

SUSTAINABILITY HIGHLIGHTS 2024



CLIMATE ACTION



Carbon Reduction Targets:

2030: -32%*

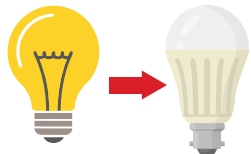
2035: -55%*

2050: Net-Zero

**with 2018 as baseline*



Reduced Scope 1 & 2 carbon emissions by **29%** vs 2018



Completed **100%** of LED lighting replacement programme

WASTE & RESOURCES MANAGEMENT



Reduced waste by **55%** (against an 11% increase in cargo handled) and increased waste diversion rate by **25 percentage points** vs 2023



Enhanced waste collection and recycling workflows, and added **34 new recycling facilities** across the Terminal



Increased the recycled content in our plastic cargo cover sheets from 30% to **50%**

HEALTH & SAFETY



Strengthened our Enhanced Lithium-ion Battery Screening programme with **AI technology**



Introduced **Intenseye computer vision AI** to identify and monitor potential safety and security hazards

Organised the **"Safety Excellence Conference"** for key suppliers and contractors, to share expertise and experiences relates to safety culture and safety best practice



OUR PEOPLE & COMMUNITY



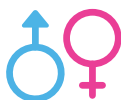
Female/male ratio:

40/60

for senior management positions

31/69

for the entire workforce (including operational subcontractors)

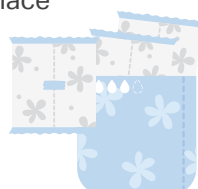


Provided **4,215 hours** of training for our people at all levels

Continued to drive a more inclusive environment for all employees and users of the Terminal by opening a new **multi-faith prayer room** and augmenting our traditional spaces with new **gender-neutral** changing rooms and washrooms



Launched a **"Period Care"** programme, including ensuring female employees have access to free and sustainable sanitary items in the workplace



RECOGNITIONS



Joint **first** cargo-handling company in Asia to achieve **IATA Environmental Assessment (IEnvA)** certification



Won the **Gold Award** (Transport and Logistics Sector) at the Hong Kong Awards for Environmental Excellence 2023



Crowned **Air Cargo Environment of the Year** at the Air Cargo News Awards 2024



Garnered the **Gold Award** in the Safety Management System Award (All Industries) at the 23rd Hong Kong Occupational Safety and Health Awards

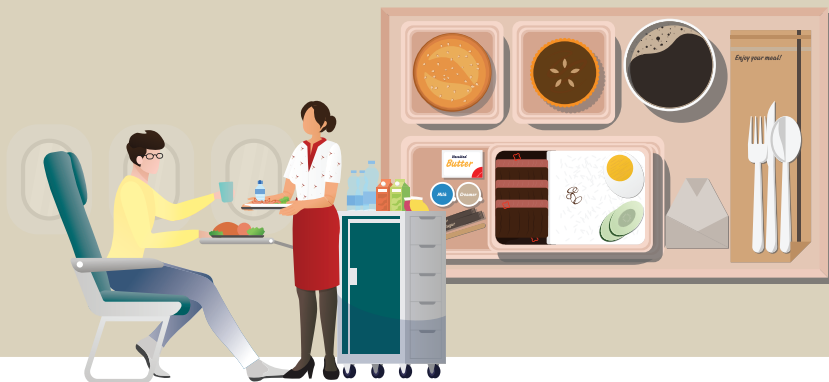


Received the **Grand Award of ESG Initiatives - Excellent Award** of the HKIHRM HR Excellence Awards 2024/2025



Recognised as a **Caring Company** by the Hong Kong Council of Social Services for the **6th** consecutive year

SUSTAINABILITY HIGHLIGHTS 2024



CLIMATE ACTION

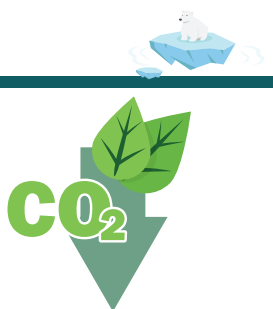
Carbon Reduction Targets:

2030: -32%*

2035: -55%*

2050: Net-Zero

**with 2018 as baseline*



Reduced Scope 1 & 2 carbon emissions by **18%** vs 2018

Carbon Intensity (emissions per meal produced) slightly increased by **1%** vs 2018

Launched a new energy-efficient warewash system, anticipated to reduce approximately **1,625 tonnes** of carbon emissions and save around **40,000 m³** of water annually



OUR PEOPLE & COMMUNITY



Female/male ratio:

27/73

for senior management positions



39/61

for the entire workforce

Provided **8,667 hours** of training in 2024 for our people at all levels



Organised **"Health Week 2024"**

Organised community volunteering activities, e.g., **"Caring for Street Cats"** and **Mooncake Donations** to the elderly at HKSKH Tung Chung Integrated Services



HEALTH & SAFETY



Installed a **fall arrester system**, featuring a full-body harness, anchor points, and self-retracting lifelines, on all catering trucks to protect operators working at height



SUSTAINABLE PROCUREMENT

Purchased **351 tonnes** of certified sustainable seafood, representing around **70%** of the total volume purchased



Fully transitioned to **cage-free shell eggs** since the end of 2024



WASTE & RESOURCES MANAGEMENT



Achieved a **19%** waste diversion rate



Donated over **336 tonnes** of food and beverage items to non-profit organisations



Collected more than **816 tonnes** of food waste for energy recovery at O · PARK and around **12 tonnes** of used cooking oil for biodiesel production



Reduced **4%** of water intensity (m³ per meal produced) vs 2018

Replaced deskside bins in the office with **new recycling stations and centralised waste bins** to enhance waste segregation and reduce contamination of recyclables



RECOGNITIONS



Obtained the **Gold Seal** for Contribution to Sustainable Property – Promote Environmental Protection at the Hong Kong Green and Sustainability Contribution Awards 2024



Received the **HKIA Safety Excellence Award - Merit** under the 2023/2024 Airport Safety Recognition Scheme

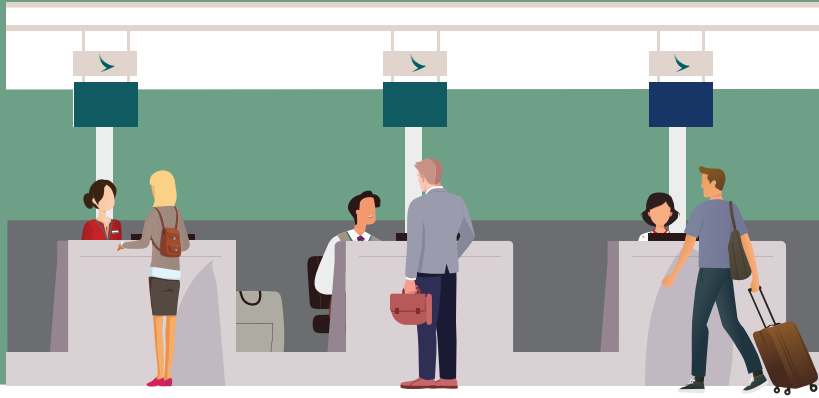


Named as a **20 Years+ Caring Company** by the Hong Kong Council of Social Services



Recognised as an **ERB Manpower Developer** for three consecutive terms by the Employees Retraining Board

SUSTAINABILITY HIGHLIGHTS 2024



CLIMATE ACTION

Carbon Reduction Targets:

2030: -32%*

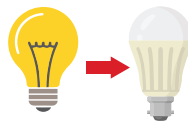
2035: -55%*

2050: Net-Zero

**with 2018 as baseline*



Completed **100%** of LED lighting replacement programme



Reduced Scope 1 & 2 carbon emissions by **37%** vs 2018

Reduced Carbon Intensity (emissions per ATM) by **32%** vs 2018



Electrified more than **30%** of our fleet of ground service equipment (GSE) and vehicles



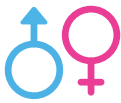
OUR PEOPLE & COMMUNITY



Female/male ratio:

25/75

for senior management positions



16/84

for the entire workforce (including operational subcontractors)



Provided **303,955 hours** of training for our people at all levels

Organised **22** wellness activities to foster the physical and mental well-being of our people



Introduced a new air-conditioned **Mobile Rest Container** specifically designed for employees of ramp services, who are often exposed to extreme weather conditions, to rest and recuperate

Marked the **20th anniversary** of HAS by Cathay Volunteering Team



Offered **free ramp services** to the Orbis Flying Eye Hospital

HEALTH & SAFETY



The **first** operator at Hong Kong International Airport to implement the **Seatbelt Reminder Monitoring System**



Adopted the **Accident Risk Management (ARM)** Solution for Safety Excellence



RECOGNITIONS



Won the **Excellence Award** – Aviation at the Hong Kong Business National Business Awards 2024



Awarded the **Certificate of Merit** (Transport and Logistics Sector) at the Hong Kong Awards for Environmental Excellence 2023



Recognised as **Advocate** of Sustainable Property - Promote Environmental Protection at the Hong Kong Green and Sustainability Contribution Awards 2024



Obtained the **HKIA Safety Excellence Award – Merit** at the 2023/2024 Airport Safety Recognition Scheme



Garnered the **Outstanding Award** at the 19th Occupational Health Award - Joyful@Healthy Workplace Programme



Received the **Excellence in Performance Improvement Award** at the HKMA Award for Excellence in Training and Development 2024



Named as a **20 Years+ Caring Company** by the Hong Kong Council of Social Services



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CLIMATE ACTION



Carbon Reduction Targets:

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**with 2018 as baseline*



Reduced Scope 1 & 2 carbon emissions by

9% vs 2018



Carbon Intensity (emissions per kg laundry handled) increased by

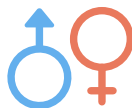
23% vs 2018

OUR PEOPLE & COMMUNITY

Female/male ratio:

39/61

for senior management positions



63/37

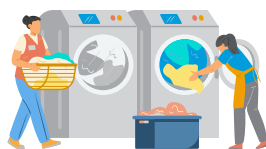
for the entire workforce



Provided **582 hours** of training for our people at all levels



In partnership with the Hong Kong Family Welfare Association, we offered **free laundry services** and sponsored programmes for those in need



Collaboration with NGOs in offering linen folding tasks to sheltered workshops to provide **vocational training opportunities** to people with disabilities



WASTE & RESOURCES MANAGEMENT



Achieved a **56%** waste diversion rate



Launched a **new partnership programme** with pioneer hotel customers to phase out single-use plastics packaging with newly designed reusable laundry bags



Reduced the use of single-use plastics in our operations by improving the linen and garment packing methods, shortening garment packaging and minimising the use of accessories like clips

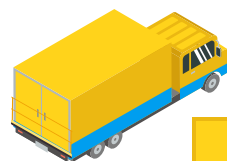


Water intensity (m³ per kg laundry handled) increased by **18%** vs 2018

HEALTH & SAFETY



Installation of **guardrails** for all trucks in our fleet



Safety Climate Survey was conducted to collect employees' overall opinions on health and safety matters



RECOGNITIONS



Won the **Gold Award** (Manufacturing and Industrial Services Sector) at the Hong Kong Awards for Environmental Excellence 2023



Received the **Gold Seal** for Contribution to Sustainable Property – Promote Environmental Protection at the Hong Kong Green and Sustainability Contribution Awards 2024



Garnered the **Inclusive Employer Award** under the DEI@Work project



Recognised as a **Caring Company** by the Hong Kong Council of Social Services for the **19th** consecutive year