



爪哇集團
SEA Group

Stock Code 股份代號 : 251



與時創建

Building with the times

2022

Environmental, Social and
Governance Report

環境、社會及管治報告

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ABOUT THE GROUP

SEA Group is a leading international property conglomerate founded in Hong Kong in 1956. The Group is listed on the Main Board of the Stock Exchange (stock code: 251). Over the years, the Group has more than 200 residential, commercial and industrial projects in Hong Kong, the United Kingdom, Australia, New Zealand, Canada, Mainland China and other countries.

66th Anniversary
爪哇集團
SEA Group
與時創建 乘逆前航

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 2022:

Location	Project	Business Segment
Hong Kong	Grand Victoria	Property development (Joint venture residential development project)
	Repulse Bay	Property development (Joint venture residential development project upon completion of joint venture arrangement in January 2023)
	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

This report outlines the Group's strategy towards sustainable development and discloses ESG aspects to its stakeholders for the reporting year from 1 January 2022 to 31 December 2022. This report is prepared in both Chinese and English. It has been uploaded to the websites of the Company (www.seagroup.com.hk) and the Stock Exchange (www.hkex.com.hk).



▲ Mr. Lambert Lu, Chief Executive

Reporting Scope and Boundary

Consistent with the previous reports, this report focuses primarily 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

This report is prepared in accordance with the ESG Reporting Guide. The disclosures in this report are in compliance with the "mandatory disclosure requirements" and "comply or explain" provisions of the ESG Reporting Guide. The Group ensures that the content of this report adheres to the four fundamental reporting principles, namely materiality, quantitative, balance and consistency.

A complete index is inserted in the last chapter of the report (pages 28 to 31) for reference.



▲ 2022 Annual Dinner



REPORTING PRINCIPLES

CONSISTENCY

This report has been prepared in the same manner as previous years to ensure a meaningful comparison of ESG data over time. Any changes in methods or KPIs are disclosed.

MATERIALITY

The Group has identified and prioritised the material ESG topics by surveying with the Board and employees.

BALANCE

This report presents both SEA's sustainability achievement as well as challenges to avoid informational biases. By doing so, it will allow stakeholders to assess the Group's overall sustainability performance.

QUANTITATIVE

KPIs in quantitative terms are disclosed whenever possible to evaluate the effectiveness of the Group's ESG management practices.

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. To ensure that this report covers ESG topics that are material to the Group, the Board has reviewed and approved the report.

Feedback Mechanism

The Group welcomes all 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**



The macroeconomic environment in Hong Kong has been consistently difficult in recent years under the COVID-19 pandemic, but it has shown signs of improvement in 2022. Despite the challenging situation, SEA Group managed to create long-term value for its stakeholders by consciously integrating sustainability into daily operations. Its devoted and talented staff diligently worked to ensure that the Group's operations remain stable.

The Board takes sustainable development of the business as the priority in our long-term development, and includes climate-related issues and environmental, social, and governance-related elements in our long-term plan of business strategy. Under the leadership of the Board, the Group has taken significant strides in improving its governance performance. Through the introduction of ESG elements, the Group has improved its management approach, driving positive outcomes even in the face of today's challenging business environment. With the support from the management across the Group, the Board has successfully guided the Group to becoming a more responsible and sustainable player in the global business landscape by identifying and managing ESG risks and opportunities.

SEA set various environmental targets during the reporting year, allowing the Group to drive change in areas where improvement is required. The Board will periodically review and evaluate the ESG performance, as well as the implementation strategy based on the relevant ESG targets.

We strongly believe that the success of the Group is tied to the growth and development of our employees. We greatly appreciate their dedicated service in the past year and recognise their efforts and contributions to the Group. We will continue to champion their efforts and share the fruits of their hard work with them. We are committed to supporting their career development and growth.

To remain on the path of sustainability, the Group is focused on enhancing effective communication with both internal and external stakeholders and improving the internal awareness of sustainability within the organization. These communications will ensure that the Group is in tune with its clients, customers, and business partners, while also providing internal initiatives that will ensure that sustainability is top of mind within the organization. With these communications in place, SEA Group is confident that it can continue to ensure sustainable and ethical practices in the years to come.



SUSTAINABILITY AT A GLANCE

ENVIRONMENT

EMISSIONS

Total greenhouse gas emissions:

5,294.6 tonnes CO₂-e

Total non-hazardous waste generated:

206.8 tonnes

USE OF RESOURCES

Total energy consumption:

7,677.6 MWh

Total water consumption:

43,998.2 cubic metres

- Set emissions, reduction, energy use efficiency and water efficiency targets

EMPLOYEES

NUMBER OF EMPLOYEES

174

MALE TO FEMALE RATIO

1:0.96

SUPPLIERS

NUMBER OF SUPPLIERS

488

COMMUNITY

- Donation to Yang Memorial Methodist Social Service for supporting their anti-epidemic work and social services
- Participated in the "Dress Causal Day" organized by The Community Chest of Hong Kong



SUSTAINABILITY APPROACH

With a comprehensive and responsive governance structure, SEA is able to integrate its sustainability practices to its operation.

Governance Structure and Sustainability Risk Management

The Board is responsible for oversight of the ESG matters of SEA in:

- guiding the development of SEA's ESG issues, approaches, strategies and policies;
- reviewing, identification, evaluation and management of ESG targets and performance; and
- reviewing the corporate governance practices in respond to the stakeholders' concerns regularly.

In order to ensure that ESG issues are managed properly, the Board together with management across the Group have the responsibility for maintaining and ensuring effective implementation of the Group's risk management and internal control systems, including ESG risks. Appointed by the Board, the Audit Committee reviews the systems' effectiveness and adequacy regularly.

Stakeholders Engagement

In order to understand the opinions and needs of different stakeholder groups, the Group regularly engages its stakeholders through communication in its daily operations. The major communication channels for each group are listed as follows:

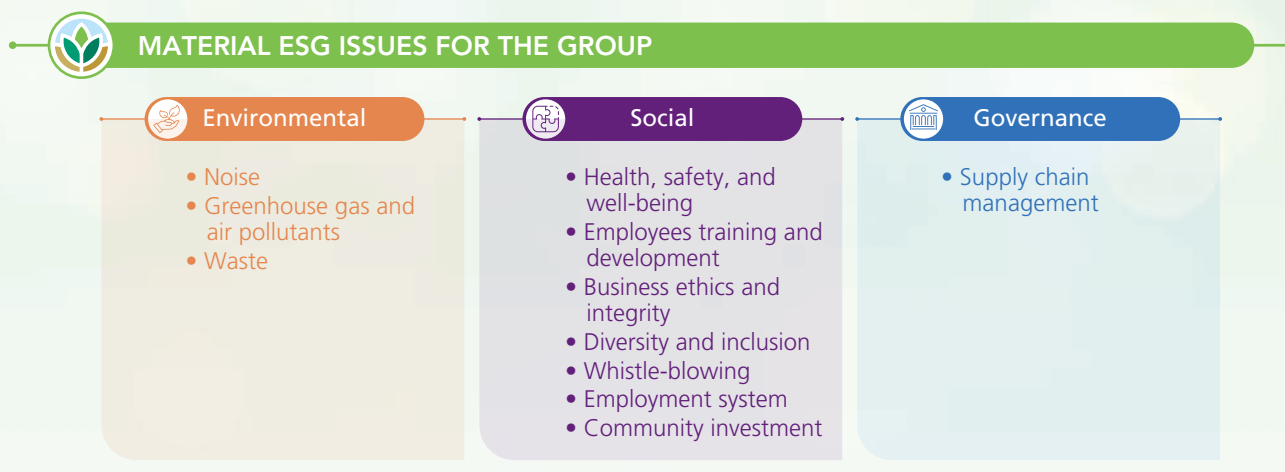
Key Stakeholders	Why Engage	Forms of Engagement
Employees	Understanding employees' concerns are essential to satisfy their needs.	<ul style="list-style-type: none"> • Orientation and training sessions • Performance appraisal
Customers	To retain our customers, meeting their demands and expectations are 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 has to work 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

To identify the key ESG topics relevant to the Group, we have conducted a quantitative materiality assessment survey completed by the Board members and employees of the Company. This survey focused on several ESG-related topics drawn from due consideration of the Listing Rules requirements, ESG's relevance to the Group's operations and industry benchmarks.

Based on the survey results, the Group identified key sustainability topics. The materiality of each relevant issue was assessed by considering its importance to the Board members and employees, and the Group's impacts (both positive and negative) concerning the issues.



Compliance Management

The Group is committed to achieving and maintaining a high standard of corporate governance to safeguard the interests of our investors and other stakeholders. To uphold the highest standard of corporate governance, the Board and management are dedicated to ensuring corporate integrity and business ethics in all our business activities. Therefore, SEA has effective compliance management together with the implementation of policies and monitoring measures to reduce its exposure to regulatory risks. The Group also requires its employees to stay abreast of the latest regulatory development.

The Group has identified relevant laws and regulations that are significant to its operations.

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)
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.

OUR PEOPLE

The Group has always considered employee talent as its most valuable resource and asset and provides a workplace where employees feel engaged, supported, and valued. During the reporting year, the Group received various awards for promoting a happy and healthy workplace.



Caring Company 2022



Happy Company 2022

Development and Training

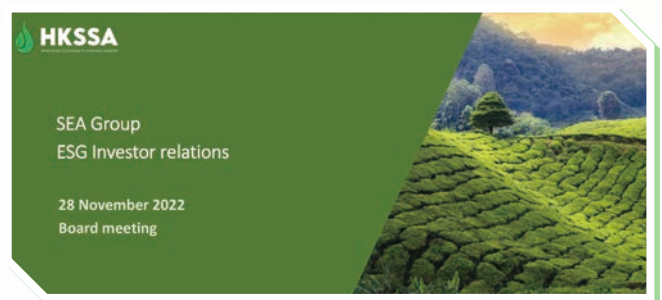
The Group believes that training is one of the important aspects for both sustainable business and employee development. SEA has regularly provided our employees with diverse training and development opportunities to enhance their work-related abilities and personal growth.

To encourage continued employee development, an annual performance appraisal is conducted for both Head Office and the Crowne Plaza Hotel employees. Performance review assists colleagues in keeping track of their performance and determining development needs. To support employees to seek professional development outside of working hours, the Group will subsidise up to 80% of the tuition fees for employees participating in job-related training. It will grant up to three calendar days of full-pay leave per calendar year for their first sittings of the examination. Through the provision of professional growth and work-related training, employees will be equipped to carry out their job duties as well as be able to achieve their career goals.

COVID-19 has been a catalyst for change in our approach to learning and development and has accelerated the importance of adopting a more digital approach. During the reporting year, training courses at the Head Office and Crowne Plaza Hotel that involved cross-departments were suspended. The Head Office provided anti-corruption training to the staff by zoom conference while the Crowne Plaza Hotel organised departmental training, including personal use of social media, handling personal data policy, information security, anti-corruption, and handling of contagious coronavirus. Looking ahead, the Group will continue to provide courses that meet employees' training needs.



Staff Training



Directors' Training



▲ 2022 Annual Dinner

Employment

The Group focuses on building a diverse and inclusive work culture that allows employees to reach their full potential. The Group offers competitive salary and welfare packages. Besides, the employee handbook includes comprehensive human resources policies and guidelines for labour practices. The Handbook covers information regarding employee compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination, and other benefits and welfare.

Responsible Employment Practices

The Group provides competitive packages to attract and retain talents and maintain our competitiveness. SEA's remuneration package is based on total remuneration, including basic salary, discretionary bonus, and a voluntary contribution to the retirement fund. SEA also offers attractive benefits such as life and medical benefit for employees and their eligible dependents after probation, long service recognition award and study fund. Promotions will be granted based on merit, such as competence and potential, work performance and quality, and so on.

The Group prohibits employing child and forced labour, and it adheres to all relevant laws and regulations to protect the rights of all employees and does not tolerate labour exploitation. During the recruitment process, all candidates must provide identification proof to ensure the candidate has reached the legal working age.

Since a good work-life balance is significant to the employees, the Group encourages its staff to complete their tasks within office hours. It organises gatherings for them to promote the spirit of the Group. Employees who are required to work beyond usual working hours are entitled to overtime pay, and a meal allowance shall be provided as a special arrangement.

Respectful Workplace

The Group ensures all employees and job applicants enjoy equal opportunities and fair treatment regarding recruitment, training and development, compensation and benefits as stated in the CSR Policy Statement. The employees shall not be discriminated against on cultural and educational background, experience, skills, knowledge, age, or gender. Potential applicants are chosen based on their qualifications and ability to meet the job's requirements.

Harassment and discrimination on gender, marital status, color, religion, race, nationality, ethnic origins, disability, or age are not tolerated. The Group has adopted a whistleblowing policy in 2022, which provides reporting channels and guidance for its employees and other third parties who deal with the Group (e.g. customers, tenants, contractors and suppliers) to report any suspected impropriety, misconduct or malpractice within the Group by completing the whistleblowing form. The information of the reported matters will be kept confidential. The Company's Business Ethics Committee will review and investigate the reported matters and determine the necessary corrective actions. During the reporting year, no such incidents were reported to the Group.



▲ 2022 Annual Dinner

Health and Safety

The Group has dedicated itself to providing its employees with a healthy and safe work environment and promoting safety awareness in the workplace. All employees are covered by a medical insurance, which covers outpatient services and hospital charges. The Group has formulated policies, management systems and operating procedures to ensure a safe and healthy workplace. All employees are aware of the safety procedures in the 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. In addition, the Group regularly reviews the health and safety and related regulations in workplace .

The Crowne Plaza Hotel has implemented policies covering Workshop Safety, Working at Height, Electrical Safety, Welding and Cutting, and Pressure System to raise employees' safety awareness. A staff welfare committee holds monthly meetings to discuss the safety of the employees in the workplace. Safety inspection and testing of electrical equipment have been implemented to minimize health and safety risks. Hotel staff were also given safety training, such as Fire and Bomb General Orientation, to ensure improved emergency planning and response.

During the reporting year, the Crowne Plaza Hotel provided departmental training to ensure the staff could handle other health and safety circumstances, such as handling chemicals and hazardous substances, fire emergency, safety tips on manual handling operation, moving weight object, preventing slips and trips at work and first aid knowledge to ensure the staff have the knowledge in dealing with different health and safety circumstances.

During the reporting year, there was a total of 8 work-related injuries at the Crowne Plaza Hotel and Head Office, which led to a total of 97 lost days due to work-related injuries. The injuries included lacerations and cuts, sprain and strain, contusion, and bruise. Departmental briefings or training were held for the concerned staff to prevent the same accidents from happening again.

Work related fatality and/or injury	Head Office	Crowne Plaza Hotel
Number of work-related fatalities [#]	0	0
Number of work-related injuries	1	7
Number of lost days due to work injury	65	32

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



Staff Training





Head Office

- Distributed face masks and disinfecting hand sanitisers to all staff
- Required all staff to wear face masks in office area
- Provided Rapid Antigen Test Kits
- Installed infrared thermometers to check staff's body temperature
- Disinfected office areas more frequently and regularly
- Required employees who have symptoms of COVID-19 such as fever, malaise, dry cough and shortness of breath should at once notify the Company, seek medical advice, do a coronavirus test and stay at home

Crowne Plaza Hotel

- Provided a wide range of anti-epidemic items such as surgical masks, hand sanitisers and disinfectant spray to hotel staff
- Provided personal protective equipment ("PPE") such as face masks (surgical mask – level 3 and N95), clip cap, eye protection, gloves, facial shields and disposable protective gowns to staff for carrying out high risk operations
- Required all employees to conduct COVID-19 testing prior to duty report daily
- Strengthened the frequency of cleaning and disinfection works in its ventilation system and public amenities
- Required all personnel to conduct body temperature check and wear surgical masks when entering into hotel premises
- Provided hand sanitisers in common areas
- Set up partitions in staff canteen to reduce direct face-to-face contact
- Hung up posters and notices to remind employees of the importance of maintaining personal hygiene and keeping social distance
- Provided health and safety training including knowledge of quarantine hotel operations, donning and doffing PPE and COVID-19 confirmed case handling



OUR OPERATIONS

Building trust with the Group's stakeholders requires adherence to the highest standards of business ethics where the Group can operate its business with integrity, transparency and accountability.

Anti-corruption

SEA upholds high standards of integrity and business ethics and has zero tolerance for misconduct and unethical behaviours of all kinds. Any forms of corruption, bribery, extortion, fraud and money-laundering activities are strictly prohibited. In August 2022, the Board adopted the Anti-Corruption Policy setting out the responsibilities of all directors, officers and employees of the Group as well as any persons associated within the Group to comply with the Prevention of Bribery Ordinance and all other applicable laws, rules and regulations for the purpose of preventing corruption and bribery in all business dealings. They are strictly prohibited from soliciting, accepting or offering advantages from or to any third parties, such as suppliers or business partners. Any actual or suspect case can be reported through the reporting channels and procedures as stated in the Whistleblowing Policy adopted by the Group in August 2022. The Group will investigate and take appropriate actions accordingly.



▲ Staff Training

All staff at the Crowne Plaza Hotel are required to sign the Code of Conduct, where it contains terms on anti-corruption and appropriate handling procedures when facing with these circumstances, as well as the anti-corruption policy. In addition, the Crowne Plaza Hotel has a confidential hotline in place to ensure fair reporting and resolution of grievance procedures-related complaints. This hotline is a platform where employees can voice their concerns about workplace misconduct or malpractice. Cases reported will be handled by a third party to ensure whistleblowers stay anonymous, hence, protecting them from harassments and reprisals.

To strengthen the awareness of all directors and employees, the Group provides regular training on ethical standards and anti-corruption practices. During the reporting year, the Group invited ICAC to host a seminar for employees at Head Office to ensure their understanding and compliance with anti-corruption legislation as well as the necessary skills to handle ethical dilemmas at the workplace. Directors were provided with training materials on anti-corruption and staff integrity management.

During the reporting period, there was no confirmed case of corruption and non-compliance with any rules and regulations as regards anti-corruption.

Product Responsibility

The Group is committed to providing superior quality services to our customers by meeting with their expectations and needs to all hotel guests or tenants at our properties. The Group has implemented relevant policies to ensure high-quality products and services are being delivered. The Group's dedication to providing high quality services is recognised through various awards as mentioned below.



Food and Beverage – GIACOMO



Time Out Recommended
2022



The Tatler Dining Awards
2022



SCMP's 100 Top Tables
2022



Rooms



Traveller Review Awards
2022

Customers' Data Protection

The Group treats customers' data with strict confidentiality and handles such data with ultimate care. As indicated in the Group's Privacy Policy, proper security controls are in place to ensure that sensitive information is handled with the greatest care. Only authorised users can access company data. The Group also performs system audit regularly to ensure its system is safe from cyberattacks. The Crowne Plaza Hotel's frontline personnel are required to receive training on how to safely handle personal data and payment cards. Customers are also presented with a privacy policy statement or personal information collection disclaimer upon the collection of personal data, informing them that information will be gathered, in order to gain their consent.

Customers' Health and Safety

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

Being in the hospitality industry, the Crowne Plaza Hotel is responsible for maintaining and complying with consistent and rigorous hygiene standards and food quality standards to ensure the food safety served by our restaurants and provides its guests with the best experience. A Food Safety Management System is developed to oversee the food supply's operating procedures, including its premises, vendors and suppliers, covering material purchasing, food processing, handling and packaging, ensuring food hygiene is maintained at the highest level. Every year, the Crowne Plaza Hotel conducts a mass foodborne illness and food recall exercise involving food handling and inspection procedures, allowing staff to be familiarized with emergency scenarios concerning food contaminations and reducing negative consequences once discovered.

During the reporting period, the Group did not have any significant food recall incidents due to food safety issues, nor did it find any non-compliance case in relation to food safety laws and regulations that had a substantial impact on the Group.

The Crowne Plaza Hotel strives to provide premium quality services and goods to customers and believes customer satisfaction and comments are essential to business success and sustainability. The Crowne Plaza Hotel will distribute surveys to its customers in the restaurants, any complaints received will be handled by corresponding operating units for follow-up, and all comments will be analysed for further improvement. During the reporting year, the Group had not received any complaints regarding its services.



Covid-19 Health, Safety and Wellbeing Measures for Hotel Guests

Although the COVID-19 pandemic has brought tremendous changes to lifestyles, the Crowne Plaza Hotel responded and adapted to this new travel norms and expectations with resilience and flexibility that are catered to its guests throughout the pandemic.

Hygiene and safety enhancement for hotel guests in 2022

- Disinfected the public amenities hourly, e.g. door handles and elevator buttons
- Heightened intensity for air conditioning and exhaust air system cleaning, checkups and maintenance and sprayed disinfectants to the air conditioning outlets daily
- Provided masks at the front desk and hand sanitizers at the hotel reception, concierge, restaurants and other public areas
- Implemented temperature measurement for all personnel entering into the hotel premises. Suggested guests to seek immediate medical assistance and inform hotel staff of symptoms of respiratory infections
- Required all room guests to submit a Health Declaration Form upon check-in
- Advised all staff members to seek immediate medical assistance and take sick leave if feeling unwell
- In situations where suspect cases were found, relevant procedures were also in place to limit the spread of disease
- A designated-floor within the hotel was assigned for suspect cases

Measures implemented at hotel restaurants in 2022

- Displayed Leave Home Safe QR Code at all restaurants
- Provided hand sanitizers
- Conducted temperature check before entering into the restaurants
- Set partition between tables



CARVER at Crowne Plaza Hong Kong Causeway Bay, Hong Kong

As part of the hospitality industry, the Crowne Plaza Hotel understands that its guests' wellbeing is as important as their health and safety. During the year of 2022, the Crowne Plaza Hotel served as a designated quarantine hotel for thousands of quarantine guests. In order to provide its guests with an unique and positive experience during quarantine, the Crowne Plaza Hotel provided complimentary gifts, including cleaning kit, fruits, dessert, snacks, welcome meal, and sanitising bundle including face masks, hand sanitiser and antibacterial spray. The Crowne Plaza Hotel also provided vegetarian and plant-based meal options for guests.

To ensure guests are satisfied with the Crowne Plaza Hotel services, the guest services monitoring programme is implemented to provide more information about its service performance. Staff will also arrange courtesy calls to guests to provide immediate assistance.



Advertising and Protecting Intellectual Property Rights

The Group has measures in place to protect its intellectual property rights and had registered trademarks for its restaurants in Hong Kong.

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 must work with its business partners to achieve sustainable development in its operations. It is the Group's obligation to make sure that its suppliers' environmental and social performance meets its ESG requirements. 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.

As stated in the Supply Chain Management Policy, the Group will provide its suppliers with accurate and transparent information about the Group's expectations and requirements in the procurement processes. The Group will review the ESG risk management of its supply chain from time to time.



SEA IDENTIFIES AND ASSERTS PRIORITY TO SUPPLIERS THAT:

Recognize the importance of addressing climate emergency and respond appropriately

Respect human rights

Implement appropriate systems to assess, measure and seek to reduce the environmental impacts of their operations

Ensure a safe and healthy working environment

Suppliers are selected through vendor prequalification, competitive quotation, and tendering processes, which cover assessment of company background, financial capability, skill set, license, certification of industrial standard, sustainability of product offered, past performance, industrial experience, and price comparison.

The Procurement Department at the Crowne Plaza Hotel is wholly responsible for monitoring suppliers' compliance with relevant laws, regulations, and standards to ensure that products are delivered safely with premium quality. The Group selects suppliers and vendors carefully to ensure their compliance with applicable regulations. Suppliers must comply with The Hotel's Supplier Code of Conduct to be considered for expanding or extending their collaboration. The Crowne Plaza Hotel has the right to discontinue the business relationship with the supplier if it is in non-compliance with the mandatory elements of the supplier code of conduct.

Looking ahead, the Group will continue to build long-term relationships with its suppliers and ensure that suppliers meet its ESG standards.

Location of Suppliers at Head Office and Crowne Plaza Hotel	No. of Suppliers
Hong Kong, China	448
United Kingdom	25
Malaysia	6
Mainland China	3
United States	2
Australia	2
Singapore	1
Europe	1

OUR ENVIRONMENT

The Group understands the importance of managing and reducing emissions to lower the environmental impacts including emissions and resource consumption in its operations. By improving its environmental management approach and measures, SEA aims to influence and enhance its employees' and suppliers' environmental awareness.

The Group will continue to raise environmental awareness among employees and develop a series of environmental measures on energy saving and efficiency, green office, and resources conservation, thus contributing to the sustainable development of society.

Emissions

The Group is constantly searching for ways to minimise its emissions by implementing different measures to reduce GHG and air emissions, and waste generation.

Greenhouse Gas Emissions

The Group continues to engage an independent consultant in conducting carbon assessment and quantify the GHG emissions of its operations. The assessment was conducted in accordance with the guidelines of Environmental Protection Department and EMSD. International standards such as the ISO 14064 standard and the GHG Protocol were also applied. In addition, the Group keeps a full inventory of Scope 1, 2 and 3 emissions incurred by its direct operations and reports them annually to demonstrate its commitment to transparency.

GHG Emissions				
Scope	2022		2021	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Scope 1: Direct GHG Emissions ¹ (tonnes CO ₂ -e)	32.4	66.8	52.4	78.6
	99.2		131.0	
Scope 2: Energy Indirect GHG Emissions ² (tonnes CO ₂ -e)	78.4	5,057.1	89.3	4,500.6
	5,135.5		4,589.9	
Scope 3: Other Indirect GHG Emissions ³ (tonnes CO ₂ -e)	13.2	46.7	7.2	29.5
	59.9		36.7	
Subtotal GHG emissions by entities (tonnes CO ₂ -e)	124.0	5,170.6	148.9	4,608.7
Total GHG Emissions (tonnes CO₂-e)	5,294.6		4,757.6	
GHG Emissions Intensity (by number of employees and revenue respectively)	2.4 (tonnes CO ₂ -e/ employee)	39.8 (tonnes CO ₂ -e/ HKD million)	3.4 (tonnes CO ₂ -e/ employee)	38.6 (tonnes CO ₂ -e/ HKD million)

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.



The total GHG emissions from the Head Office and Crowne Plaza Hotel were 5,294.6 tonnes CO₂-e, in which 97.7% of emissions came from Crowne Plaza Hotel. As Crowne Plaza Hotel was one of the designated quarantine hotels in Hong Kong, business activities increased which mainly caused an increase in a total GHG emissions by 11.3% compared to 2021.

The Group strives to reduce emissions to support Hong Kong's ambition of bring carbon neutral by 2050.

Air Emissions

The main contributor to air pollution generated by the Group's vehicles was their reliance on fossil fuels. NO_x, SO_x and RSP were among the pollutants emitted into the atmosphere.

Air Emissions				
Air Pollutants	2022		2021	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
NO _x (kg)	70.6	6.0	111.8 ⁴	18.4 ⁴
	76.6		130.2 ⁴	
SO _x (kg)	0.2	0.04	0.29	0.07
	0.2		0.36	
RSP ⁵ (kg)	0.7	0.02	0.81	0.13
	0.7		0.94	

During the reporting year, the amount of NO_x, SO_x and RSP decreased by 41.2%, 44.4% and 25.5% respectively, compared to 2021 due to the decrease of usage of vehicle due to COVID-19 pandemic. In the medium term, the Group aims to decrease air emissions by planning to purchase or replace its private cars with electric vehicles.



⁴ The figure was restated as the vehicle traveling distance and gaseous fuel consumption in 2021 was subsequently updated.
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.

Waste Management

The Group recognises that proper disposal of waste is key to waste management and, at the same time, encourages staff to reduce, reuse, recycle and repair before getting rid of anything.

At the Head Office, items like computers, printers and photocopiers have been sent to recyclers for processing. Used ink and toner cartridges have been given back to service providers in order to lessen the environmental harm. Moreover, the Head Office promotes the recycling of paper, plastic bottles, supplies and other office equipment.

Collecting recyclable waste is one of our focuses in waste management. The Crowne Plaza Hotel had relevant facilities for waste collection in our buildings to reduce waste and promote recycling. The recyclables include plastic bottles, aluminum cans, newspapers, card-board, cooking oil, glass and metal.

The Crowne Plaza Hotel has a set of measures intended for the proper handling of hazardous waste. Besides, the Crowne Plaza Hotel also appoints professional companies or original suppliers to collect or prepare waste for shipment to an approved hazardous waste disposal facility. In addition, to ensure the efficiency of waste management, the Crowne Plaza Hotel also conducts waste stream audits and created a waste tracking system to ensure the transparency of the process to guests.

Waste				
Hazardous and Non-hazardous Waste	2022		2021	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Total hazardous waste produced (tonnes)	–	–	0.08	0.25
	–		0.33	
Hazardous waste intensity (by number of employees and revenue respectively)	– (tonnes/ employee)	– (tonnes/ HKD million)	0.002 (tonnes/ employee)	0.002 (tonnes/ HKD million)
Total non-hazardous waste produced (tonnes)	0.8	206.0	12.0	913.6
	206.8		925.6	
Non-hazardous waste intensity (by number of employees and revenue respectively)	0.02 (tonnes/ employee)	1.6 (tonnes/ HKD million)	0.3 (tonnes/ employee)	7.66 (tonnes/ HKD million)

During the reporting year, the Group did not produce any hazardous waste. The amount of non-hazardous waste at Crowne Plaza Hotel decreased by 77.5% due to the temporary suspension of restaurants' operations according to government's anti-epidemic measures in the first quarter of 2022.

In the medium term, the Group aims to achieve zero waste in its own operations through recycling, donation and compositing, as well as engaging suppliers, guests and other organisations to eliminate waste across its value chain. In the near term, the Group will provide training for employees to increase their awareness of waste recycling.

At the same time, the Group aims to significantly reduce its total volume of e-waste in the short term, by securely and responsibly reusing, recycling and managing the disposal of IT equipment and electronic products in a legally compliant, data secure, fully traceable and environmentally sustainable way.

In order to help reduce plastic waste significantly in the short term, the Group will work with its suppliers to use less plastic, implement reuse and refill models, recycle more and support innovations to improve waste reduction systems.



Use of Resources

The Group encourages the efficient use of energy and the minimisation of resources such as energy, water, and paper as part of our commitment to reducing energy consumption.

Energy Management

The Group acknowledges that reducing carbon emissions is an integral part of global climate action. The Group sets energy efficiency as one of our core environmental management strategies and conducts regular review on the Group's energy management and raising staff's energy-saving awareness ensuring compliance with our operational needs while aligning with industrial best practice.



At the Head Office, all copiers, printers, and other electronic equipment have been set to eco-friendly options by default. Energy-saving modes are also being enabled after a long period of inactivity. LED lighting and indoor temperature control are in place to minimize energy consumption.

In an effort to increase energy efficiency, the Engineering Division of the Crowne Plaza Hotel had implemented the energy monitoring system for assessment and monitoring of energy consumption behavior within its operation. The assessment allows the Crowne Plaza Hotel to conduct a review on its performance regularly for improvement. Additionally, to further improve its energy efficiency, the Crowne Plaza Hotel implements energy management practices and procedures in different areas, such as lighting, cooling, HVAC distribution, domestic water, refrigeration, and power distribution to meet requirements set out by the Building Energy Code issued by the EMSD. Besides, with the intention to further raise employees' awareness of energy consumption, the Crowne Plaza Hotel communicates energy management best practices in the administration area to staff and encourages them to practice green measures.

Energy Consumption				
Energy Type	2022		2021	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Direct energy consumption				
Towngas (MWh)	–	336.3	–	372.2
	336.3		372.2	
LPG (MWh)	–	–	–	–
	–		–	
Petrol (MWh)	95.6	8.9	153.3	25.5
	104.5		178.8	
Diesel (MWh)	24.8	–	31.3	–
	24.8		31.3	
Total direct energy consumption (MWh)	465.6		582.3	
Indirect energy consumption				
Electricity (MWh)	110.4	7,101.6	125.8	6,315.6
	7,212.0		6,441.4	
Total energy consumption (MWh)	7,677.6		7,023.7	
Energy intensity (by number of employees and revenue respectively)	4.5 (MWh/ employee)	57.3 (MWh/ HKD million)	7.1 (MWh/ employee)	56.3 (MWh/ HKD million)



During the reporting year, direct energy consumption at the Head Office and Crowne Plaza Hotel decreased by 34.8% and 13.2% respectively due to the decreased use of vehicles. There was no LPG consumption due to the warmer winter, where the use of heaters was not needed. On the other hand, indirect energy consumption in 2022 increased by 12% compared to the previous reporting year mainly caused by the increase in business activities resulting from the Crowne Plaza Hotel serving as a designated quarantine hotel in Hong Kong. Overall, the total energy consumption increased by 9% compared to the previous reporting year.

To reduce its energy consumption, the Group upgraded its building management system which is used for monitoring HVAC systems in November 2022. In medium term, the Group will also consider to install solar panels above chiller on the roof top at the Crowne Plaza Hotel for energy saving.

Water

The Group is committed to maintaining close monitoring of water consumption in all aspects of their operations. As part of the hospitality industry, the Crowne Plaza Hotel has implemented water management practices and water-saving initiatives including water saving taps fitted in kitchens and bathrooms to further reduce water consumption.



Additionally, the Crowne Plaza Hotel installed a water consumption monitoring system to track its water consumptions. The Crowne Plaza Hotel also encourages guests and staff to conserve water through water-saving notices in guest rooms and the staff's pantry.

Water Consumption				
Water Use	2022		2021	
	Head Office ⁶	Crowne Plaza Hotel	Head Office ⁶	Crowne Plaza Hotel
Water consumption (cubic metres)	148.0	43,850.2	225	33,608
	43,998.2		33,833	
Water intensity (by number of employees and revenue respectively)	2.9 (cubic metres/ employee)	337.6 (cubic metres/ HKD million)	5.1 (cubic metres/ employee)	281.6 (cubic metres/ HKD million)

During the reporting year, the water consumption in the Head Office decreased by 34.2%, due to the decrease usage of overall water consumption in the commercial building. However, as the Crowne Plaza Hotel served as a quarantine hotel in Hong Kong which lead to higher demands on the hotel rooms compared to 2021, the water consumption increased by 30.5%. The Group aims to explore options to reduce water consumption and take actions where feasible.



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 aims to avoid excessive paper consumption in daily operations, both the Head Office and the Crowne Plaza Hotel support the use of electronic copy or e-system for document circulation.

By default, all copiers and printers are set to print double-sided. At the Crowne Plaza Hotel, old magazines and journals were donated to hospitals, clinics, and libraries to extend their life cycle. In the future, the Group will continue to monitor its paper consumption and implement measures to reduce paper usage.

Paper Consumption				
Paper Use	2022		2021	
	Head Office	Crowne Plaza Hotel	Head Office	Crowne Plaza Hotel
Paper consumption ⁷ (tonnes)	2.6	2.0	2.1	2.9
	4.6		5.0	

The increase in paper consumption of the Head Office was due to the increase of business development, where more printing material was required. Overall, the Group decreased its paper consumption by 8.0% during the reporting year. In the future, the Group will continue its efforts in reducing the consumption of paper.

Environment and Natural Resources

The Group recognizes the intrinsic value of nature are difficult to measure in monetary terms. Although the business nature of SEA does not involve operations that have a direct significant impact on the environment and natural resources besides emissions and the use of resources, the Group is still committed to preserving the natural environment in every way it can.

Overfishing is a global problem that has resulted in the decline of many marine species and damage to the marine ecosystem, putting future food supplies in jeopardy. In response to the problem of overfishing, the Crowne Plaza Hotel is committed to responsible seafood sourcing as a means to minimise the negative impacts brought by indiscriminate fishing and poor marine culture practices. Moreover, shark fin is banned in all of its restaurants.

Climate Change

The past eight years are potentially going to be the eight hottest in recorded history, due to the increase in greenhouse gases and accumulated heat energy. The World Meteorological Organization's provisional 2022 Global Climate Report attests to the fact that 2022 summer brought intense heat waves, drought, and devastating floods, adversely affecting millions and costing billions.

To encounter this global crisis, the United Nations reported that more than 130 states have committed to or are in the process of achieving net zero carbon emissions by mid-century. Mainland China has already made a pledge to be Carbon Neutral by 2060 while Hong Kong has put forth a goal of achieving Carbon Neutrality by 2050.



For our Group, a Climate Change Policy has been established with the intention of adhering to international best practices, reducing the Group's carbon footprint and integrating climate considerations into the firm's overall development strategy. The policy includes procedures to assess and manage the risks of climate change on the group's operations and customers and provides guidance on how to develop preventive and emergency measures to respond to such dangers. The Group will continue to monitor the potential risks of climate change and its impacts on Group's operations and customers and implement preventive and emergency measures accordingly.

⁷ Paper here mainly involves office paper.

OUR COMMUNITY

The Group is committed to leveraging its talents, resources, and networks with local communities and understanding and fulfilling their needs means an excellent help for them. We maintain a long-term relationship with various charity bodies and support their efforts by donation, sponsorship and partnering with various community groups to organise activities to help people in need.

Although the number of volunteer activities had been reduced due to the social distancing measures during the year, we have kept on exploring ways to express our care and promote social harmony. During the reporting year, SEA continued to make donation to Yang Memorial Methodist Social Service for supporting their anti-epidemic work and social services, and participate in the "Dress Casual Day" which is the annual charity event organised by the Community Chest. The Group was awarded the Caring Company Logo by the Hong Kong Council of Social Service in 2022 in recognition of our commitment to caring for our community, employees and environment over the past year.



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ENVIRONMENTAL PERFORMANCE

GHG Emissions	2022	2021
Scope 1: Direct GHG emissions ⁸ (tonnes CO ₂ -e)	99.2	131.0
Scope 2: Energy indirect GHG emissions ⁹ (tonnes CO ₂ -e)	5,135.5	4,589.9
Scope 3: Other indirect GHG emissions ¹⁰ (tonnes CO ₂ -e)	59.9	36.7
Total GHG Emissions (tonnes CO₂-e)	5,294.6	4,757.6
GHG Emission Intensity at the Head Office by number of employees (tonnes CO ₂ -e/employee)	2.4	3.4
GHG Emission Intensity at Crowne Plaza Hotel by revenue (tonnes CO ₂ -e/HKD million)	39.8	38.6

Air Emissions	2022	2021
NOx (kg)	76.6	130.2 ¹¹
SOx (kg)	0.2	0.36
RSP ¹² (kg)	0.7	0.94

Hazardous and Non-hazardous Waste	2022	2021
Total hazardous waste produced (tonnes)	-¹³	0.33
Hazardous waste intensity at the Head Office by number of employees (tonnes/employee)	- ¹³	0.002
Hazardous waste intensity at Crowne Plaza Hotel by revenue (tonnes/HKD million)	- ¹³	0.002
Total Non-hazardous waste produced (tonnes)	206.8	925.6
Non-hazardous waste intensity at the Head Office by number of employees (tonnes/employee)	0.02	0.30
Non-hazardous waste intensity at Crowne Plaza Hotel by revenue (tonnes/HKD million)	1.6	7.66

⁸ Scope 1 includes direct emissions from combustion of fossil fuels in stationary sources and mobile sources.

⁹ Scope 2 includes energy indirect emissions by electricity purchased from power companies and gas purchased from Towngas.

¹⁰ Scope 3 includes other indirect emissions by methane gas generation at landfill in Hong Kong due to disposal of paper waste, fresh water processing, sewage processing and business travel by employees.

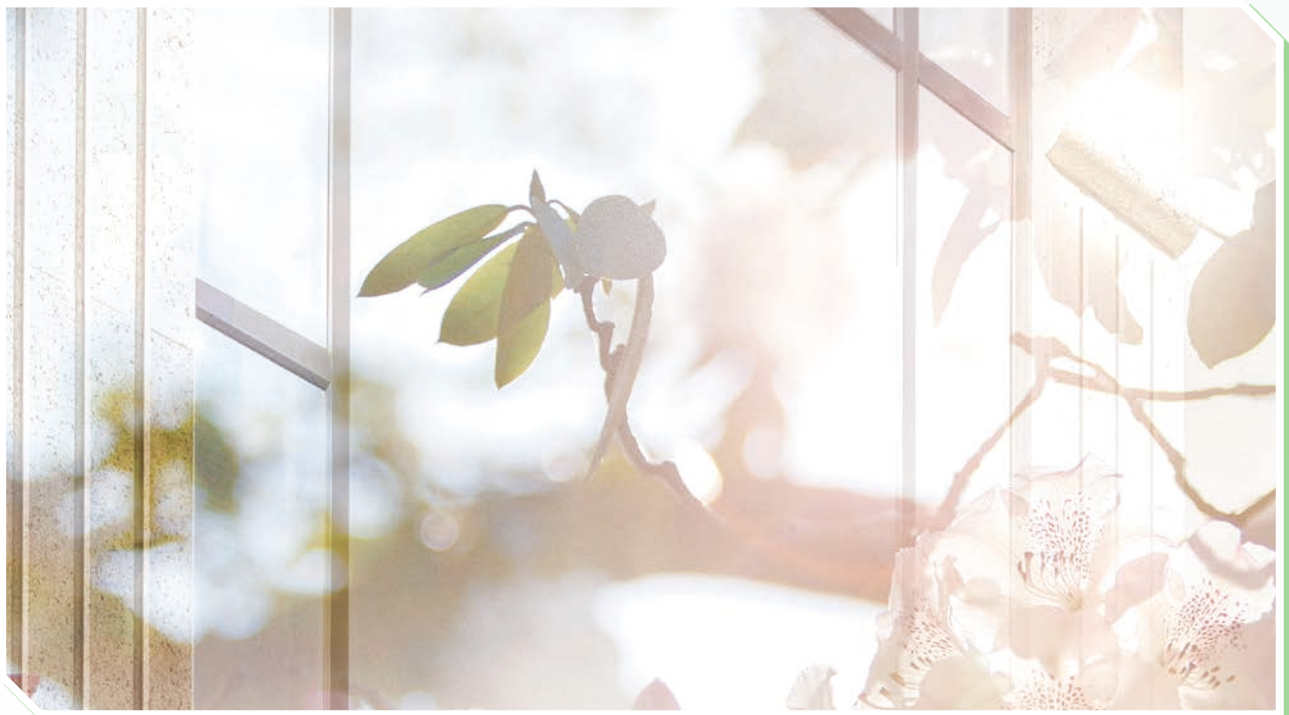
¹¹ The figure was restated as the vehicle traveling distance and gaseous fuel consumption in 2021 was subsequently updated.

¹² Since gaseous fuel consumption is not a significant source of RSP emissions, the figures of RSP do not include Towngas and LPG combustion in Crowne Plaza Hotel's operations.

¹³ The Group did not produce any hazardous waste during the reporting period.



Energy Consumption	2022	2021
Direct Energy Consumption		
Towngas (MWh)	336.3	372.2
LPG (MWh)	–	–
Petrol (MWh)	104.5	178.8
Diesel (MWh)	24.8	31.3
Total Direct Energy Consumption (MWh)	465.6	582.3
Indirect Energy Consumption		
Electricity (MWh)	7,212.0	6,441.4
Energy intensity at the Head Office by number of employees (MWh/employee)	4.5	7.1
Energy intensity at Crowne Plaza Hotel by revenue (MWh/HKD million)	57.3	56.3
Water Consumption		
Water consumption (cubic metres)	43,998.2	33,833
Water intensity at the Head Office by number of employees (cubic metres/employee)	2.9	5.1
Water intensity at Crowne Plaza Hotel by revenue (cubic metres/HKD million)	337.6	281.6
Paper Consumption		
Paper consumption ¹⁴ (tonnes)	4.6	5.0



¹⁴ Paper here mainly involves office paper.



SOCIAL PERFORMANCE

Total Workforce by Gender, Employment Type and Age Group

	Number and Percentage of Employees ¹⁵	
	Head Office	Crowne Plaza Hotel
Gender		
Male	18 (35%)	71 (58%)
Female	33 (65%)	52 (42%)
Total	51 (100%)	123 (100%)
Employment Type		
Full-time	51 (100%)	123 (100%)
Total	51 (100%)	123 (100%)
Age Group		
Below 30	5 (10%)	21 (17%)
30-40	15 (29%)	40 (32%)
41-50	22 (43%)	33 (27%)
Above 50	9 (18%)	29 (24%)
Total	51 (100%)	123 (100%)

Employee Turnover Rate by Gender and Age Group

	Number and Percentage of Employees	
	Head Office	Crowne Plaza Hotel
Gender¹⁶		
Male	19 (106%)	53 (75%)
Female	24 (73%)	43 (83%)
Age Group¹⁷		
Below 30	5 (100%)	15 (71%)
30-40	18 (120%)	30 (75%)
41-50	17 (77%)	21 (64%)
Above 50	3 (33%)	30 (103%)

¹⁵ All employees of Head office and Crowne Plaza Hotel are stationed in Hong Kong.

¹⁶ Percentage of turnover rate by gender = Employees (by gender) leaving employment / Number of total employees (by gender) * 100%.

¹⁷ 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	32 (63%)	108 (88%)
Gender¹⁸		
Male	12 (67%)	66 (93%)
Female	20 (61%)	42 (81%)
Employee Category¹⁹		
Director and Management	11 (74%)	3 (38%)
General Staff	21 (58%)	105 (91%)

Average Training Hours Completed per Employee by Gender and Employee Category

	Average Training Hours per Employee	
	Head Office	Crowne Plaza Hotel
Gender²⁰		
Male	6.5	1.4
Female	10.4	1.4
Employee Category²¹		
Director and Management	14.7	4.1
General Staff	5.9	2.8



¹⁸ Percentage of employees trained by gender = Employees (by gender) who took part in training / Number of total employees (by gender) * 100%.

¹⁹ Percentage of employees trained by employee category = Employees (by employee category) who took part in training / Number of total employees (by employee category) * 100%.

²⁰ Average training hours completed per employee by gender = Total training hours (by gender) / Number of total employees (by gender).

²¹ 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

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GLOSSARY

In this environmental, social and governance 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, the shares of which 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 Reporting Guide”	Environmental, Social and Governance Reporting Guide in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange;
“GHG”	greenhouse gas;
“Government”	the government of Hong Kong;
“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;
“HVAC”	heating, ventilation and air conditioning;
“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;
“reporting year”	the reporting year from 1 January 2022 to 31 December 2022;
“SO _x ”	sulphur oxides; and
“Stock Exchange”	The Stock Exchange of Hong Kong Limited.



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