



Sustainability

As part of the Cathay Group, we follow the [Sustainable Development Policy](#), the [Climate Change Policy](#) and the [Circular Economy Policy](#). Air Hong Kong is committed to upholding its principles to maintain our sustainable development commitments and aspirations.

Sustainable Development Policy

1. Introduction

1.1 Purpose

The Cathay Group (“Cathay”) acknowledges that the climate crisis and environmental degradations are unprecedented challenges facing humanity. At Cathay, we fully recognise our responsibility to sustainable develop thought actively our impacts in areas where we exert the most impacts, and where our stakeholders expect us to work on, which include climate action and the sustainable use of resources.

The Sustainable Development (SD) policy is designed to outline our approach and commitment to environmental sustainability at Cathay. Other related policies, including climate change and other social and governance related topics are published on our website.

1.2 Scope

The SD Policy applies directly to all aspects of Cathay’s operations, from passenger and cargo transportation, lifestyle experiences curation, ground services, and other subsidiary activities.

We also extend this vision to the entire value chain, by proactively engaging and collaborating with our customers, suppliers and other key business partners.

1.3 Compliance

Compliance with this policy is essential in maintaining Cathay’s sustainable development commitment and aspirations to become a sustainability leader in the global business community. Should you, at any time, have any questions or concerns related to this Policy, please contact Group Sustainability Department (GSD) at: sustainability@cathaypacific.com.

1.4 Roles and Responsibilities

Our management team is responsible for implementing this policy, overseen by the Board of Directors, who are ultimately accountable for the Group’s sustainable development strategy and performance. Three governance bodies support the Board in steering the Group’s approach to sustainability matters. The Sustainability Leadership Group (SLG) is chaired by the Chief Executive Officer and reports to the Board regularly on sustainability strategy and issues. SLG is supported by the Climate Change Action Group (CCAG), and the Materials & Wastes Action Group (MWAG) on strategy development, target setting, and implementation. In addition, the Board Risk Committee oversees assessment of Environmental, Social, Governance (ESG) risks among other risks and implementation of related decisions.

2. Policy

Cathay Pacific's brand vision is to become one of the world's greatest service brands in a sustainable and responsible manner. As a business, our purpose is to move people forward in life by connecting them to meaningful people, places, and experiences. This ambition is supported by a strong commitment to sustainable development. We are dedicated to meeting the needs and expectations of our current customers while ensuring future generations to enjoy the same opportunities.

2.1 Commitments

We aspire to become a sustainability leader in our industry and region. Wherever we do business, we pledge to:

- Proactively monitor and mitigate our impact on the environment in different aspects including climate change, energy and water consumption, resource use and waste management, biodiversity, air and noise pollution;
- Set, and follow clear strategies to work towards, ambitious short, medium and long-term targets for our environmental priorities, which are climate change impact, resources use and waste management;
- We commit to support global efforts to limit global temperature increase to 1.5°C. We target to reach net zero carbon emissions by 2050;
- Address the impact of climate change and lead positive climate actions and Sustainable Aviation Fuel (SAF) acceleration, as outlined in our Climate Change Policy;
- Promote more conscious and responsible use of resources by:
 - Reducing the consumption of natural resources by improving efficiency and exploring more sustainable alternatives,
 - Reducing waste generation and improving rate of recycling and reuse;
 - Steering towards more circular use of resources by eliminating single-use plastics (SUP) where possible and fostering the use of materials with recycled contents;
 - Implementing strategies and practices to reach our targets in cabin waste reduction and general waste diversion from landfill by 2030;
 - Increasing the use of sustainably and responsibly sourced products by working with suppliers and providing customers with more sustainable food choices, as outlined in our Sustainable Food Policy, and products and experiences;
 - Regularly evaluating and reporting on the effectiveness of the initiatives implemented and our progress towards meeting our targets;
- Support nature and biodiversity conservation by working with the industry, regulators and civil society to prevent illegal wildlife trafficking and preserving wildlife and ecosystem biodiversity, as outlined in our Sustainable Development Cargo Carriage Policy;
- Incorporate sustainable development considerations in our procurement processes and collaborate with and raise awareness to our suppliers to implement our Supplier Code of Conduct and engage in multi-stakeholder dialogues;
- Implement environmental management systems certified through international standards, such as the ISO-14001, to align with global best practices for environmental management;

- Provide our people with the appropriate training to raise their awareness and understanding of the impacts of our operations on the environment, and enable them to support sustainable development efforts in their roles;
- Regularly inform our internal and external stakeholders of our performance and progress in environmental sustainability in a transparent and accountable manner, in accordance with the internal Communications Guideline for Sustainability Related Contents, and engage them to provide feedback and suggestions, as outlined in our internal Stakeholder Engagement Guideline for ESG Management;
- Raise awareness among our customers, business partners and other stakeholders about the importance of environmental sustainability, and collaborate with them to drive positive change together;
- Take a proactive approach in identifying and addressing current and forthcoming risks and opportunities related to environmental sustainability;
- Ensure that we meet or exceed all regulatory environmental requirements in the jurisdictions in which we do business.

2.2 Governance

- The establishment of the Sustainability Leadership Group (SLG) ensures effective oversight of sustainable development within the Board. The Group Sustainability Department has been formed in support of execution of approved Sustainable Development Policy, strategy, and initiatives for meeting approved targets. The SLG will be supported by multiple taskforces. They are tasked with specific aspects of our priorities in sustainable development, and report into the SLG.
- We implement a comprehensive environmental management system throughout the organisation and raise awareness of the Sustainable Development Policy among our people, business partners, suppliers and other key stakeholder groups.
- We adhere to relevant laws and regulations of the Hong Kong Special Administrative Region and other markets we operate in. Our management approach and compliance status with these laws and regulations are reported annually in our Sustainable Development Report.

2.3 Disclosure and communication

- We publish our sustainability performance and commitments in our annual Sustainable Development Report on our website. The report is prepared in adherence to the ESG Reporting Guide issued by the Hong Kong Stock Exchange and incorporates the Global Reporting Initiative (GRI) standards. We also reference the Taskforce on Climate-related Financial Disclosures (TCFD) guidance and other merging standards such as the Sustainability Disclosure Standards developed by the International Sustainability Standards Board International Financial Reporting Standards (ISSB IFRS). We remain committed to continuously enhancing transparency and aligning with best practices in sustainability disclosures.
- We ensure the accuracy of key data pertaining to our sustainability and climate performance by subjecting it to rigorous verification and audit processes conducted by a third-party assurer.
- We actively engage and communicate with our key stakeholder groups about our approach and performance in fostering sustainability leadership to build collaborative relationships and understand their expectations.

3. Supplement information

3.1 Glossary

Name	Definition
GSD	Group Sustainability Department
CCAG	Climate Change Action Group
ESG	Environmental, Social, Governance
MWAG	Materials & Wastes Action Group
SAF	Sustainable Aviation Fuel
SD	Sustainable Development
SLG	Sustainability Leadership Group
SUP	Single-use plastics

3.2 Reference Documents

Name of Reference Document	Description	Document Location
Climate Change Policy	This document outlines our commitments and strategies to address climate change and reduce our carbon footprint.	URL: https://www.cathaypacific.com/content/dam/cx/about-us/sustainability/climate-action/climate-change-policy-en.pdf
Communications Guideline for Sustainability Related Contents (internal)	The document outlines the principle of the development of sustainability related communications contents and materials and provides guidance on internal approval processes.	URL: https://hub.cathaypacific.com/documents/sppreview/19eaf336-991d-4d08-9746-492692f59441
Stakeholder Engagement Guideline for ESG Management (internal)	This document provides guidance on our stakeholder engagement approach in addressing ESG impacts and management.	URL: https://cathaypacificairways.sharepoint.com/:b:/s/CAF2-PublicEngagementandSustainability/Ed4N9zIb779AiHBy6U1DbXUBmKNNIIMaafaTbgkATEGy-Q
Supplier Code of Conduct	This document describes the minimum requirements we expect of our suppliers.	URL: https://www.cathaypacific.com/content/dam/cx/about-us/corporate-governance/cx_supplier-code-of-conduct_en.pdf
Sustainable Development Cargo Carriage Policy	This policy provides guidance on how our carriage policies and practices are to be formulated and implemented so that we will not knowingly facilitate in trade of any flora or fauna or their	URL: https://www.cathaycargo.com/en-us/helpsupport/specialcargohandlingprocedures/sustainable

	produce that may threaten the sustainability of any species.	evelopmentcargocarriagepolicy.aspx
Sustainable Food Policy	The policy outlines our approach and commitments in the sourcing, production, and consumption of food choices that are more sustainable.	URL: https://www.cathaypacific.com/content/dam/cx/about-us/corporate-governance/Cathay-Pacific-sustainable-food-policy-en.pdf

3.3 Policy Maintenance

This policy will be reviewed periodically, at least once every three years. Any major changes made during the review shall be maintained in the version control table.

The policy, including any major changes, is reviewed and approved by the Board of Directors.



Ronald Lam

Chief Executive Officer

Climate Change Policy

1. Introduction

1.1 Purpose

At Cathay Group (“Cathay”), we are dedicated to fostering a sustainable future and have already implemented a robust Sustainable Development Policy that guides our actions towards environmental responsibility. Recognizing the urgent need to address climate change and minimize our carbon footprint, this climate change policy is developed to outline specific measures and initiatives we are undertaking.

With a clear focus on innovation, collaboration, and continuous improvement, this policy aims to minimize greenhouse gas emissions, promote the use of sustainable aviation fuel, invest in energy-efficient technologies, and engage with stakeholders to drive positive change throughout the industry.

1.2 Scope

This Policy is applicable to all aspects of Cathay’s operations. We will consistently encourage our business partners, suppliers, contractors, service providers, and vendors to align with and adopt similar policies. We appreciate the active participation of customers, suppliers, and shareholders in the development, implementation, and evaluation of the Policy to ensure its effectiveness.

1.3 Compliance

Compliance with this policy is essential in maintaining Cathay’s climate change commitment and aspirations to become a sustainability leader in the global business community. Should you, at any time, have any questions or concerns related to this Policy, please contact Group Sustainability Department (GSD) at: sustainability@cathaypacific.com.

1.4 Roles and Responsibilities

Our management team is responsible for implementing this policy, overseen by the Board of Directors, who are ultimately accountable for the Group’s sustainable development strategy and performance. The Sustainability Leadership Group (SLG) is chaired by the Chief Executive Officer and reports to the Board regularly on climate change strategy and issues. SLG is supported by the Group Sustainability Department on strategy development, target setting, and implementation.

2. Policy

In line with the main objectives set by the Paris Agreement. Specifically recognizing the potential opportunities and business threats from climate change, our policy is as follows:

2.1 Commitments

- We commit to achieving net-zero carbon emissions by 2050, with the use of market-based measures or new technology to bring our residue carbon emissions to zero;
- We commit to using Sustainable Aviation Fuel (SAF) for 10% of Cathay Pacific Airways' fuel consumption by 2030;
- We commit to reduce ground emissions, including our major subsidiaries in Hong Kong, by 32% by 2030 and 55% by 2035 from a 2018 baseline.

2.2 Mitigation

- We commit to achieving the stated goals through a collaborative and company-wide approach, engaging with governments, supply chain, industry associations, corporates, and all relevant stakeholders.
- We make use of a comprehensive five-pillars strategy to mitigate carbon emissions from our aircraft operations: fleet modernization, operational efficiency improvements, increased use of SAF, carbon offset and/or carbon removal, and to support research and development of new technologies related to aviation decarbonisation.
- We collaborate with regulatory bodies and public agencies to develop and implement suitable SAF policies and other climate-friendly industry regulations.
- We work with airline alliances and industry associations to drive decarbonization efforts within the aviation sector, particularly in the adoption and deployment of SAF.
- We engage our suppliers and vendors to understand their carbon emissions as related to products and services provided to Cathay (Scope 3 emissions). We encourage them to reduce carbon emissions in their daily operations and value chain associated with Cathay, wherever feasible. We also incorporate climate change considerations into procurement processes.
- We provide our customers with climate-related products or services that enable them to mitigate Scope 3 emissions from business air travel and cargo.
- In addition to carbon mitigation efforts, we commit to addressing other greenhouse gas emissions (e.g., contrail) and minimizing negative environmental impacts (e.g., air pollutants) while continuously improving the efficiency of our business activities.

2.3 Adaptation

- We conduct climate change scenario planning to assess potential impacts and develop appropriate strategies regularly.
- We ensure processes and measures are in place to prevent or minimise the damage caused by climate change and to take advantage of the opportunities that may arise.
- We incorporate climate change and extreme weather events into enterprise risk management processes and business continuity plans.
- We collaborate with airport authorities to enhance the resilience of our operating airports against potential sea level rise and other climate-related risks.

- We develop contingency plans to address serious disruptions caused by extreme weather events and ensure ground staff and crew members are adequately trained and prepared for such situations.
- We support public policies and strategies that deal in a coordinated and consistent manner with the social problems relating to climate change.

2.4 Governance

- The establishment of the Sustainability Leadership Group (SLG) ensures effective oversight of climate change affairs within the Board. The Group Sustainability Department has been formed in support of execution of approved climate change policy, strategy, and initiatives for meeting approved targets.
- We implement a comprehensive environmental management system throughout the organisation and raise awareness of the climate action policy among our people, business partners, suppliers and other key stakeholder groups.
- We adhere to relevant climate change laws and regulations of the Hong Kong Special Administrative Region and other markets we operate in. Our management approach and compliance status with laws and regulations related to emissions are reported annually in our Sustainable Development Report.

2.5 Disclosure and communication

- We publish our sustainability performance and commitments in our annual Sustainable Development Report on our website. The report is prepared in adherence to the ESG Reporting Guide issued by the Hong Kong Stock Exchange and incorporates the Global Reporting Initiative (GRI) standards. We also reference the Taskforce on Climate-related Financial Disclosures (TCFD) guidance and other emerging standards such as the Sustainability Disclosure Standards developed by the International Sustainability Standards Board International Financial Reporting Standards (ISSB IFRS). We remain committed to continuously enhancing transparency and aligning with best practices in sustainability disclosures.
- We ensure the accuracy of key data pertaining to our sustainability and climate performance by subjecting it to rigorous verification and audit processes conducted by a third-party assurer.
- We actively engage and communicate with our key stakeholder groups about our approach and performance in fostering collaborative partnerships for climate action.
- We take appropriate action when the industry association position is notably weaker, or conflicts with our own stance on climate change. This ensures that our commitment to sustainability leadership remains unwavering, and we actively contribute to leading positive change within our industry.

3. Supplement information

3.1 Glossary

Name	Definition
GSD	Group Sustainability Department

CCAG	Climate Change Action Group
ESG	Environmental, Social, Governance
SAF	Sustainable Aviation Fuel
SD	Sustainable Development
SLG	Sustainability Leadership Group
GRI	Global Reporting Initiative
TCFD	Taskforce on Climate-related Financial Disclosures

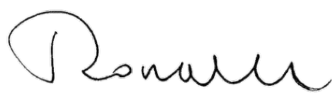
3.2 Reference Documents

Name of Reference Document	Description	Document Location
Sustainable Development Policy	This document outlines our approach and commitment to environmental sustainability	URL: https://www.cathaypacific.com/content/dam/cx/about-us/esg-policies/sustainable-development-policy-en.pdf
Communications Guideline for Sustainability Related Contents (internal)	The document outlines the principle of the development of sustainability related communications contents and materials and provides guidance on internal approval processes.	URL: https://hub.cathaypacific.com/documents/sppreview/19eaf336-991d-4d08-9746-492692f59441

3.3 Policy Maintenance

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Ronald Lam

Chief Executive Officer

Circular Economy Policy

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A. Introduction

1. Purpose

The Cathay Group (“Cathay”) is dedicated to fostering a sustainable future and has committed to implementing a robust Sustainable Development Policy that guides our actions towards environmental responsibility. Recognising the impacts associated with resources used by the Group and the resulting environmental footprint, we actively support the transition towards a circular economy.

A circular economy is defined as one that is based on the principles of “designing out waste and pollution, circulating products and materials at their highest value, and regenerating natural systems”¹. By closing the loop in product lifecycles, from design to operations, a circular economy reduces the strain on finite natural resources and helps combat environmental challenges, including climate change.

The policy outlines Cathay’s approach to adopting and applying circular economy principles in our operations. Related policies addressing climate change and other environmental, social and governance topics are available on our website.

2. Scope

The Policy applies to all aspects of Cathay’s operations. We also encourage the adoption of it throughout our value chain, where applicable, by proactively engaging and collaborating with our customers, suppliers and other key business partners.

B. Policy

In line with the principles of Circular Economy, it is our policy to act across the following key areas:

1. Assessment and Prioritisation

- Identify and understand the key waste streams and impacts from our business activities and operations;
- Ensure tracking and analysis of key waste data for performance monitoring and target setting;
- Consider the lifecycle impacts of our products and services, from design to end-of-life phases, where possible, with an aim to reduce the use of natural resources and of waste, guided by the R-ladder framework: Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle and Recover;
- Prioritise action on:
 - **Cabin waste** generated from Cathay Pacific-operated flights, our most material waste stream;
 - **Single-use plastics (SUP)** used on Cathay Pacific-operated flights, recognising their impacts on ecosystems and contribution to microplastic pollution.

2. Commitments and Targets

2.1 Cabin Waste

- Reduce cabin waste on Cathay Pacific–operated flights to an average of 630 grams per passenger by 2030, equivalent to a 16% reduction from 2025 levels.

¹ According to Ellen MacArthur Foundation, a circular economy is based on the principles of designing out waste and pollution, keeping products and materials in use, and regenerating natural systems.

2.2 Customer-facing SUP items²

- Complete the transition to, and uphold, a usage standard of no more than 1.5 passenger-facing SUP items on average, while driving further improvements through material substitution (alternative or recycled contents) and scaled recycling for plastic water bottles served onboard.

3. Enablement and Engagement for Transition

- Empower our people through guidelines, training and awareness initiatives that build capability and foster support for this transition;
- Foster innovation and investment in processes, technologies or materials that promote or enable waste reduction or circular solutions;
- Engage and collaborate with stakeholders, including our suppliers, business partners, regulators to promote and enable circular solutions and resource efficiency in the procurement process or other business activities, where possible;
- Raise awareness of the circular economy principles among our customers, business partners and other stakeholders, encouraging cooperative action for positive change.

4. Compliance and Reporting

- Maintain resource use and waste management standards that meet or exceed applicable legal requirements, while integrating industry best practices into our operations and services;
- Regularly review and report on our progress towards circular economy performance and goals.

C. Governance

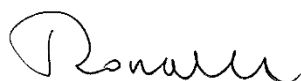
This Policy is governed under Cathay's broader sustainable development governance framework. The Sustainability Leadership Group (SLG) provides strategic oversight for this Policy, including its alignment with Cathay's sustainability priorities. Implementation is led by relevant business units, with guidance and support from the Group Sustainability Department.

D. Disclosure and communication

We actively engage and communicate with key stakeholder groups about our approach and performance in transitioning towards a circular economy through our annual Sustainability Report and other communication channels.

E. Policy Maintenance

This policy will be reviewed periodically, at least once every three years. Any major changes made during the review shall be recorded in the version control table.



Ronald Lam
Chief Executive Officer | May 2026

² These items include passenger-facing single-use plastic water bottles, utensils, amenity items and packaging on Cathay Pacific-operated flights. They exclude single-use plastic items used for medical and sanitation purposes, as well as all pre-packaged food and beverage items other than water bottles on Cathay Pacific-operated flights.