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Building with the times 創建

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

2024

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ABOUT THE GROUP

68th Anniversary
爪哇集團
SEA Group
Building with the times

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.



The Group's core businesses comprise property investment, property development, hotel operation and financial investment. Listed below are the Group's major projects during the year of 2024:

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



Mr. Lambert Lu, Chief Executive

In response to mounting environmental and social challenges, we have made sustainability a cornerstone of our business strategy. Our commitment to ESG principles drives us to continuously evolve and adapt our practices. This Report covering the period from 1 January 2024 to 31 December 2024 showcases our sustainability journey, highlighting key initiatives, achievements and future aspirations. We invite our stakeholders to explore our ESG performance and commitments through this Report (in both Chinese and English versions) which is accessible on our corporate website (www.seagroup.com.hk) and the Hong Kong Exchanges and Clearing Limited platform (www.hkex.com.hk).

Reporting Scope and Boundary

Maintaining consistency with our previous report, this year's scope encompasses our core operations: property investment and financial investment activities managed by our Head Office, along with our hospitality business at the Crowne Plaza Hotel. These operations account for all of the Group's revenue during the reporting year.

Reporting Standard and Principles

We have prepared this Report following the ESG Reporting Guide under Appendix C2 to the Listing Rules applicable for the reporting year. Our Report fully adheres to both "mandatory disclosure requirements" and "comply or explain" provisions with embracement of four fundamental principles: materiality, consistency, balance, and quantitative.

For easy navigation, please refer to a comprehensive ESG Reporting Guide content index from pages 29 to 31 of this Report.



2024 Annual Dinner



2024 Long Service Award



REPORTING PRINCIPLES



MATERIALITY

Through stakeholder engagement and surveys, we systematically identified and ranked key ESG topics based on the significance to our business and stakeholders.



BALANCE

We strive to present a balanced and unbiased view of our ESG performance, ensuring transparent disclosure of both achievements and areas for improvement.



CONSISTENCY

To enable meaningful year-over-year comparisons of our ESG performance, we maintain consistency in our data collection and reporting methodologies across reporting periods.



QUANTITATIVE

We present comprehensive quantitative metrics to enable stakeholders to effectively assess and benchmark our Group's ESG performance over time.



Confirmation and Approval

All data presented in this Report are drawn from SEA's official records and statistical databases. Furthermore, the Board has reviewed and approved this Report that addresses all material ESG topics relevant to our operations.

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

In 2024, Hong Kong's sustainability landscape has undergone significant transformation. The implementation of new climate-related disclosure requirements under the Listing Rules, growing emphasis on green finance, and heightened focus on social responsibility have reshaped our business environment. At SEA, we have embraced these changes as opportunities to strengthen our commitment to sustainable development.

This year marked a pivotal moment in Hong Kong's sustainability journey, with the city's renewed focus on achieving carbon neutrality by 2050. We have aligned our strategies with this vision by implementing practical solutions across our properties and operations to minimize environmental impact. Our efforts include enhancing energy efficiency, adapting green building technologies, and exploring renewable energy options.

In today's evolving business landscape, social sustainability remains a key priority. We have strengthened our community participation activities and employee well-being initiatives, recognizing that our success is intrinsically linked to the health and prosperity of our stakeholders. We work to build sustainable communities by focusing not just on environmental protection, but also on creating an inclusive society and building economic strength.

We recognize the increasing importance of climate resilience and adaptation. Hong Kong's vulnerability to extreme weather events has reinforced our dedication to incorporating climate risk assessments into our business planning that allows us to align our strategies with sustainability goals.

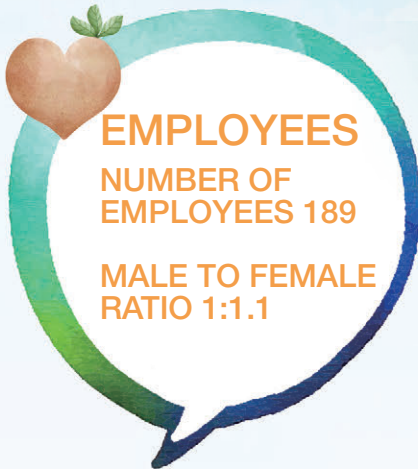
The Board remains committed to enhancing our ESG governance framework, ensuring that sustainability considerations are embedded at our decision-making. We believe that our proactive approach to sustainability not only strengthens our business resilience but also supports the sustainable development goals of Hong Kong. As we navigate the challenges and opportunities ahead, we remain dedicated to our vision of building a more sustainable future for everyone.





SUSTAINABILITY AT A GLANCE

DRESS CASUAL DAY
公益金便服日
WEAR TO CARE
2024.10.31 星期四 THU



EMPLOYEES

NUMBER OF
EMPLOYEES 189

MALE TO FEMALE
RATIO 1:1.1



ENVIRONMENT

EMISSIONS

Total greenhouse
gas emissions
4,757.2 tonnes CO₂-e

Total non-hazardous waste
generated **462.4** tonnes

USE OF RESOURCES

Total energy consumption
7,372.8 MWh

Total water consumption
63,353.0 cubic metres



COMMUNITY

DONATIONS AND SPONSORING

- Donation to New Life Psychiatric Rehabilitation Association ("NLPRA") for supporting the "dayday330" campaign to raise the public's awareness of mental health
- Donation to Prince of Wales Hospital for social services
- Donation of office chairs to The Salvation Army Hong Kong for supporting their recycling programme
- Sponsored "The Community Chest BEA Charity Golf Day" organized by The Community Chest of Hong Kong for mental health services
- Sponsored "The 37th Cup of Kindness Charity Day" organized by the Hong Kong Golf Club for charities

SOCIAL PARTICIPATION

- Provided venue and volunteers in the cookie-making class for children with special education needs at Crowne Plaza Hotel held by SAHK
- Participated in the soymilk sharing charity activity organized by NLPRA
- Participated in "Dress Casual Day" organized by The Community Chest of Hong Kong



SUPPLIERS

NUMBER OF
SUPPLIERS 477



SUSTAINABILITY APPROACH



The Group maintains a robust and dynamic sustainability governance framework and have embedded sustainability principles across its business operations.

Governance Structure and Sustainability Risk Management

The Board exercises comprehensive oversight of ESG matters, ensuring strategic governance for the implementation of sustainability policies and management practices across the organization. Through regular assessment and evaluation, we maintain high standards for ESG performance and management. The Board's proactive monitoring ensures we remain responsive to stakeholders' needs while maintaining excellence in corporate governance.

To streamline our ESG management, we have established an ESG Committee headed by an executive Director and composed of cross-departmental expertise. The committee serves as the Board's primary instrument for ESG oversight to ensure that the ESG matters are in compliance with evolving regulatory requirements through regular reviews with the Board.

Stakeholders Engagement

Maintaining strong relationships with our stakeholders is fundamental to our sustainable growth. We actively engage with our stakeholders through diverse communication channels, enabling us to gather valuable insights and continuously enhance our practices. The key channels for our interacting with our principal stakeholders are listed below.

Key Stakeholders	Reasons 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 • Electronic 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 • Donations and sponsorships • Volunteering activities



2024 Staff Annual Party



2024 Lion Dance

Materiality Assessment

During the reporting year, we conducted a comprehensive materiality assessment to shape our sustainability strategy. This process involved communications with the key stakeholders, including Board members, employees and business partners. Through this engagement, we identified and prioritised the most significant ESG issues affecting our Group. The findings of this assessment are presented below.



Aspects	Most Material	Moderately Material	Less Material
Employment & Labour Practices	1 Health, safety and well-being 2 Training and development 3 Human rights 4 Employment system 5 Diversity and inclusion		
Operational Practices	6 Customer satisfaction and safety 7 Business ethics & integrity 8 Whistle-blowing 9 Protection of intellectual property rights and data privacy 10 Quality assurance	11 Supply chain risk management	
Environment		12 Waste 13 Water 14 Greenhouse gases and air pollutants 15 Energy 16 Materials 17 Noise	19 Physical climate 20 Impacts on the environmental and natural resources 21 Transition climate risks
Community		18 Community investment	

Moving forward, SEA Group remains committed to excellence in our management practices and stakeholder relationships. We will evaluate and refine our approach to address material ESG issues regularly and maintain relationships with stakeholders to drive continuous improvement in our operations and management strategies.

Compliance Management

The Board and management team demonstrate dedication to upkeeping the highest standards of business ethics and integrity throughout our business activities. Through thoughtfully designated crafted policies and strategic measures, we have established a comprehensive framework that effectively addresses and minimizes regulatory risks associated with our activities.

We strive to cultivate a culture of valuing integrity and ethical conduct across our business operations. To this end, we have identified and incorporated key legislative and regulatory requirements crucial to our operational success, as detailed below.

Aspect	Relevant laws and regulations
Emissions	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Employment Ordinance (Hong Kong Law, Cap. 57)
Health and Safety	<ul style="list-style-type: none"> Occupational Safety and Health Ordinance (Hong Kong Law, Cap. 509)
Labour Standards	<ul style="list-style-type: none"> Employment Ordinance (Hong Kong Law, Cap. 57)
Product Responsibility	<ul style="list-style-type: none"> 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) Estate Agents Ordinance (Hong Kong Law, Cap. 511)
Anti-corruption	<ul style="list-style-type: none"> Prevention of Bribery Ordinance (Hong Kong Law, Cap. 201)

Throughout 2024, SEA maintained zero reported violations of applicable laws and regulations that could materially impact our operations. No emerging legislation that would significantly affect our business activities is identified.

Moving forward, we are committed to strengthening our compliance framework through regular assessments and updates so that we can effectively identify and address any compliance matters, ensuring fair and transparent resolution in accordance with legal requirements.



2024 Team Building Activity



OUR PEOPLE

We recognize our employees as the cornerstone of our success and sustainable growth. We have cultivated an environment that promotes fairness, safety and inclusivity where every team member has the chance to contribute with their professional expertise. In recognition of our dedication to employee well-being, SEA was awarded the “Caring Company” logo by The Hong Kong Council of Social Service during the reporting year.

Employment

We are committed to attracting and retaining exceptional talent through competitive compensation packages and benefits. Our Employee Handbook, CSR Policy Statement, and internal guidelines provide detailed frameworks for the employment matters, including compensation structures, career advancement opportunities, and work-life balance provisions. Furthermore, we foster an inclusive workplace culture built on the principles of equality and non-discrimination, ensuring every employee has the opportunity to succeed and grow within our organization.



Recruitment and Dismissal	<p>The Group maintains comprehensive recruitment and dismissal procedures, documented in detail within our Employee Handbook. Employees can access to this information through our company intranet, ensuring transparency in our policies, procedures, and benefits.</p> <p>Our hiring practices are based on merit, following fair and transparent procedures that ensure equal opportunities for all candidates. Our selection process evaluates candidates on their professional qualifications and capabilities, embracing diversity across cultural backgrounds, race, age, gender, and other characteristics.</p>
Remuneration and Promotion	<p>Our comprehensive compensation package reflects our commitment to employee well-being, featuring competitive base salaries, performance-based bonuses, and voluntary retirement fund contributions. We enhance this foundation with an extensive benefits scheme includes healthcare coverage for employees and their eligible family members after probation, recognition for long-term service commitment, and educational support through study fund initiative.</p> <p>Promotion opportunities for employees are given based on their skills, work performance and potential for growth within the Group, using a fair merit-based evaluation system.</p>
Labour Standards	<p>We maintain a strict zero-tolerance attitude against any labour standard violations. This encompasses the absolute prohibition of child labour, forced labour, and all forms of discrimination in our operations. Our commitment extends beyond mere policy statements to active enforcement and verification.</p> <p>As part of our hiring process, we conduct thorough identity verification of all candidates, ensuring full compliance with employment regulations and internal standards.</p> <p>Our workplace values diversity and upholds equality. We actively protect against discrimination based on race, nationality, social status, religion, disability, or sexual orientation. Any reported violations trigger immediate investigation and appropriate action according to both internal policies and applicable regulations.</p>

Our people-centric principle and management practices foster a workplace built on fairness and mutual respect, with a strong focus on work-life balance through reasonable working hours and appropriate compensation, including overtime pay and meal allowance for working overtime. In 2024, we updated the Employee Handbook to ensure all policies remain current and responsive to employee needs.

Throughout 2024, we demonstrated our commitment to employee appreciation through various festive celebrations and thoughtful gestures. These included distributing traditional rice dumplings for Tuen Ng Festival, moon cake coupons and gifts for Mid-Autumn Festival, and birthday gifts to employees. We also arranged a festive lunch for Lunar New Year, a lion dance performance and a celebratory dinner in honor of our 68th anniversary. These gatherings not only provided opportunities for team bonding and celebration but also reinforced our dedication to fostering a positive and inclusive workplace culture where employees feel valued and connected.



2024 Team Building Activity



2024 Team Building Activity



2024 Mid-Autumn Festival



2024 Festive Lunch

Health and Safety

At SEA, workplace safety and employee well-being are our priority. We have established detailed operating procedures and management systems that align with regulatory requirements for workplace. These cover essential aspects like equipment handling, workplace hygiene, emergency response, and fire safety measures. We regularly update our practices based on guidance from the Occupational Safety and Health Council and Labor Department.

Proactive health initiatives remain central to our strategy. The Group has arranged regular office cleaning, carpet cleaning and pest control at the Head Office and Crowne Plaza Hotel. In response to seasonal health challenges, we have implemented preventive measures such as providing complimentary on-site flu vaccinations for our workforce.

Crowne Plaza Hotel demonstrates our commitment to safety excellence through specialized policies addressing various operational risks. These cover workshop operations, height safety protocols, electrical system management, and specialized equipment handling. Our employees are provided with comprehensive safety training, including emergency response protocols and annual safety workshops. Regular safety audits and equipment inspections further reinforce our risk management approach.

We enhance our safety framework with comprehensive medical coverage, ensuring our employees have access to both outpatient services and hospital care when needed. During 2024, workplace incidents were limited to our hotel operations, primarily involving contusions, bruises, sprains and strains, resulting in a total of 21 lost workdays. Each case received immediate attention, with affected employees receiving prompt medical care and support. True to our commitment to maintaining the highest safety standards across our hotel operations, we conducted detailed incident analyses and implemented enhanced preventive measures.

Work related fatality and/or injury	Head Office	Crowne Plaza Hotel
Number of work-related fatalities ¹	0	0
Number of work-related injuries	0	5
Number of lost days due to work injury	0	21



Foot Strain Prevention Training



Work Safety Training



Safety in Cleaning Training



Fire Safety Training

¹ No work-related fatalities for the past three years.

Development and Training

The Group's commitment to employee development does not only include professional skills, but also the comprehensive health and safety training. Apart from internal workshops and external courses for career advancement, we also place equal emphasis on essential safety training, which covers areas such as fire safety protocols, workplace safety measures, and employee health and hygiene practices, ensuring both the professional growth and personal well-being of our staff. To support continuous learning, we offer educational benefits, including an 80% subsidy for job-related training fees and three days of examination leave annually.

Fostering a cohesive workplace culture is at the heart of our mission. In 2024, we bolstered interdepartmental relationships through a team-building activity. Employees were invited to participate in the team building event at Hong Kong Disneyland where game bonus had been awarded for enhancing their enjoyment of the activity and creating lasting memories.

To ensure continuous professional development, annual performance review is conducted for our employees. This evaluation process enables meaningful dialogue about career progression and helps identify targeted development opportunities for each employee.



2024 Team Building Activity



Food Safety Management System Training



Smiling Workshop



OUR OPERATIONS

At SEA Group, integrity and ethics are our foundation of our business philosophy. We are committed to sustainable growth through responsible practices and strict compliance standards.

Product Responsibility

The Group delivers exceptional service quality at every customer touchpoint. Our comprehensive internal policies and management systems help us monitor and adapt to customers' evolving needs.



THE CENDAS*
2024 PropertyGuru Asia Property Awards:

- Highly Commended – Best Office Development (Hong Kong & Macau)
- Winner – Best Office Architectural Design (Hong Kong & Macau)
- Winner – Sustainable Design Award (Hong Kong & Macau)

GRAND VICTORIA
Quality Building Award 2024:

- Hong Kong Residential (Multiple Buildings)

Crowne Plaza Hotel
Meituan Hotel Awards 2024:

- Excellent Business Travel Hotel of the Year

* Development managed by the Group.

Customer's Data Protection

The Group maintains the highest standards of data privacy and security for our customers. Our comprehensive Privacy Policy governs the handling of all customer information, with access strictly limited to authorized personnel. To ensure effective data protection, we employ advanced cybersecurity measures, including regular system audits and network stability protocols. Crowne Plaza Hotel implements specialized training programs for staff to ensure proper handling of sensitive information. We maintain transparency in our data handling practices through comprehensive privacy policies and appropriate consent mechanisms for any personal information we collect.

Customer's Health and Safety

The Group prioritizes customer health and safety through strict adherence to product safety standards and regulations, as outlined in our CSR Policy Statement.

At Crowne Plaza Hotel, we ensure high food safety standards through our Food Safety Management System. This system covers all aspects of our food service operations including vendor selection, material sourcing, and meticulous food processing and handling protocols. Our staff regularly participate in food safety training and practice emergency response procedures to maintain our high standards.

In 2024, our Hotel maintained a strong food safety record with no significant recall incidents or regulatory compliance issues. While we occasionally received feedbacks during daily operations, our dedicated team promptly resolved issues according to established protocols, ensuring consistent guest satisfaction.

Advertising and Protecting Intellectual Property Rights

The Group maintains high standards for marketing accuracy and intellectual property protection. We have established comprehensive verification procedures for promotional materials, while also implementing measures to safeguard our intellectual property assets, including trademark registration for the Company's logo. Besides, the information and materials used are in compliance with applicable intellectual property legislation including copyright, trademark, and patent regulations.

During the reporting year, we maintained compliance with intellectual property laws and regulations, including the Trademarks Ordinance, Copyright Ordinance, and Patents Ordinance, with no instances of non-compliance.

Supply Chain Management

Effective supply chain management is crucial to our long-term sustainability goals. Through our comprehensive Supply Chain Management Policy, we carefully monitor and address ESG risks across our supply chain. This includes stringent oversight of business ethics, environmental impact, and social responsibility standards. We ensure transparency by clearly communicating our ESG requirements and expectations to our suppliers during procurement procedures.



Our thorough supplier selection process involves multiple stages of evaluation. We begin with vendor prequalification, followed by competitive quotation and tendering processes. Key factors we examine include the supplier's track record, financial condition, technical expertise, required certifications, and commitment to sustainability. This comprehensive evaluation ensures we partner with vendors who align with our quality and sustainability standards.

At Crowne Plaza Hotel, the procurement team actively monitors supplier compliance and performance. All selected suppliers must adhere to our stringent Supplier Code of Conduct. This code serves as a cornerstone for potential business expansion or contract renewal. We maintain the right to terminate partnerships with suppliers who fail to meet our compliance standards, demonstrating our commitment to responsible supply chain management.

Location of Suppliers at Head Office and Crowne Plaza Hotel	No. of Suppliers
Hong Kong, China	463
United Kingdom	11
Malaysia	2
United States	1
Total suppliers	477

Anti-corruption

SEA is dedicated to the highest standards of ethical business conduct and maintains a zero-tolerance stance on all forms of professional misconduct, encompassing corruption, money laundering, bribery, fraud and extortion. The Group has adopted an Anti-Corruption Policy that complies with the Prevention of Bribery Ordinance and adheres to other pertinent regulatory frameworks against corrupt practices. The Group maintains a strictly defined policy regarding the receipt of gifts and any violations may lead to employment termination and referral to the ICAC.



Anti-corruption Training organized by ICAC

SEA has established reporting mechanisms through its Business Ethics Committee to ensure maximum transparency and accountability. Personnel may submit confidential reports to the Company any actual or suspected cases of corruption and bribery through a designated reporting channel as stated in the Whistleblowing Policy. Each report is thoroughly investigated and addressed with appropriate follow-up actions. Information will be handled confidentially to ensure the fairness of investigation and protect whistleblowers against any form of retaliation.

At Crowne Plaza Hotel, we consider ethical conduct as a core principle of our operations. All staff members must acknowledge and follow our Code of Conduct, and have access in the confidential reporting channels.

Meanwhile, a strong culture of integrity requires ongoing training and development. Throughout 2024, SEA has implemented ethics training initiatives. Board members received training materials and videos on anti-corruption and integrity, whilst staff participated in a dedicated talk conducted by ICAC to raise their awareness of integrity and honesty, and equip them with necessary skills to make ethical decision at the workplace.

During the reporting year, no corruption-related legal cases were filed against the Group or its employees.



OUR ENVIRONMENT



We understand the importance of environmental responsibility and are committed to reducing our carbon footprint through sustainable practices across our operations. We have implemented effective initiatives aimed at energy efficiency, waste reduction, and resource optimization, while actively engaging our employees and suppliers in our sustainability journey.

Our dedication to environmental excellence is reflected in concrete actions and measurable outcomes. We continuously adopt in green and sustainable management approach across our operations. For instance, we participated in “Earth Hour 2024” organized by WWF Hong Kong by turning off non-essential lightings and appliances for one hour to demonstrate our commitment to environmental protection.

Emissions

SEA Group is committed to minimizing our environmental impact through strategic emissions management and carbon reduction initiatives. Our comprehensive approach integrates sustainability into daily operations, reflecting our strong environmental dedication to creating lasting positive change.

Greenhouse Gas Emissions

To ensure accurate measurement of our environmental impact, we engage independent consultants to conduct comprehensive carbon assessments across our operations. These assessments strictly follow guidelines set by the Environmental Protection Department and EMSD, while adhering to international standards including ISO 14064 and the Greenhouse Gas Protocol.

We maintain detailed records of our carbon footprint through a transparent emissions database covering Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy) and Scope 3 (other indirect emissions). This systematic approach demonstrates our commitment to environmental accountability and enables stakeholders to track our progress in emissions reduction.



GHG Emissions				
Scope	2024		2023	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Scope 1: Direct GHG Emissions ² (tonnes CO ₂ -e)	15.4	80.6	33.7	81.8
	96.0		115.5	
Scope 2: Energy Indirect GHG Emissions ³ (tonnes CO ₂ -e)	65.6	4,504.0	70.2	4,931.7
	4,569.6		5,001.9	
Scope 3: Other Indirect GHG Emissions ⁴ (tonnes CO ₂ -e)	10.0	81.6	8.8	65.3
	91.6		74.1	
Subtotal GHG emissions by entities (tonnes CO ₂ -e)	91.0	4,666.2	112.7	5,078.8
Total GHG Emissions (tonnes CO ₂ -e)	4,757.2		5,191.5	
GHG Emissions Intensity (by number of employees and revenue respectively)	1.6 (tonnes CO ₂ -e/ employee)	25.3 (tonnes CO ₂ -e/ HKD million)	1.9 (tonnes CO ₂ -e/ employee)	24.8 (tonnes CO ₂ -e/ HKD million)

During the reporting year, the total GHG emissions from the Head Office and Crowne Plaza Hotel were 4,757.2 tonnes CO₂-e, in which 98% of emissions came from Crowne Plaza Hotel. The overall carbon emissions of the Group decreased slightly by 8% compared to that in 2023, contributed by improved energy efficiency performance in terms of vehicle usage of the Head Office.

Looking ahead, SEA Group maintains its dedication to environmental responsibility and supporting Hong Kong's carbon neutrality target by 2050. We will enhance our sustainability approach, emissions reduction efforts, and collaborations with employees to minimize our carbon footprint through innovative and sustainable practices.



² Scope 1 includes direct emissions from the combustion of fossil fuels in stationary sources and mobile sources.

³ Scope 2 includes energy indirect emissions by electricity purchased from power companies and gas purchased from Towngas.

⁴ Scope 3 includes other indirect emissions by methane gas generation at the landfills in Hong Kong due to disposal of paper waste, freshwater processing, sewage processing and business travel by employees.

Air Emissions

Emissions from our vehicles' fossil fuel consumption represent our primary source of air pollutants, specifically nitrogen oxides (NOx), sulfur oxides (SOx), and respirable suspended particulates (RSP). We carefully monitor these emissions through regular assessments and reporting.

Air Emissions				
Air Pollutions	2024		2023	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
NOx (kg)	3.75	6.34	8.58	7.32
	10.09		15.90	
SOx (kg)	0.09	0.04	0.19	0.06
	0.13		0.25	
RSP ⁵ (kg)	0.28	0.03	0.63	0.12
	0.31		0.75	

There is a significant decrease in NOx, SOx, and RSP emissions during the reporting year by 37%, 48% and 59% respectively, attributed to decreased consumption of petrol and diesel by vehicles at the Head Office. As part of our commitment to reducing air emissions, we plan to purchase or replace our vehicles to electric vehicles.

Waste Management

The Group maintains a comprehensive waste management strategy centered on the 4R principle: reduce, reuse, recycle, and repair. At Head Office, we have implemented a systematic approach to both hazardous and non-hazardous waste handling. Electronic equipment undergoes proper recycling procedures, while consumables like ink and toner cartridges are returned to suppliers through established take-back programs. Our office-wide recycling initiative encourages the recycling of paper, plastics, stationery, and equipment fostering a culture of sustainability among employees.

Crowne Plaza Hotel operates an effective waste management system that includes an advanced waste tracking system and periodic volume audits to optimize waste reduction efforts and ensure proper disposal practices. Additionally, the Hotel has implemented water machines in all guestrooms, eliminating the need for plastic bottled water for guests. Hazardous materials are handled exclusively by certified waste management partners, ensuring compliance with environmental regulations.



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.

By implementing systematic reduction, recycling, and responsible disposal practices, the Group demonstrates its commitment to minimizing our environmental impact and paving the way for a more sustainable future.

Waste				
Hazardous and Non-hazardous Waste	2024		2023	
	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)	4.3	458.1	6.5	260.0
	462.4		266.5	
Non-hazardous waste intensity (by number of employees and revenue respectively)	0.07 (tonnes/ employee)	2.5 (tonnes/ HKD million)	0.11 (tonnes/ employee)	1.3 (tonnes/ HKD million)

In 2024, while the Group maintained zero hazardous waste generation, we observed a 76% increase in non-hazardous waste at Crowne Plaza Hotel, primarily comprising general garbage, papers, and recyclable metals. The increase correlates with our expanded business activities. To address this challenge, we continue to implement the waste reduction approaches as follows:

- We establish an integrated waste management program at both Head Office and Crowne Plaza Hotel, featuring advanced waste segregation systems, enhanced recycling protocols, and stringent materials disposal procedures. This systematic approach optimizes resource efficiency while minimizing waste generation at source.
- We cultivate a sustainability-focused mindset across our workforce through training and awareness campaigns to equip staff with practical tools and knowledge for effective waste management.
- We collaborate with suppliers, contractors, guests, and industry partners aims to strengthen our waste reduction capabilities through the value chain and promote broader environmental responsibility in our business community.

Use of Resources

The Group prioritizes efficient resource management and sustainable procurement in our operations. Through careful oversight of our resources, we work to reduce our environmental impact while maintaining high operational standards.

Energy Management

SEA Group maintains a strong commitment to energy efficiency across our operations, harmoniously balancing environmental responsibility with sustainable business growth. This holistic approach fosters long-term value creation while reducing our carbon footprint.



At Head Office, we have implemented an effective energy conservation measures. All electronic devices are configured with energy-saving modes as a standard protocol, including featuring automatic sleep mode activation during inactive periods and efficient power management systems. LED lights are installed at office spaces to reduce power consumption while extending operational lifespan of our lighting system. Additionally, our indoor temperature regulation systems incorporates optimized temperature settings that substantially reduce energy waste while providing optimal comfort for our staff.



Crowne Plaza Hotel, with its higher energy demands, employs an advanced energy management framework that incorporates real-time consumption monitoring and analytics. This approach helps us identify the ways to save energy and make our operations more efficient based on the data collected. The Hotel has implemented a comprehensive energy efficiency program encompassing critical infrastructure components including lighting systems, HVAC operations, refrigeration units, water systems, and power distribution networks. This integrated approach ensures optimal resource utilization while maintaining high service standards.

By following the industry best practices and regulatory guidelines, we ensure that we maintain exceptional guest comfort while achieving our environmental goals.

Energy Consumption				
Energy Type	2024		2023	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Direct energy consumption				
Towngas (MWh)	–	412.8	–	393.0
	412.8		393.0	
Petrol (MWh)	54.9	5.7	126.7	5.3
	60.6		132.0	
Diesel (MWh)	1.5	–	15.9	–
	1.5		15.9	
Total direct energy consumption (MWh)	474.9		540.9	
Indirect energy consumption				
Electricity (MWh)	99.4	6,798.5	103.3	7,227.6
	6,897.9		7,330.9	
Total energy consumption (MWh)	7,372.8		7,871.8	
Energy intensity (by number of employees and revenue respectively)	2.7 (MWh/ employee)	39.1 (MWh/ HKD million)	4.1 (MWh/ employee)	37.3 (MWh/ HKD million)

A significant reduction in vehicle petrol consumption at the Head Office drove an overall 12% decrease in direct energy consumption compared to 2023, which was mainly contributed by the replacement of the petrol vehicle by electronic vehicles in February 2024. Meanwhile, the Crowne Plaza Hotel maintained similar vehicle petrol consumption levels as the previous year. In medium term, the Group will consider installing 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 analyse water usage patterns, enabling us 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	2024		2023	
	Head Office ⁶	Crowne Plaza Hotel	Head Office ⁶	Crowne Plaza Hotel
Water consumption (cubic metres)	Not Applicable	63,353.0	Not Applicable	76,119.0
	63,353.0		76,119.0	
Water intensity (by number of employees and revenue respectively)	Not Applicable	343.2 (cubic metres/ HKD million)	Not Applicable	372.3 (cubic metres/ HKD million)

Water consumption at Crowne Plaza Hotel recorded a 17% reduction compared to 2023, primarily due to the implementation of effective water-saving measures.

Paper

The Group has implemented digitalization initiatives to minimize paper consumption across all operations. Digital systems have been implemented to manage our documents, facilitating paper reductive while maintaining efficient circulation and storage of information. Additionally, we have deployed cloud-based collaboration platforms and electronic approval workflows to streamline business processes while significantly reducing paper demands. Furthermore, the Group has established the smart printing protocols, including default double-sided printing configurations and systematic print usage monitoring and reporting mechanisms. These integrated measures demonstrate our commitment to resource conservation while enhancing operational efficiency.

Paper Consumption				
Paper Use	2024		2023	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
paper consumption ⁷ (tonnes)	1.6	8.7	3.6	4.4
	10.3 ⁸		8.0 ⁹	

Paper consumption at Crowne Plaza Hotel had consumed more paper than last year due to expanded business activities in 2024. The Group will work to reduce paper consumption.

Environment and Natural Resources

Environmental stewardship stands at the core of our operational philosophy. A prime example is our sustainable seafood sourcing at Crowne Plaza Hotel that it strictly follows the no-shark-fin policy. This commitment actively supports marine biodiversity conservation and the protection of endangered species. Since 2024, Crowne Plaza Hotel has begun purchasing and providing cage-free eggs to its customers, demonstrating a commitment to ethical practices.

⁶ There are no individual meters in the Head Office for recording water consumption, while the property management company could not provide the necessary raw data for estimation.

⁷ Paper here mainly involves office paper.

⁸ The amount of paper consumed has been assumed to be the same as the amount of paper disposed of.

⁹ The amount of paper consumed were calculated according to the procurement records and amount of paper recycled.



Beyond our seafood and egg-purchasing programs, we maintain a comprehensive environmental preservation strategy. While our direct environmental impact remains minimal, we continuously seek opportunities to enhance our conservation efforts through innovative and sustainable practices.

Climate Change

Climate change poses significant challenges and opportunities for our business operations. We recognize its far-reaching impacts on both economy and society at large, driving our commitment to strategic climate action.

SEA has implemented proactive measures to address climate change challenges. This includes complying with evolving regulations, implementing sustainable building practices, 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. SEA Group will continue to maintain its operational excellence while allocating resources for maximizing environmental benefits that respond to changing environmental conditions and stakeholders' expectations.

Our comprehensive climate initiatives not only strengthen our market position but also demonstrate our dedication to environmental leadership. By taking a holistic approach, we ensure our business remains adaptable while contributing to global climate solutions and delivering sustainable value to stakeholders.

The Group has developed and implemented a Climate Change Policy aligned with reference to the global practices. To further improve the Group's climate resilience, we will review our Climate Change Policy from time to time and amend the policy if necessary for reducing our carbon footprint and integrating climate considerations into our strategic planning. Moving forward, we maintain active monitoring of climate-related risks and their potential impacts, continuously adapting our preventive and emergency measures to ensure operational resilience.



Green Finance

The Group demonstrates its commitment to sustainable finance through active participation in green deposit program held by The Bank of East Asia, Limited. The participation not only aligns with our environmental values but also supports the expansion of green finance projects through our banking partners. Through such green deposit program, we contribute to the broader ecosystem of sustainable finance while maintaining prudent management of our financial resources.



OUR COMMUNITY

Community engagement stands a key pillar of SEA Group's corporate strategy as SEA understands that strong communities are essential foundation for sustainable business operations.

In 2024, the Group actively engaged with the community through various participations. We made donations to New Life Psychiatric Rehabilitation Association ("NLPRA") for "dayday330" campaign to raise public's mental health awareness, the Salvation Army Hong Kong to support their recycling programme, and Prince of Wales Hospital for social services. Besides, the Group provided sponsors to The Community Chest of Hong Kong and Hong Kong Golf Club for helping the needy.

The Group's community investment goes beyond just giving financial support to the society by taking real actions. The Group has participated in the "Dress Casual Day" and soymilk sharing charity activity organized by The Community Chest of Hong Kong and NLPRA respectively. Besides, Crowne Plaza Hotel provided venue and volunteers to support a cookie-making class held by SAHK for children with special educational needs, ensuring a fun and enjoyable experience for all participants.

Through active participation in various social campaigns, SEA Group contributes to the development of an inclusive society and the establishment of resilient communities. All these charity events demonstrated our mission to create lasting, sustainable impact while strengthening social cohesion and addressing vital community needs.



Cookie-making Class



Cookie-making Class



2024 Staff Annual Party



Soymilk Sharing Charity Activity



ENVIRONMENTAL PERFORMANCE

GHG Emissions	2024	2023
Scope 1: Direct GHG emissions ¹⁰ (tonnes CO ₂ -e)	96.0	115.5
Scope 2: Energy indirect GHG emissions ¹¹ (tonnes CO ₂ -e)	4,569.6	5,001.9
Scope 3: Other indirect GHG emissions ¹² (tonnes CO ₂ -e)	91.6	74.1
Total GHG Emissions (tonnes CO₂-e)	4,757.2	5,191.5
GHG Emission Intensity at the Head Office by number of employees (tonnes CO ₂ -e/employee)	1.6	1.9
GHG Emission Intensity at Crowne Plaza Hotel by revenue (tonnes CO ₂ -e/HKD million)	25.3	24.8

Air Emissions	2024	2023
NOx (kg)	10.09	15.90
SOx (kg)	0.13	0.25
RSP ¹³ (kg)	0.31	0.75

Hazardous and Non-hazardous Waste	2024	2023
Total hazardous waste produced¹⁴ (tonnes)	–	–
Hazardous waste intensity at the Head Office by number of employees (tonnes/employee)	–	–
Hazardous waste intensity at Crowne Plaza Hotel by revenue (tonnes/HKD million)	–	–
Total Non-hazardous waste produced (tonnes)	462.4	266.5
Non-hazardous waste intensity at the Head Office by number of employees (tonnes/employee)	0.07	0.11
Non-hazardous waste intensity at Crowne Plaza Hotel by revenue (tonnes/HKD million)	2.5	1.3



¹⁰ Scope 1 includes direct emissions from combustion of fossil fuels in stationary sources and mobile sources.

¹¹ Scope 2 includes energy indirect emissions by electricity purchased from power companies and gas purchased from Towngas.

¹² Scope 3 includes other indirect emissions by methane gas generation at the landfills in Hong Kong due to disposal of paper waste, freshwater processing, sewage processing and business travel by employees.

¹³ 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.

¹⁴ The Group did not produce any hazardous waste during the reporting year.

Energy Consumption	2024	2023
Direct Energy Consumption		
Towngas (MWh)	412.8	393.0
Petrol (MWh)	60.6	132.0
Diesel (MWh)	1.5	15.9
Total Direct Energy Consumption (MWh)	474.9	540.9
Indirect Energy Consumption		
Electricity (MWh)	6,897.9	7,330.9
Total Energy Consumption (MWh)	7,372.8	7,871.8
Energy intensity at the Head Office by number of employees (MWh/employee)	2.7	4.1
Energy intensity at Crowne Plaza Hotel by revenue (MWh/HKD million)	39.1	37.3

Water Consumption	2024	2023
Water consumption (cubic metres)	63,353.0	76,119.0
Water intensity at the Head Office by number of employees (cubic metres/employee)	Not Applicable ¹⁵	Not Applicable ¹⁵
Water intensity at Crowne Plaza Hotel by revenue (cubic metres/HKD million)	343.2	372.3

Paper Consumption	2024	2023
Paper consumption ¹⁶ (tonnes)	10.3 ¹⁷	8.0 ¹⁸



¹⁵ There are no individual meters in the Head Office for recording water consumption, while the property management company could not provide the necessary raw data for estimation.

¹⁶ Paper here mainly involves office paper.

¹⁷ The amount of paper consumed has been assumed to be the same as the amount of paper disposed of.

¹⁸ The amount of paper consumed were calculated according to the procurement records and amount of paper recycled.



SOCIAL PERFORMANCE

Total Workforce by Gender, Employment Type and Age Group

Number and Percentage of Employees ¹⁹		
	Head Office	Crowne Plaza Hotel
Gender		
Male	22 (38%)	68 (52%)
Female	36 (62%)	63 (48%)
Total	58 (100%)	131 (100%)
Employment Type		
Full-time	57 (98%)	131 (100%)
Part-time	1 (2%)	0 (0%)
Total	58 (100%)	131 (100%)
Age Group		
Below 30	1 (2%)	28 (21%)
30–40	21 (36%)	36 (28%)
41–50	20 (34%)	30 (23%)
Above 50	16 (28%)	37 (28%)
Total	58 (100%)	131 (100%)

Employee Turnover Rate by Gender and Age Group

Number and Percentage of Employees		
	Head Office	Crowne Plaza Hotel
Gender²⁰		
Male	16 (73%)	38 (56%)
Female	16 (44%)	33 (52%)
Age Group²¹		
Below 30	2 (200%)	11 (39%)
30–40	10 (48%)	15 (42%)
41–50	10 (50%)	14 (47%)
Above 50	10 (63%)	31 (84%)



¹⁹ All employees of Head office and Crowne Plaza Hotel are stationed in Hong Kong.

²⁰ Percentage of turnover rate by gender = Employees (by gender) leaving employment/Number of total employees (by gender) * 100%.

²¹ 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	58 (100%)	131 (100%)
Gender²²		
Male	22 (100%)	68 (100%)
Female	36 (100%)	63 (100%)
Employee Category²³		
Director and Management	19 (100%)	8 (100%)
General Staff	39 (100%)	123 (100%)

The Average Training Hours Completed per Employee by Gender and Employee Category

Average Training Hours per Employee		
	Head Office	Crowne Plaza Hotel
Gender²⁴		
Male	9.80	12.07
Female	11.97	12.35
Employee Category²⁵		
Director and Management	15.07	10.39
General Staff	9.24	12.32



2024 Team Building Activity



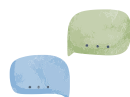
2024 Team Building Activity

²² Percentage of employees trained by gender = Employees (by gender) who took part in training/Number of total employees (by gender) * 100%.

²³ Percentage of employees trained by employee category = Employees (by employee category) who took part in training/Number of total employees (by employee category) * 100%.

²⁴ Average training hours completed per employee by gender = Total training hours (by gender)/Number of total employees (by gender).

²⁵ 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

Material Aspects	Content	Page Index/ Remarks
A. Environmental		
A1 Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	9, 17–20
A1.1	The types of emissions and respective emissions data.	17–19, 25
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes CO ₂ -e) and, where appropriate, intensity.	18, 25
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	20, 25
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A1.5	Description of emission target(s) set and steps taken to achieve them.	17–19
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	19–20
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	20–22
A2.1	Direct and/or indirect energy consumption by type in total (in MWh) and intensity.	21, 26
A2.2	Water consumption in total and intensity.	22, 26
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	21–22
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	22
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	N/A
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	22–23
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	22–23

Material Aspects	Content	Page Index/ Remarks
A4 Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	23
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	23
B. Social		
B1 Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	9–11
B1.1	Total workforce by gender, employment type, age group and geographical region.	27
B1.2	Employee turnover rate by gender, age group and geographical region.	27
B2 Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	9, 12
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	12
B2.2	Lost days due to work injury.	12
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	12
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	9, 13
B3.1	The percentage of employees trained by gender and employee category.	28
B3.2	The average training hours completed per employee by gender and employee category.	28
B4 Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	9–10
B4.1	Description of measures to review employment practices to avoid child and forced labour.	10
B4.2	Description of steps taken to eliminate such practices when discovered.	10

Material Aspects	Content	Page Index/ Remarks
B5 Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	15–16
B5.1	Number of suppliers by geographical region.	16
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	15–16
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	15–16
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	15–16
B6 Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	9, 14–15
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	15
B6.2	Number of products and service related complaints received and how they are dealt with.	15
B6.3	Description of practices relating to observing and protecting intellectual property rights.	15
B6.4	Description of quality assurance process and recall procedures.	14–15
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	14
B7 Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	9, 16
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	16
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	16
B7.3	Description of anti-corruption training provided to directors and staff.	16
B8 Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	24
B8.1	Focus areas of contribution.	24
B8.2	Resources contributed to the focus area.	24

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

“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” or “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 to the Rules Governing the Listing of Securities on the Stock Exchange applicable for the reporting year;
“GHG”	Greenhouse gas;
“Group” or “SEA Group”	the Company and its subsidiaries;
“Head Office”	main office of the Company in Hong Kong;
“Hong Kong”	the Hong Kong Special Administrative Region of the PRC;
“ICAC”	Independent Commission Against Corruption of Hong Kong;
“KPIs”	key performance indicators;
“Listing Rules”	the Rules Governing the Listing of Securities on the Stock Exchange;
“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 2024 to 31 December 2024;
“SO _x ”	sulphur oxides;
“Stock Exchange”	The Stock Exchange of Hong Kong Limited; and
“tonnes CO ₂ -e”	tonnes of CO ₂ equivalent.

26/F Everbright Centre 108 Gloucester Road Wanchai Hong Kong
香港灣仔告士打道 108 號光大中心 26 樓
T 電話 +852 2828 6363 F 傳真 +852 2598 6861
www.seagroup.com.hk

爪哇控股有限公司
S E A Holdings Limited

(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)