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CATHAY PACIFIC AIRWAYS LIMITED

國泰航空有限公司

(Incorporated in Hong Kong with limited liability)

(Stock Code: 293)

Board Changes

The Board of Directors (the “**Board**”) of Cathay Pacific Airways Limited (the “**Company**”) announces that:

(1) the following changes will take effect from 1st January 2023:

- Mr. TANG Kin Wing Augustus (“**Mr. Tang**”) will resign as an Executive Director and Chief Executive Officer of the Company.
- Mr. LAM Siu Por Ronald (“**Mr. Lam**”), an Executive Director and the current Chief Customer and Commercial Officer, will succeed Mr. Tang as Chief Executive Officer of the Company.
- Ms. LAU Hoi Zee Lavinia (“**Ms. Lau**”) will be appointed as an Executive Director and will succeed Mr. Lam as Chief Customer and Commercial Officer of the Company.

(2) the following changes will take effect from 1st April 2023:

- Mr. Gregory Thomas Forrest HUGHES (“**Mr. Hughes**”) will resign as an Executive Director and Chief Operations and Service Delivery Officer of the Company.
- Mr. Alexander James John MCGOWAN (“**Mr. McGowan**”) will be appointed as an Executive Director and will succeed Mr. Hughes as Chief Operations and Service Delivery Officer of the Company.

Mr. Tang, aged 64, has been Chief Executive Officer and a Director of the Company since 19th August 2019. He was an Executive Director of the Company from January 2007 to October 2008. He joined the Swire group in 1982. Mr. Tang’s resignation is due to his retirement. The Board of the Company would like to take this opportunity to thank Mr. Tang for his distinguished service to the Company and offer its best wishes to him.

Mr. Lam, aged 50, has been Chief Customer and Commercial Officer and a Director of the Company since 19th August 2019. He was Director and General Manager, Hong Kong Operations of Hong Kong Aircraft Engineering Company Limited from July 2013 to May 2017 and Director Commercial and Cargo of the Company from June 2017 to July 2019. He has also been Chairman of Hong Kong Express Airways Limited since 20th August 2019. He joined the Swire group in 1996 and has worked with the Company in Hong Kong SAR, Japan and Sri Lanka.

Ms. Lau, aged 52, has been Director Customer Travel of the Company since 1st August 2021. She was Director Commercial of the Company from July 2019 to July 2021, General Manager Planning from August 2015 to July 2019, and General Manager Sales, Pearl River Delta and Hong Kong from July 2012 to August 2015. She joined the Swire group in 1992.

Mr. Hughes, aged 61, has been Chief Operations and Service Delivery Officer and a Director of the Company since 1st June 2017. He is also a Director of Hong Kong Express Airways Limited and the Chair of AHK Air Hong Kong Limited. He joined the Swire group in 1987. Mr. Hughes' resignation is due to his retirement. The Board would like to take this opportunity to thank Mr. Hughes for his distinguished service to the Company and offer its best wishes to him.

Mr. McGowan, aged 50, has been Director Service Delivery of the Company since 1st September 2020. He was General Manager Aircrew, Flight Operations of the Company from July 2018 to August 2020. He joined the Company in 2005 and has led a number of departments across the airline. Before joining the Company, he had worked for an international airline based in London and a technology start up in Seattle.

Formal announcements under Rule 13.51(2) of The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited relating to the above changes will be made when they take effect.

As at the date of this announcement, the Directors of the Company are:

Executive Directors: Patrick Healy (Chairman), Gregory Hughes, Ronald Lam, Rebecca Sharpe, Augustus Tang;

Non-Executive Directors: Guy Bradley, Ma Chongxian, Sun Yuquan, Merlin Swire, Samuel Swire, Xiao Feng, Zhang Zhuo Ping;

Independent Non-Executive Directors: Bernard Chan, John Harrison, Christoph Mueller and Andrew Tung.

By Order of the Board

CATHAY PACIFIC AIRWAYS LIMITED

國泰航空有限公司

Joanna Lai

Company Secretary

Hong Kong, 9th November 2022