



爪哇集團
SEA Group

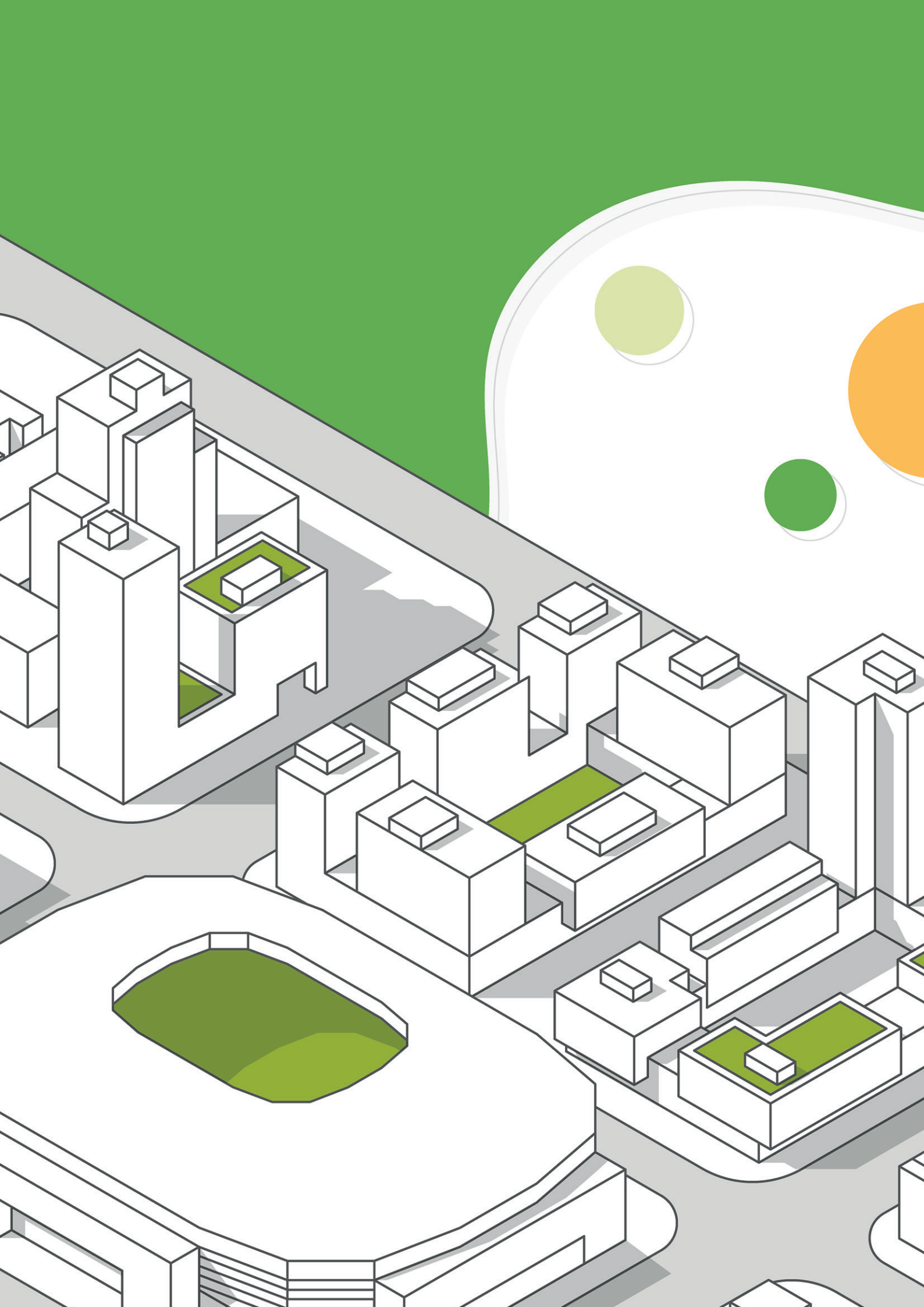
Stock Code 股份代號 : 251

2021

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

與時創建
Building
with the times





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ABOUT THE GROUP

Headquartered in Hong Kong, SEA Group is a leading international property conglomerate and is currently listed on the Main Board of the Stock Exchange. Over the years, the Group has more than 200 residential, commercial and industrial projects in Hong Kong, United Kingdom, Australia, New Zealand, Canada, Mainland China and other countries.



● Crowne Plaza Hong Kong Causeway Bay, Hong Kong



● Grand Victoria, Hong Kong



● 33 Old Broad Street, London



● 1 Shouson Hill Road East, Hong Kong

CORE BUSINESS SEGMENT REVENUE



The Group's core business segments include property investment, property development, hotel operation and financial investment. Listed below are the Group's major projects:

| Location | Project | Business Segment |
|---------------------------|-------------------------------------|--|
| Hong Kong | Grand Victoria | Property Development (Joint venture residential development project) |
| | 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 as well as discloses ESG aspects that are of interest to its stakeholders for the reporting year from 1 January 2021 to 31 December 2021. This report is prepared in both Chinese and English and has been uploaded to the websites of the Company (www.seagroup.com.hk) and the Stock Exchange (www.hkex.com.hk).

Reporting Scope and Boundary

During the reporting year, there are no significant changes from the previous reporting year in terms of scope and boundary. This report focuses primarily on the Group's property investment and financial investment businesses operated by the Head Office as well as 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 contained in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange. 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.



2021 Annual Dinner



REPORTING PRINCIPLES



MATERIALITY

The Group has identified and prioritised the material ESG topics by conducting a survey with the Board.

CONSISTENCY



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



QUANTITATIVE

KPIs in quantitative terms are disclosed whenever possible for the evaluation of the effectiveness of the Group's ESG management approach.

BALANCE



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

A complete index is inserted in the last chapter of the report (pages 32 to 34) for reference.

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 reviewed and approved the report in May 2022.

Feedback Mechanism

The Group welcomes all stakeholders to share their feedback and suggestions on this report and ESG performance through the following channels:

Address: 26th Floor, Everbright Centre, 108 Gloucester Road, Wanchai, Hong Kong
Email: info@seagroup.com.hk
Phone: (852) 2828 6363
Fax: (852) 2598 6861

BOARD STATEMENT



A portrait of Lu Wing Chi, Jesse, Chairman, wearing a dark blue suit, white shirt, and red tie. He is standing with his hands clasped in front of him. The background is a light green and white abstract design with circular elements.

**Lu Wing Chi,
Jesse**
Chairman

As the COVID-19 pandemic wreaked havoc in the world, SEA has quickly adapted to the changing market conditions and unprecedented challenges. In these times of change and uncertainty, sustainability is a key part of the Group's day-to-day operations. The Group has managed the challenges caused by the pandemic. Supported by the Group's devoted and talented staff, SEA is able to operate that meet its customers' and guests expectations. The Group will continue to create shared value for all stakeholders in communities where it operates, as well as reduce its environmental footprint.

The Board takes ultimate responsibility for overseeing ESG issues and their integration into the Group's strategies. During board meetings, the Board also guides the management and monitoring of ESG issues that have been identified as relevant. With the support from the management across the Group, the Board has an overall responsibility for maintaining and ensuring effective implementation of the Group's risk management and internal control systems, including ESG risks. In the future, the Group will consider setting up a working group comprising various internal departments across the Group and led by an Executive Director to review and monitor the ESG trends, targets and related risks and opportunities from time to time in order to support the Board in the implementation of ESG initiatives and practices.

The Board periodically reviews corporate governance practices to meet stakeholders' expectations as well as to comply with increasingly stringent regulatory requirements. In the future, the Group will strengthen its governance structure to ensure that ESG issues are one of its top priorities and implement ESG-related initiatives that will enhance its sustainability performance. As a major first step in monitoring the Group's environmental performance, SEA sets various environmental targets during the reporting year, allowing the Group to drive change in areas where improvement is required. The Board will review and assess the ESG targets and the implementation process based on the relevant ESG targets from time to time.

The Group would like to express its heartfelt appreciation to all its stakeholders for their unwavering support in this sustainability journey. The Group is confident that its operations will remain resilient to future challenges. SEA will continue to listen to the needs of its stakeholders and will thrive in the post-pandemic world while integrating sustainability into its operations.

Going forward, the Group will continue to play an important role in building relationships between businesses and markets and creating values for its stakeholders, and will engage more stakeholders to gain better understanding of stakeholders' expectations.

SUSTAINABILITY AT A GLANCE



ENVIRONMENT

EMISSIONS

Total greenhouse gas emissions:

4,757.6 tonnes CO₂-e

Total non-hazardous waste generated:

925.6 tonnes

USE OF RESOURCES

Total energy consumption:

7,023.7 MWh

Total water consumption:

33,833 cubic metres

- Set emissions, reduction, energy use efficiency and water efficiency targets
- Formulated the Climate Change Policy

EMPLOYEES

NUMBER OF EMPLOYEES

164

MALE TO FEMALE RATIO

0.88:1



SUPPLIERS

NUMBER OF SUPPLIERS

391

- Formulated the Supply Chain Management Policy



COMMUNITY

- Donation to Yang Memorial Methodist Social Service to support vulnerable communities in response to anti-epidemic work
- Participated in the "Dress Casual Day" organized by the Community Chest



SUSTAINABILITY APPROACH



SEA believes that a robust governance structure ensures accountability and pave the way to incorporate ESG issues into its agenda.

Governance Structure and Sustainability Risk Management

The Board has the fundamental responsibility over SEA’s ESG issues. The Board oversees all relevant ESG issues and its overall ESG management approach. 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.

Effective execution of the Group’s ESG management approach is crucial. Therefore, the Board periodically reviews SEA’s corporate governance practices and conveys its expectations to stakeholders. To enhance its sustainability performance, the Group will continue to strengthen its governance structure and implement ESG-related initiatives in the future.

Stakeholders Engagement

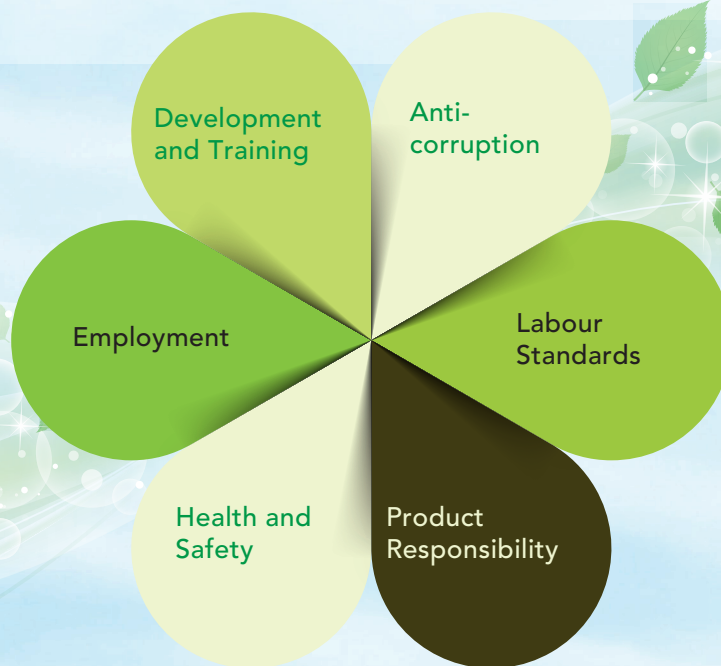
Building positive relationship with stakeholders is the key to a company’s long-term success. The Group engages its stakeholders through communication in its daily operations to understand their expectations as well as interests. Their inputs provide useful insights to SEA’s sustainability performance. The Group’s major stakeholders and the forms of engagement are listed below.

| Key Stakeholders | Why Engage | Forms of Engagement |
|------------------------------|---|---|
| Employees | Understanding employees’ concerns is essential in order to satisfy their needs. | <ul style="list-style-type: none"> • Orientation and training sessions • Performance appraisal |
| Customers | To retain our customers, it is crucial for the Group to meet their demand and expectations. | <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 | As a responsible corporate citizen, the Group is committed to creating long-term societal benefits. | <ul style="list-style-type: none"> • Community events • Volunteering activities • Donations and sponsorships |

Materiality Assessment

The Group commissioned an independent consultant to collect feedback on sustainability topics from Board members by survey. By reviewing past engagement results as well as industry trends, SEA has identified 12 sustainability topics, covering environmental, employment, operating practices and community investment.

Based on the survey results, the Group conducted a materiality assessment to identify key sustainability topics. The materiality of each relevant issue was assessed by taking into account its importance to the Board members as well as the Group's impacts (both positive and negative) concerning the issues. Out of the 12 sustainability issues, the following six issues were prioritised as material issues for disclosure in this report.



Grand Victoria, Hong Kong

Compliance Management

The Group is committed to upholding the highest standard of business integrity and complying with relevant legal and regulatory requirements. The Group understands that violations of laws and regulations can cause negative impacts on its operations, financial position and reputation. Therefore, SEA has effective compliance management together with the implementation of policies and monitoring measures in order 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 below.

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

During the reporting year, there was no reported incident of material non-compliance with the relevant laws and regulations regarding emissions, employment, health and safety, labour standards, product responsibility and anti-corruption that had a significant impact on the Group's business. In addition, SEA was not aware of any new laws and regulations with a significant impact on the Group's operations.



1 Shouson Hill Road East, Hong Kong



Grand Victoria, Hong Kong

OUR PEOPLE

Employees are critical to the Group’s sustainable growth. Without the great people who work for the Group, none of its accomplishments would have been possible. The Group is dedicated to providing rewarding careers, an inclusive workplace, and a healthy work-life balance for its employees. During the reporting year, the Group received various awards related to its efforts in promoting a happy and healthy workplace.



Caring Company 2021



Happy Company 2021



Good MPF Employer 2021:
“Good MPF Employer”
“MPF Support Award”

Development and Training

The Group understands the importance of empowering its employees through training and development. Training and development not only build a skilled workforce and future leaders for the Group, but also talents and skills for societal benefits.

An annual performance appraisal, where department heads evaluate employees’ performance and training needs, is undertaken for employees at both the Head Office and the Crowne Plaza Hotel to encourage their continued development. The Human Resource Department will then develop, allocate resources, and implement suitable training programmes across departments, including In-house training, recreation, and team building activities. Employees that seek professional development outside of working hours are also supported by the Group. For employees who pursue further study for job-related courses, the Group will subsidise up to 80 percent of their course fees and will grant them with 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. During the reporting year, all employees received appraisals to help them further improve their work performance.

Due to the restriction posed by the COVID-19 pandemic, training courses at the Head Office and the Crowne Plaza Hotel that involve cross-departments were suspended. During the reporting year, the Crowne Plaza Hotel provided departmental training, including personal use of social media, handling personal data policy, information security and anti-corruption.



Hotel Training





Christmas and Birthday Party

Employment

The Group places great importance on building a diverse and inclusive work culture where employees can unleash their full potential. According to the relevant employee handbooks, different aspects of employment, including but not limited to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity and anti-discrimination, and other benefits and welfare, are clearly stated. During the reporting year, Employee Handbook of the Head Office is updated with extended maternity leave policy.

Responsible Employment Practices

The Group attracts and retains the best talent in the market. Employees are offered a competitive remuneration and benefit package. SEA's remuneration package is based on total remuneration, including basic salary, discretionary bonus and a voluntary contribution to the retirement fund. Besides employees' holidays such as annual leave, 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.

In SEA's operations, child labour and forced labour are forbidden. Before a candidate is hired, a thorough examination of his or her identity is performed to guarantee that the candidate has reached the legal working age.

Work-life balance is important to fostering a pleasant working environment. Instead of working overtime, employees are encouraged to accomplish their work during office or working hours. Employees who are required to work beyond usual working hours are entitled to overtime pay and meal allowance shall be provided as a special arrangement.

Respectful Workplace

SEA respects all its employees and treats them with equal respect and provides equitable employment, as stated in the CSR Policy Statement. SEA also promotes workplace equality and ensures that all employees are treated fairly and equally. Employees shall not be discriminated against on the basis of a variety of factors such as 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.

The Group has the responsibility in providing a harassment-free working environment to all its employees. Employees who are subject to any discrimination in the workplace because of their gender, marital status, colour, religion, race, nationality, ethnic origins, disability or age shall report to management.



Service Award



Annual Dinner Lucky Draw

Health and Safety

As a responsible employer, the Group attaches great importance in providing a healthy and safe working environment for all its employees and strengthening the support for their wellbeing.

As mentioned in the CSR Policy Statement, it monitors health and safety issues arising in the workplace. When articulating safety procedures, such as the usage of equipment, hygiene, first aid, and fire prevention, guidelines from the Occupational Safety and Health Council and the Labor Department are cited. All employees are also covered by a medical insurance, which covers outpatient services and hospital charges. During the reporting year, the Group arranged free on-site flu vaccinations for its Head Office employees and did not arrange any health talk due to the COVID-19 pandemic.

In order to enhance safety awareness among employees, the Crowne Plaza Hotel has implemented policies covering Workshop Safety, Working at Height, Electrical Safety, Welding and Cutting, and Pressure System. A staff welfare committee, made up of departmental representatives, is also established and meets monthly to discuss the safety of the employees at workplace. Periodic preventive measures, such as safety inspection and testing of electrical equipment, have been adopted to reduce health and safety concerns. Hotel staff were also given safety training, such as Fire and Bomb General Orientation, to ensure improved planning and response during emergencies. Legionella control has also been put in place to minimise the spread of Legionella pneumophila and the associated risk of the disease. During the reporting year, the Crowne Plaza Hotel provided departmental training including chemical handling and hazardous substance, 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 were a total of 10 work-related injuries at the Crowne Plaza Hotel, which lead to a total of 332 lost days due to work-related injuries. The injuries were mainly laceration and cut, bone fracture, sprain and strain, eye irritation and contusion and bruise. Departmental briefing or training were held for the concerned staff in order 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 | 0 | 10 |
| Number of lost days due to work injury | 0 | 332 |

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



Hotel Training



MEASURES IN RESPONDING TO THE COVID-19 PANDEMIC FOR EMPLOYEES

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 who are carrying out high risk operations
- Required all operational employees to conduct COVID-19 test provided by the Crowne Plaza Hotel
- 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 encounter
- 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. As a result, the Group operates 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 behaviour of all kinds. Any forms of corruption, bribery, extortion, fraud and money-laundering activities are strictly prohibited. The Group's ethical standards, values and regulatory requirements are set out in its anti-corruption policies, to which all directors and employees shall adhere. All members of SEA are prohibited to offer or solicit all forms of benefits from third parties, such as suppliers or business partners. When accepting or offering unsolicited gifts, employees must request approval ahead of time. When accepting or donating the gift, they must likewise follow the same procedures. To ensure our expectations are communicated to employees, we provide anti-corruption training on an ongoing basis.



ICAC Anti-corruption reading materials

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 faced 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 whistle-blowers stay anonymous, hence, protecting them from harassments and reprisals.

During the reporting year, the Group has provided anti-corruption training to both the Directors as well as Head Office employees. The Group also plans to provide anti-corruption training to staff at the Crowne Plaza Hotel in the coming year.

Product Responsibility

The Group strives to create value for its customers and guests. Relevant policies are in place 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.



- Booking.com: Sustainability initiatives 2021
- Booking.com: Traveller Review Awards 2021
- TripAdvisor: Traveler's Choice 2021
- Hotels.com: Loved by Guests Award 2021



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.



Crowne Plaza Hong Kong Causeway Bay, Hong Kong

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.

At the Crowne Plaza Hotel, the ventilation system is monitored regularly to ensure air circulation and humidity are controlled at a comfortable level and free of harmful pollutants.

The health and safety of guests is the Group's top concern. Being in the hospitality industry, the Crowne Plaza Hotel has the responsibility in adhering to strict quality and safety food standards under relevant rules and regulations in order to provide its guests with the best experience. To ensure that all food is safe to eat, a set of standards and guidelines has been established, such as the Food Safety Management System, which includes its premises, vendors and suppliers, covers material purchasing, food processing, handling and packaging, ensuring food hygiene is maintained to the highest level. A responsive mechanism is in place to respond to guests' complaints and food alerts. Every year, to further uphold the safety food standards, the Crowne Plaza Hotel conducts a mass foodborne illness and food recall exercise involving food handling and inspection procedures, allowing staff to be familiarised with emergency scenarios concerning food contaminations and reducing negative consequences once discovered.

To better understand the needs and expectations of its guests, the Crowne Plaza Hotel distributes surveys to its customers in the restaurants. The Crowne Plaza Hotel will then follow up with the customers via phone or email to ensure their feedbacks are addressed, aiming to improve the quality of its services. During the reporting year, the Group has not received any complaints regarding its services.



Sushi Ikkon at Crowne Plaza Hong Kong Causeway Bay, Hong Kong



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.

To enhance hygiene and safety for the guests at Crowne Plaza Hotel:

- Disinfect 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 disinfectants will be sprayed to the air condition outlets daily
- Masks will be provided at the front desk; hand sanitizers are available at the hotel reception, concierge, restaurants and other public areas
- Temperature measurement will be implemented for all personnel entering the hotel. Guests are highly suggested to seek immediate medical assistance and inform hotel staff if there are any symptoms of respiratory infections
- All room guests are required to submit a Health Declaration Form upon check-in
- All staff members are advised to seek immediate medical assistance and take sick leave if they feel unwell
- In situations where suspect cases are found, relevant procedures are also in place to limit the spread of disease
- Front Office Manager shall assign a designated floor within the hotel for suspect cases

The Crowne Plaza Hotel has implemented the below measures at restaurants:

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



GIACOMO 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 2021, the Crowne Plaza Hotel served as a designated quarantine hotel for thousands of quarantine guests. In order to provide its guests with a unique and positive experience during quarantine, the Crowne Plaza Hotel also 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 assistance immediately.



Complimentary gifts



Advertising and Protecting Intellectual Property Rights

The Group prohibits all forms of deceptive statements in campaigns or marketing content. At the Crowne Plaza Hotel, campaigns are managed by the appointed advertising executive and General Manager and are in accordance with overseas, regional and local media guidelines.

The Group has measures in place to protect its intellectual property rights. SEA has registered trademarks for its restaurants in Hong Kong in this reporting year.

Supply Chain Management

Achieving sustainable development in the Group's operations requires not only the Group itself but also cooperation with its business partners. With increasing concern over supply chain transparency, it is the Group's responsibility to ensure its suppliers' environmental and social performance are up to its ESG standards. During the reporting year, SEA has formulated the Supply Chain Management Policy to manage the ESG risks, including business ethics, environmental performance and social standards, along its supply chain.

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 process. The Group will also undertake to review on ESG risks management of its supply chain from time to time.

SEA IDENTIFIES AND ASSERTS PRIORITY TO SUPPLIERS THAT:

Recognise the importance of addressing climate emergency and respond appropriately

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

Respect human rights

Ensure a safe and healthy working environment

At the Head Office, printing service suppliers for corporate communication are required to use Forest Stewardship Council certified papers.

The Procurement Department at the Crowne Plaza Hotel requires all its suppliers to acknowledge the hotel's supplier code of conduct, which states that all suppliers have to adhere to the highest standards of environmental and social conduct and to abide by all relevant local and national laws and regulations. Suppliers who wish to earn the preferred supplier status have to demonstrate continuous improvements in their overall sustainability performance, such as green certificated seafood and copying paper with a green certificate. On the contrary, high-risk supplier categories may undergo a specialised hygiene audit to ensure the highest quality products or services are delivered. The Crowne Plaza Hotel has the right to discontinue the business relationship with the supplier if it is found to be 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 | 365 |
| Mainland China | 2 |
| Europe | 7 |
| United Kingdom | 8 |
| Australia | 6 |
| Malaysia | 3 |

OUR ENVIRONMENT



SEA attaches great importance to protect the planet for both the present and future generations, reduce its environmental footprint and promote environmental responsibility in its daily operations. As indicated in the CSR Policy Statement, the Group endeavours in reducing its environmental impacts, including emissions, resource consumption, and the environment and natural resources in its operations. By improving its environmental management approach and measures, SEA aims to influence and enhance its employees' and suppliers' environmental awareness. During the reporting year, the Group has established targets on emissions, reduction, energy use efficiency and water efficiency.

Emissions

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

Greenhouse gas emissions

The Group makes an effort to track and record its GHG emissions so as to ensure that it is aware of its environmental performance to facilitate continuous improvement. Currently, SEA has engaged an independent consultant to gain a better understanding and evaluate its GHG emissions on an annual basis. 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 | 2021 Emissions (tonnes CO ₂ -e) | | 2020 Emissions (tonnes CO ₂ -e) | |
| | Head Office | Crowne Plaza Hotel | Head Office | Crowne Plaza Hotel |
| Scope 1: Direct GHG Emissions ¹ | 52.4 | 78.6 | 44.3 | 54.1 |
| | 131.0 | | 98.4 | |
| Scope 2: Energy Indirect GHG Emissions ² | 89.3 | 4,500.6 | 82.0 | 3,762.2 ³ |
| | 4,589.9 | | 3,844.2 ³ | |
| Scope 3: Other Indirect GHG Emissions ⁴ | 7.2 | 29.5 | 10.4 ⁵ | 22.1 ⁵ |
| | 36.7 | | 32.5 ⁵ | |
| Subtotal GHG emissions by entities | 148.9 | 4,608.7 | 136.7 ⁵ | 3,838.4 ⁶ |
| Total GHG Emissions | 4,757.6 | | 3,975.1⁶ | |
| GHG Emissions Intensity (by number of employees and revenue respectively) | 3.4 (tonnes CO ₂ -e/ employee) | 38.6⁷ (tonnes CO ₂ -e/ HKD million) | 3.0⁵ (tonnes CO ₂ -e/ employee) | 84.4⁶ (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 This figure was restated to include the energy indirect emissions by 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, fresh water processing, sewage processing and business travel by employees.

⁵ This figure was restated as the paper consumed in 2020 was subsequently updated.

⁶ This figure was restated to include the energy indirect emissions by gas purchased from Towngas and as the paper consumed in 2020 was subsequently updated.

⁷ The decrease in GHG emissions intensity was due to the higher revenue decrease than GHG emissions increase resulted from the COVID-19 pandemic.



The total GHG emissions from the Head Office and Crowne Plaza Hotel were 4,757.6 tonnes CO₂-e, in which 96.9% 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 19.7% compared to 2020.

In line with Hong Kong’s target of achieving carbon neutrality by 2050, the Group will formulate carbon reduction actions based on scientific reasoning that prioritises emissions reductions.

Air emissions

The usage of fossil fuels in the Group’s vehicles was the primary source of air pollution. NO_x, SO_x and RSP are among the pollutants released into the atmosphere.

| Air Emissions | | | | |
|------------------|------------------------|--------------------|------------------------|--------------------|
| Air Pollutants | 2021 Emissions (kg) | | 2020 Emissions (kg) | |
| | Head Office | Crowne Plaza Hotel | Head Office | Crowne Plaza Hotel |
| NO _x | 11.01 | 7.12 | 9.25 | 4.48 |
| | 18.13 | | 13.73 | |
| SO _x | 0.29 | 0.07 | 0.25 | 0.04 |
| | 0.36 | | 0.29 | |
| RSP ⁸ | 0.81 | 0.13 | 0.68 | 0.05 |
| | 0.94 | | 0.73 | |

During the reporting year, the amount of NO_x, SO_x and RSP increased by 32.0%, 24.1% and 28.8% respectively, compared to 2020 due to the increase in the use of vehicles for groceries and food shopping.

In the medium term, the Group aims to decrease air emissions by planning to purchase or replace its private cars with electric vehicles.

⁸ 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 encourages employees to follow the waste management hierarchy to reduce, reuse, recycle and repair before disposal.

It is crucial for corporations to reduce waste production and promote recycling across their operations. Therefore, at the Head Office, waste electrical and electronic equipment such as computers, printers and photocopiers, were sent to recyclers for processing. Used ink and toner cartridges were returned to service providers to minimise negative impacts on the environment. The Head Office also encourages the recycling of papers, plastic bottles, stationery and office equipment.

Guided by the waste management hierarchy, the Crowne Plaza Hotel has also implemented several measures to reduce waste generation. Drop off points of recyclable items such as cardboard, newspaper, office paper, glass, metal, plastic, aluminium cans and cooking oil and grease are established in different areas of the Crowne Plaza Hotel.

The Crowne Plaza Hotel has a system of procedures in place to ensure that hazardous waste is handled properly. Hazardous materials are audited annually, and storage areas are inspected on a regular basis. Professional companies or original suppliers were appointed by the Crowne Plaza Hotel to collect or prepare waste for shipment to an approved hazardous waste disposal facility. In addition, the Crowne Plaza Hotel has conducted waste stream audits and developed a waste tracking system to guarantee that the waste management process is efficient and transparent to guests. Furthermore, since December 2018, the Crowne Plaza Hotel has been replacing plastic drinking straws with BIO-POT straws, which are completely bio-degradable in landfills, with the goal of reducing negative environmental consequences.

| Waste | | | | |
|---|--|--|--|--|
| Hazardous and Non-hazardous Waste | 2021 (tonnes) | | 2020 (tonnes) | |
| | Head Office | Crowne Plaza Hotel | Head Office | Crowne Plaza Hotel |
| Total hazardous waste produced | 0.08 | 0.25 | 0.08 | 1.79 |
| | 0.33 | | 1.87 | |
| Hazardous waste intensity (by number of employees and revenue respectively) | 0.002 (tonnes CO ₂ -e/ employee) | 0.002 (tonnes CO ₂ -e/ HKD million) | 0.002 (tonnes CO ₂ -e/ employee) | 0.04 (tonnes CO ₂ -e/ HKD million) |
| Total non-hazardous waste produced | 12.0 | 913.6 | 12.0 | 220.1 |
| | 925.6 | | 232.1 | |
| Non-hazardous waste intensity (by number of employees and revenue respectively) | 0.3 (tonnes CO ₂ -e/ employee) | 7.66⁹ (tonnes CO ₂ -e/ HKD million) | 0.27 (tonnes CO ₂ -e/ employee) | 4.84 (tonnes CO ₂ -e/ HKD million) |

During the reporting year, the amount of non-hazardous waste at Crowne Plaza Hotel increased by 315.1% as it served as a designated quarantine hotel. The amount of non-hazardous waste increased as guests stayed in the hotel for a continuous period of 14 or 21 days.

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.

⁹ The increase in non-hazardous waste intensity was due to the higher revenue decrease than non-hazardous waste increase generated resulted from the COVID-19 pandemic.

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 values natural resources and is devoted to protecting and minimising the consumption of resources, including energy, water and paper.



Energy management

Energy use is one of the most significant sources of resource consumption in the Group's operations. Since the use of electricity contributes to its GHG emissions the most, the Group enhances employees' understanding of energy conservation and constantly reminds them to turn off unnecessary lighting and electronic devices when not in use.

All copiers, printers, and other electronic equipment at the Head Office have been set to eco-friendly options by default. After a long period of inactivity, energy-saving modes are also being enabled. To further save energy, LED lighting and indoor temperature control have been installed.

The Crowne Plaza Hotel's Engineering Division built an energy monitoring system to improve energy efficiency, allowing for the assessment and monitoring of energy consumption behaviour inside the hotel's operations. The assessment enables the Crowne Plaza Hotel to analyse its performance on a regular basis in order to improve its energy efficiency. In addition, to meet the requirements of the EMSD's Building Energy Code, the Crowne Plaza Hotel employs energy management practices and procedures in a variety of areas, including lighting, cooling, HVAC distribution, domestic water, refrigeration and power distribution. Furthermore, the Crowne Plaza Hotel communicates energy management best practices in the administration area to staff and encourages them to take green measures, enhancing their knowledge of energy consumption.

| Energy consumption | | | | |
|---|------------------------------|---|------------------------------|-----------------------------------|
| Energy Type | 2021 (MWh) | | 2020 (MWh) | |
| | Head Office | Crowne Plaza Hotel | Head Office | Crowne Plaza Hotel |
| Direct energy consumption | | | | |
| Towngas | N/A | 372.2 | N/A | 266.2 |
| | 372.2 | | 266.2 | |
| LPG | N/A | 0.0 | N/A | 0.4 |
| | 0.0 | | 0.4 | |
| Petrol | 153.3 | 25.5 | 133.0 | 10.6 |
| | 178.8 | | 143.6 | |
| Diesel | 31.3 | N/A | 22.6 | N/A |
| | 31.3 | | 22.6 | |
| Direct energy consumption (Total) | 582.3 | | 432.8 | |
| Indirect energy consumption | | | | |
| Electricity | 125.8 | 6,315.6 | 115.5 | 5,285.1 |
| | 6,441.4 | | 5,400.6 | |
| Total energy consumption | 7,023.7 | | 5,833.4 | |
| Energy intensity (by number of employees and revenue respectively) | 7.1 (MWh/employee) | 56.3¹⁰ (MWh/HKD million) | 6.0 (MWh/employee) | 122.3 (MWh/HKD million) |

¹⁰ The decrease in energy intensity was due to the higher revenue decrease than energy consumption increase resulted from the COVID-19 pandemic.



Grand Victoria, Hong Kong

During the reporting year, direct energy consumption at the Head Office and Crowne Plaza Hotel increased by 18.6% and 43.5% respectively due to the increased use of vehicles at the Head Office and the newly opened outlets of restaurants at the Crowne Plaza Hotel. However, there was no LPG consumption due to the warmer winter, where the use of heaters was not needed. Additionally, indirect energy consumption in 2021 increased by 19.3% 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 20.4% compared to the previous reporting year.

To reduce its energy consumption, the Group will create significant efficiencies and energy savings in the short term through measures such as upgrading building management system which is used for monitoring HVAC systems, and the Group will also consider to install solar panels above chiller on the roof top at the Crowne Plaza Hotel for energy saving.

Water

As part of the hospitality industry, the Crowne Plaza Hotel strives to providing and creating comfortable environment for its guests. The Group understands that water conservation do not necessarily compromise comfort for sustainability. To track its water consumption, the Crowne Plaza Hotel installed a water consumption monitoring system. 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-saving taps have also been fitted in kitchens and bathrooms to further reduce water consumption.



| Water Consumption | | | | |
|--|---|---|---|--|
| Water Use | 2021 (cubic metres) | | 2020 (cubic metres) | |
| | Head Office | Crowne Plaza Hotel | Head Office ¹¹ | Crowne Plaza Hotel |
| Water consumption | 225 | 33,608 | 257 | 22,573 |
| | 33,833 | | 22,830 | |
| Water intensity (by number of employees and revenue respectively) | 5.1 (cubic metres/ employee) | 281.6¹² (cubic metres/ HKD million) | 5.7 (cubic metres/ employee) | 496.5 (cubic metres/ HKD million) |

During the reporting year, the water consumption in the Head Office decreased by 12.5% as COVID-19 affects the work arrangement, and hence decreasing water consumption. 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 2020, the water consumption increased by 48.9%.

¹¹ 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.

¹² The decrease in water intensity was due to the higher revenue decrease than water consumption increase resulted from the COVID-19 pandemic.

The Group aims to explore options to reduce water consumption and take actions where feasible. Therefore, it aims to install low-flow faucets and water efficient toilets at Crowne Plaza Hotel to reduce the use of fresh water for cleaning in the short term.

Paper

Both the Head Office and the Crowne Plaza Hotel support the use of electronic copy or e-system for document circulation to reduce paper consumption in the Group’s daily activities. 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 | 2021 (tonnes) | | 2020 (tonnes) | |
| | Head Office | Crowne Plaza Hotel | Head Office | Crowne Plaza Hotel |
| Paper consumption ¹³ | 2.1 | 2.9 | 2.7 | 2.4 |
| | 5.0 | | 5.1 | |

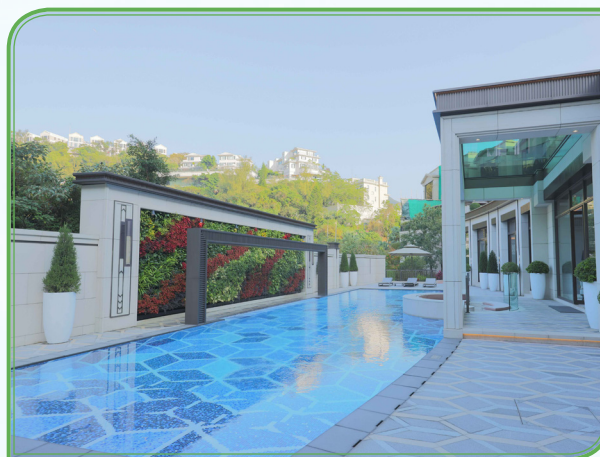
Environment and Natural Resources

The Group recognizes the intrinsic value of nature are difficult to measure in monetary terms. Although the business nature of SEA does not involve direct operations that have a 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. The Group believes that sustainable consumption of seafood prevents the collapse of the whole ecosystem and prioritises seafood that are wild-caught, sustainably farmed, and are recognised as “Recommended-Green” by the World Wide Fund Hong Kong to help restore depleted fish stocks regionally and globally. Moreover, shark fin is banned in all of its restaurants.



Grand Victoria, Hong Kong



1 Shouson Hill Road East, Hong Kong

¹³ Paper here mainly involves office paper.

Climate Change

Climate change is at the top of the political agenda in many parts of the world. According to the United Nations, over 130 countries have already pledged or are considering a emissions reduction target to net zero by mid-century along with companies, cities and financial institutions. For instance, Mainland China and Hong Kong both have already pledged to become carbon neutral by 2060 and 2050 respectively. SEA understands the urgency of climate change and took the first step in formulating the Climate Change Policy during the reporting year, where it acknowledges that climate change presents both risks and opportunities to its business operations and is committed to identifying and managing climate-related impacts.



The Climate Change Policy states that the Board is responsible in overseeing the Group’s climate-related issues. SEA will strive to achieve appropriate best practices and reduce its carbon footprint gradually by incorporating climate considerations into its overall business development strategy. The policy also measures and practices to guide the Group in mitigating the impacts of climate change on its operations, enhance the resilience, adaptability and disclosure of climate-related issues.

The Board discussed ESG issues as well as risks, including climate-related issues at the Board meetings during the reporting year. In the future, the Board will continue to identify significant climate-related issues which have impacted, and those which may impact, the Group, and discuss the actions taken to manage them.



1 Shouson Hill Road East, Hong Kong

OUR COMMUNITY

In order to bring lasting benefits to the local communities where the Group operates, SEA needs to maintain ongoing dialogue with the communities to understand their needs and support its development. The Group is committed to leverage its talents, resources and networks to local communities. As stated in the CSR Policy Statement, the Group encourages employees to take part in volunteering activities and supports employees in their involvement in community programmes.

Due to the COVID-19 pandemic, the Group focuses its contribution on anti-epidemic work for this reporting year. The Group made donation to support vulnerable communities to Yang Memorial Methodist Social Service in response to anti-epidemic work.

Besides, the Group participated in the “Dress Casual Day” which is the annual charity event organised by the Community Chest. The Group had been awarded the Caring Company Logo by the Hong Kong Council of Social Service in 2021 in recognition of our commitment in caring for our community, employees and environment over the past year.

During the reporting year, to limit the spread of the disease, SEA did not hold volunteering activities. However, the Group will continue to invest in local communities and address their needs.



KEY SUMMARY

Environmental Performance

| GHG Emissions | 2021 Emissions | 2020 Emissions |
|--|--------------------|-----------------------------|
| Scope 1: Direct emissions ¹⁴ (tonnes CO ₂ -e) | 131.0 | 98.4 |
| Scope 2: Energy indirect emissions ¹⁵ (tonnes CO ₂ -e) | 4,589.9 | 3,844.2 ¹⁶ |
| Scope 3: Other indirect emissions ¹⁷ (tonnes CO ₂ -e) | 36.7 | 32.5 ¹⁸ |
| Total GHG Emissions (tonnes CO₂-e) | 4,757.6 | 3,975.1¹⁹ |
| GHG Emission Intensity at the Head Office by number of employees (tonnes CO ₂ -e/number of employees) | 3.4 | 3.0 ¹⁹ |
| GHG Emission Intensity at Crowne Plaza Hotel by revenue (tonnes CO ₂ -e/HKD million) | 38.6 ²⁰ | 84.4 ¹⁹ |

| Air Emissions | 2021 Emissions | 2020 Emissions |
|------------------------|----------------|----------------|
| NOx (kg) | 18.13 | 13.73 |
| SOx (kg) | 0.36 | 0.29 |
| RSP ²¹ (kg) | 0.94 | 0.73 |

| Hazardous and Non-hazardous Waste | 2021 Amount | 2020 Amount |
|--|--------------------|-------------|
| Total Hazardous Waste Produced | | |
| Total hazardous waste (tonnes) | 0.33 | 1.87 |
| Hazardous waste intensity at the Head Office by number of employees (tonnes/number of employees) | 0.002 | 0.002 |
| Hazardous waste intensity at Crowne Plaza Hotel by revenue (tonnes/HKD million) | 0.002 | 0.04 |
| Total Non-hazardous Waste Produced | | |
| Total Non-hazardous waste produced (tonnes) | 925.6 | 232.1 |
| Non-hazardous waste intensity at the Head Office by number of employees (tonne/number of employees) | 0.30 | 0.27 |
| Non-hazardous waste intensity at Crowne Plaza Hotel by revenue (tonnes CO ₂ -e/HKD million) | 7.66 ²² | 4.84 |

¹⁴ Scope 1 includes direct emissions from combustion of fossil fuels in stationary sources and mobile sources.

¹⁵ Scope 2 includes energy indirect emissions by electricity purchased from power companies and gas purchased from Towngas.

¹⁶ This figure was restated to include the energy indirect emissions by gas purchased from Towngas.

¹⁷ 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.

¹⁸ This figure was restated as the paper consumed in 2020 was subsequently updated.

¹⁹ This figure was restated to include the energy indirect emissions by gas purchased from Towngas and as the paper consumed in 2020 was subsequently updated.

²⁰ The decrease in GHG emissions intensity was due to the higher revenue decrease than GHG emissions increase resulted from the COVID-19 pandemic.

²¹ 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.

²² The increase in non-hazardous waste intensity was due to the higher revenue decrease than non-hazardous waste increase generated resulted from the COVID-19 pandemic.

| Energy Consumption | 2021 Amount | 2020 Amount |
|--|--------------------|--------------|
| Direct Energy Consumption (MWh) | | |
| Towngas | 372.2 | 266.2 |
| LPG | 0.0 | 0.4 |
| Petrol | 178.8 | 143.6 |
| Diesel | 31.3 | 22.6 |
| Total Direct Energy Consumption (MWh) | 582.3 | 432.8 |
| Indirect energy consumption (MWh) | | |
| Electricity | 6,441.4 | 5,400.6 |
| Energy intensity at the Head Office by number of employees (MWh/number of employees) | 7.1 | 6.0 |
| Energy intensity at Crowne Plaza Hotel by revenue (MWh/HKD million) | 56.3 ²³ | 122.3 |

| Water Consumption | 2021 Amount | 2020 Amount |
|--|---------------------|-------------|
| Water consumption (cubic metres) | 33,833 | 22,830 |
| Water intensity at the Head Office by number of employees (cubic metres/number of employees) | 5.1 | 5.7 |
| Water intensity at Crowne Plaza Hotel by revenue (cubic metres/HKD million) | 281.6 ²⁴ | 496.5 |

| Paper Consumption | 2021 Amount | 2020 Amount |
|----------------------------|-------------|-------------|
| Paper consumption (tonnes) | 5.0 | 5.1 |



²³ The decrease in energy intensity was due to the higher revenue decrease than energy consumption increase resulted from the COVID-19 pandemic.

²⁴ The decrease in water intensity was due to the higher revenue decrease than water consumption increase resulted from the COVID-19 pandemic.

SOCIAL PERFORMANCE

Total Workforce by Gender, Employment Type and Age Group

| | Number and Percentage of Employees ²⁵ | |
|------------------------|--|--------------------|
| | Head Office | Crowne Plaza Hotel |
| Gender | | |
| Male | 15 (34%) | 62 (52%) |
| Female | 29 (66%) | 58 (48%) |
| Total | 44 (100%) | 120 (100%) |
| Employment Type | | |
| Full-time | 44 (100%) | 120 (100%) |
| Total | 44 (100%) | 120 (100%) |
| Age Group | | |
| Below 30 | 3 (7%) | 19 (16%) |
| 30-40 | 12 (27%) | 42 (35%) |
| 41-50 | 20 (46%) | 31 (26%) |
| Above 50 | 9 (20%) | 28 (23%) |
| Total | 44 (100%) | 120 (100%) |

Employee Turnover Rate by Gender and Age Group

| | Number and Percentage of Employees | |
|-------------------------------|------------------------------------|--------------------|
| | Head Office | Crowne Plaza Hotel |
| Gender²⁶ | | |
| Male | 13 (87%) | 65 (105%) |
| Female | 9 (31%) | 45 (78%) |
| Age Group²⁷ | | |
| Below 30 | 2 (67%) | 24 (126%) |
| 30-40 | 11 (92%) | 40 (95%) |
| 41-50 | 7 (35%) | 16 (52%) |
| Above 50 | 2 (23%) | 30 (107%) |

²⁵ All employees of Head office and Crowne Plaza Hotel are stationed in Hong Kong.

²⁶ Percentage of turnover rate by gender = Employees (by gender) leaving employment / Number of total employees (by gender) * 100%.

²⁷ 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 | 13 (30%) | 38 (32%) |
| Gender²⁸ | | |
| Male | 5 (33%) | 19 (31%) |
| Female | 8 (28%) | 19 (33%) |
| Employee Category²⁹ | | |
| Director and Management | 8 (57%) | 3 (12%) |
| General Staff | 5 (17%) | 35 (37%) |

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

| | Average Training Hours per Employee | |
|---------------------------------------|-------------------------------------|--------------------|
| | Head Office | Crowne Plaza Hotel |
| Gender³⁰ | | |
| Male | 4.5 | 0.5 |
| Female | 4.8 | 0.5 |
| Employee Category³¹ | | |
| Director and Management | 9 | 0.1 |
| General Staff | 3 | 0.6 |



²⁸ Percentage of employees trained by gender = Employees (by gender) who took part in training / Number of total employees (by gender) * 100%.

²⁹ Percentage of employees trained by employee category = Employees (by employee category) who took part in training / Number of total employees (by employee category) * 100%.

³⁰ Average training hours completed per employee by gender = Total training hours (by gender) / Number of total employees (by gender).

³¹ 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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| Material Aspect | Content | Page Index/ Remarks |
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| B4 Labour Standards | | |
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| B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. | N/A [#] |
| B6.2 | Number of products and service related complaints received and how they are dealt with. | 17 |
| B6.3 | Description of practices relating to observing and protecting intellectual property rights. | 19 |
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[#] Due to nature of the Group's business, the relevant item is not applicable

| Material Aspect | Content | Page Index/ Remarks |
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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/China/Mainland China" | The People's Republic of China; |
| "RSP" | respiratory suspended particles; |
| "reporting year" | the reporting year from 1 January 2021 to 31 December 2021; |
| "SO _x " | sulphur oxides; and |
| "Stock Exchange" | The Stock Exchange of Hong Kong Limited. |

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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)