



BUSINESS
ENVIRONMENT
COUNCIL
商界環保協會

Sustainability Performance Update 2025

Driving Hong Kong
Towards a Resilient,
Low-carbon Future



Table of Content

1. About this Report.....	1
2. About Business Environment Council	2
3. 2024-25 Performance Highlights	3

1. About this Report

This sustainability performance update, provided by Business Environment Council Limited ("BEC"), covers the fiscal year 2024-25 from 1 October 2024 to 30 September 2025. The reporting scope encompasses The Jockey Club Environmental Building ("The JCEB") located at 77 Tat Chee Avenue, Kowloon Tong. This report offers a concise overview and brief update on BEC's sustainability performance across four key aspects: financial, operational, environmental, and workplace.

Prepared with reference to Appendix C2: Environmental, Social and Governance ("ESG") Reporting Code published by the Hong Kong Exchanges and Clearing Limited ("HKEX") and the Global Reporting Initiative Standards 2021 Edition ("GRI Standards"), the performance data presented in this report covers the fiscal year 2024-25, unless otherwise stated. Where available, data for the past two years has been included to facilitate comparison and analysis.

The four reporting principles "Materiality, Balance, Quantitative, and Consistency" have been followed when preparing the report. Information on the standards, methodologies, assumptions or calculation tools used and sources of conversion factors for compiling the data are given throughout the report where appropriate. Any restatements or changes of the methods, past data, definitions or calculations of data are stated in the report.

Your Feedback

We welcome your feedback on BEC's sustainability performance. Please provide your feedback via:

Email	esgadmin@bec.org.hk
Tel	+852 2784 3900
Address	2/F, 77 Tat Chee Avenue, Kowloon Tong, Hong Kong

2. About Business Environment Council

BEC is an independent, non-profit membership organisation, established by the business sector in Hong Kong. BEC is also a tax-exempt charitable organisation under Section 88 of the Inland Revenue Ordinance (Cap 112).

Since its establishment in 1992, BEC has been at the forefront of promoting environmental excellence by advocating the uptake of clean technologies and practices which reduce waste, conserve resources, prevent pollution and improve corporate environmental and social responsibility. BEC offers sustainable solutions and professional services covering advisory, research, assessment, training and award programmes for government, business and the community, thus enabling environmental protection and contributing to the transition to a net-zero economy.

Our Vision

To lead, enable and drive the business community to transform for a green, liveable and sustainable Hong Kong.

Our Mission

To galvanise business actions towards environmental excellence and net zero in Hong Kong by connecting the government, business and community through thought leadership, innovative solutions, policy advocacy, strategic partnership, advisory services, and environmental education.

Our Commitment

To identify practical means to address environmental concerns and focus business sentiment on matters related to protecting and sustaining the environment.

To harness the commitment of Hong Kong's business leaders to influence change, maximise the value of their efforts, and improve the overall environmental performance and competitiveness of Hong Kong.

To partner with government, businesses and community organisations to address environmental concerns, with the overall objective of improving performance and moving Hong Kong towards a more sustainable society.

Deliver value to our members



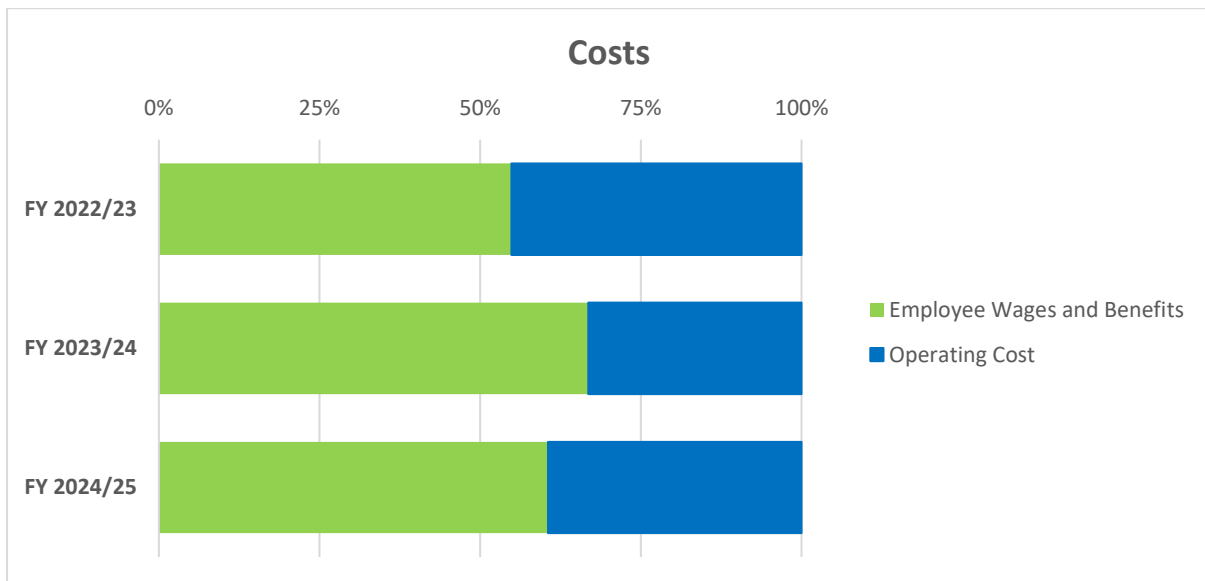
3. 2024-25 Performance Highlights

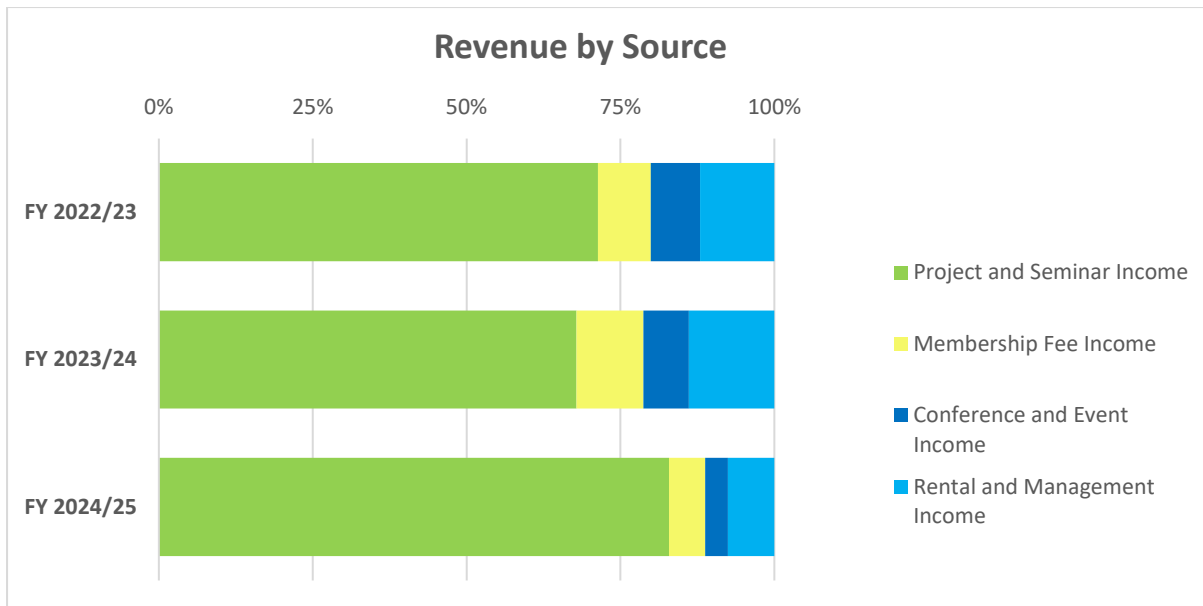
In recent years, BEC has seen sustainability rise to the forefront of the business agenda in Hong Kong. With the vision to lead, enable and drive the business community to transform for a green, liveable and sustainable Hong Kong, BEC is continuously supporting its members in their decarbonisation journey and in achieving sustainability by offering advisory services, training, seminars, conferences, and collaborations.

BEC is dedicated to driving changes and fostering collaborations to enhance sustainability performance in Hong Kong. We closely monitor our own sustainability performance and provide regular updates to maintain transparency. Meanwhile, BEC remains committed to minimising the impacts and makes prompt efforts for improvement. As we move forward, BEC will continue to work closely with our members, partners, and the wider business community in Hong Kong to drive collaborative action towards a more sustainable future.

The tables below summarise our performance data in four key aspects, including financial, operational, environmental and workplace within the reporting period. Data for the previous two fiscal years has also been included to facilitate comparison and analysis.

Financial





Financial Performance Data

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Revenue	HK\$	49,811,954	41,786,365	78,541,791
- Project and Seminar Income	%	71.33%	67.88%	82.90%
- Membership Fee Income	%	8.58%	10.84%	5.86%
- Conference and Event Income	%	8.00%	7.38%	3.72%
- Rental and Management Income	%	12.09%	13.90%	7.52%
Other Revenue¹	HK\$	1,083,600	971,591	713,715
Total Revenue	HK\$	50,895,554	42,757,956	79,255,506
Total Cost	HK\$	50,446,724	41,789,960	78,440,571
- Operating Cost	%	45.15%	33.18%	60.57%
- Employee Wages and Benefits	%	54.85%	66.82%	39.43%
Economic Value Retained	HK\$	448,830	967,996	814,935

¹ Other Revenue: Revenue other than income from the four mentioned operating streams.

Operational

Operational Performance Data

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Total Number of BEC Members	Number	265	300	303
- Council Members	Number	35	36	34
- Corporate Members	Number	57	57	52
- General Members	Number	154	185	191
- Affiliate Members	Number	19	22	26
Number of Clients Served in the Fiscal Year²	Number	67	54	51
Total Number of New Environmental Projects	Number	129	98	90
Total Number of Organised/Co-organised Events (excluding industry visits)	Number	39	37	37
- Total Number of Attendees	Number	6,031	5,425	10,146
Total Number of Industry Visits Organised	Number	9	9	6
- Total Number of Attendees	Number	167	176	152
Total Number of BEC Institute of Environmental Education (IEE) Training Courses	Number	10	7	13
Total Number of Training Sessions Held	Number	19	26	30
- Total Number of Attendees - Students	Number	3,438	5,989	5,466
- Total Number of Attendees - Adults	Number	239	83	344
Average Satisfaction Score for BEC IEE Courses	Score (1-5)	4.20	4.46	4.34
Total Number of The JCEB Users³	Number	6,025	5,185	5,131
Total Number of Policy Submissions	Number	3	8	9
Total Hours of Policy Dialogues	Hours	1.5	1.5	3

² The clients and projects cover BEC's Environmental Management, ESG, Green Building, and EHS PT teams.

³ The total number of users in FY 2022/23 has been adjusted to reflect the actual situation. JCEB stands for The Jockey Club Environmental Building, a BEC-owned facility that houses the BEC office and serves as the primary venue for most of BEC's events."

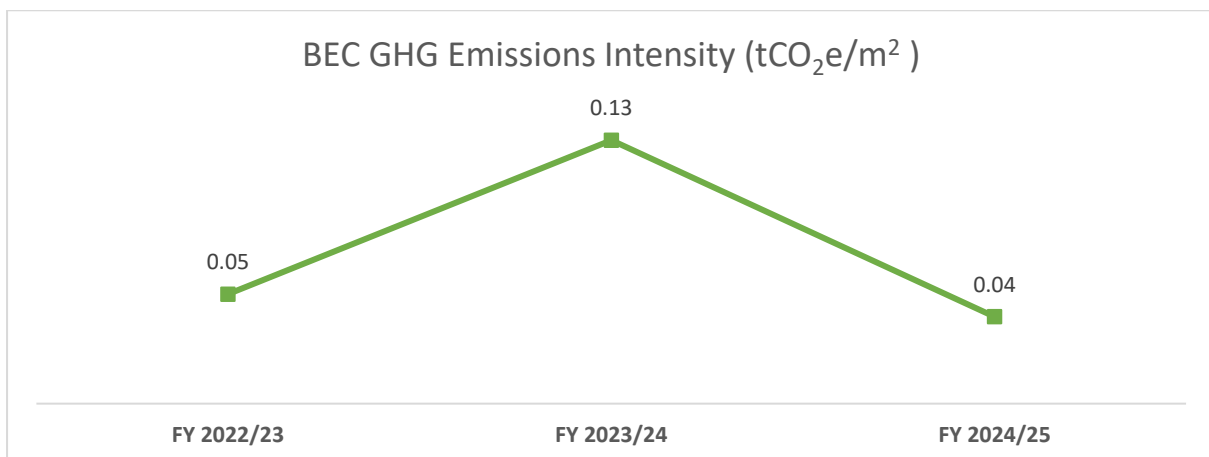
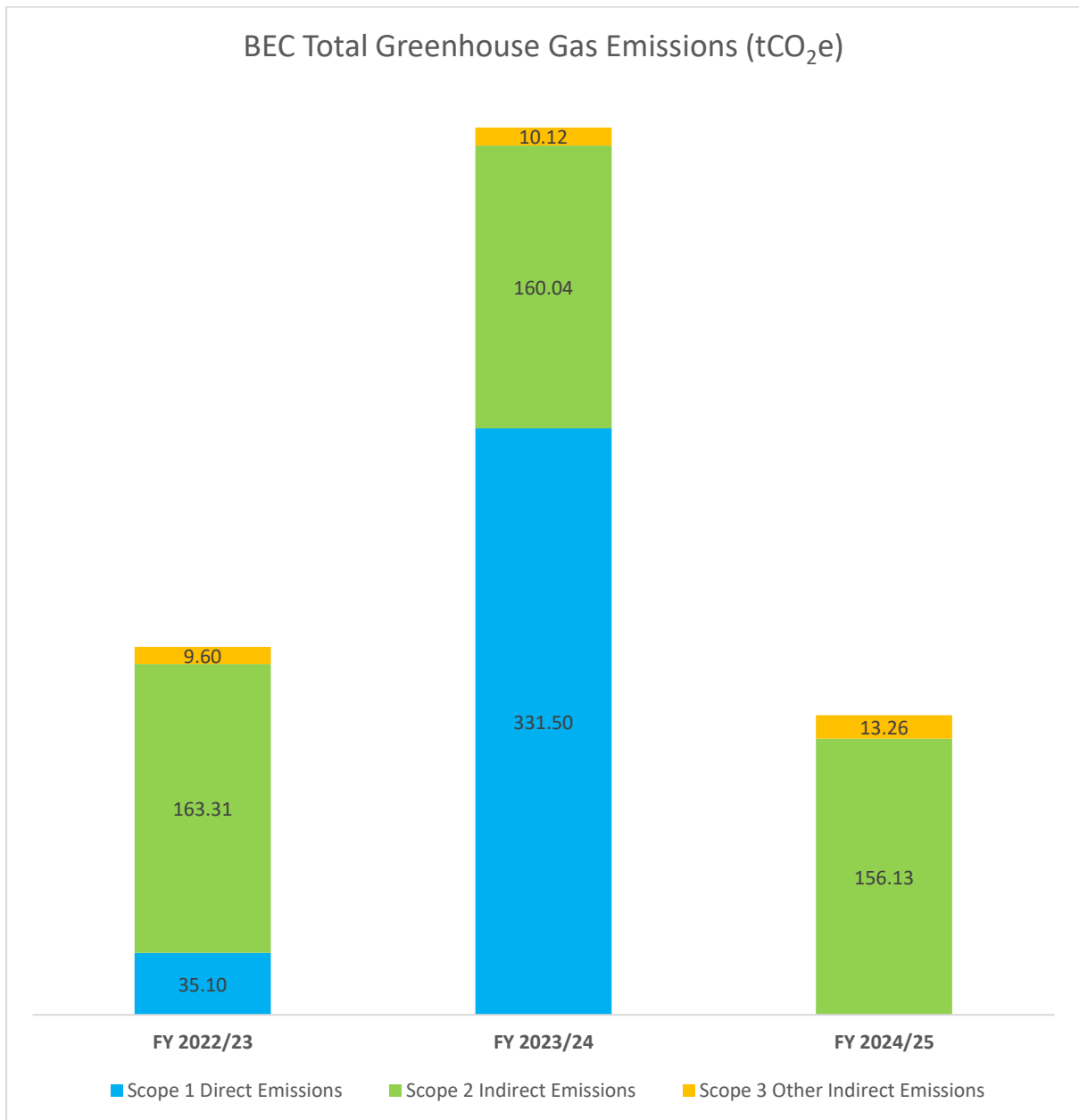
Operational Performance Data (continued)

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Total Number of Companies Taking Part in Advisory Groups (AGs)	Number	127	118	126
- Total Number of Representatives	Number	256	186	197
- Total Hours of AG General Meetings (Excluding Workshops and Policy Dialogues) ⁴	Hours	11.50	14.30	13.25
- AG General Meeting Attendance Rate	%	43%	64%	44%
Total Number of Communication Activities	Number	136	130	121
- Total Number of Thought Leadership Articles	Number	19	22	17
- Number of E-newsletters	Number	12	12	12
- Number of Media Coverage	Number	112	104	98
Number of Page Likes on Facebook⁵	Number	3,685	3,745	N/A
Number of Followers on Facebook	Number	N/A	N/A	4,053
Number of Followers on LinkedIn	Number	7,751	9,127	10,490
Supply Chain				
Total Number of Suppliers (Hong Kong)	Number	257	253	274
Product Responsibility				
Number of Service-related Complaints Received	Number	0	0	0
Average Score of Quality Management System Project Client Feedback Form for Environmental Projects	Score (1-5)	4.40	4.63	4.56
Anti-corruption				
Concluded Legal Case	Number	0	0	0
Community Investment				
Total Volunteer Hours Donated to the Community	Hours	23.50	15.80	79.00
Total Money Donated to the Community	HK\$	1,500	0	0

⁴ The “Total Hours of AG General Meetings (Excluding Workshops and Policy Dialogues)” and “AG General Meeting Attendance Rate” have been adjusted to reflect the actual situation.

⁵ The focus on Facebook has been transitioned from page likes to the total number of followers since FY 2024/25.

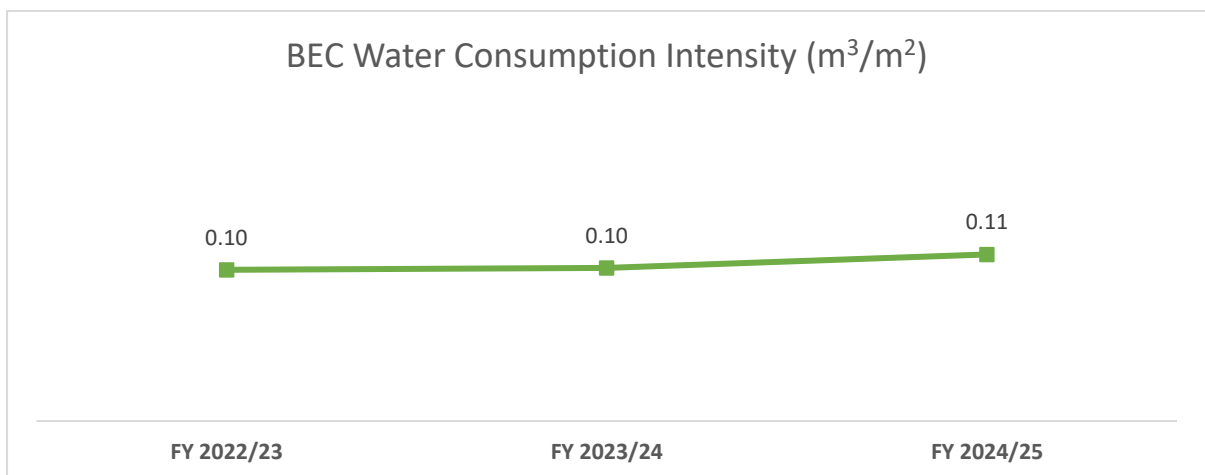
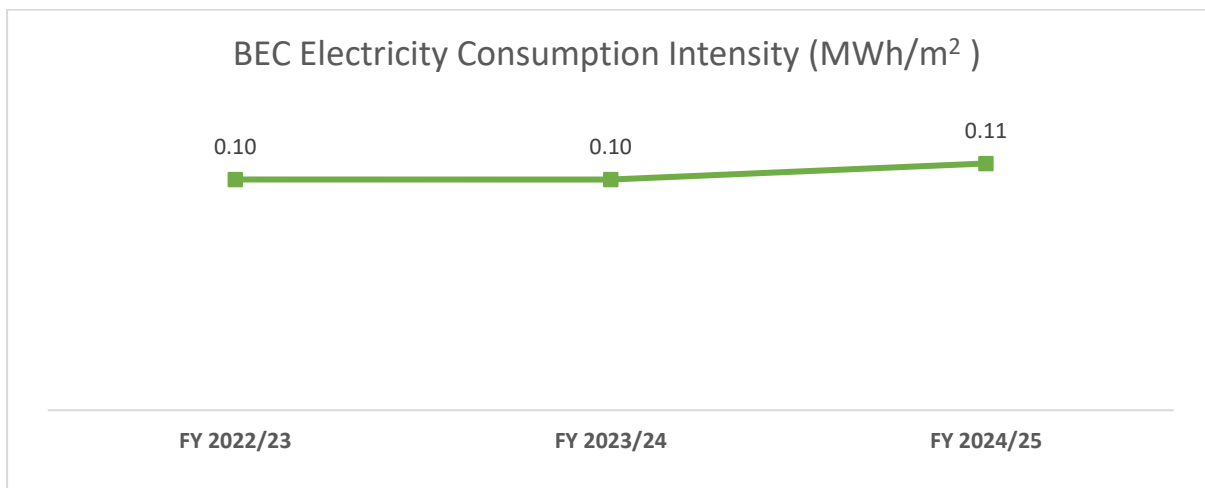
Environmental



Note: The main reason for the significant decrease in the BEC’s GHG emissions and emissions intensity during the reporting period is the absence of refrigerant top-up activities, as no major chiller repair or maintenance work involving refrigerant refilling was required in FY 2024/25. This resulted in Scope 1 direct emissions dropping to zero, contributing to an overall 66.23% reduction in total GHG emissions compared to the previous reporting period.

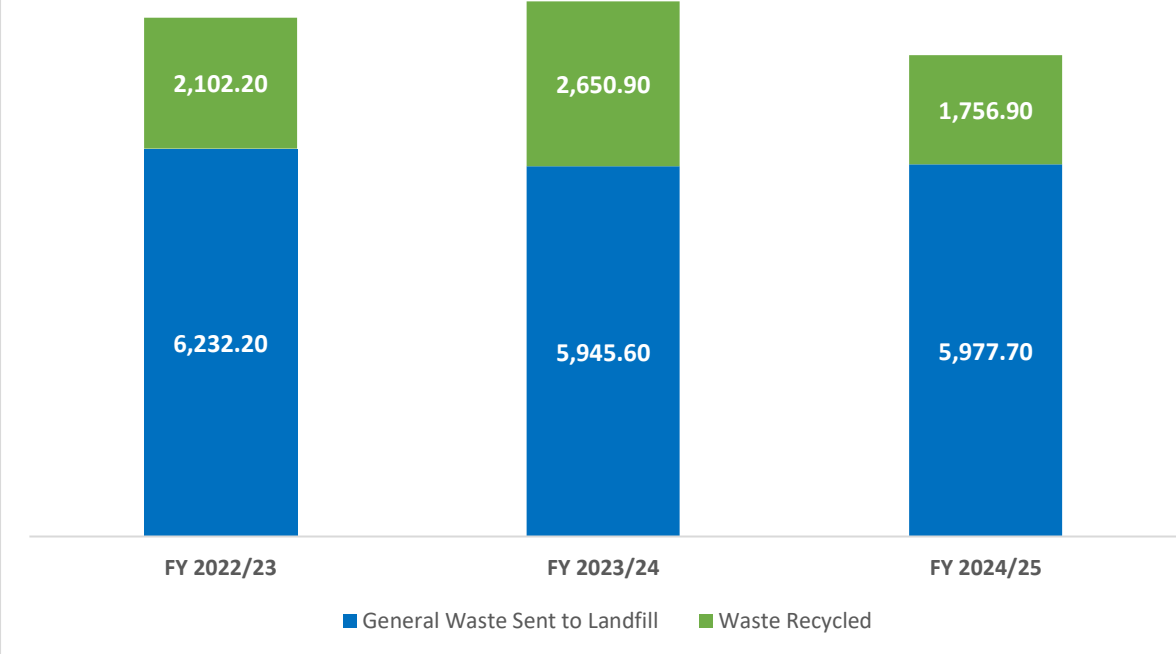
To enhance the comprehensiveness and transparency of our environmental disclosures, starting from FY 2024/25, a new Scope 3 category, Business Travel, has been included in the GHG emissions reporting scope. For consistency and meaningful year-on-year comparison, the corresponding data for FY 2022/23 and FY 2023/24 have also been retrospectively disclosed.

The GHG emissions include Scopes 1 to 3 emissions generated from BEC and its tenants.

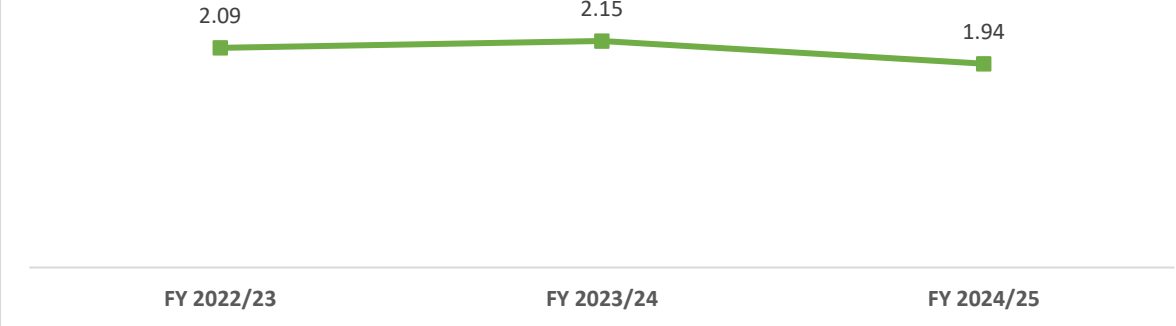


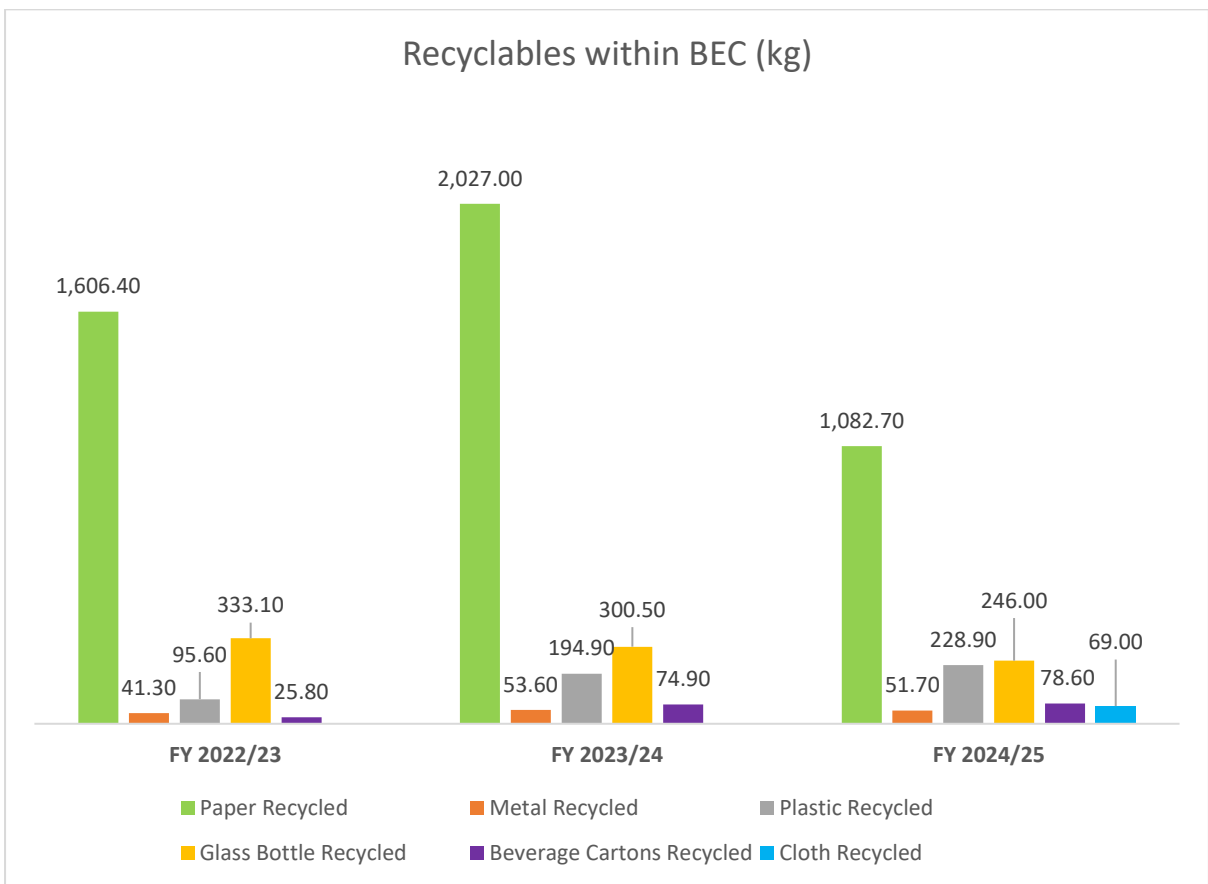
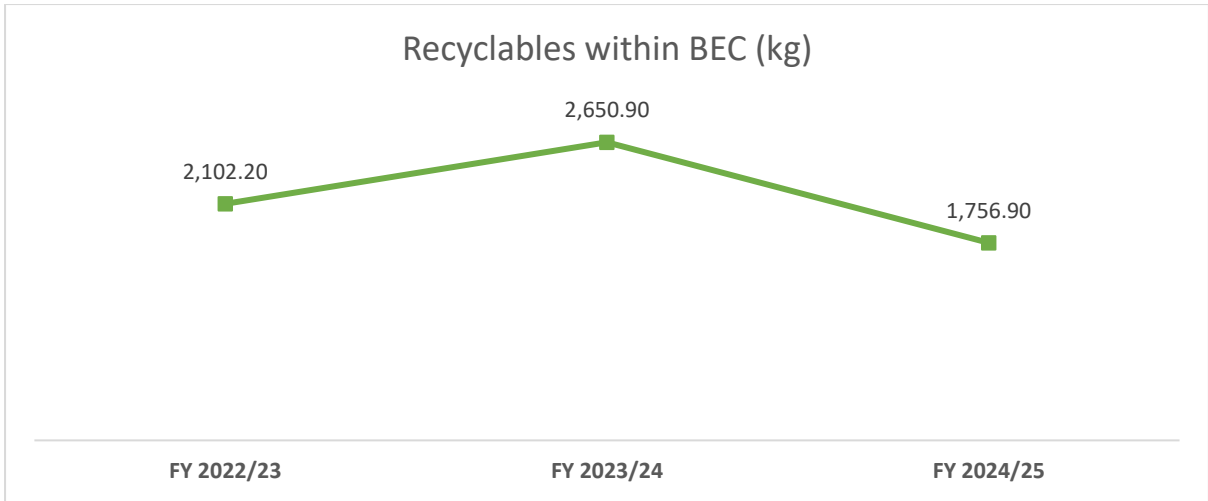
Note: The main reason for the increase in the BEC’s electricity consumption and consumption intensity during the reporting period is the increased utilisation of the JCEB, driven by a higher frequency of on-site events, training sessions, and tenant activities following the full resumption of normal operations. Total electricity consumption rose by 6.97% compared to FY 2023/24. The electricity consumption includes the electricity used by BEC and its tenants.

Waste Generated within BEC (kg)



BEC Waste Generation Intensity (kg/m²)





Note: The main reason for the decrease in the BEC’s total weight of waste generation and waste recyclables during the reporting period is the reduction in paper consumption, which dropped from 2,027.00 kg to 1,082.70 kg, reflecting BEC’s ongoing digitalisation initiatives and reduced reliance on paper-based documentation. BEC will continue to promote waste reduction at source and strengthen recycling awareness among staff and its tenants. The waste data includes waste generated by BEC and its tenants.

Environmental Performance Data

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Greenhouse Gas (GHG) Emissions⁶				
Scope 1 Direct Emissions				
- Scope 1 Direct Emissions	tCO ₂ e	35.10	331.50	0
Scope 2 Indirect Emissions				
- Scope 2 Indirect Emissions (Electricity Purchased)	tCO ₂ e	163.31	160.04	156.13
Scope 3 Other Indirect Emissions				
- From Waste Generated in Operation	tCO ₂ e	9.35	8.92	8.97
- From Processing Freshwater	tCO ₂ e	0.08	0.08	0.09
- From Processing Sewage	tCO ₂ e	0.17	0.10	0.10
- From Business Travels ⁷	tCO ₂ e	0.00	1.02	4.10
Total Scope 3 Other Indirect Emissions	tCO ₂ e	9.60	10.12	13.26
Total GHG Emissions	tCO ₂ e	208.01	501.67	169.39
GHG Emissions Intensity	tCO ₂ e/m ²	0.05	0.13	0.04
Change of Total GHG Emissions	tCO ₂ e	49.85	293.66	-332.28
Percentage of Change in GHG Emissions	%	31.52%	141.18%	-66.23%
Energy				
Total Electricity Consumption	MWh	418.74	418.61	447.79
Electricity Consumption Intensity	MWh/m ²	0.10	0.10	0.11
Change of Total Electricity Consumption	MWh	36.93	-0.13	29.18
Percentage of Change in Electricity Consumption	%	0.01%	-0.03%	6.97%

⁶ The sources of emissions factors include: *How to prepare on ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the HKEX, *Carbon Audit Toolkit for Small and Medium Enterprises in Hong Kong* issued by the University of Hong Kong and the City University of Hong Kong, *Sustainability Report 2025* issued by the CLP Holdings Limited, *Annual Report 2024/25* issued by the Water Supplies Department, and the *ESG Report 2024-25* issued by the Drainage Services Department. The Scope 2 data of FY 2023/24 has been adjusted based on the latest emissions factor.

⁷ From FY2024/25 onwards, a new Scope 3 category, Business Travel, has been disclosed, with comparative data for FY2022/23 and FY2023/24 also included. In addition, BEC has allocated a budget to contribute to Sustainable Aviation Fuel (“SAF”) annually, through which a portion of emissions from business travel has been offset.

Environmental Performance Data (continued)

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Non-hazardous waste				
Total Non-hazardous Waste	kg	8,334.40	8,596.50	7,734.60
- General Waste (Sent to Landfill)	kg	6,232.20	5,945.60	5,977.70
- Paper (Recycled)	kg	1,606.40	2,027.00	1,082.70
- Metal (Recycled)	kg	41.30	53.60	51.70
- Plastic (Recycled)	kg	95.60	194.90	228.90
- Glass Bottle (Recycled)	kg	333.10	300.50	246.00
- Beverage Carton (Recycled)	kg	25.80	74.90	78.60
- Cloth (Recycled)	kg	N/A	N/A	69.00
Waste Generation Intensity	kg/m ²	2.09	2.15	1.94
Total Waste Recycling Rate	%	25.22%	30.84%	22.71%
Water				
Total Water Consumption	m ³	388.50	393.25	428.00
Water Consumption Intensity	m ³ /m ²	0.10	0.10	0.11

Workplace

Workplace Performance Data

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Workforce Profile				
Total Workforce⁸	Number	53	59	55
<i>By Gender</i>				
- Male	Number	19	18	17
	%	35.85%	30.51%	30.91%
- Female	Number	34	41	38
	%	64.15%	69.49%	69.09%
<i>By Employment Type (A)</i>				
- Permanent (Male)	Number	18	15	15
	%	33.96%	25.42%	27.27%
- Permanent (Female)	Number	27	35	32
	%	50.94%	59.32%	58.18%
- Temporary (Male)	Number	1	3	2
	%	1.89%	5.08%	3.64%
- Temporary (Female)	Number	6	6	5
	%	11.32%	10.17%	9.09%
- Non-guaranteed hours (Male)	Number	0	0	0
	%	0.00%	0.00%	0.00%
- Non-guaranteed hours (Female)	Number	1	0	1
	%	1.89%	0.00%	1.82%
<i>By Employment Type (B)</i>				
- Full-time (Male)	Number	19	18	17
	%	35.85%	30.51%	30.91%
- Full-time (Female)	Number	30	38	35
	%	56.60%	64.41%	63.64%
- Part-time (Male)	Number	0	0	0
	%	0.00%	0.00%	0.00%
- Part-time (Female)	Number	4	3	3
	%	7.55%	5.08%	5.45%
<i>By Age Group</i>				
- Under 30	Number	21	20	17
	%	39.62%	33.90%	30.91%
- 30-49	Number	27	32	34
	%	50.94%	54.24%	61.82%
- 50 or above	Number	5	7	4
	%	9.44%	11.86%	7.27%
<i>By Employee Category</i>				
- Senior Management	Number	9	9	7
	%	16.98%	15.25%	12.73%
- Middle Management	Number	14	17	19
	%	26.42%	28.81%	34.55%
- General	Number	30	33	29
	%	56.60%	55.93%	52.73%

⁸ All BEC staff work in Hong Kong.

Workplace Performance Data (continued)

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Gender Distribution of BEC's Governance Body (Board of Directors)				
BEC Board of Directors	Number	18	19	18
<i>By Gender</i>				
- Male	Number	17	17	16
	%	94.44%	89.47%	88.89%
- Female	Number	1	2	2
	%	5.56%	10.53%	11.11%
<i>By Age Group</i>				
- Under 30	Number	0	0	0
	%	0.00%	0.00%	0.00%
- 30-49	Number	2	3	2
	%	11.11%	15.79%	11.11%
- 50 or above	Number	16	16	16
	%	88.89%	84.21%	88.89%
Gender Distribution of BEC's Governance Body (Management Team)				
<i>By Gender</i>				
- Male	Number	5	5	4
	%	55.56%	55.56%	57.14%
- Female	Number	4	4	3
	%	44.44%	44.44%	42.86%
<i>By Age Group</i>				
- Under 30	Number	0	0	0
	%	0.00%	0.00%	0.00%
- 30-49	Number	5	5	4
	%	55.56%	55.56%	57.14%
- 50 or above	Number	4	4	3
	%	44.44%	44.44%	42.86%
Ratio of Average Basic Salary of Women to Men				
Average Basic Salary of Women to Men (All Full-time Staff)	Ratio	0.78	0.66	0.65

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Turnover⁹				
Total Number of Turnover / Rate	Number	20	19	10
	%	37.74%	32.20%	18.18%
<i>By Gender</i>				
- Male	Number	7	9	3
	%	36.84%	50.00%	17.65%
- Female	Number	13	10	7
	%	38.24%	24.39%	18.42%
<i>By Age Group</i>				
- Under 30	Number	14	12	5
	%	66.67%	60.00%	29.41%
- 30-49	Number	6	7	3
	%	22.22%	21.88%	8.82%
- 50 or above	Number	0	0	2
	%	0.00%	0.00%	50.00%
New Hires				
Total Number of New Hires / Rate	Number	20	28	10
	%	37.74%	47.46%	18.18%
<i>By Gender</i>				
- Male	Number	6	9	4
	%	31.58%	50.00%	23.53%
- Female	Number	14	19	6
	%	41.18%	46.34%	15.79%
<i>By Age Group</i>				
- Under 30	Number	13	17	6
	%	61.90%	85.00%	35.29%
- 30-49	Number	7	9	4
	%	25.93%	28.13%	11.76%
- 50 or above	Number	0	2	0
	%	0.00%	28.57%	0.00%

⁹ The turnover and new hire figures encompass all BEC staff, including permanent, temporary, and non-guaranteed hours staff.

Workplace Performance Data (continued)

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Parental Leave				
Total Number of Employees that were entitled to Parental Leave (Within the Reporting Period)	Number	52	59	54
<i>By Gender</i>				
- Male	Number	19	18	17
- Female	Number	33	41	37
Total Number of Employees that took Parental Leave (Within the Reporting Period)	Number	2	0	0
<i>By Gender</i>				
- Male	Number	1	0	0
- Female	Number	1	0	0
Total Number of Employees that Returned to Work after Parental Leave ended (Within the Reporting Period)	Number	2	0	0
<i>By Gender</i>				
- Male	Number	1	0	0
- Female	Number	1	0	0
Total Number of Employees that Returned to Work after Parental Leave ended and were still Employed 12 months after their return to work	Number	1	2	0
<i>By Gender</i>				
- Male	Number	0	1	0
- Female	Number	1	1	0
Total Number of Employees due to Return to Work after Taking Parental Leave (Within the Reporting Period)	Number	2	0	0
<i>By Gender</i>				
- Male	Number	1	0	0
- Female	Number	1	0	0
Return to Work Rate	%	100.00%	N/A	N/A
<i>By Gender</i>				
- Male	%	100.00%	N/A	N/A
- Female	%	100.00%	N/A	N/A
Retention Rate	%	50.00%	100.00%	N/A
<i>By Gender</i>				
- Male	%	N/A	100.00%	N/A
- Female	%	50.00%	100.00%	N/A

Workplace Performance Data (continued)

KPIs	Unit	FY 2022/23	FY 2023/24	FY 2024/25
Occupational Health and Safety				
Number of Lost Days due to Work Injury	Days	0	0	0
Number of Work-related Fatalities	Number	0	0	0
Rate of Work-related Fatalities	%	0	0	0
Training¹⁰				
Percentage of Employees Trained	%	92.45%	94.92%	100.00%
<i>By Gender</i>				
- Male	%	100.00%	100.00%	100.00%
- Female	%	88.24%	92.68%	100.00%
<i>By Employee Category</i>				
- Senior Management	%	100.00%	100.00%	100.00%
- Middle Management	%	92.86%	94.12%	100.00%
- General Staff	%	90.00%	93.94%	100.00%
Average Training Hours Completed per Employee	Hours	22.23	20.64	24.81
<i>By Gender</i>				
- Male	Hours	26.21	23.56	25.76
- Female	Hours	20.00	19.37	24.34
<i>By Employee Category</i>				
- Senior Management	Hours	37.11	40.00	40.00
- Middle Management	Hours	21.29	19.88	23.11
- General Staff	Hours	18.20	15.76	22.00
Employees Receiving Regular Performance and Career Development Reviews				
Percentage of Employees Receiving Regular Performance and Career Development Reviews (Eligible Staff)¹¹	%	100.00%	100.00%	100.00%
<i>By Gender</i>				
- Male	%	100.00%	100.00%	100.00%
- Female	%	100.00%	100.00%	100.00%
<i>By Employee Category</i>				
- Senior Management	%	100.00%	100.00%	100.00%
- Middle Management	%	100.00%	100.00%	100.00%
- General	%	100.00%	100.00%	100.00%

¹⁰ Only full-time employees are required to take training.

¹¹ Full-time staff who have completed their probation period are entitled to regular performance and career development reviews.