

SUSTAINABILITY HIGHLIGHTS 2023



Climate Change

We aspire to be a leading contributor to aviation decarbonisation, and to accelerate the regional collaboration, development and deployment of sustainable aviation fuel (SAF).



Set a new **near-term target** to improve carbon intensity by **12%** from the 2019 level by 2030



Successfully conducted our first **overseas SAF uplift** on commercial flights in Singapore and Los Angeles



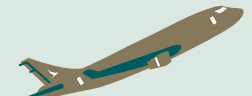
Expanded our partnerships through our **Corporate SAF Programme**



Incorporated Fly Greener into our **customer** and **cargo booking platforms**



Forged strategic partnerships with the State Power Investment Corporation and Civil Aviation University of China on **SAF development in the Chinese Mainland**



Materials & Waste

We aim to incorporate circular economy principles into our product and service design by selecting more sustainable or recycled materials upstream and channeling used items back for recycling or repurposing.



Set a new target to decrease **passenger-facing single-use plastics (SUP)** items to **1.5 pieces** per passenger by 2025



Launched new **plant-based dishes** in collaboration with VEDA, a leading Hong Kong-based plant-forward restaurant



Pledge to reduce **cabin waste** to **0.63 kg** per passenger by 2030



Organised our **inaugural Sustainable Development Week**



Our People

Our people vision is to become one of the world's greatest employers. We are committed to creating an inclusive and supportive working environment where our people can realise their potential.



Have grown our Group workforce by around **15% or 3,000** people



Launched **Cathay Academy**



Established **new Employee Resource Groups** for greater equity and inclusion in the workplace



Reviewed our human resources and remuneration policies



Our Community

We support the communities we serve while focusing on youth development, sports as well as arts and culture.



Contributed over **2,700** volunteering hours and donated about **1,161,000** items to local communities



Rejuvenated our **Cathay Volunteer Team**



Supported the Hong Kong SAR Government's **Strive and Rise programme** with Aviation Exploration Days

Recognitions

S&P Global



For more details about our sustainability performance, please refer to our **Sustainability Report 2023**