

Abbreviations and Glossary



GENERAL STATEMENT DISCLOSURES

External Assurance

Indicate if the Standard Disclosure Item has been externally assured.

If yes, include the page reference for the External Assurance Statement in the report. HKEx

| General Standard Disclosures | Location of Disclosure | Omission | |
|-------------------------------|---|--|------------|
| STRATEGY AND ANALYSIS | | | |
| G4-1 | Message from the Chief Executive Officer | | - |
| ORGANIZATIONAL PROFILE | | | |
| G4-3 | About this Report | | - |
| G4-4 | Message from the Chief Executive Annual Report p.2-3 | | - |
| G4-5 | Annual Report p.2 | | - |
| G4-6 | Annual Report p.2-3, 18-22 | | - |
| G4-7 | Annual Report p.2 | | - |
| G4-8 | Annual Report p.2-3, 18-22 | | - |
| G4-9 | Homepage Annual Report p.2-3, 6, 23-25 | | - |
| G4-10 | Social Indicators Table Annual Report p.23-25 | | - KPI B1.1 |
| G4-11 | Social Indicators Table | Not reported – The majority of our employees are in Hong Kong, where there is no legal framework for collective bargaining arrangements with trade unions. | - |
| G4-12 | Sustainable Sourcing | | - KPI B5.1 |

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|---|---|------------------------------------|--|
| G4-13 | About this Report | There were no significant changes. | - |
| G4-14 | Approach to Sustainable Development | | - |
| G4-15 | Message from the Chief Executive Climate Change Waste Management Biodiversity People Annual Report p.23-25 | | - |
| G4-16 | Climate Change Annual Report p.1, 8-9 | | - |
| IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES | | | |
| G4-17 | Annual Report p.103-104 | | - |
| G4-18 | Approach to Sustainable Development – Issues Materiality | | - |
| G4-19 | Approach to Sustainable Development – Issues Materiality | | - |
| G4-20 | About this Report Approach to Sustainable Development – Issues Materiality | | - |
| G4-21 | Approach to Sustainable Development – Issues Materiality | | - |
| G4-22 | There are none. | | - |
| G4-23 | There are no significant changes in Scope/ Aspect Boundaries. | | - |

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|-------------------------------|---|----------|--|
| STAKEHOLDER ENGAGEMENT | | | |
| G4-24 | Approach to Sustainable Development – Approach to Stakeholder Engagement | | – |
| G4-25 | Approach to Sustainable Development – Approach to Stakeholder Engagement | | – |
| G4-26 | Approach to Sustainable Development – Approach to Stakeholder Engagement | | – |
| G4-27 | Approach to Sustainable Development – Approach to Stakeholder Engagement | | – |
| REPORT PROFILE | | | |
| G4-28 | About this Report | | – |
| G4-29 | About this Report | | – |
| G4-30 | About this Report | | – |
| G4-31 | About this Report | | – |
| G4-32 | About this Report | | – |
| G4-33 | About this Report | | – |
| GOVERNANCE | | | |
| G4-34 | Approach to Sustainable Development | | – |
| ETHICS AND INTEGRITY | | | |
| G4-56 | Board Diversity Policy Swire Pacific Corporate Code of Conduct Corporate Governance Code Supply Chain Sustainability Code of Conduct | | – |

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| SPECIFIC STANDARD DISCLOSURES | | | External Assurance |
|--|---|---|---|
| Material Aspects (As in G4-19) List identified material Aspects. | DMA and Indicators List Specific Standard Disclosure related to each identified material Aspect, with page number (or link). | Omissions In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission (as defined on p.13) | Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report. HKEx |
| Economic | | | |
| G4-DMA | Annual Report p.1 | | – B8: General disclosure |
| Economic Performance | EC1 | Economics Table | – KPI B8.2 |
| | EC2 | Climate Change | – |
| | EC3 | Annual Report p.78-81 | – |
| | EC4 | Cathay Pacific did not receive significant financial assistance from governments. | – |
| Market Presence | EC5 | Partially Reported – Quantitative data not available The salary for all employees is based on experience, job classification, job evaluation, employee pay system and performance related pay. As a rule, salaries are not based on one's gender, consistent with our Non-Discrimination Policy and Compensation Management Policy. | – |
| | EC6 | Social Indicators Table | – |
| Indirect Economic Impacts | EC7 | As an airline, we are generally not involved in the development of infrastructure investments and services supported such as airports. | – KPI B8.1 |
| | EC8 | People | – |

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| SPECIFIC STANDARD DISCLOSURES | | DMA and Indicators | Omissions | External Assurance | |
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| Procurement Practices | EC9 | | <p>Not reported – Quantitative data not available</p> <p>Whilst most of our operations are based in Hong Kong, the majority of our spend are in equipment and materials that are not readily available locally such as aircraft and jet fuel.</p> <p>We continue to contribute to the local economies in which we operate through hiring locally-based contractors and locally-sourced items when this is feasible.</p> <p>When evaluating the current and future needs of our business and proposals from suppliers, we use a tried and tested evaluation tool as part of our purchasing decision process.</p> <p>This approach employs the criteria of Cost, Innovation, Satisfaction, Quality, Assurance of Supply and Safety, which are ranked on a case-by-case basis according to the needs of the business and the importance of each criteria in each specific case. We measure sustainability when we consider the "Safety" criteria, as safety in its broadest sense includes risk – and in the case of sourcing, the risk is of "un-sustainability"</p> | – | KPI B5.1 |

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| Environmental | | | |
| G4-DMA | Approach to Sustainable Development | | – A1: General disclosure A2: General disclosure A3: General disclosure |
| Materials | EN1 Environmental Indicators Table Waste Management | | – KPI A2.5 |
| Energy | EN3 The total direct energy consumption is 245,729 thousand GJ. Details of the fuel types and quantity consumed are in the Environmental Indicators Table. | | – KPI A2.1 |
| | EN5 Environmental Indicators Table | | |
| | EN6 Climate Change | | – KPI A2.3 |
| Water | EN8 Environmental Indicators Table | | – |
| Biodiversity | EN12 Biodiversity | | – KPI A3.1 |

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| Emissions | EN15 | Climate Change | | Yes | KPI A1.1, KPI A1.2 |
| | EN16 | Climate Change | | Yes | KPI A1.1, KPI A1.2 |
| | EN17 | Climate Change | | – | KPI A1.1, KPI A1.2 |
| | EN18 | Climate Change Environmental Indicators Table | | Yes | KPI A1.2 |
| | EN19 | Climate Change | | – | KPI A1.5 |
| | EN21 | Environmental Indicators Table | Partially Reported – Select data not available We report on air emissions relevant to our operations such as NOx, CO, and HC. | – | KPI A1.1 |
| Effluents and Waste | EN23 | Environmental Indicators Table Waste Management | Partially Reported – Select data not available | – | KPI A1.3, KPI A1.4, KPI A1.6 |
| | EN24 | Environmental Indicators Table Waste Management | | – | KPI A3.1 |
| Products and Services | EN27 | Climate Change Sustainable Sourcing Waste Management | | – | KPI A3.1 |

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| Compliance | EN29 | In 2016, we received six warnings in relation to noise with no fines received. As we continue to phase out older aircraft, the number of infractions received have decreased significantly. | | – | A1(b) |
| Transport | EN30 | Climate Change | | – | KPI A3.1 |
| Supplier Environmental Assessment | EN32 | Sustainable Sourcing | | – | KPI A5.2 |
| Environmental Grievance Mechanisms | EN34 | We are not aware of significant issues related to our suppliers. | | – | |
| Social: Labor Practices and Decent Work | | | | | |
| G4-DMA | | Approach to Sustainable Development | | – | B3: General disclosure B4: General disclosure |
| Employment | LA1 | Social Indicators Table | | – | KPI B1.2 |
| | LA2 | People | Not reported – Over 98% of our staff are full-time employees | – | |
| Labour/Management Relations | LA4 | The implementation of any significant operational changes is governed by the Employment Ordinance of Hong Kong. We will endeavour to provide notice of operational changes to our employees as soon as they occur. For example when voluntary unpaid leave was introduced in 2009 in Hong Kong, one month was provided to staff for consideration. | | – | |

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| Occupational Health and Safety | LA5 | Safety | | – |
| | LA6 | Social Indicators Table | Partially Reported – Select data not available | – KPI B2.1, KPI B2.2 |
| | LA7 | Safety | | – |
| Training and Education | LA9 | Social Indicators Table | By Gender We do not keep track of this information as we believe that all staff must be provided with relevant training regardless of their gender. This is in line with our Non-Discrimination Policy. | – KPI B3.2 |
| | LA10 | People | | – B3(b) |
| | LA11 | Social Indicators Table | | – |
| Diversity and Equal Opportunity | LA12 | Social Indicators Table | | – KPI B1.1 |
| Equal Remuneration for Women and Men | LA13 | | Not reported – Quantitative data not available The salary for all employees is based on experience, job classification, job evaluation, employee pay system and performance related pay. As a rule, salaries are not based on one's gender, consistent with our Non-Discrimination Policy and Compensation Management Policy. | – |

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| Supplier Assessment for Labor Practices | LA14 | Sustainable Sourcing | | – | KPI B5.2 |
| Labor Practices Grievance Mechanisms | LA16 | We are not aware of significant issues related to our suppliers. | | – | |
| Social: Human Rights | | | | | |
| G4-DMA | | Approach to Sustainable Development | | – | B5: General disclosure |
| Supplier Human Rights Assessment | HR10 | Sustainable Sourcing | | – | |
| Human Rights Grievance Mechanisms | HR12 | We are not aware of significant issues related to our suppliers. | | – | |
| Non-discrimination | HR3 | Social Indicators Table | | – | |
| Child Labor | HR5 | Supply Chain Sustainability Code of Conduct Sustainable Sourcing | | – | KPI B4.1, KPI B4.2 |
| Forced or Compulsory Labor | HR6 | Supply Chain Sustainability Code of Conduct Sustainable Sourcing | | – | KPI B4.1, KPI B4.2 |

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| Social: Society | | | | | |
| G4-DMA | | Approach to Sustainable Development | | – | B1: General disclosure B2: General disclosure B7: General disclosure |
| Local Communities | SO1 | People | | – | |
| | SO2 | Biodiversity Climate Change Sustainable Sourcing Waste Management | | – | |
| Anti-corruption | SO3 | Approach to Sustainable Development | | – | |
| | SO4 | Approach to Sustainable Development | | – | |
| | SO5 | We are not aware of confirmed incidents of corruption in 2016. | | – | B7(b), B7.1 |
| Public Policy | SO6 | As a matter of policy, we do not provide political contributions. | | – | |
| Anti-competitive Behavior | SO7 | Annual Report p.92 | | – | |
| Compliance | SO8 | Annual Report p.92 | | – | B1(b), B2(b), B4(b), B7(b) |

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| Supplier Assessment for Impacts on Society | SO9 | Supply Chain Sustainability Code of Conduct Sustainable Sourcing | | – | KPI B5.2 |
| Grievance Mechanisms for Impacts on Society | SO11 | We are not aware of significant issues related to our suppliers. | | – | |
| Social: Product Responsibility | | | | | |
| G4-DMA | | Approach to Sustainable Development | | – | B6: General disclosure |
| Customer Health and Safety | PR1 | Safety | | – | |
| | PR2 | Social Indicators Table | | – | B6(b) |
| Product and Service Labeling | PR5 | We sample our flights daily across all classes through our Reflex Passenger Survey with around 30,000 responses per month. | Partially reported – Select data is confidential | – | KPI B6.2 |
| Marketing Communications | PR6 | We do not sell banned or disputed products | | – | |
| | PR7 | Social Indicators Table | | – | B6(b) |
| Customer Privacy | PR8 | Social Indicators Table | | – | B6(b), KPI B6.2 |
| Compliance | PR9 | Social Indicators Table | | – | B6(b) |