



Annual Report 2025





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A WORD FROM THE EXECUTIVE DIRECTOR

As we close 2025, the hospitality sector stands at a critical inflection point. The conversations we've hosted, the partnerships we've forged, and the pilots we've launched have proven one thing clearly: sustainability is no longer a question of why, but how. This year's progress has laid a strong foundation. Now, our focus turns decisively to execution.

Over the next two years, GREEN Hospitality will prioritise the operational integration of circular and nature-positive practices. We are transitioning from dialogue to deployment - scaling our textile and Tetra Pak pilots, embedding the global practices and standards into our training ecosystems, and expanding our Sustainable Hospitality Roadmap into Macau and priority APAC markets. Our goal is to equip operators with the data, tools, and supply-chain partnerships needed to turn environmental and social commitments into daily, measurable actions.

To the hoteliers, F&B leaders, suppliers, and emerging professionals in our network: the next phase of transformation requires your active co-creation. We invite you to move beyond standalone initiatives and join us in building scalable infrastructure, sharing operational insights, and proving that commercial resilience and planetary stewardship must advance together. Thank you for your continued leadership and commitment. Let us get to work.

Sincerely,

Lucia Loposova

Founder & Executive Director



A WORD FROM OUR DIRECTOR

2025 marked a pivotal year for GREEN Hospitality, reinforcing our mission to make hospitality a catalyst for sustainable development across Asia-Pacific. Through collaboration, innovation, and measurable impact, we've shown that sustainability is not an aspiration—it's an achievable standard.

Our partnership with the World Sustainable Hospitality Alliance (WSHA) established a regional framework aligning hospitality in Asia with global sustainability standards and the UN Sustainable Development Goals. This collaboration sets the stage for scalable transformation through circular practices, inclusive growth, and the transition toward Net Positive Hospitality.

Our Food Waste to Good Taste initiative exemplifies this approach—bridging research, culinary creativity, and community action. In partnership with The University of Hong Kong and CHOMP, the project transformed three years of data into Conscious Cooking – Asian Delights, a bilingual cookbook that converts food scraps into valuable nutrition. Its proceeds supported Foodlink Foundation, strengthening the link between waste reduction and food security. With coverage across six countries and an award at the 31st Gourmand Awards, it demonstrates how innovative collaboration can drive lasting change.

Throughout 2025, we engaged over 250 stakeholders through think tanks, events, and capacity-building programmes—each amplifying the collective voice of the industry. Our Youth Empowerment Programme also nurtured 32 future leaders, embedding sustainability in the next generation of professionals.

Looking ahead, our 2026-2027 Strategic Roadmap focuses on four pillars: advancing nature-positive hospitality, deepening global partnerships, launching circular economy pilots, and expanding our Sustainable Hospitality Roadmap across Hong Kong, Macau, and the region.

Together—with our partners, supporters, and community—we are redefining hospitality as a force for regeneration, responsibility, and shared prosperity. I welcome you to join us on the journey towards a more sustainable future.

Sincerely,
Chelsea Perino
Board Director



OUR YEAR IN NUMBERS



250+

stakeholders engaged through public events, workshops, and programmes



18

partnerships established with government, academia, nonprofits, and the private sector to support our mission through collaboration on projects, events, and campaigns

6

in-house events

4

workshops and seminars

3

core programmes



37

youth participated in our Empowerment Programme and got equipped with professional skills and sustainability knowledge

footprint
across

11

countries and territories including Hong Kong, Macau, Mainland China, the Philippines, Singapore, Malaysia, Australia, United States of America (New Orleans), Saudi Arabia, Japan, and South Korea

15 mil+

total people reached across print, digital, broadcast, and social channels



3

**international awards
& accolades**



PROJECTS AND INITIATIVES

PARTNERSHIP WITH THE WORLD SUSTAINABLE HOSPITALITY ALLIANCE

In 2025, Lucia Loposova and GREEN Hospitality were appointed as the Asia-Pacific representative for the World Sustainable Hospitality Alliance (WSHA), launching a partnership between the two organisations to open doors for the hospitality industry in the Asia-Pacific region to pursue and join the global movement.

Founded by a consortium of chief executives from 10 global hotel companies in 1992, the WSHA brings together engaged hospitality businesses, the wider hospitality value chain, and strategic partners to address key challenges affecting the planet, people, and places around the world. Through its strategic initiatives and global networks, the WSHA develops practical programmes and resources to create a prosperous and responsible hospitality sector that gives back to the destination more than it takes.

Today, WSHA's members represent over 66,000 hotels spanning 300 brands, totalling over 8 million rooms, and include world-leading companies - the likes of Accor, Choice Hotels International, Hilton, IHG Hotels & Resorts, Radisson Hotel Group, Marriott International, and Wyndham Hotels & Resorts, as well as regional brands. The WSHA network of over 100 partners also includes other parts of the hospitality value chain, including owners, investors, suppliers, and other partners, to further drive joined-up action on sustainability and accelerate the industry on the path to Net Positive Hospitality.



IN THIS NEW PARTNERSHIP WITH THE ALLIANCE, GREEN HOSPITALITY WILL LEAD EFFORTS TO:

Develop a strategy for the Asia-Pacific region that aligns with global sustainability standards and the Sustainable Development Goals

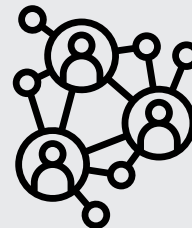


Facilitate learning and capacity-building through workshops, conferences, certification, and training programmes tailored to the region



Build partnerships with hospitality operators, governments, academia, NGOs and other stakeholders to accelerate adoption of green technologies, circular practices, and inclusive growth

Establish local advisory networks to ensure that regional voices inform global policy and programme design



THE INITIAL KEY PROGRAMMES AND RESOURCES WE ARE INTRODUCING IN 2026 ARE:



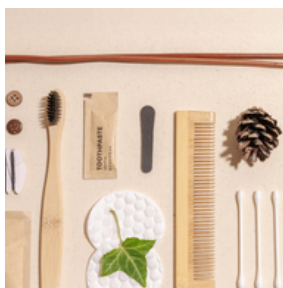
THE ACADEMY

The first global training platform designed by the industry for the industry, The Academy embeds sustainability into the daily actions of every hospitality employee – from the front desk to finance, housekeeping to HR. The Academy aspires to be a powerful online learning platform that makes sustainability practical, personal, and powerful for every hospitality role.



EMPLOYABILITY PROGRAMME

Bridging the gap between the shortage of hospitality workers for entry-level positions and the lack of opportunities for underserved communities, the Employability Programme offers a three-month training focused on core and life skills, followed by practical hospitality training, with the aim of cultivating job-ready professionals by the completion of the course.



PLANET-CONSCIOUS AMENITIES

A high-ambition, scalable initiative, Planet-Conscious Amenities aims to offer hotels rigorously vetted, customisable, sustainable products such as guest amenities, with economies of scale achieved through collective buying power. By partnering in this initiative, hotels can simplify sustainable procurement, meet ESG and regulatory obligations, reduce Scope 3 emissions, and enhance guest engagement.



FOOD WASTE TO GOOD TASTE PROGRAMME

The University of Hong Kong (HKU)'s School of Biological Sciences, in partnership with GREEN Hospitality and food-saving app CHOMP, launched the third iteration of Food Waste to Good Taste, a HKU Knowledge Exchange-funded initiative designed to tackle food waste at the source. By transforming commonly discarded Asian food scraps into nutritious, chef-crafted recipes, the project culminated in the bilingual cookbook, *Conscious Cooking – Asian Delights*.

Bridging academic research, culinary innovation, and community engagement, the Food Waste to Good Taste Programme effectively drove measurable change in food waste behaviour across Hong Kong's F&B sector and households. With the proceeds from the sales of the cookbook going to Foodlink Foundation, a charitable organisation dedicated to combating hunger and food waste, we enabled our stakeholders to support those impacted by food insecurity in Hong Kong.



THE CHALLENGE:

FOOD WASTE IN CONTEXT



Global Impact:

According to the World Resources Institute, over 1 billion tonnes of food is lost or wasted annually and food loss and waste account for 8-10% of annual global greenhouse gas emissions.



Regional Burden:

50% of global food waste originates in Asia, highlighting the need for culturally relevant solutions. In the Asia-Pacific region, over 30% of all food is lost or wasted each year, which is enough to feed close to 300 million people.



Hong Kong Crisis:

The city discards 3,001 tonnes of food waste daily, constituting 29% of all municipal solid waste. Meanwhile, food insecurity is a daily challenge for two-fifths of the city's low-income residents.



Avoidable Waste:

Project audits revealed that a significant portion (around 60-70%) of food waste stems from operational gaps, pointing to high-impact opportunities for intervention through training, technology, and behaviour change.

OUR APPROACH:

TURNING SCRAPS INTO SOLUTIONS

Leveraging interdisciplinary collaboration, the Food Waste to Good Taste initiative reimagined food scraps as valuable nutritional resources through five key components:



Food Waste Assessment

Food Waste Audits conducted by HKU Food & Nutrition Science students revealed the state of waste management for participating F&B businesses in Hong Kong.



1

Over three years, the Food Waste to Good Taste team conducted comprehensive food waste audits across Hong Kong's hospitality sector. This ongoing data collection effort culminated in the current reporting period with audits for three key F&B businesses: Lanson Place's Two MacDonnell Road, TREEHOUSE, and No Title Coffee.

HKU students and researchers assessed waste management systems, analysed bin contents, and logged operational observations to identify solutions for high-volume waste streams. The processes and protocols developed, and the data collected and analysed, became sources of in-depth local knowledge for GREEN Hospitality as a sustainability enabler in the hospitality industry in Hong Kong and the region.

Evidence-based Research

Through evidence-based ingredient selection, Dr. Jetty Lee, Dr. Lu Zhang, and Dr. Sam Leung – researchers at HKU's School of Biological Sciences – identified nine underutilised, nutrient-rich scraps.



2

The insights gleaned from the food waste audits allowed the researchers to identify key points in the waste management chain. By cross-referencing the food waste audit data with nutritional analysis, the team identified nine commonly discarded kitchen scraps that held significant nutritional value.



3 Culinary Innovation

Leading Hong Kong chefs, food-saving app founder Carla Martinesi, and HKU students came together to curate creative, nutritious recipes utilising the nine identified scraps. The recipes culminated in the award-winning bilingual cookbook *Conscious Cooking - Asian Delights*.



The Cookbook went on to win a prize at the 31st Gourmand World Cookbook Awards

As an attempt to incentivise food waste reduction, the cookbook centred on the identified scraps and the creative and sustainable use of them in 20 recipes. Essentially, the cookbook serves as a practical guide to sustainable cooking and eating, encouraging home chefs and culinary professionals to reduce food waste by rethinking their approach to food preparation, storage, and preservation, to demonstrate that sustainability and culinary excellence are not mutually exclusive.

Capacity Building

Through the development of a Food Waste Masterclass for F&B professionals, we equipped industry stakeholders with actionable techniques to understand and reduce food waste at scale.



4

As part of the Food Waste to Good Taste (FWGT) 2025 initiative, GREEN Hospitality attended HOFEX, Asia's premier food and hospitality tradeshow, alongside 27,005 high-value industry attendees. Translating research into practice, GREEN Hospitality's FWGT team delivered a Masterclass to equip F&B and hospitality professionals with practical, scalable strategies for minimising waste across operational touchpoints. The masterclass reinforced the project's evidence-based approach, demonstrating how insights from HKU's food scrap analysis and GREEN Hospitality's audit framework can be directly applied to improve efficiency, reduce costs, and enhance brand reputation.





The official launch event for *Conscious Cooking - Asian Delights* on 5 June brought together academia, the F&B industry, policymakers, and charity partners at Soho House, with 75 attendees present. The event successfully transitioned the project from research to public action, emphasising the culinary potential of food scrap utilisation through the asian-inspired, bilingual cookbook.



Live demonstrations of cookbook recipes by Chef Krzysztof Czerwinski



Networking session for industry professionals

5

Community Mobilisation

A public launch of the cookbook *Conscious Cooking - Asian Delights* brought together industry stakeholders in an event that celebrated the ingenuity, cross-sector collaboration, and shared mission enshrined by the waste-reduction recipes.



Opening remarks by Prof. Kam Sing Wong (GBS JP Adjunct Professor and former Secretary for the Environment of HK SAR)



A panel on how to scale sustainable practices and engage consumers effectively

Amplifying the Impact

6



To amplify the social impact of the cookbook, all proceeds from sales were directed to **the Foodlink Foundation**, a Hong Kong charity dedicated to fighting hunger and reducing food waste. This alignment ensures that the project addresses both ends of the food security spectrum: preventing waste generation while supporting communities facing food insecurity.

We distributed over 100 hard and soft copies of the cookbook and raised HK\$17,000 for the Foodlink Foundation.

Media Coverage

The *Conscious Cooking – Asian Delights* cookbook generated significant earned media value, extending the project's influence beyond direct participants to regional and international audiences.

Exposure through platforms with a combined 15 mil+ reach

Tier-1 Media Placements

South China Morning Post, China Daily, Tatler Asia, NOW TV, RTHK

Coverage Abroad

Features in Eleminist (Japan), Bar & Dining (South Korea), India Education Diary (India), and The Advocate (USA)

Multi-Format Engagement

12+ online articles, two print features, TV and radio interviews



"Food waste is one of the most pressing issues of our time. We've discovered that many ingredients often thrown away by households are actually packed with nutritional value. This cookbook showcases how science can help reduce waste, encourage healthier eating, and inspire sustainable living, while also changing the way we view and value food waste."

*Professor Jetty Chung-Yung LEE, Associate Professor (Teaching)
at HKU School of Biological Sciences*

HONG KONG & GREATER BAY AREA SUSTAINABLE HOSPITALITY ROADMAP



sustainable hospitality
roadmap

Energy &
Infrastructure



Waste
Management &
Circularity



Sourcing &
Biodiversity



THE ROADMAP'S OBJECTIVES INCLUDE:

- 1 Create strategies to accelerate sustainable hotel practices and experiences aligned with the SDGs and the global sustainability agenda
- 2 Develop clear guidelines and targets for the regional hospitality industry to pursue and work towards collectively
- 3 Assist the industry in achieving its sustainability vision and promote responsible consumption habits amongst hotel guests and tourists through public outreach

THOUGHT LEADERSHIP AND SECTOR COLLABORATION:

GREEN HOSPITALITY THINK TANKS 2025

In 2025, GREEN Hospitality's Think Tanks – delivered in strategic partnership with The Centre for Hospitality & Real Estate Research, CUHK Business School – were designed to accelerate systemic change across Hong Kong and the Greater Bay Area's hospitality ecosystem. Think Tanks pursued three interconnected objectives:

Tap into the collective knowledge and expertise of the participants to create a positive social impact.

Foster and create new partnerships, initiate research, and accelerate adoption or development of sustainability solutions.

Amplify industry leadership by raising the profile of sustainability efforts and catalysing cross-sector collaboration.

16 roundtables
hosted to this date
WITH
300+
participants in total



The Roadmap objectives were operationalised through a curated series of in-person roundtables (Think Tanks), the Net-Positive Hospitality Forum, and targeted pilots and program development – all anchored within our flagship Sustainable Hospitality Roadmap.

Over three focused sessions, 65 senior stakeholders – including hotel directors, sustainability managers, academics, government representatives, and solution providers – convened to transform shared challenges into actionable pathways. Each Think Tank followed a structured format to ensure participants could gain a comprehensive overview of the issues, network with like-minded professionals from other sectors, and build accountability into their respective action plans.

THINK TANK #1: BRIDGING THE WASTE GAP

Focus: Circularity & Waste Management

The first of the Think Tank series was held on 23 May with a focus on minimising waste generation and maximising resource recovery, featuring speakers and partners, Ron Chow of the Baguio Green Group and Sam Smith of Swire Pacific. Stakeholders came together at this roundtable session to discuss advancing circularity in Hong Kong's hospitality sector, finding solutions for restaurant waste streams not yet covered by government infrastructure, and practical pathways to embed circular economy principles into procurement and operations.



From the discussions throughout the session, participants identified gaps and opportunities, which led to the development of concepts for future pilot programmes, including textile recycling partnerships, a TetraPak collection and recycling pilot with F&B operators, and the integration of waste audit findings into the Sustainable Hospitality Roadmap.

"The GREEN Hospitality Think Tanks are a great opportunity to meet industry, NGO, and other business colleagues and discuss how together we can make an impact on sustainability."

***Nadia Martins, Senior Director, Learning + Development,
Marriott International***



THINK TANK #2: NATURE-POSITIVE HOSPITALITY

Focus: Biodiversity & Ethical Sourcing



The second of our Think Tank series, held on 4 July, focused on equipping hospitality leaders with practical strategies to minimise their ecosystem impact while contributing to Hong Kong's Biodiversity Strategy and Action Plan (BASP). Key discussion points included exploring nature-based solutions, conservation tourism opportunities, and employee engagement strategies to raise biodiversity awareness. Participants also examined ethical sourcing frameworks for seafood, produce, and materials to enhance sustainable practices within the industry.

The session concluded with actionable steps such as creating a 'menu of invasive species' for restaurant adoption to support wildlife population management, collating local conservation tourism initiatives to engage hotel guests and develop staff competencies, and formally submitting sectoral recommendations during the Hong Kong SAR Government's public consultation on the BASP. Partners and speakers included The Nature Conservancy and Cornerstone Strategies.



"These Think Tanks are valuable for accessing knowledge and building it into our newly established sustainability roadmap."

Eugenia Lai, Director of Design and Technical Services, Lanson Place Hospitality



THINK TANK #3: ENERGY EFFICIENCY & RENEWABLES

Focus: Decarbonisation & Green Finance

The third and final of the Think Tank series was held on 22 August. The session aimed to accelerate the adoption of energy efficiency measures and renewable energy solutions through shared learning and financing innovation. The session featured partners and speakers, including Schneider Electric, OCBC Hong Kong, and the Hong Kong Green Building Council, highlighting a collaborative effort to enhance sustainability in hospitality.



Key discussion points included benchmarking electricity consumption across various hotel building types, examining the accessibility of renewable energy options within Hong Kong's regulatory framework, and exploring financing mechanisms such as green revolving funds, ESCO models, and green bonds.



“The Think Tanks are a great opportunity to connect with like-minded individuals and share thoughts and actions that can drive HK and the companies towards a more sustainable future.”

Think Tank Participant

KEY OUTCOMES TO ALL THINK TANKS

- Submission of industry inputs gathered through our Think Tank on Biodiversity to the Hong Kong government's Public Consultation for the Biodiversity Action Plan 2025
- Two hospitality groups pursued textile waste innovation with one of the solution providers as a result of the industry visit to the recycling facility
- Conceptualisation of Pilots for Textile Circularity and Tetra Pak to be pursued in 2026





STRATEGIC CONVENING:

ANNUAL NET-POSITIVE HOSPITALITY FORUM

IN PARTNERSHIP WITH



WITH SUPPORTING ORGANISATIONS



41

total attendees
to the forum

On 17 December, we held the Annual Net-Positive Hospitality Forum in collaboration with the World Sustainable Hospitality Alliance (WSHA). Serving as a capstone event for 2025, it convened 41 passionate leaders to assess the current sustainability climate and chart the future trajectory for the sector. The audience represented the diversity of the sustainability ecosystem, with the majority hailing from hospitality groups, alongside key partners in property development, academia, philanthropy, and innovation.

The forum featured keynote speeches from Glenn Mandziuk, CEO of the WSHA, Lucia Loposova, Executive Director of GREEN Hospitality, and Elisa Chan from The Chinese University of Hong Kong's Centre for Real Estate & Hospitality Research.

Key discussions touched upon an honest assessment of barriers and enablers affecting progress towards sustainability; the presentation of a 2026 Strategic Calendar, outlining a preliminary roadmap for sustainable initiatives planned for the upcoming year; and networking opportunities dedicated to collaboration, emphasising the importance of collective action in driving sustainability forward.

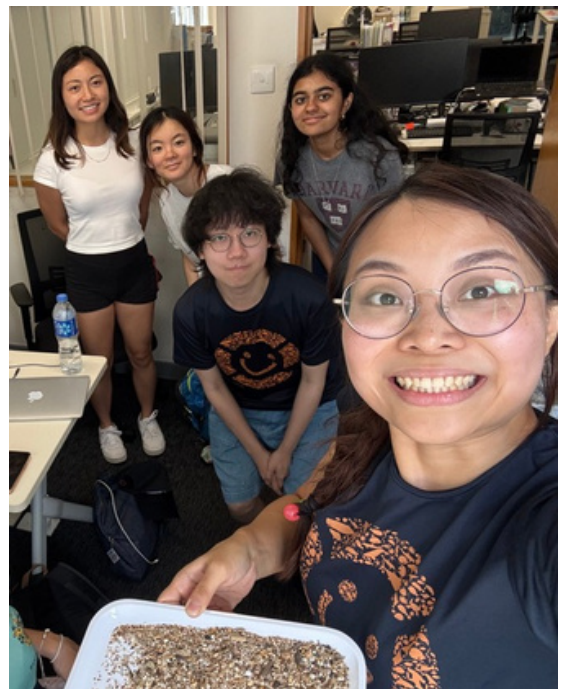
YOUTH EMPOWERMENT AND CAPACITY BUILDING

INTERNSHIP AND VOLUNTEERING PROGRAMME

GREEN Hospitality's Youth Empowerment Programme provides students and young professionals with hands-on experience in sustainability, bridging academic learning with real-world impact. Through structured internships and volunteer opportunities, participants develop practical skills in food waste reduction, circular economy practices, and stakeholder engagement while contributing directly to environmental protection, pollution reduction, and community awareness-building initiatives.



**37 young
leaders
engaged from
17 countries**



***"Empowering young people
isn't just about preparing
them for the future of work -
it's about activating them as
agents of change today."***

GREEN Hospitality Team, 2025

EXPERIENTIAL LEARNING ACTIVITIES

Participants engaged in a curated suite of immersive experiences designed to deepen sustainability literacy and leadership capacity:



CLIMATE FRESH WORKSHOPS

Interactive, science-based sessions to build systemic understanding of climate change drivers and solutions



BEACH CLEAN-UP

Direct environmental stewardship activities connecting waste prevention to marine ecosystem health



FOOD WASTE AUDITS

Hands-on participation in waste management assessment, data collection, and analysis



HANDS-ON PROJECTS

Where students learn to take initiative, and collaborate, while gaining experience with sustainability and other workplace skills

OUTCOMES AND VALUE CREATED

Beyond quantitative outcomes, the programme delivered meaningful developmental impact:

PROFESSIONAL GROWTH



Interns gained exposure to sustainability consulting, research methodology, event coordination, cross-sector collaboration, and other transferable workplace skills to enhance their employability, not least in the sustainability sector.

RESEARCH CONTRIBUTION



Student-led analysis of food scrap nutrition and waste audit data directly informed Hong Kong's food waste research and food waste reduction practices through the *Conscious Cooking* cookbook and Food Waste to Good Taste project.

AWARENESS AMPLIFICATION



Student interns served as sustainability ambassadors, extending project messaging to peer networks and community groups.

LEADERSHIP CULTIVATION



The programme cultivates the next generation of sustainability leaders, aligned with GREEN Hospitality's long-term sector transformation goals.

THOUGHT LEADERSHIP & AWARENESS BUILDING

GREEN HORIZONS NEWSLETTERS

1,700+

total subscribers across
two newsletters

20

informative updates
sent to our subscribers

Our two monthly newsletters, disseminated through LinkedIn and direct emails, keep our subscribers updated with the latest sustainability trends, policies, and strategies transforming the hospitality industry in Hong Kong and the Asia-Pacific region, as well as the events, training, and programmes organised by GREEN Hospitality for our stakeholders and members, including:

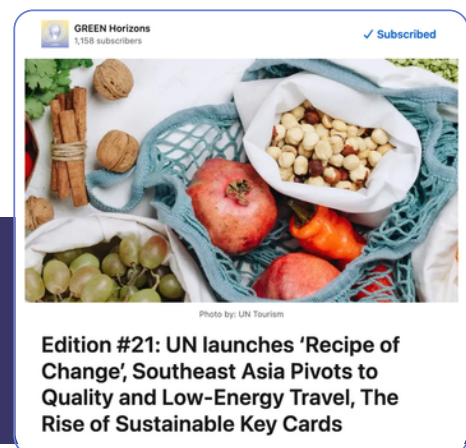
- C-suite executives in the hospitality industry
- Founders of sustainability companies solving today's issues
- Programme and Project Managers and more

Subscribe to GREEN Horizons

to stay informed on the latest happenings
in sustainability in the hospitality industry

Subscribe to GREEN Updates

for news on relevant activities and
initiatives to participate in



SOCIAL CAMPAIGNS

SUSTAINABILITY IS EVERYONE'S JOB

We published the following interviews:

In 2025, GREEN Hospitality launched the mini series, Sustainability is Everyone's Job, highlighting the growing sustainability movement within Hong Kong's hospitality industry. The series focuses on individuals who are making significant strides in sustainability initiatives, often working behind the scenes to foster positive environmental change.



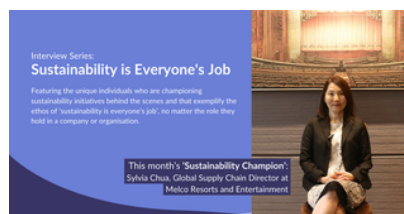
Graham Long, Executive Chef at EAST Hong Kong.



Phyllis Lai, Director of Rooms at Hyatt Regency Hong Kong, Sha Tin



Jordan Wong, Director of Engineering at Lanson Place Causeway Bay.



Sylvia Chua, Global Supply Chain Director at Melco Resorts and Entertainment

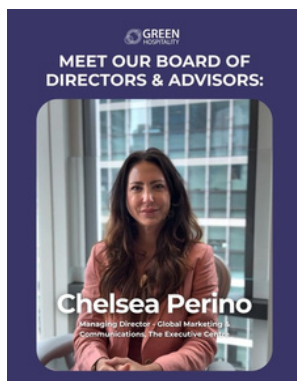
MEET OUR ADVISORS

We additionally launched the series 'Introducing our Board of Directors & Advisory Council' to showcase the influential leaders who guide GREEN Hospitality's mission to transform the hospitality industry into a catalyst for sustainability.

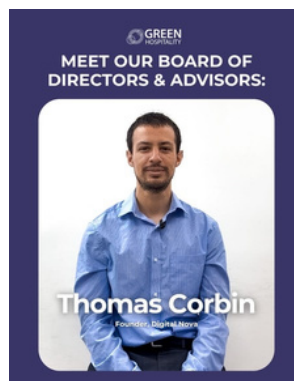
These introductions emphasise the commitment of the board and advisory council to advancing sustainable development within the sector.



Lucia Loposova
Executive Director
GREEN Hospitality



Chelsea Perino
Managing Director -
Global Marketing &
Communications, The
Executive Centre



Thomas Corbin
Founder, Digital Nova



Ring Tu
Manager, Sustainability
Consulting, Deloitte



ADVISORY & TRAINING ENGAGEMENTS

Alongside our programmes, projects, and awareness initiatives, we actively assist hospitality businesses in adopting sustainability practices and enhancing their team capacities. Our extensive services include targeted workshops for leadership teams, as well as training sessions for both management and frontline staff. We also excel in implementing sustainability certifications, developing customised sustainability strategies, and conducting food waste or waste audits. These services are designed to support our partners at every stage of their sustainability journey.

To date, we have worked with over 50 clients, extending our impact across eight countries and territories, including Hong Kong, Mainland China, Macau, the Philippines, Singapore, Malaysia, Australia, and the US (New Orleans, Louisiana). Our team is dedicated to continuous learning, consistently enhancing our knowledge, expertise, and solutions. Through innovative programmes, industry-oriented training curricula, and various other services, we aim to provide our diverse stakeholders with the most relevant and current insights into sustainable practices.

INDUSTRY TRAININGS & EMPLOYEE ENGAGEMENT WORKSHOPS



Our training and employee engagement initiatives are based on the principles of experiential learning, crafted to be both interactive and practical. These programmes enable participants to make significant progress in sustainability beyond the customised initiatives. Since our inception, we have successfully trained over 500 employees, shifting their mindsets and behaviours, and enhancing their understanding of various sustainability topics.

In 2025, we held various engagements, including the **SME Sustainability Workshop - Plastic Reduction** with Melco Resorts.



On 8 July, our Executive Director, Lucia Loposova, was invited by Melco Resorts to speak at, alongside other industry guests, the SME Sustainability Workshop on Plastic Reduction. The workshop was designed to empower SME suppliers in Macau, and was part of the resort's efforts in integrating sustainability into its procurement practices and supply chain. Focusing on innovative solutions to minimise plastic waste within the resort environment, Lucia presented actionable strategies such as reusable take-back programmes and alternative packaging options, highlighting their significance, particularly during Plastic Free July.

28 participants gained insights into effective initiatives that can be implemented within their businesses to contribute to plastic reduction efforts. The workshop aimed to inspire SMEs to adopt more environmentally friendly practices and foster a collaborative approach towards achieving sustainability goals.

28

total attendees
to the workshop



TRAINING PROGRAMMES OFFERED

'Food Waste to Good Taste' Training

**Available in English & Traditional Chinese*

A comprehensive training programme that focuses on reducing food waste and integrates theoretical knowledge, practical strategies, and real-world case studies from hospitality businesses as well as innovative practices across Hong Kong, the Asia-Pacific, and beyond.



100%

of our participants would likely or very likely recommend this training to their peers

'Closing The Loop: Practical Steps Towards a Zero Waste Business' Workshop

**Available in English & Traditional Chinese*

This waste reduction workshop empowers hospitality businesses with the tools and strategies needed to transform their operations into environmentally and socially responsible enterprises. This immersive half-day programme provides a clear, actionable roadmap specifically designed for the hospitality industry, concentrating on essential areas such as solid waste, plastic waste, and food waste management.



91%

of our participants planned post-training waste reduction initiatives

'Realise Your Waterfootprint' Workshop

**Available in English & Traditional Chinese*

This workshop aims to introduce the Water Footprint concept to Hong Kong's hospitality industry and the wider community. It provides valuable insights into water sustainability, highlighting practical strategies for reducing water consumption and raising awareness about the impact of daily usage on both local and global freshwater resources.



80%

of participating organisations committed to operational change to conserve water or promote water sustainability

Climate Fresk Workshop

**Available in English & Traditional Chinese*

Climate Fresk is an interactive workshop aimed at raising awareness of climate change and its complex causes and effects. Participants work together to map out the science of climate change, delving into topics such as greenhouse gases, energy consumption, biodiversity loss, and social implications.



Some of the participants of our training programmes:

ROSEWOOD
HOTELS & RESORTS

Marriott
INTERNATIONAL

Wynn
RESORTS

Hysan
PLACE



MGM
美高梅



香港大學
THE UNIVERSITY OF HONG KONG

MELCO

InvestHK

DORSETT
HOTELS & RESORTS

澳門金沙度假區
Sands
RESORTS MACAO

HYATT®

LANGHAM
HOSPITALITY GROUP

LANSON PLACE
PERSONAL HOTELS & RESIDENCES

南豐作坊
the mills
fabrica



With the expertise and knowledge we have accumulated in (food) waste reduction and circularity, single-use plastic, water conservation, responsible procurement, sustainability certification implementation, sustainability strategy development, and sustainable event production and communications, we are well-placed to offer our services to hospitality businesses that aspire to be industry leaders in sustainability.

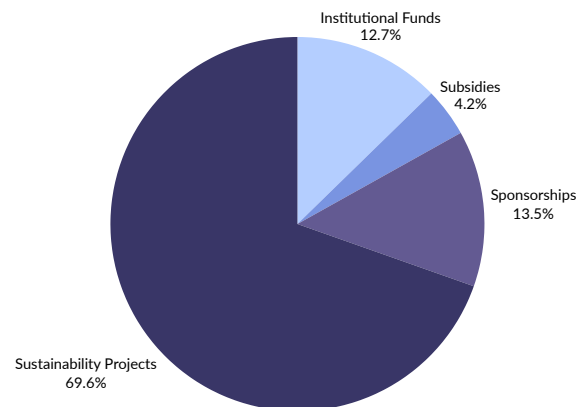
CONTACT US

To learn more about our offerings, designed to help you enhance your company's sustainability endeavours, reputation, talent and community engagement.

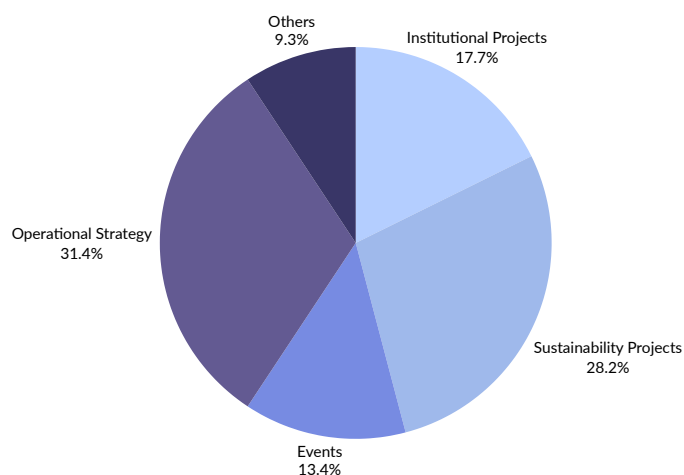
FINANCE & ADMINISTRATION

FINANCE

In 2025, GREEN Hospitality (Pangaia Solutions Ltd) generated HK\$578,733 in revenue while spending HK\$223,436 on related expenses. This year, GREEN Hospitality shifted its primary revenue stream from publicly funded projects to more practical implementation of sustainability projects directly in partnership with hospitality organisations.



Notably, the financial year of 2025 has achieved the organisation's highest net income from sustainability projects outside of institutional funds.



In alignment with our long-term strategy, we maintained a lean operational structure, with most expenses directly tied to project execution. Costs such as salaries, fees, and stipends for staff and interns were partially offset by various subsidy schemes, allowing residual funds to be directed towards essential software licences and organisational activities.

ADMINISTRATION

To ensure continued transparency and compliance, we have strengthened our governance framework through strategic partnerships. We are deeply grateful for the pro-bono legal consultations provided by PILnet, which have been instrumental in enhancing our governance standards and helping us connect with legal experts on various topics. To that end, we are grateful to Morrison Foerster for their support and advice on one of the projects.

STRATEGIC OUTLOOK: 2026–2027 ROADMAP

Building on the momentum of 2025, GREEN Hospitality has defined a focused strategic agenda to deepen sector transformation across Hong Kong, Macau, and the wider Asia-Pacific region. Our forward plans are organised around four interconnected pillars: Advancing Nature-Positive Hospitality, Deepening Partnerships, Launching Circular Economy Pilots, and Expanding the Sustainable Hospitality Roadmap.



PILLAR 1: ADVANCING NATURE-POSITIVE HOSPITALITY

Integrating biodiversity and ecosystem resilience into hospitality operations by partnering with conservation organisations, academia, and hospitality leaders to develop practical, business-case-driven resources for nature-based solutions, including ethical sourcing frameworks, habitat restoration opportunities, and guest engagement tools aligned with the Hong Kong Biodiversity Strategy and Action Plan (BASP) and international standards.



PILLAR 2: DEEPENING PARTNERSHIPS

We will work to enhance the hospitality industry through our partnership with organisations such as the World Sustainable Hospitality Alliance (WSHA) and others through:

- **Programme Localisation:** Introduce WSHA's tools to Hong Kong, Macau, and the Asia-Pacific, including the Employability Program to strengthen talent pipelines across the region; Planet Conscious Amenities to accelerate action on single-use plastic; and The Academy to empower all hospitality stakeholders to access coherent knowledge and training on sustainable practices in the industry.
- **Global & Local Standards Contribution:** Provide technical input to ensure Asian hospitality contexts are accurately represented in global standards and local initiatives.
- **Digital Capacity Building:** Develop digital campaigns and trainings to keep our stakeholders informed across Asia-Pacific

PILLAR 3: LAUNCHING CIRCULAR ECONOMY PILOTS

Turning waste streams into value through data-driven innovation.



TEXTILE AND MATTRESS CIRCULARITY

Objective

- Establish a standardised framework for the collection, sorting, and recycling of hospitality textiles and mattresses
- Explore economies of scale for take-back programmes and circularity solutions

Expected Outcome

- Industry guidelines, baseline waste volume data, and partner network for scalable circular solutions
- Recycled textile prototypes for reuse in the hospitality industry



TETRA PAK RECYCLING

Objective

- Quantify Tetra Pak waste volumes across F&B operations and activate industry participation through evidence-based case studies
- Identify gaps and opportunities for more efficient TetraPak circularity

Expected Outcome

- Data-backed advocacy for improved recycling infrastructure and operator engagement protocols
- Toolkits and best practices for practical operational implementation

Both pilots will generate actionable insights to inform policy recommendations, supplier partnerships, and investment cases for circular infrastructure in Hong Kong and Macau. If you are interested in knowing more or participating, please contact: waste@greenhospitality.io



PILLAR 4: EXPANDING THE SUSTAINABLE HOSPITALITY ROADMAP

Strengthening regional leadership through localised resources and assessment

Hong Kong Roadmap Refresh: Publish renewed goals and relaunch the Sustainable Hospitality Roadmap assessment with expanded brand participation, incorporating lessons from 2025 Think Tanks and pilot outcomes.

Macau Market Entry: Publish a dedicated Macau sustainability hospitality progress analysis, establish localised goals, and implement a flagship activity to catalyse sector engagement.



Resource Development: Produce and disseminate practical toolkits, benchmarking guides, and case studies to incentivise Roadmap adoption across Hong Kong and Macau hospitality operators, aligning with WSHA measurement standards and KPIs.

Regional Expansion: Grow presence and strategic collaborations in priority markets: Indonesia, Thailand, the Philippines, Singapore, and Malaysia, adapting the Roadmap framework to local regulatory and operational contexts.

If you are interested in knowing more or participating, please contact:
roadmap@greenhospitality.io

MEASURING FORWARD PROGRESS

Success of this strategic agenda will be tracked through:



Partnership Metrics:

Number of new institutional collaborators, WSHA programme adoptions, and cross-border knowledge exchanges



Pilot Outputs:

Volume of waste diverted, standards published, and industry participants engaged in circularity initiatives



Roadmap Uptake:

Brands completing assessments, resources downloaded, training completions and attendance to Think Tanks



Regional Reach:

Markets with active programming, local stakeholder networks established, and policy contributions submitted

Our 2026–2027 roadmap reflects a commitment to move from awareness to action – from local pilots to regional standards, and from collective action planning to measurable impact. By aligning with global frameworks while grounding solutions in Asian contexts, we aim to position hospitality as a leader in the transition to a circular and nature-nurturing future.

For partnership inquiries or to participate in upcoming initiatives, contact:
partnerships@greenhospitality.io

RESOURCES

Visit our rich library of resources on waste management and reduction as well as real-life case studies to expedite your resource circularity journey!

CONSCIOUS COOKING - ASIAN DELIGHTS

Read our bilingual sustainable cookbook published under our **Food Waste to Good Taste** programme. All proceeds go to the **Foodlink Foundation**.



[PURCHASE A COPY](#)

F&B PLAYBOOK NOW TRANSLATED!

Download our F&B Playbook designed to help F&B businesses improve their sustainability endeavours, newly translated and now available in Chinese.



[DOWNLOAD THE BOOK](#)

GREEN INSIGHTS BLOG

We publish thoughtful, timely, articles related to issues surrounding sustainability and the hospitality industry in the Asia-Pacific region. Have a read of some of the articles:



[UN International Day of Zero Waste 2025: How F&Bs Can Cut Waste to Cut Cost](#)



[Accelerating Waste Reduction: Understanding Hong Kong's Producer Responsibility Scheme \(PRS\) / 促進減廢 生產者責任計劃的重要性](#)



[Beyond Plastic: Why and How Hotels Can Lead the Waste Reduction Revolution](#)

INDUSTRY NEWSLETTER

[Subscribe to our monthly newsletter](#) for timely updates on the latest in sustainability updates in the Asia-Pacific.





Stay Connected

There are many ways to stay connected with us at GREEN Hospitality and stay informed on the latest sustainability happenings and innovations in the sector. If you wish to stay in the know or be invited to participate in our events, workshops or programs, subscribe to our newsletter or follow your preferred social media channel. Join us in the movement to transform the hospitality sector into a catalyst for sustainability!

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