

## **CATHAY PACIFIC AIRWAYS LIMITED**

### **Board Safety Review Committee – Terms of Reference**

*(Amended and restated with effect from 11th May 2022)*

#### **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:

##### Members

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

Two Independent Non-Executive Directors

Two Non-Executive Directors

Chief Executive Officer

#### **Attendance at Meetings**

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

Chair of the Board

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 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.
9. The terms of reference of the BSRC will be made available on request and by inclusion on the Company's website. They will be subject to review by the Board at least every two years.