

UK Gender Pay Gap Report 2021

Cathay Pacific Airways Ltd is committed to creating an inclusive environment for all our people, we value the differences that a diverse workforce brings to the organisation and it considers it a corporate responsibility to be a role model.

Understanding the Gender Pay Gap

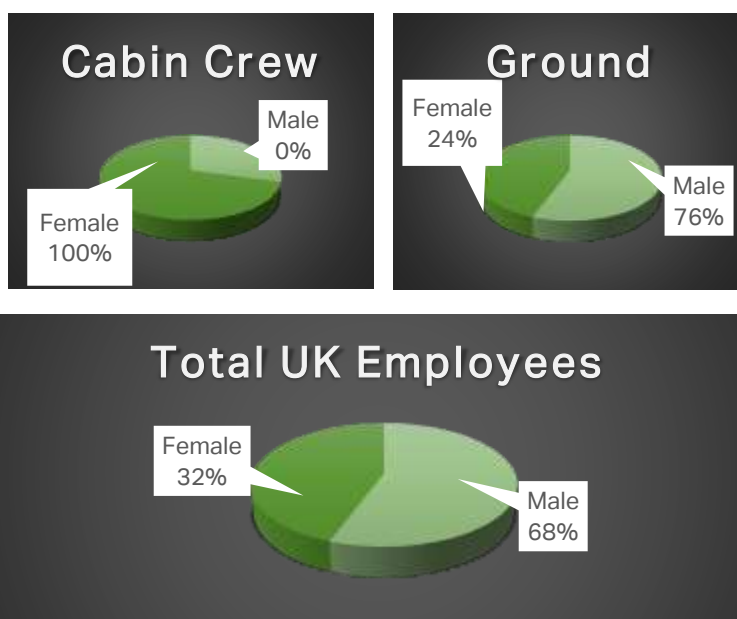
The figures which are to be used must be calculated using a specific reference date – or “snapshot date”. The Snapshot date will be 5th April of each year. This data is also provided to the Government using a Gender Pay Gap Reporting Service.

The Gender Pay Gap is different from Equal Pay. Equal Pay is about men and woman receiving equal pay levels for the same work or work of equal value. As an example female Cabin Crews' basic salary and variable pay rates are 100% of that of their male equivalents.

The Gender Pay Gap measures the difference in average pay for men compared to the average pay for woman, expressed as a percentage of men's pay.

This is the fourth year that Cathay Pacific Airways (UK Branch) has published its Gender Pay Gap report in line with reporting requirement and is based on a snapshot of our pay data as of 5th April 2021.

It should be noted that at the time of the snapshot for the data, a high proportion of our UK employees were furloughed including cabin crew and ground employees. As per the regulations, all furloughed employees have been excluded from the hourly pay calculations in this year's gender pay gap report. This means that our data is based on 42 ground-based employees who were working at that time and 5 cabin crew who were not furloughed but not working. We no longer have any pilots based in the UK. The data is therefore not reflective of the 'normal' breakdown of our workforce. Based on this the breakdown of employee gender was as follows:



Cathay Pacific Ltd (UK Branch) Gender Pay Gap Results

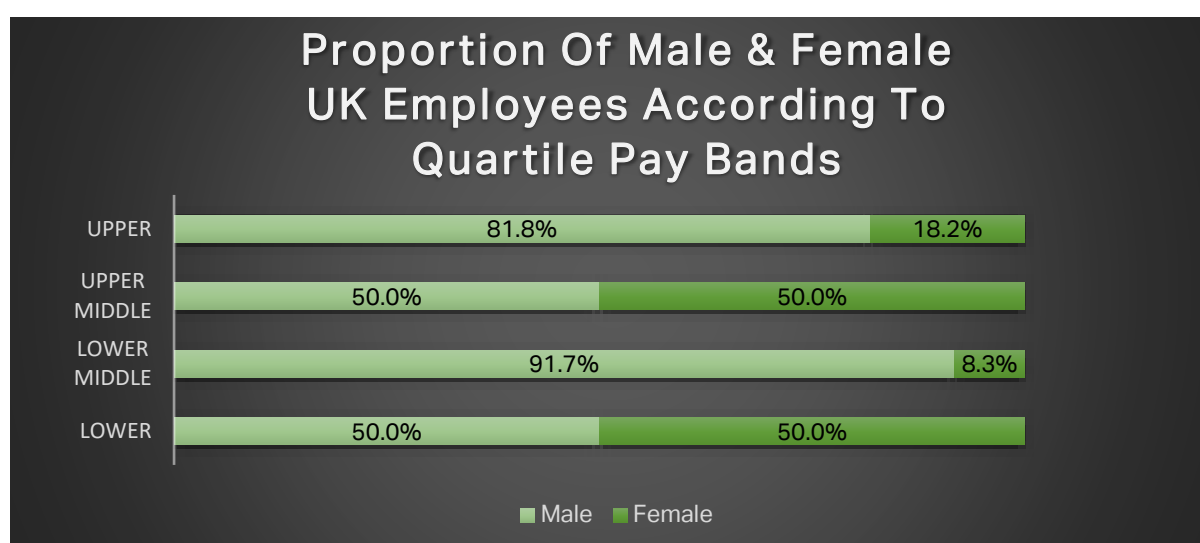
Pay Gap and Bonus Difference between Male and Female UK Employees

	Mean (Average)	Median (Centre point)
Gender Pay Gap	11.5%	-9.5%
Gender Bonus Gap	0%	0%

**Mean = the differences between the average earnings of males and females*

**Median = the difference between the midpoint in earnings of males and females*

The proportion of males and females receiving a bonus payment is 0% Male & 0% Female. (Cathay Pacific has a profit share scheme in place however, it was not payable in 2021 for year 2020).



Summary

At Cathay Pacific Airways Ltd we are confident that whilst a small gender pay gap exists, this is not an equal pay issue.

Our organisation continues to build and grow in the area of diversity and inclusion and has a clear Diversity & Inclusion agenda. Our established 'Cathay Women's Network' continues to ignite meaningful conversations on gender diversity, and drive impact action to support our female community.

We are proud to have women represented at different levels of our organisation. However, we know that there is more to be done to address the challenges faced by our female colleagues and that's something we are working on. We are working on championing change, creating greater awareness of the gaps and issues that need addressing, educating people of the barriers and challenges some of our woman face and much more.

I, Scott McEwan, Regional Head of People Europe, confirm that the information in this statement is accurate.