025 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	REPORTING BOUNDARY AND PERIOD	
2-4	Restatements of information	APPENDIX A	
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	STAFF WELLBEING & WORKFORCE SUPPORT; SOCIAL PERFORMANCE DATA	
2-8	Workers who are not employees	ENGAGING THE YOUTH; SOCIAL PERFORMANCE DATA	
3. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	MESSAGE FROM OUR FOUNDER & CEO; COMPANY WEBSITE – ROADMAP TO NET ZERO	
4. 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			
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	ENERGY CONSUMPTION	
302-2	Energy consumption outside of the organisation	ENERGY CONSUMPTION	
302-3	Energy intensity	EXECUTIVE SUMMARY; ENERGY CONSUMPTION	
302-4	Reduction of energy consumption	ENERGY CONSUMPTION	
302-5	Reductions in energy requirements of products and services	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	OFFSETTING OUR EMISSIONS & OUR PATH TO NET-ZERO	
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	MATERIALS & WASTE	
306-2	Management of significant waste-related impacts	MATERIALS & WASTE	
306-3	Waste generated	MATERIALS & WASTE	
306-4	Waste diverted from disposal	MATERIALS & WASTE	
306-5	Waste directed to disposal	MATERIALS & WASTE	

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	Not applicable	No part-time employee in 2025
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	STAFF WELLBEING & 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	COMMUNITY ENGAGEMENT	
413-2	Operations with significant actual and potential negative impacts on local communities	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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