

Social Indicators Table

Indicators	Units	2009 *	2008 ^
Total Group workforce ⁽¹⁾	no.	25,693**	20,673
by Location			
Hong Kong	no.	19,499	14,542
China	no.	840	848
Outports	no.	5,354	5,283
by Employment Type			
Flight Crew	no.	2,934	2,974
Cabin Crew	no.	9,163	9,343
Ground Staff	no.	8,212	8,356
Subsidiary Staff	no.	5,384	n/r
by Gender ⁽¹⁾			
Female	%	54	60
Male	%	46	40
by Age Group ⁽¹⁾			
Under 30 years old	%	27	28
30-50 years old	%	61	62
over 50 years old	%	11	9
Senior Management from Local Community ⁽⁶⁾	%	92	n/r
Employee Yearly Turnover Rate ⁽⁷⁾			
Flight Crew	%	12	11
Cabin Crew	%	2	1
Ground Staff	%	4	6
Subsidiary Staff ⁽⁵⁾	%	5	n/r
Lost Time Injury Frequency Rate ^{(8) (9)}			
Cathay Pacific	rate	37.3	59.5
Dragonair	rate	38.5	54.0
Subsidiary Staff ⁽³⁾	rate	23.9	n/r

Indicators	Units	2009	2008
Number of fatalities due to Group operations			
Staff ⁽¹⁰⁾	no.	3	0
Contractors working within Group premises	no.	0	0
Passengers	no.	0	0
Average hours of training per year			
Flight Crew	hrs	49	79
Cabin Crew	hrs	41	25
Airport Staff	hrs	21	62
Engineering Staff	hrs	325	535
Subsidiary Staff ⁽⁴⁾	hrs	17	n/r
Total online learning enrollments	no.	133,490	125,400
Employees covered under collective bargaining agreement ⁽¹¹⁾	%	1.39	n/r
Employees receiving performance reviews ⁽²⁾	%	100	100
Human rights screening in investment and procurement practices ⁽²⁾	%	100	100
Reported incidents of discrimination	no.	0	0
Non-compliance cases on product responsibility issues ^{(2) (12)}	no.	0	0
Non-compliance cases on applicable laws and regulations ^{(2) (13)}	no.	0	1

* Covers Cathay Pacific (CX), Dragonair (KA), and 100% owned Hong Kong-based subsidiaries

^ Covers Cathay Pacific (CX), Dragonair (KA)

** Only covers CX, KA, CPCS, CHL, HAS, VLS. If taken into account all other subsidiaries, this will total 26,700.

(1) Includes CX, KA, CPCS, HAS

(2) Includes CX, KA, CPCS, HAS

(3) Includes CPCS, HAS, VLS (Vogue Laundry)

(4) Includes CPCS, HAS

(5) Includes CPCS

(6) Includes Directors only

(7) Employee Turnover Rate computed as # of leavers/# of staff for each month and averaged on a yearly basis

(8) LTIFR is computed as (# of injuries resulting in lost time/total workforce hours) x 1,000,000

(9) This is now a combined number for each business unit

(10) Refer to pg. 28

(11) % of employees under collective bargaining agreements are reported where it is applicable and in accordance with local legislation. We only have data for the Canadian outports

(12) Includes cabin product, marketing and customer privacy

(13) Includes anti-competition and corruption