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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) Mr. Samuel Compton SWIRE (“**Mr. Swire**”) has resigned as a Non-Executive Director of the Company; and
- (2) Mr. Gordon Douglas MCCALLUM (“**Mr. McCallum**”) has been appointed as a Non-Executive Director of the Company,

such resignation and appointment to take effect on 12th January 2023.

Mr. Swire has confirmed that he is not aware of any matter relating to his resignation that needs to be brought to the attention of the shareholders of the Company. He has also confirmed that he has resigned to devote more time to the businesses of John Swire & Sons Limited (“**JS&SL**”, the holding company of the wider Swire group) and that he has no disagreement with the Board of the Company. The Board would like to express its gratitude to Mr. Swire for his outstanding contributions and wise counsel during the past eight years since his appointment as a Director of the Company on 1st January 2015 and offers its best wishes to him.

Mr. McCallum, aged 62, is a director of JS&SL and Swire Pacific Limited (“**SPAC**”). He is chairman of Argent Energy Holdings Limited, a wholly-owned subsidiary of JS&SL, and of Zopa Group Limited. He is also a director of Zopa Bank Limited, and a senior advisor to Searchlight Capital Partners. He was a non-executive director of Virgin Atlantic Airways Limited and associated companies from 2013 to 2022, also serving as chairman of the audit committee during this period. He was also a director of Global Risk Partners Limited from 2020 to 2022. He holds a Master of Arts degree from the University of Oxford and a Master of Business Administration degree from the Wharton School at the University of Pennsylvania.

In accordance with the Articles of Association of the Company, Mr. McCallum will hold office as a Director of the Company until its annual general meeting to be held in 2023 (and will then be eligible for election). Thereafter he will retire at the third

annual general meeting of the Company following his election. Mr. McCallum has entered into a letter of appointment, which constitutes a service contract, with the Company for a term expiring on the date of the annual general meeting at which he will retire, which will be renewed for a term of three years upon each election or (as the case may be) re-election.

JS&SL and its subsidiary SPAC hold 45% of the ordinary shares of the Company. Except as so indicated and for the fact that he is a director and shareholder of JS&SL and SPAC, Mr. McCallum does not have any relationship with any director or senior management of the Company or with any substantial or controlling shareholder of the Company. Mr. McCallum is not entitled to receive any emolument or director's fee from the Company.

Mr. McCallum does not have any interest (within the meaning of Part XV of the Securities and Futures Ordinance) in the shares or underlying shares of the Company.

Save as disclosed above, there is no other information relating to Mr. McCallum to be disclosed pursuant to Rule 13.51(2) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and there is no other matter which needs to be brought to the attention of the shareholders of the Company.

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

Executive Directors: Patrick Healy (Chair), Gregory Hughes, Ronald Lam, Lavinia Lau, Rebecca Sharpe;

Non-Executive Directors: Ma Chongxian (Deputy Chair), Guy Bradley, 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, 11th January 2023