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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)

Announcement

Continuing Connected Transactions with JS&SHK

Reference is made to the Company's announcements dated 1st December 2004, 1st October 2007, 1st October 2010, 14th November 2013, 19th August 2016, 9th August 2019 and 11th August 2022 in connection with the Services Agreement dated 1st December 2004 entered into by the Company with JS&SHK. The Services Agreement will be renewed on 1st October 2025 for a term of three years from 1st January 2026 to 31st December 2028.

As JS&SHK is a connected person of the Company, the Transactions contemplated under the Services Agreement constitute continuing connected transactions for the Company under Rule 14A.31 of the Listing Rules and are subject to the reporting, annual review and announcement requirements under Chapter 14A of the Listing Rules.

Services Agreement dated 1st December 2004, as amended and restated on 18th September 2008 and as further amended and restated on 9th August 2019, and to be renewed on 1st October 2025.

Parties: (1) the Company
(2) JS&SHK

Particulars

Pursuant to the Services Agreement, JS&SHK provides the Services to members of the Group. The Services comprise (a) advice and expertise of the directors and senior officers of the Swire Group including (but not limited to) assistance in negotiating with regulatory and other governmental or official bodies, (b) full or part time services of members of the staff of the Swire Group, (c) certain staff and central services, and (d) such other services as may be agreed from time to time. The Services Agreement also provides for procuration by JS&SHK for the Group of the use of relevant trademarks owned by JS&SL.

In return for the Services, JS&SHK receives annual Service Fees. The Company also reimburses the Swire Group at cost for most of the expenses incurred in the provision of the Services.

Upon renewal of the Services Agreement, the basis for calculation of the annual Service Fees will remain unchanged. Annual Service Fees are calculated as 2.5% of the Company's consolidated profit before taxation and non-controlling interests, adjusted by (a) adding back the annual Service Fees, (b) excluding any gain or loss on the realisation, change in fair value or other revaluation of fixed assets, (c)(i) disregarding any impairment provision in respect of goodwill, and (ii) calculating the overall gain or loss on the subsequent realisation of any related investment by reference to its cost, (d) subtracting any profits and losses from associates and joint ventures, but adding back the dividends receivable from these companies, and (e) excluding any dividend or profit in respect of which Service Fees are payable under any other profit related services agreement with the Swire Group to avoid duplication of payment.

Service Fees for each year are payable in cash from the Company's internal resources in arrears in two instalments, (a) an interim payment by the end of October, and (b) a final payment by the end of April of the following year, adjusted to take account of the interim payment. The Services Agreement will be renewed automatically on 1st October 2025 for the three years from 1st January 2026 to 31st December 2028.

The Services Agreement will be renewed automatically under its terms for successive periods of three years thereafter unless either party to it gives to the other notice of termination of not less than three months expiring on any 31st December.

A party to the Services Agreement may terminate it with immediate effect by notice to the other party in the event of default by that other party. In the event of termination of the Services Agreement, all the rights and obligations of the parties shall forthwith cease, but any rights, liabilities or remedies arising prior to such termination shall not be affected.

The annual caps

The annual caps for the Transactions have been determined by reference to the actual amounts of Service Fees (excluding reimbursement of costs in respect of seconded staff and shared administrative services) in the 12 years ended 31st December 2024 as set out below. In addition, a buffer has been added to cater for the growth of the Company's business operations and provide flexibility for possible changes in the level of profit by reference to which the Service Fees are charged.

Reimbursement of costs by the Company to JS&SHK mainly covers the employment costs of the directors and senior officers of the Swire Group who are seconded to the Company under the Services Agreement and the sharing of administrative services, including company secretarial services, which constitutes exempt continuing connected transactions under Rule 14A.98 of the Listing Rules, and the reimbursement of such costs accordingly does not form part of the Transactions or the annual caps under the Services Agreement.

The annual caps represent the maximum aggregate annual amounts of the Service Fees except for the costs reimbursed to the Swire Group as mentioned above.

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| Service Fees (HK\$ million) | <u>2013</u> Actual 69 | <u>2014</u> Actual 81 | <u>2015</u> Actual 143 | <u>2016</u> Actual Nil |
| Service Fees (HK\$ million) | <u>2017</u> Actual Nil | <u>2018</u> Actual 51 | <u>2019</u> Actual 25 | <u>2020</u> Actual Nil |
| Service Fees (HK\$ million) | <u>2021</u> Actual Nil | <u>2022</u> Actual 23 | <u>2023</u> Actual 258 | <u>2024</u> Actual 258 |
| Service Fees (HK\$ million) | <u>2025</u> Cap 380 | <u>2026</u> Cap 380 | <u>2027</u> Cap 380 | <u>2028</u> Cap 380 |

Reasons for, and benefits of, the Transactions

Since 1949, the Company has had agreements with members of the Swire Group for the provision of management support services. For more than 75 years, the Company has considerably benefited from the management expertise and other services provided by the Swire Group.

Connection between the parties

JS&SL is the holding company of Swire Pacific Limited which owns approximately 44.61% of the number of issued ordinary shares of the Company. JS&SHK, a wholly-owned subsidiary of JS&SL, is therefore a connected person of the Company under the Listing Rules.

Compliance with Listing Rules

As the highest of the applicable percentage ratios as defined under Rule 14.07 of the Listing Rules in respect of the annual caps of the Transactions will, on an annual basis, be more than 0.1% but less than 5%, the Transactions constitute continuing connected transactions for the Company and are subject to the announcement, annual review and annual reporting requirements but are exempt from the circular (including independent financial advice) and shareholders' approval requirements under Chapter 14A of the Listing Rules.

The Company will comply with the continuing obligations under Rules 14A.55-59 of the Listing Rules and will re-comply with the relevant Listing Rules if the annual caps are exceeded, when the Services Agreement is renewed or when there is a material change to its terms.

Opinion of the Directors

In view of the benefits of the Services to the Company, the Directors (including the independent non-executive Directors) consider that the terms of the Services Agreement are fair and reasonable and that the Services Agreement is on normal commercial terms or better and in the ordinary and usual course of business of the Group and is in the interests of the Company and its shareholders as a whole.

Guy Bradley, Patrick Healy, Ronald Lam, Rebecca Sharpe, Gordon McCallum, Merlin Swire and Augustus Tang, being directors and/or employees (and also shareholders in the case of Gordon McCallum and Merlin Swire) of the Swire Group, which is a substantial shareholder of the Company, have declared their respective interests in the Transactions and have abstained from voting on the relevant board resolutions of the Company in respect of the Transactions.

Directors

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

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

Non-Executive Directors: Ma Chongxian (Deputy Chair), Guy Bradley, Gordon McCallum, Sun Yuquan, Merlin Swire, Augustus Tang, Wang Mingyuan, Xiao Feng;

Independent Non-Executive Directors: Bernard Chan, Lily Cheng, Christoph Mueller and Wang Xiao Bin.

Definitions

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| “Company” | Cathay Pacific Airways Limited 國泰航空有限公司, a company incorporated in Hong Kong with limited liability and listed on the Stock Exchange, the principal activity of which is the operation of scheduled airline services. |
| “Directors” | The directors of the Company. |
| “Group” | The Company and its subsidiaries. |
| “JS&SL” | John Swire & Sons Limited, a private investment holding company incorporated in England. |
| “JS&SHK” | John Swire & Sons (H.K.) Limited 香港太古集團有限公司, a private investment holding company incorporated in Hong Kong and wholly owned by JS&SL. |
| “Listing Rules” | The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. |
| “Service Fees” | The service fees charged by JS&SHK for the Services provided under the Service Agreement. |

- “Services”** The services provided by JS&SHK to the Group under the Services Agreement.
- “Services Agreement”** The services agreement entered into by the Company with JS&SHK on 1st December 2004, as amended and restated on 18th September 2008 and as further amended and restated on 9th August 2019.
- “Stock Exchange”** The Stock Exchange of Hong Kong Limited.
- “Swire Group”** JS&SL and its subsidiaries.
- “Transactions”** The continuing connected transactions contemplated under the Services Agreement.

By Order of the Board
CATHAY PACIFIC AIRWAYS LIMITED
國泰航空有限公司
Joanna Lai
Company Secretary

Hong Kong, 7th August 2025