

CATHAY PACIFIC AIRWAYS LIMITED

國泰航空有限公司

Board Safety Review Committee – Terms of Reference

(Amended and restated with effect from 1st July 2025)

Establishment and Constitution

1. The Board Safety Review Committee (“**BSRC**” or the “**Committee**”) was established by the Board (the “**Board**”) of Cathay Pacific Airways Limited (the “**Company**”) on 15th January 2003 pursuant to Article 127 of the Company’s Articles of Association.

Committee Purpose

2. The BSRC is charged with supporting the Board in its responsibility for managing risks related to safety and security arising from the operations of the Company and its subsidiaries (the “**Group**”).

Membership

3. The BSRC shall be appointed by the Board and shall comprise the following members:

Committee Chair (who shall be an independent specialist with expertise in aviation safety (the “**Chair**”))

Two Independent Non-Executive Directors (one of whom shall be the chair of the Company’s Board Risk Committee)

Two Non-Executive Directors

Chief Executive Officer

Attendance at Meetings

4. The following officers of the Company will be standing invitees to the BSRC:

Chair of the Board

Chief Customer and Commercial Officer

Chief Operations and Service Delivery Officer

Director Service Delivery

Chief Executive Officer or Chief Operating Officer of any subsidiary of the Company which operates aircraft (“**Airline Subsidiary**”)

General Manager, Group Safety and Operational Risk Management

Officers Providing Support to Meetings

5. The General Manager for Group Safety and Operational Risk Management shall be responsible for assembling and reviewing the materials for the meeting and agreeing the agenda for the meeting with the Chair one month in advance and will brief the Chair on the materials at least one week in advance.
6. The Company Secretary or their alternate shall be the secretary of the BSRC and will organise, support and record the minutes of BSRC meetings. The BSRC minutes will be circulated to the Directors of the Company.

Meetings

7.
 - (a) The BSRC shall meet not less than four times a year. Additionally, the Chair will call a meeting if so requested by any member of the BSRC or by the Chair of the Board. Meetings may be held in person or through electronic means at the discretion of the Chair.
 - (b) Three Members of the BSRC will constitute a quorum for any meeting.
 - (c) At the invitation of the Chair, appropriate management representatives of the Company or an Airline Subsidiary will be requested to attend meetings to provide required reports and presentations to the BSRC.
 - (d) The BSRC will report on its meetings to the Board.

Duties and Responsibilities

8. The duties of the BSRC are as follows:
 - (a) to review the Company's risk management system related to safety and security risks arising from the Group's operations ("RMS").
 - (b) to discuss the RMS with management and to ensure that management has performed its duty to have an effective system. This discussion should include the adequacy of resources, staff qualifications and experience and training programmes (if applicable).
 - (c) to consider major investigation findings on risk management matters as delegated by the Board or on its own initiative and management's response to these findings.
9. The specific responsibilities of the BSRC are as follows:
 - (a) to keep under review all matters concerned with the safe operation, in the air and on the ground, of any aircraft of which the Company or an Airline Subsidiary is the operator;

- (b) to keep under review all matters concerned with health, safety, security, working hours and rest periods in providing a safe working environment and protecting employees of the Group from occupational hazards;
 - (c) to keep under review all matters concerned with improving such employee's knowledge and skills for discharging safe operations at work;
 - (d) to consider reports on incidents (including accidents) to any aircraft to ensure in the case of incidents to the Company's (or an Airline Subsidiary's) aircraft, that appropriate remedial action is taken and in the case of incidents to any other aircraft, that appropriate recommendations are implemented in relation to the Company's (or an Airline Subsidiary's) aircraft;
 - (e) to consider reports of significant incidents concerning safety or security, or adverse trends of physical risks, of the Group's operations to ensure that appropriate remedial action is taken or appropriate recommendations are implemented as the case may be; and
 - (f) to consider reports on quality audits on the Group's operations to ensure that appropriate remedial action is taken or appropriate recommendations are implemented as the case may be.
10. The terms of reference of the BSRC will be made available on request and by inclusion on the Company's website and on the website of Hong Kong Exchanges and Clearing Limited. They will be subject to review by the Board at least every two years.