



Stock Code 股份代號 : 251

與時創建

Building with the times

環境、社會及管治報告
Environmental, Social and Governance Report **2023**

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ABOUT THE GROUP



SEA Group is a prominent international property conglomerate founded in 1956 and headquartered in Hong Kong. The Group is listed on the Main Board of the Stock Exchange (Stock Code: 251) with over 200 residential, commercial and industrial projects in Hong Kong, the United Kingdom, Australia, New Zealand, Canada, Mainland China and other countries for decades.

67th Anniversary
爪哇集團
SEA Group

The Group's core business includes property investment, property development, hotel operation and financial investment. Listed below are the Group's major projects during the year of 2023.

Location	Project	Business Segment
Hong Kong, China	Grand Victoria	Property development (Joint venture residential development project)
	Repulse Bay	Property development (Joint venture residential development project)
	Jardine's Lookout	Property investment
	1 Shouson Hill Road East	Property investment
	Winway Building	Property investment
	Crowne Plaza Hong Kong Causeway Bay	Hotel operation
London, United Kingdom	20 Moorgate	Property investment
	33 Old Broad Street	Property investment

ABOUT THE REPORT



With the growing concerns on sustainable development, the Group recognizes the increasing importance of ESG aspects. To share the concept of sustainability with its stakeholders, the Group has integrated ESG elements into its strategic planning and operations. This ESG report outlines the Group's strategy and management towards sustainable development, as well as discloses ESG aspects to its stakeholders for the year from 1 January 2023 to 31 December 2023. The Report is available in both Chinese and English, and has been uploaded to the websites of the Company (www.seagroup.com.hk) and Hong Kong Exchanges and Clearing Limited (www.hkex.com.hk).



Mr. Lambert Lu, Chief Executive

Reporting Scope and Boundary

According to the principle of consistency, the Group has prepared the Report with the same reporting scope and boundary as the previous reporting year. It focuses on the Group's property investment and financial investment businesses operated by the Head Office and the hotel business at the Crowne Plaza Hotel, which accounts for 100% of the Group's revenue of the reporting year.

Reporting Standard and Principles

The Report is prepared in accordance with the ESG Reporting Guide under Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange and is in compliance with the "mandatory disclosure requirements" and "comply or explain" provisions of the ESG Reporting Guide. Four reporting principles, namely materiality, consistency, balance and quantitative, set the cornerstone for the preparation of the Report.

A complete index is inserted in the last chapter of the report (pages 29 to 31) for reference.



Board of Directors



2023 Long Service Award

REPORTING PRINCIPLES

MATERIALITY

The Group has invited internal and external stakeholders to conduct a survey for identification and prioritization of material ESG topics.

BALANCE

The Group prepared the Report with objectivity and revealed pertinent materials in a fair manner.

CONSISTENCY

Unless otherwise specified, the Group adopted consistent methodologies and manner to ensure meaningful comparison of ESG information and data.

QUANTITATIVE

Quantitative data are disclosed, whenever possible, for evaluation and comparison of the Group's performance.



Confirmation and Approval

Internal controls and a formal review process have been established in accordance with the Group's policies to ensure that any information presented in this Report is as accurate and reliable as possible. Information contained herein was sourced from statistical data and official documents from SEA. The Board has reviewed and approved this Report to guarantee the coverage of ESG topics are material to the Group.

Feedback Mechanism

The Group values opinions from different parties and encourages stakeholders to share their feedback and suggestions on this Report and ESG performance through the following channels:

By Post: 26/F., Everbright Centre, 108 Gloucester Road, Wanchai, Hong Kong
By Email: info@seagroup.com.hk
By Phone: (852) 2828 6363
By Fax: (852) 2598 6861

BOARD STATEMENT

**Mr. Lu Wing Chi, Jesse
Chairman**



At SEA, sustainability is a fundamental aspect of our business strategy and long-term growth. We firmly believe that by integrating sustainability into our daily operations, we can create lasting value for our stakeholders and contribute to a resilient and sustainable future. Despite the challenging macroeconomic conditions in Hong Kong and worldwide, SEA Group remains committed to sustainability. Our dedicated and talented staff have worked tirelessly to ensure the stability and resilience of our operations, demonstrating unwavering dedication to our shared vision.

The Board considers sustainable development is a top priority in our strategic agenda. This includes addressing climate-related concerns and incorporating ESG aspects into our long-term business strategy. By doing so, we have improved our governance performance and transformed our management approach to generate positive outcomes in today's challenging business environment. Additionally, our Board consistently reviews and evaluates our ESG performance to maintain our progress and adjust to changing sustainability trends.

At the same time, we deeply appreciate the dedication and contributions of our employees, whose hard work and unwavering commitment have been crucial to our success. We are committed to supporting their growth,

development, and well-being by investing in their career advancement, providing opportunities for skill development, and fostering a supportive and inclusive work environment.

To remain firmly on the path of sustainability, effective communication with internal and external stakeholders is essential. By improving communication channels, we aim to understand the needs and expectations of our clients, customers, and business partners. Furthermore, we are dedicated to promoting sustainability awareness within our organization through internal initiatives.

At SEA, our commitment to sustainability extends beyond our immediate operations. We actively seek opportunities to collaborate and engage with external stakeholders, including industry peers, government agencies, and non-profit organizations. By forming strategic partnerships, we can leverage collective knowledge and resources to address shared sustainability challenges and make a meaningful impact on society.

Together, we can build a brighter future – one that values the well-being of our planet, our people, and the prosperity of future generations.

SUSTAINABILITY AT A GLANCE

ENVIRONMENT

EMISSIONS

Total greenhouse gas emissions
5,191.5 tonnes CO₂-e

Total non-hazardous waste generated
266.5 tonnes

USE OF RESOURCES

Total energy consumption
7,871.8 MWh

Total water consumption
76,119.0 cubic metres



EMPLOYEES

NUMBER OF EMPLOYEES **197**

MALE TO FEMALE RATIO **1:1.05**

COMMUNITY

- Donations to Yang Memorial Methodist Social Service for supporting their elderly care programmes and other social services
- Participated in the "Community Chest Dress Casual Day" organized by The Community Chest of Hong Kong

SUPPLIERS

NUMBER OF SUPPLIERS **527**



SUSTAINABILITY APPROACH

The Group strives for responsive sustainability governance structure. With the comprehensive approach on sustainability management, the Group has integrated sustainability practices to its operation.

Governance Structure and Sustainability Risk Management

The Board is committed to ensuring proper and comprehensive issues management by overseeing the internal ESG management approach, strategies and policies. It regularly reviews, identifies, evaluates, and manages ESG targets and performance. It also monitors corporate governance practices in response to stakeholders' concerns. This regular monitoring guarantees a timely response and appropriate management of ESG issues.

To maintain effective management of ESG issues, the Group has established the ESG Committee to support the Board in discharging its obligations and duties to oversee ESG-related issues. The ESG Committee, led by an executive Director and comprising representatives from different departments, reviews and monitors the Group's ESG matters aiming to maintain compliance with the ESG-related regulatory requirements from time to time. Besides, as appointed by the Board, the Audit Committee will review the systems' effectiveness and adequacy regularly.

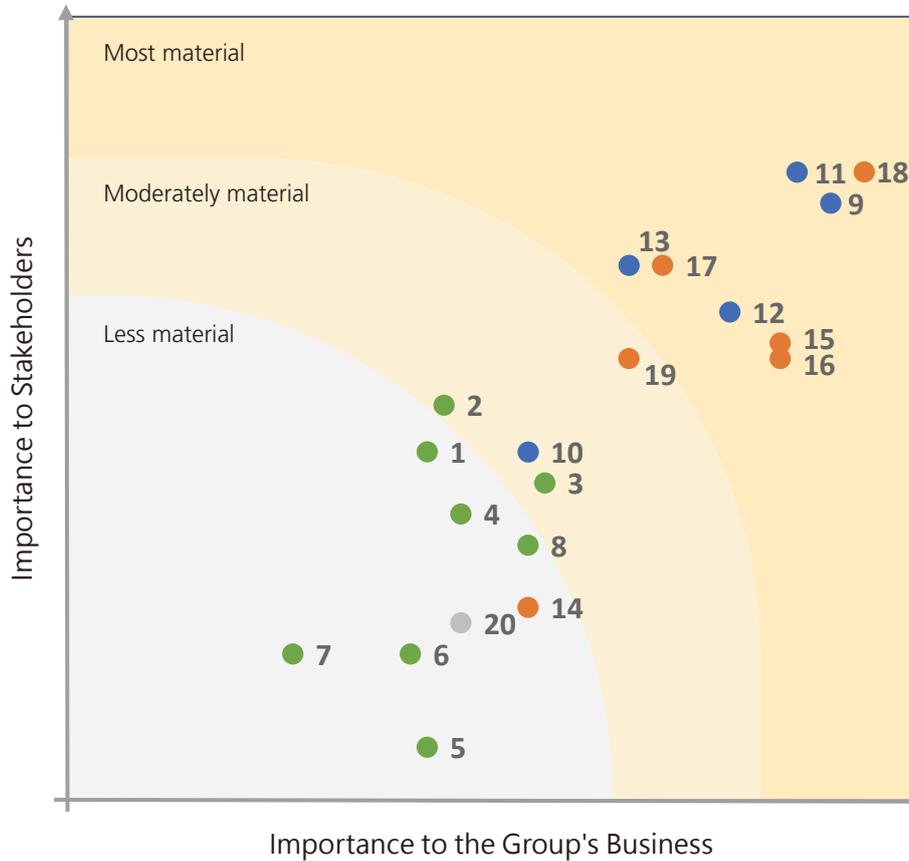
Stakeholders Engagement

The Group recognizes the importance of long-term and positive relationship with stakeholders for its sustainable development. The Group values opinions from stakeholders and has established various channels for communication, which helps the Group to understand their expectations and improve continuously. The major communication channels for its key stakeholders are listed below.

Key Stakeholders	Reason of Engagement	Forms of Engagement
Employees	Understanding employees' concerns are essential to satisfy their needs.	<ul style="list-style-type: none"> • Orientation and training sessions • Performance appraisal
Customers	To retain customers, meeting their demands and expectations are crucial.	<ul style="list-style-type: none"> • Online survey • Comment card • Customer service hotline • Email and mobile application • Company website
Shareholders	The Group is intended to deliver long-term, sustainable financial returns to its shareholders.	<ul style="list-style-type: none"> • Shareholders' meetings • Financial reports, ESG reports and circulars • Company website
Vendors and Suppliers	Vendors' and suppliers' ESG performance ultimately affects the Group's ESG performance. SEA works closely with them to ensure they meet the Group's ESG standards.	<ul style="list-style-type: none"> • Tendering and procurement processes • Presentations and interviews • Briefings and meetings • Emails and phone calls
Communities	The Group is committed to creating long-term societal benefits as a responsible corporate citizen.	<ul style="list-style-type: none"> • Community events • Volunteering activities • Donations and sponsorships

Materiality Assessment

In order to establish effective sustainability strategy and approach, the Group has invited both internal and external stakeholders including the Board members, employees and business partners to conduct materiality assessment so as to understand the key ESG issues of the Group during the reporting year. The result of materiality assessment is shown as below.



Aspects	Most Material	Moderately Material	Less Material
Employment & Labour Practices	9 Employment system 11 Health, safety and well-being 12 Training and development 13 Human rights	10 Diversity and inclusion	
Operational Practices	15 Customer satisfaction and safety 16 Quality assurance 17 Protection of intellectual property rights and data privacy 18 Business ethics and integrity	19 Whistle-blowing	14 Supply chain risk management
Environment		2 Waste 3 Energy	1 Greenhouse gases and air pollutants 4 Water 5 Materials 6 Climate change 7 Impacts on the environmental and natural resources 8 Noise
Community			20 Community investment

Looking ahead, the Group will continuously review and establish relevant management approach for material issues. At the same time, the Group will continue to maintain positive relationship with its stakeholders for improvement of management approach and business operations.

Compliance Management

The Group upholds a high standard of corporate governance to safeguard the interests of stakeholders and stability of operations. The Board and management are committed to upholding business ethics and integrity in all operations. This commitment is realized through the creation and implementation of various policies and measures, enabling the Group to effectively mitigate the regulatory risks in its operations.

The Group endeavours to keep high standard of integrity and honesty in business operations and has identified relevant laws and regulations, that are significant to its operations as mentioned below.

Aspect	Relevant laws and regulations
Emissions	Air Pollution Control Ordinance (Hong Kong Law, Cap. 311) Waste Disposal Ordinance (Hong Kong Law, Cap. 354) Water Pollution Control Ordinance (Hong Kong Law, Cap. 358)
Employment	Employment Ordinance (Hong Kong Law, Cap. 57)
Health and Safety	Occupational Safety and Health Ordinance (Hong Kong Law, Cap. 509)
Labour Standards	Employment Ordinance (Hong Kong Law, Cap. 57)
Product Responsibility	Personal Data (Privacy) Ordinance (Hong Kong Law, Cap. 486) Landlord and Tenant (Consolidation) Ordinance (Hong Kong Law, Cap. 7) Building Management Ordinance (Hong Kong Law, Cap. 344)
Anti-corruption	Prevention of Bribery Ordinance (Hong Kong Law, Cap. 201)

During the year, SEA was not aware of any reported non-compliance cases with the above laws and regulations with significant impacts on the Group's operations. In addition, SEA was not aware of any new laws and regulations that will have a material impact on the Group's operations.

In the future, the Group will continuously evaluate its management approach to maintain compliance with relevant laws and regulations. If a reported non-compliance case arises, the Group will address it in a fair and lawful manner.



2023 Lion Dance

OUR PEOPLE

SEA Group understands that employee is the most valuable resources and asset for its stable and sustainable business development. The Group strives to maintain a fair workplace for all employees by providing a safe and an inclusive work environment where employees feel engaged, supported and valued. During the reporting year, the Group was awarded the “Caring Company” by The Hong Kong Council of Social Service.

Employment

The Group values the recruitment and retention of talents by providing competitive remuneration packages to its employees. The Employee Handbook, CSR Policy Statement and relevant internal policies and guidelines state clear information about employee compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare. Also, the Group endeavours fair and equal opportunities with zero discrimination principle in workplace.

<p>Recruitment and Dismissal</p>	<p>The Group has established relevant recruitment and dismissal procedures which are stated clearly in the Employee Handbook. Employees can access to the Employee Handbook for the information understanding the Company policies, procedures and benefits in details anytime via the Company intranet.</p> <p>All procedures are developed in a lawful and fair manner that provides equal opportunities and treatment to all employees or candidates. Potentials are chosen based on their qualifications and ability to meet the job’s requirements regardless of their cultural background, race, age, gender and etc.</p>
<p>Remuneration and Promotion</p>	<p>Employees are provided with a remuneration package which includes basic salary, discretionary bonus, and voluntary contribution to the retirement fund. They are also offered different benefits, such as life and medical benefits for employees and their eligible dependents after probation, long service recognition award and study fund.</p> <p>Promotion will be granted based on merit, such as competence and potential, work performance and quality, and so on.</p>
<p>Labour Standards</p>	<p>The Group prohibits all kinds of practices that violate labour standards, including but not limited to child labour, forced labour and discrimination.</p> <p>To ensure compliance with relevant laws and regulations as well as internal policies, all candidates are required to provide their identification proof to verify their eligibility to work.</p> <p>Besides, the Group adopted zero-tolerance attitude towards all kinds of unfair or discriminatory behavior on the grounds of race, nationality, social status, religion, disability, and sexual orientation. If there is non-compliance case discovered, the Group will handle the case according to the procedures stated in the internal policies, relevant laws or regulations.</p>

The Group's internal policies, management approach and measures are developed with people-oriented principle to create a fair and respectful workplace. To strive for a balance between work and personal life, the Group encourages its staff to complete their tasks within normal working hours. If they need to work beyond usual working hours, employees are entitled to overtime pay, and a meal allowance or duty meal shall be provided as a special arrangement.

Furthermore, SEA Group shows its gratitude to employees by sending seasonal gifts on festive occasions. In 2023, the Group presented its employees with a chocolate gift box, an Easter gift basket, rice dumplings and mooncakes on Valentine's Day, Easter, Dragon Boat Festival and Mid-Autumn Festival respectively. Besides, the Group provides birthday gifts to each employee. The distribution of these gifts not only aims to provide employees with rest during holidays but also allows them to immerse themselves in the festive atmosphere fully. Additionally, the Group arranged lunches for its employees to celebrate the traditional festivals. Through these initiatives, the Group sincerely appreciates its employees and thanks them for their continuous dedication.



2023 Valentine's Day



2023 Annual Dinner



2023 Festive Lunch



Health and Safety

The Group is dedicated to providing a safe and healthy workplace for all employees. It has established internal policies, management systems and operating procedures, on the basis of relevant laws and regulations, to provide guidelines of safety procedures in workplace, such as equipment use, hygiene, first aid and fire prevention. Guidelines from the Occupational Safety and Health Council and the Labor Department are also cited from time to time, along with the regular review of health and safety and related regulations in workplace.

Health and safety of employees is always prioritized by the Group. While the world is stepping into the post-COVID-19 era, influenza season has come to post risks to the community. To safeguard the health and safety of employees, the Group provided free on-site flu vaccination to its employees.

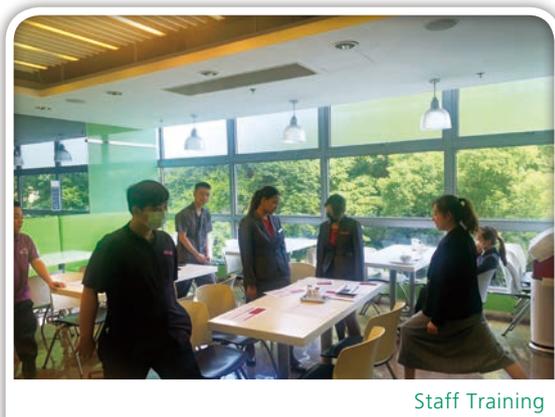
To raise awareness of occupational health and safety, the Crowne Plaza Hotel has implemented policies covering Workshop Safety, Working at Height, Electrical Safety, Welding and Cutting and Pressure System, and provided safety training such as Fire and Bomb General Orientation to the employees for improved emergency planning and response. Also, an annual work safety training was organized by the Crowne Plaza Hotel for discussion of occupational health and safety in workplace. Safety inspection and testing of electrical equipment have been implemented to minimize health and safety risks.

Apart from the internal policies, management systems and operating procedures established, employees are protected by medical insurance, which covers outpatient services and hospital charges to further protect their health.

In 2023, all work-related injury cases within the Group occurred in the hotel operations. In each instance, the management promptly responded by providing assistance to the injured employees and ensuring they received immediate medical attention and care. Furthermore, following each incident, the management conducted thorough reviews to determine the cause of the incident and implemented preventive measures to avoid similar occurrences in the future. The safety and well-being of the Group's employees remain a top priority, and the Group is committed to maintaining a safe working environment throughout our hotel operations.

Work related fatality and/or injury	Head Office	Crowne Plaza Hotel
Number of work-related fatalities [#]	0	0
Number of work-related injuries	0	7
Number of lost days due to work injury	0	210

[#] No work-related fatalities for the past three years



Staff Training



Staff Training

Development and Training

The Group understands the essential of providing development and training opportunities to its employees for sustainable business and personal development. The Group has provided trainings covering various topics for development opportunities to enhance employees' working abilities. Apart from the internal training provided by the Group, employees are encouraged to seek professional trainings organised by external organizations. The Group will subsidise up to 80% of the tuition fees of job-related training and grant up to three calendar days of full-pay leave per calendar year for their first sittings of the examination.

The Group strives to create an inclusive workplace with close relationship of employees. To enhance the communication and relationship between different departments and colleagues, the Group organized a team building activity that allows employees to relieve their pressure and build positive relationship with each other during the reporting year. Game bonuses had been provided to encourage employee participation in the team building activity, further strengthening the bonding between teammates.

Furthermore, to understand the performance of employees for their development, an annual performance appraisal is conducted for employees of both Head Office and the Crowne Plaza Hotel. It allows employees to review their performance and determine their development needs.



2023 Team Building Activity

OUR OPERATIONS

SEA Group upholds a high standard of integrity and honesty in its business operations. It is committed to maintaining its responsible and compliant operations for its long-term development.

Product Responsibility

The Group strives to provide customers with superior quality services. With the establishment of relevant internal policies, management systems and measures, the Group understands the customers' needs and expectations as well as to satisfy their needs and expectations.



Meituan Hotel Awards 2023:
Influential Hotel of the Year



The Tatler Dining Awards 2023



LINE Legacy 2023
Food and Beverage Guide: The Best Italian Cuisine Restaurant – GIACOMO



HKPBIA: Quality Building of
The Year 2023



HKPBIA: Certificate of Five Stars
Residency Award For The Year 2023



HKPBIA: Certificate of Five Stars
Gym Room Award For The Year 2023



Customer's Data Protection

The Group respects the rights and privacy of its customers. All data and information received are handled in proper procedures with strict confidentiality as indicated clearly in the Group's Privacy Policy. Only authorised users are allowed to access confidential information and data. At the same time, the Group has formulated policies to maintain the stability of network and performs system audit on regular basis to safeguard the system from cyberattacks. At the Crown Plaza Hotel, it provides trainings to its frontline personnel to prevent the improper handling of personal data and information. Whenever there is a need to collect personal information, customers will be provided with privacy policy statement or personal information collection disclaimer to obtain their consent of collection.

Customer's Health and Safety

As stated in the Group's CSR Policy Statement, the Group adheres to standards of product safety in accordance with relevant laws and regulations to secure customers' health and safety.

As a hospitality company, the Crowne Plaza Hotel concerns about the hygiene standards and food quality standards as to ensure safe and high-quality food provided. To maintain effective and comprehensive management of food safety, the Group has established a Food Safety Management System to oversee the operating procedures including its premises, vendors and suppliers, covering material purchasing, food processing, handling and packaging. Besides, to further safeguard the hygiene of food provided, the Crowne Plaza Hotel conducts a foodborne illness and food recall exercise involving food handling and inspection procedures that helps employees to familiarize with emergency scenarios handling procedures, such as food contamination, as well as to minimize the negative consequences once discovered.

During the reporting year, the Crowne Plaza Hotel had no significant food recall incidents resulting from food safety issues. Additionally, the hotel did not encounter any cases of non-compliance with food safety laws and regulations that had a substantial impact on the Group. The Crowne Plaza Hotel was unaware of any significant customer complaints. In the event of general complaints received during daily operations, the hotel promptly addressed them in accordance with internal regulations, ensuring customers received satisfactory resolutions.

Advertising and Protecting Intellectual Property Rights

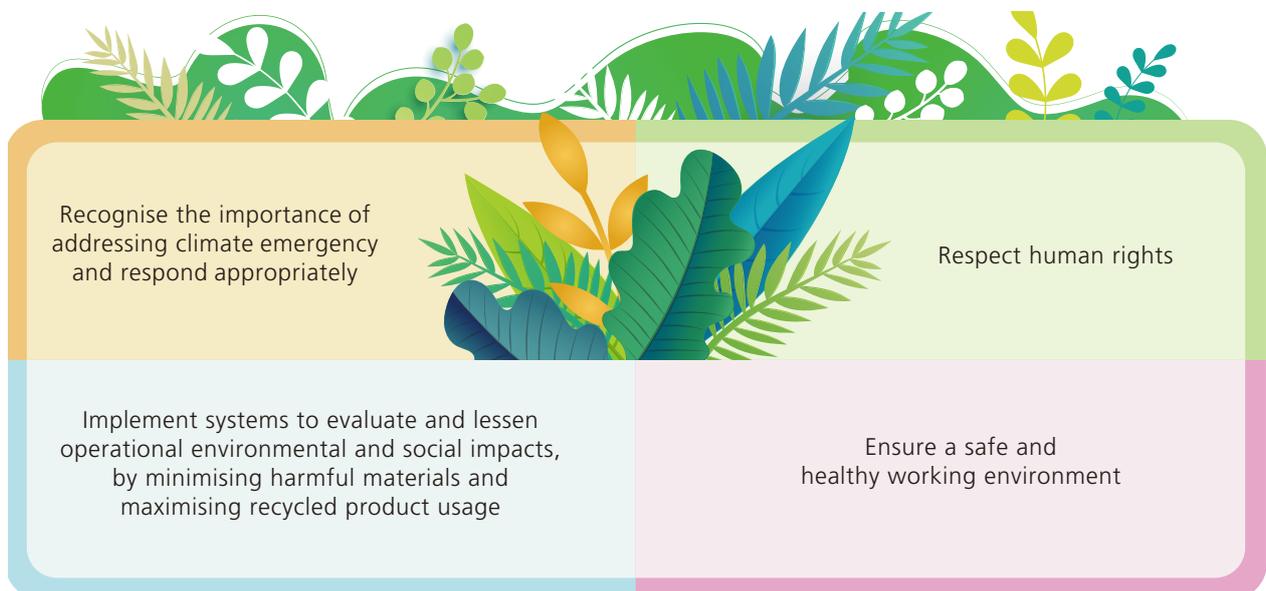
For the advertisement or any promotion materials used in the operations, the Group has implemented procedures to guarantee the accuracy of information. Also, the Group has measures in place to protect its intellectual property rights and has registered trademarks for its restaurants in Hong Kong. With the established measures, the information or materials used are complied with relevant laws and regulations governing intellectual property rights, such as copyright, trademark, and patent laws.

During the reporting period, there was no confirmed case of non-compliance with any laws and regulations in relation to intellectual property rights, such as Trademarks Ordinance, Copyright Ordinance, and Patents Ordinance.

Supply Chain Management

The Group believes an effective supply chain management is essential for its sustainable operations. SEA developed a Supply Chain Management Policy to manage the ESG risks in its supply chain, including those related to business ethics, environmental performance, and social standards. To promote effective ESG risk management in the supply chain, suppliers will receive clear requirements and expectations during the procurement process.

SEA GROUP IDENTIFIES AND ASSERTS PRIORITY TO SUPPLIERS THAT:



During the procurement process, suppliers are selected carefully through vendor prequalification, competitive quotation, and tendering processes, to evaluate their background, financial capability, skill set, license, certification of industrial standard, sustainability of product offered, past performance, industrial experience, and other relevant aspects, together with appropriate risk assessment.

Relevant departments, such as the Procurement Department at the Crowne Plaza Hotel, are responsible for monitoring closely the suppliers' performance and compliance with relevant laws, regulations and standards. Once selected, suppliers are required to comply with the Crowne Plaza Hotel's Supplier Code of Conduct which is to be considered for expanding or extending their collaboration. If there is non-compliance discovered or reported, the Group will consider discontinuing the business relationship with the suppliers in accordance with the Code of Conduct.

Location of Suppliers at Head Office and Crowne Plaza Hotel	No. of Suppliers
Hong Kong, China	510
United Kingdom	10
Malaysia	2
Mainland China	1
Australia	1
United State	2
Singapore	1
Total suppliers	527

Anti-corruption

The Group values fair and equitable operations with zero tolerance for misconduct and unethical practices. Any forms of corruption, money laundering, bribery, fraud, extortion and all kinds of unethical activities are strictly prohibited. In order to uphold high standard of integrity and business ethics, the Group has adopted the Anti-Corruption Policy on the basis of the Prevention of Bribery Ordinance and other relevant laws and regulations. All directors, officers and employees are strictly prohibited from soliciting, accepting or offering advantages from or to any third parties. If there is actual or suspected case, relevant personnel should report to the Business Ethics Committee through designated reporting channels stated in the Whistleblowing Policy. Investigation will be undergone, and appropriate actions will be taken accordingly. Information will be handled confidentially to ensure the fairness of investigation and protect whistleblowers from unfair dismissal or victimization.

In line with the nature of business operations, all employees at the Crowne Plaza Hotel are required to sign the Code of Conduct. This document provides detailed information about anti-corruption measures and proper handling procedures. Additionally, the hotel has established a dedicated confidential hotline to ensure fair and effective resolution of complaints related to grievances. Besides, all employees are encouraged to report any workplace misconduct or malpractice. If they receive a gift, they should promptly inform the relevant departments for guidance on handling it according to the internal policies of the Group. Any violations discovered may result in summary dismissal of the employees involved and may be reported to the ICAC for further investigation and action.

To prevent non-compliance of relevant laws and regulations, or internal policies, the Group provides business ethics related materials or training to directors and employees of the Group with the goal to raise their awareness of integrity and honesty. During the reporting year, the Group organized relevant training for all Directors and staff. Directors were provided reading materials relating to implementation of sound and effective ethical governance practices against corruption, fraud and malpractices issued by The Hong Kong Institution of Directors. As for staff, the Group invited ICAC to give a talk on a topic of "Ethics at Work" in order to heighten their awareness on the vulnerability and corruption risks in the workplace, understand legal requirements and organizational policies in preventing corruption, and equip staff with the necessary skills to handle ethical dilemmas at the workplace.

During the reporting year, the Group has not received any legal cases regarding corrupt practices brought against the Group or its employees.

OUR ENVIRONMENT

SEA Group recognizes the importance of managing and reducing emissions to mitigate environmental impacts in its operations. Its goal is to influence and enhance the environmental awareness of its employees and suppliers by implementing various environmental initiatives. These initiatives focus on energy conservation, efficiency, green office practices, and resource preservation. Through these efforts, the Group can make contribution to the sustainable development of society and continuously improve its internal environmental performance.

The Group is committed to being more environmentally friendly by taking various actions to minimize its environmental impacts. During the reporting year, the Group has replaced the printing equipment, which helps reduce waste generation and contributes to resource conservation.

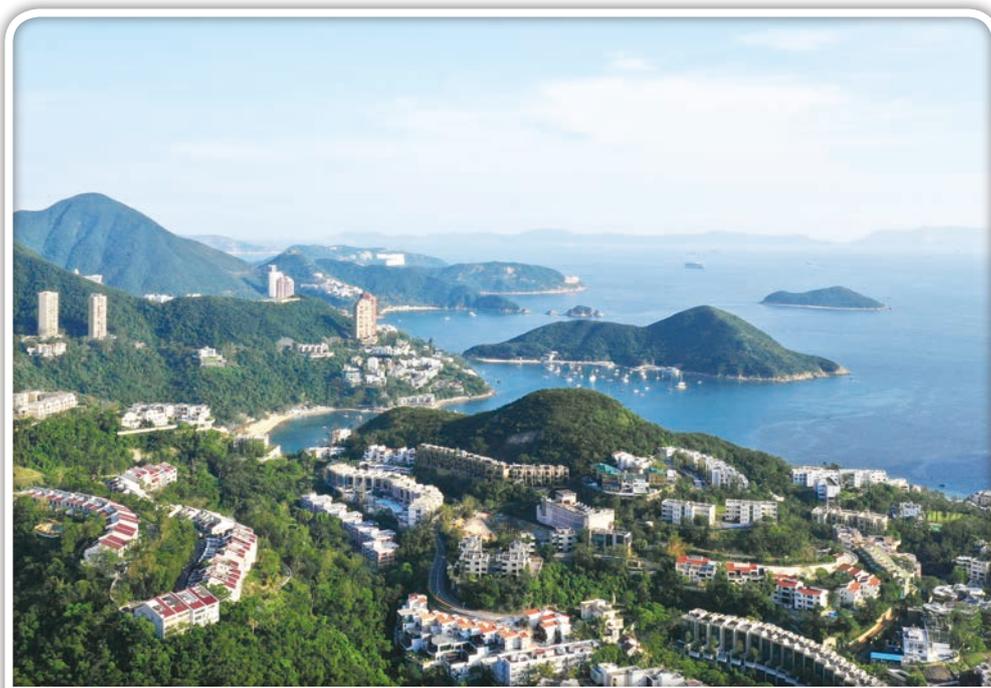
Emissions

The Group is dedicated to managing and decreasing emissions and taking proactive steps to reduce our carbon footprint. We aim to ensure the sustainability of our operations while demonstrating our commitment to environmental responsibility.

Greenhouse Gas Emissions

The Group remains dedicated to its sustainability efforts by consistently engaging an independent consultant to conduct thorough carbon assessments and accurately measure the greenhouse gas emissions produced through its various operations. These assessments were conducted in accordance with the guidelines of Environmental Protection Department and EMSD. Moreover, the Group ensures compliance with globally recognized standards like ISO 14064 and the Greenhouse Gas Inventory Protocol.

Furthermore, as part of its commitment to transparency, the Group maintains a comprehensive database that includes emissions from Scope 1, 2, and 3, all of which are directly associated with its operational activities. This database is easily accessible for review and scrutiny, reinforcing the Group's dedication to openness and accountability.





GHG Emissions				
Scope	2023		2022	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Scope 1: Direct GHG Emissions ¹ (tonnes CO ₂ -e)	33.7	81.8	32.4	66.8
	115.5		99.2	
Scope 2: Energy Indirect GHG Emissions ² (tonnes CO ₂ -e)	70.2	4,931.7	78.4	5,057.1
	5,001.9		5,135.5	
Scope 3: Other Indirect GHG Emissions ³ (tonnes CO ₂ -e)	8.8	65.3	13.2	46.7
	74.1		59.9	
Subtotal GHG emissions by entities (tonnes CO ₂ -e)	112.7	5,078.8	124.0	5,170.6
Total GHG Emissions (tonnes CO₂-e)	5,191.5		5,294.6	
GHG Emissions Intensity (by number of employees and revenue respectively)	1.9 (tonnes CO ₂ -e/ employee)	24.8 (tonnes CO ₂ -e/ HKD million)	2.4 (tonnes CO ₂ -e/ employee)	39.8 (tonnes CO ₂ -e/ HKD million)

During the reporting year, the total GHG emissions from the Head Office and Crowne Plaza Hotel were 5,191.5 tonnes CO₂-e, in which 97.8% of emissions came from Crowne Plaza Hotel and the overall carbon emissions of the Group decreased slightly by 1.95% compared to that in 2022.

The Group will continue to promote a green operating model and work together with its staff members to lower the environmental impacts as much as possible.



- ¹ Scope 1 includes direct emissions from the combustion of fossil fuels in stationary sources and mobile sources.
- ² Scope 2 includes energy indirect emissions by electricity purchased from power companies and gas purchased from Towngas.
- ³ Scope 3 includes other indirect emissions by methane gas generation at the landfills in Hong Kong due to disposal of paper waste, fresh water processing, sewage processing and business travel by employees.

Air Emission

The main contributor to air pollution generated by the Group's vehicles is the use of fossil fuels. The pollutants released into the atmosphere include NOx, SOx and RSP.

Air Emissions				
Air Pollutants	2023		2022 ⁴	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
NOx (kg)	8.58	7.32	8.40	5.46
	15.90		13.86	
SOx (kg)	0.19	0.06	0.20	0.03
	0.25		0.23	
RSP ⁵ (kg)	0.63	0.12	0.60	0.05
	0.75		0.65	

During the reporting year, the amount of NOx, SOx and RSP increased by 14.7%, 8.7% and 15.4% respectively, mainly due to the higher consumption of towngas and petrol caused by the increase of catering services provided and usage of vehicles. In the medium term, the Group aims to decrease air emissions by planning to purchase or replace its private cars with electric vehicles.

Waste Management

The Group is committed to proper waste management and encourages employees to reduce, reuse, recycle, and repair items before disposal.

At the Head Office, the Group implements various measures to handle both hazardous and non-hazardous waste. Computer equipment, printers and photocopiers are sent to recycling facilities for proper disposal. Used ink cartridges and toner cartridges are returned to the service providers after use. The Group also promotes the recycling of paper, plastic bottles, stationery and other office equipment. These initiatives aim to reduce waste generation, lessen the environmental harm and encourage employees to adopt sustainable practices.

In Crowne Plaza Hotel, specific facilities are established to collect waste within its property. Crowne Plaza Hotel collects recyclable items such as plastic bottles, aluminum cans, newspapers, cardboard, cooking oil, glass, and metal. Professional companies or original suppliers are engaged to collect hazardous waste and arrange for its proper disposal at approved facilities. Crowne Plaza Hotel conducts regular audits of waste volume and has implemented a waste tracking system to ensure proper handling and disposal of waste materials. These measures reflect the Group's commitment to responsible waste management and environmental sustainability.

⁴ The amount of air emissions in 2022 has been restated due to updated calculation formula to align with the calculation in 2023 for fair comparison.

⁵ Since gaseous fuel consumption is not a significant source of RSP emissions, the figures of RSP do not include Towngas and LPG combustion in hotel operations.

The Group prioritizes waste reduction, recycling, and responsible disposal practices with the aims of minimizing its environmental footprint for sustainable future. These initiatives align with the Group's commitment to sustainable development and reflect its dedication to environmental responsibility.

Waste				
Hazardous and Non-hazardous Waste	2023		2022	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Total hazardous waste produced (tonnes)	-	-	-	-
Hazardous waste intensity (by number of employees and revenue respectively)	- (tonnes/ employee)	- (tonnes/ HKD million)	- (tonnes/ employee)	- (tonnes/ HKD million)
Total non-hazardous waste produced (tonnes)	6.5	260.0	0.8	206.0
	266.5		206.8	
Non-hazardous waste intensity (by number of employees and revenue respectively)	0.11 (tonnes/ employee)	1.3 (tonnes/ HKD million)	0.02 (tonnes/ employee)	1.6 (tonnes/HKD million)

The Group did not generate any hazardous waste in 2023. Non-hazardous waste mainly consists of general garbage, paper, and recyclable metals. However, the amount of non-hazardous waste from Crowne Plaza Hotel has increased by 26.2%. This increase is primarily due to heightened business activities, resulting in a larger volume of general household waste being sent to landfills. Several actions had been taken to reduce waste and promote responsible waste management.

First, the Group has established a comprehensive waste management program at both its Head Office and Crowne Plaza Hotel. The program includes measures such as segregating waste streams, promoting recycling, and ensuring proper disposal of hazardous materials. By effectively managing waste at the source, the Group aims to minimize waste generation and maximizing resource efficiency.

Besides, the Group actively encourages employees to adopt sustainable practices and reduce waste and raise their awareness about waste reduction and recycling. By educating employees about the importance of waste management and providing them with the necessary knowledge and tools, the Group strives to create a culture of sustainability within the organization.

Moreover, the Group collaborates with external stakeholders, including suppliers, contractors, guests, and other organizations, to reduce waste throughout the value chain. This collaborative approach not only minimizes waste but also fosters a more sustainable and responsible business environment.



Use of Resources

The Group is committed to managing and optimizing the use of resources through efficient practices and responsible sourcing, ensuring long-term sustainability and minimizing environmental impact.

Energy Management

The Group is committed to managing energy consumption efficiently, minimizing its environmental impact and, making contribution to a greener and more sustainable future. At the same time, the Group will maintain its growing momentum to generate greater value for stakeholders in the long run.

Several measures have been implemented at the Head Office to reduce energy consumption. All electronic devices, including printers and copiers, are set to energy-saving mode by default. This ensures minimal energy usage when these devices are not in use, contributing to overall energy efficiency. Additionally, some of the traditional lighting fixtures in the office premises have been replaced with energy-efficient LED lights, which are known for their longer lifespan and energy efficiency, resulting in reduced electricity usage and maintenance costs. Besides, indoor temperature regulation systems have been optimized to maintain a comfortable working environment while minimizing energy wastage.

Hotel operations have a higher energy demand than that in the Head Office. Thus, Crowne Plaza Hotel has implemented a comprehensive energy management system to monitor and evaluate energy consumption during its daily operations. This system provides valuable insights into energy usage patterns, allowing the hotel to identify areas for improvement and optimize energy efficiency. Regular analysis of energy performance is conducted, enabling the hotel to implement measures to further reduce energy consumption. Furthermore, energy management practices are implemented across various areas, including lighting, air conditioning, refrigeration, water usage, and power distribution. By adhering to the energy efficiency guidelines set by relevant authorities, the hotel strives to minimize its environmental impact while ensuring guest comfort.

Energy Consumption				
Energy Type	2023		2022	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Direct energy consumption				
Towngas (MWh)	-	393.0	-	336.3
	393.0		336.3	
LPG (MWh)	-	-	-	-
	-		-	
Petrol (MWh)	126.7	5.3	95.6	8.9
	132.0		104.5	
Diesel (MWh)	15.9	-	24.8	-
	15.9		24.8	
Total direct energy consumption (MWh)	540.9		465.6	
Indirect energy consumption				
Electricity (MWh)	103.3	7,227.6	110.4	7,101.6
	7,330.9		7,212.0	
Total energy consumption (MWh)	7,871.8		7,677.6	
Energy intensity (by number of employees and revenue respectively)	4.1 (MWh/ employee)	37.3 (MWh/ HKD million)	4.5 (MWh/ employee)	57.3 (MWh/ HKD million)

Despite a 18.4% increase in direct energy consumption at the Head Office and a 15.4% increase at the Crowne Plaza Hotel, mainly due to higher diesel consumption by vehicles and the gradual recovery of the hotel business. As occupancy rates and guest activities increase, it is natural for energy consumption to rise accordingly. Nevertheless, the overall energy consumption increase only 2.5% as compared to 2022. In medium term, the Group will consider to install solar panels above chiller on the roof top at Crowne Plaza Hotel for energy saving.

Water

The Group has implemented several measures to reduce water consumption and promote responsible water resource management. In Crowne Plaza Hotel, water resource management practices and water-saving initiatives have been put in place. This includes the installation of water-saving taps in kitchens and bathrooms to minimize water usage. Crowne Plaza Hotel has also installed water consumption monitoring systems to track and analyze water usage patterns, enabling them to identify areas for improvement and optimize water efficiency. Additionally, water-saving notices have been posted in guest rooms and staff pantry areas, encouraging both guests and staff to conserve water.

Water Consumption				
Water Use	2023		2022	
	Head Office	Crowne Plaza Hotel	Head Office ⁶	Crowne Plaza Hotel
Water consumption (cubic metres)	Not Applicable	76,119.0	148.0	43,850.2
	76,119.0		43,998.2	
Water intensity (by number of employees and revenue respectively)	Not Applicable	372.3 (cubic metres/ HKD million)	2.9 (cubic metres/ employee)	337.6 (cubic metres/ HKD million)

There is a significant increase in consumption of water at Crowne Plaza Hotel, resulted in a 73.6% increase compared to that in 2022, which was mainly due to the opening of a new restaurant in March 2023. Additionally, the food and beverage business were returning to normal after COVID.

The Group could not estimate the annual water usage at its Head Office this year by the same method as in previous year, which was based on the proportion of area occupied. This was due to the property management company's inability to provide the necessary raw data this year.



⁶ There are no individual meters in the Head Office for recording water consumption. The amount of water consumed by the Head Office was estimated from the total water use of the entire floor in the commercial building using the floor area ratio.

Paper

The Group has implemented various measures to reduce paper consumption and promote sustainable practices. The Head Office and Crowne Plaza Hotel encourage the use of electronic version or systems for document circulation, reducing the reliance on printed materials. Moreover, all printers and copiers are configured to default to double-sided printing, which helps minimize paper waste.

Paper Consumption				
Paper Use	2023		2022	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Paper consumption ⁷ (tonnes)	3.6	4.4	2.6	2.0
	8.0		4.6	

The increase in paper consumption by both the Head Office and Crowne Plaza Hotel was due to the recruitment and multiple projects kick-off in 2023, which more printing materials were needed. The Group will strive for reducing paper consumption.

Environment and Natural Resources

The Group is dedicated to preserving the natural environment and resources through responsible practices and measures. One specific area of focus is the Group's commitment to responsible seafood sourcing at Crowne Plaza Hotel. The hotel ensures that all seafood served in its restaurants is obtained sustainably and ethically, with a particular emphasis on avoiding the use of shark fin. By promoting responsible seafood procurement, the Group contributes to the conservation of marine ecosystems and helps protect vulnerable species.

In addition to responsible seafood sourcing, the Group places great importance on minimizing its environmental impact and preserving natural resources, even though it has no significant direct impact on the environment. We will continue to take a comprehensive approach to preserving the natural environment and resources through various means.

Climate Change

SEA Group acknowledges the significant impact of climate change on the global economy and society. As a responsible organization, SEA Group is dedicated to proactively managing climate risks and embracing opportunities for sustainable development.

To address these challenges, SEA Group is implementing proactive measures. This includes complying with evolving regulations, enhancing building standards, and adopting low-carbon transformation strategies. The Group is also exploring the potential use of technologies and materials with lower greenhouse gas emissions, sourcing from sustainable sources and responding to market preferences for high-efficiency buildings with renewable energy sources. Furthermore, SEA Group is taking steps to reduce its indirect greenhouse gas emissions, manage resource costs, and adapt to changing market preferences.

The Group also acknowledges the significance of maintaining a positive reputation through carbon reduction actions. By implementing comprehensive climate risk management measures, the Group aims to ensure its long-term viability, contribute to a low-carbon economy, and protect the interests of its stakeholders.

⁷ Paper here mainly involves office paper.

OUR COMMUNITY

The Group recognizes the relationship between the stability of community and sustainable development of business. It is committed to contributing to the community and meeting the needs for stable development of society. The Group strives to serve the community through various contribution activities, including but not limited to donations, sponsorship and partnering with charity bodies to help the needy.

During the reporting year, the Group has continued to make donations to the charity bodies or activities with the goal of helping people in needs and promote social harmony. For example, the Group has made donations to Yang Memorial Methodist Social Service for supporting their elderly care programmes and other social services. The Group will strive to provide supports to different stakeholders with various activities in the future to maintain the stability of society.

Furthermore, the Group has also been actively participating in the “Community Chest Dress Casual Day” to encourage employees to take part in charity events. All donations raised during this event will be used for providing assistance to neglected children and raise public awareness about preventing child abuse, promoting the healthy and holistic development of the next generation.



ENVIRONMENTAL PERFORMANCE

GHG Emissions	2023	2022
Scope 1: Direct GHG emissions (tonnes CO ₂ -e)	115.5	99.2
Scope 2: Energy indirect GHG emissions (tonnes CO ₂ -e)	5,001.9	5,135.5
Scope 3: Other indirect GHG emissions (tonnes CO ₂ -e)	74.1	59.9
Total GHG Emissions (tonnes CO₂-e)	5,191.5	5,294.6
GHG Emission Intensity at the Head Office by number of employees (tonnes CO ₂ -e/employee)	1.9	2.4
GHG Emission Intensity at Crowne Plaza Hotel by revenue (tonnes CO ₂ -e/HKD million)	24.8	39.8

Air Emissions	2023	2022 ⁸
NOx (kg)	15.9	13.86
SOx (kg)	0.25	0.23
RSP ⁹ (kg)	0.75	0.65

Hazardous and Non-hazardous Waste	2023	2022
Total hazardous waste produced (tonnes)	—¹⁰	—¹⁰
Hazardous waste intensity at the Head Office by number of employees (tonnes/employee)	— ¹⁰	— ¹⁰
Hazardous waste intensity at Crowne Plaza Hotel by revenue (tonnes/HKD million)	— ¹⁰	— ¹⁰
Total Non-hazardous waste produced (tonnes)	266.5	206.8
Non-hazardous waste intensity at the Head Office by number of employees (tonnes/employee)	0.11	0.02
Non-hazardous waste intensity at Crowne Plaza Hotel by revenue (tonnes/HKD million)	1.3	1.6

⁸ The amount of air emissions in 2022 has been restated due to updated calculation formula to align with the calculation in 2023 for fair comparison.

⁹ Since gaseous fuel consumption is not a significant source of RSP emissions, the figures of RSP do not include Towngas and LPG combustion in hotel operations.

¹⁰ The Group did not produce any hazardous waste during the reporting period.

Energy Consumption	2023	2022
Direct Energy Consumption		
Towngas (MWh)	393.0	336.3
LPG (MWh)	–	–
Petrol (MWh)	132.0	104.5
Diesel (MWh)	15.9	24.8
Total Direct Energy Consumption (MWh)	540.9	465.6
Indirect Energy Consumption		
Electricity (MWh)	7,330.9	7,212.0
Energy intensity at the Head Office by number of employees (MWh/employee)	4.1	4.5
Energy intensity at Crowne Plaza Hotel by revenue (MWh/HKD million)	37.3	57.3
Water Consumption		
Water consumption (cubic metres)	76,119.0	43,998.2
Water intensity at the Head Office by number of employees (cubic metres/employee)	Not Applicable ¹¹	2.9
Water intensity at Crowne Plaza Hotel by revenue (cubic metres/HKD million)	372.3	337.6
Paper Consumption		
Paper consumption ¹² (tonnes)	8.0	4.6



¹¹ The Group could not estimate the annual water usage at the Head Office in 2023 by the same method as in previous year, which was based on the proportion of area occupied. This was due to the property management company's inability to provide the necessary raw data this year.

¹² Paper here mainly involves office paper.

SOCIAL PERFORMANCE

Total Workforce by Gender, Employment Type and Age Group

Number and Percentage of Employees ¹³		
	Head Office	Crowne Plaza Hotel
Gender		
Male	22 (36.67%)	74 (54.01%)
Female	38 (63.33%)	63 (45.99%)
Total	60 (100%)	137 (100%)
Employment Type		
Full-time	60 (100%)	137 (100%)
Total	60 (100%)	137 (100%)
Age Group		
Below 30	3 (5.00%)	26 (18.98%)
30-40	22 (36.67%)	42 (30.66%)
41-50	21 (35.00%)	32 (23.36%)
Above 50	14 (23.33%)	37 (27.00%)
Total	60	137

Employee Turnover Rate by Gender and Age Group

Number and Percentage of Employees		
	Head Office	Crowne Plaza Hotel
Gender¹⁴		
Male	14 (63.64%)	54 (72.97%)
Female	12 (31.58%)	62 (98.41%)
Age Group¹⁵		
Below 30	3 (100.00%)	18 (69.23%)
30-40	10 (45.45%)	32 (76.19%)
41-50	10 (47.62%)	27 (84.38%)
Above 50	3 (21.43%)	39 (105.41%)

¹³ All employees of Head office and Crowne Plaza Hotel are stationed in Hong Kong.

¹⁴ Percentage of turnover rate by gender = Employees (by gender) leaving employment/Number of total employees (by gender) * 100%.

¹⁵ Percentage of turnover rate by age group = Employees (by age group) leaving employment/Number of employees (by age group) * 100%.

Employees Trained by Gender and Employee Category

Number and Percentage of Employees Trained		
	Head Office	Crowne Plaza Hotel
Total Employees Trained	53 (88.33%)	130 (94.89%)
Gender¹⁶		
Male	18 (81.82%)	61 (82.43%)
Female	35 (92.11%)	69 (109.52%)
Employee Category¹⁷		
Director and Management	19 (95.00%)	20 (60.61%)
General Staff	34 (85.00%)	110 (105.77%)

Average Training Hours Completed per Employee by Gender and Employee Category

Average Training Hours per Employee		
	Head Office	Crowne Plaza Hotel
Gender¹⁸		
Male	13.83	10.10
Female	14.83	9.32
Employee Category¹⁹		
Director and Management	16.95	8.21
General Staff	13.12	9.77



¹⁶ Percentage of employees trained by gender = Employees (by gender) who took part in training/Number of total employees (by gender)* 100%.

¹⁷ Percentage of employees trained by employee category = Employees (by employee category) who took part in training/Number of total employees (by employee category)* 100%.

¹⁸ Average training hours completed per employee by gender = Total training hours (by gender)/Number of total employees (by gender).

¹⁹ Average training hours completed per employee by employee category = Total training hours (by employee category) who took part in training/Number of total employees (by employee category).

ESG REPORTING

GUIDE CONTENT INDEX

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Material Aspect	Content	Page Index/ Remarks
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GLOSSARY

In this Report, unless the context otherwise requires, the following expression shall have the following meanings:

“Audit Committee”	the audit committee of the Company;
“Board”	the board of Directors;
“Company” or “SEA”	S E A Holdings Limited is an exempted company incorporated in Bermuda with limited liability, its shares are listed and traded on the Main Board of the Stock Exchange (Stock code: 251);
“CO ₂ ”	carbon dioxide;
“CO ₂ -e”	CO ₂ equivalent;
“Crowne Plaza Hotel”	Crowne Plaza Hong Kong Causeway Bay, Hong Kong;
“CSR Policy Statement”	Corporate Social Responsibility Policy Statement adopted by the Company;
“Director(s)”	the director(s) of the Company;
“EMSD”	Electrical and Mechanical Services Department of Hong Kong;
“ESG”	environmental, social and governance;
“ESG Committee”	ESG working committee of the Company;
“ESG Reporting Guide”	Environmental, Social and Governance Reporting Guide in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange;
“GHG”	Greenhouse gas;
“Group or SEA Group”	the Company and its subsidiaries;
“Head Office”	main office of the Company in Hong Kong;
“HKPBIA”	Hong Kong Professional Building Inspection Academy;
“Hong Kong”	the Hong Kong Special Administrative Region of the PRC;
“ICAC”	Independent Commission Against Corruption;
“KPIs”	key performance indicators;
“LPG”	liquefied petroleum gas;
“NO _x ”	nitrogen oxides;
“PRC” or “China” or “Mainland China”	The People’s Republic of China;
“RSP”	respiratory suspended particles;
“Report”	ESG report of the Company;
“reporting year”	the reporting year from 1 January 2023 to 31 December 2023;
“SO _x ”	sulphur oxides;
“Stock Exchange”	The Stock Exchange of Hong Kong Limited; and
“tonnes CO ₂ -e”	tonnes of CO ₂ equivalent.

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