

2025 Beijing Capital International  
Airport Company Limited

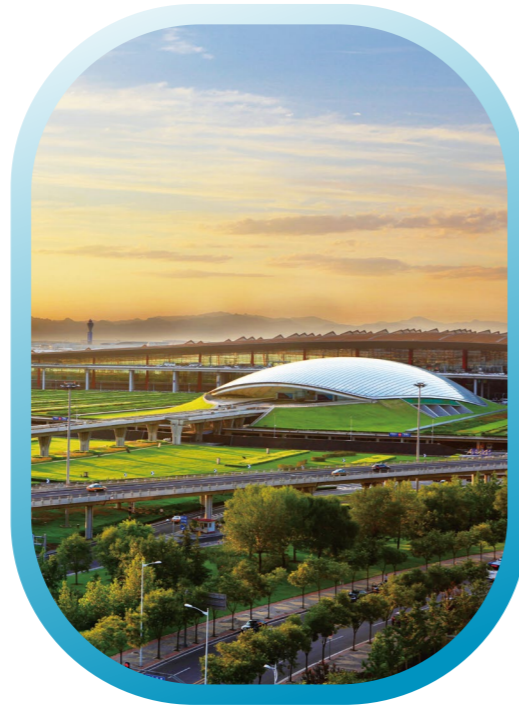
ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE (ESG) REPORT



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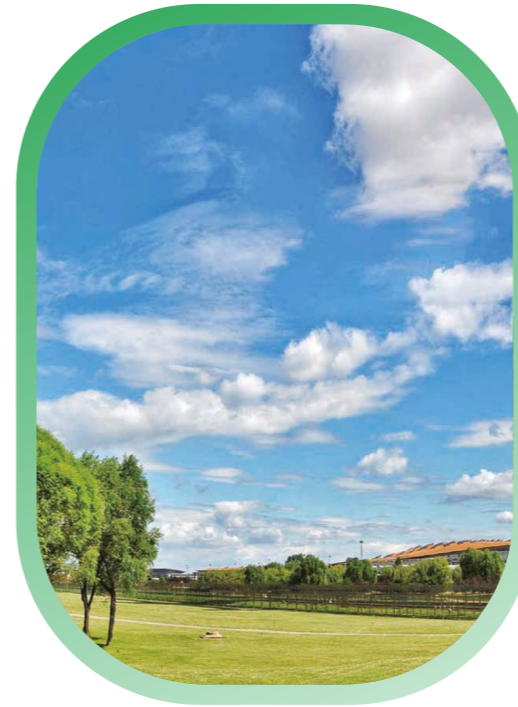
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# About This Report

This is our 15th consecutive ESG Report (previously known as the Corporate Social Responsibility Report until 2019). Guided by principles of standardization, transparency, objectivity, and comprehensiveness, we aim to communicate openly with stakeholders about our progress and challenges. Through this Report, we continue to advance our commitment to sustainable development.

## Compilation Principles

This Report is prepared in accordance with the *Environmental, Social and Governance Reporting Code of the Stock Exchange of Hong Kong Limited ("HKEX-ESG")* and the *Implementation Guidance for Climate Disclosures under the Environmental, Social and Governance Reporting Framework*. In addition, this Report has been prepared with reference to the *GRI Sustainability Reporting Standards (GRI Standards)* issued by the Global Sustainability Standards Board (GSSB), as well as the Sustainable Development Goals (SDGs) of the United Nations.

## Reference

For clarity, "we" "the Company," and "BCIA" refer to Beijing Capital International Airport Company Limited. "CAH" refers to Capital Airports Holdings Co., Ltd. and its wholly-owned and controlled subsidiaries collectively. "Beijing Capital International Airport" refers to the airport itself.

## Reporting Boundary

The main entity of this Report is Beijing Capital International Airport Company Limited, including all departments of the Company.

## Reporting Period

The reporting period spans from 1 January 2025 to 31 December 2025, and some of the contents are outside this time frame.

## Information and Data

The information and data contained in this Report are primarily derived from the Company's internal data collection systems, work records and publicly available information. Unless otherwise specified, all monetary amounts are denominated in Renminbi (RMB).

## Availability

This Report is available in printed and online formats. The online version can be downloaded at: [www.bcia.com.cn](http://www.bcia.com.cn).



# Message from the Chairman



The strength of an enterprise lies in steady progress through incremental steps, while the path to sustainability rests on strengthening fundamental capabilities. We firmly believe that ESG is not an additional burden, but a core driver that enables enterprises to achieve steady and sustainable development. It represents the essential pathway for harmonizing economic value, social value, and environmental value.

Beijing Capital International Airport  
Company Limited  
Chairman

宋强

The year 2025 marks a pivotal juncture, coinciding with the conclusion of the 14th Five-Year Plan and the strategic launch of the 15th Five-Year Plan period. As the "First Gateway of China," Beijing Capital Airport has consistently aligned its development with national strategies, embracing the responsibilities of a national gateway. In the face of a complex and evolving operating environment, we remained resilient and proactive, effectively addressing challenges while steadfastly advancing high-quality development. During the year, we successfully fulfilled the core green development tasks set for China's civil aviation sector under the 14th Five-Year Plan, while steadily embedding ESG principles into the Company's strategic framework. These efforts have laid a solid foundation for sustainable and high-quality development as we move into the 15th Five-Year Plan period.

**We place safety at the core to safeguard the foundation for sustainable development.** Safety remains our highest priority. Guided by the principle of safe development, we continued to strengthen precision in risk prevention and control, enhance the intelligence of operational management, and reinforce safety accountability across all levels. By deepening the application of our Smart Safety Management Platform and further cultivating a robust safety culture, we have achieved dynamic risk management and precise identification of potential hazards. At the same time, we strengthened collaborative coordination with all stakeholders at Beijing Capital Airport, fostering a shared governance framework that combines collective synergy with intrinsic momentum for proactive safety management. These efforts have supported the airport's high-quality development to meet increasingly high standards. Throughout the year, no safety incidents attributable to airport responsibility occurred; bird strikes within the airport responsibility area remained at zero for the second consecutive year; ground-related safety incidents within the airport area declined significantly, reaching the best level in nearly a decade; and the successful completion of transport support for major events, including commemorative activities marking the 80th anniversary of the victory in the War of Resistance Against Japanese Aggression.

**We leverage innovation to elevate service quality and passenger experience.** Committed to meeting passengers' desire for a better travel experience, we worked closely with all stakeholders to continuously enhance operational and service quality at Beijing Capital Airport. Driven by digital transformation, we accelerated the development of a smart airport, strengthened core technology research and development, and expanded our patent portfolio to enhance operational efficiency through innovation. During the year, we launched a full-process clearance service for international and regional electronic boarding passes, establishing an integrated smart operational and service system across multiple stages of the passenger journey to make travelling more efficient and convenient. We also focused on responding to increasingly diverse passenger needs and improving the travel experience. A total of 26 service products were introduced. The customer rights protection framework was further strengthened, communication channels increased, and complaint handling procedures were optimized. As a result, passenger satisfaction remained consistently high.

**We advance green development to strengthen our ecological stewardship.** Adhering to the philosophy of green development, we accelerated the integration of environmentally sustainable practices into our operations and advanced our green transition. In actively supporting China's "dual carbon" goals, we incorporated sustainability principles throughout the full lifecycle of planning, construction, and operations, steadily advancing the development of a "Dual-Carbon Airport". During the year, the Company participated in carbon allowance market trading for the first time, achieving the monetization of carbon allowances. Through optimizing the energy mix, expanding the adoption of new energy vehicles, increasing the coverage of APU replacement facilities, promoting LED lighting retrofits and photovoltaic projects, and purchasing approximately 70 million kWh of green electricity, the distributed photovoltaic power generation reached approximately 1.73 million kWh in 2025. Clean energy accounted for 15.17% of total energy consumption for the year, supporting the steady growth of renewable energy use. By establishing comprehensive lifecycle management systems for waste gas, wastewater, and solid waste, we achieved full coverage of harmless treatment for domestic waste. Ecological restoration within the flight area and the development of an intelligent bird-strike prevention system have integrated biodiversity protection into airport operations, promoting harmonious coexistence between the airport and the natural environment. In recognition of its achievements in green and low-carbon development, Beijing Capital Airport was awarded the Four-Star "Dual-Carbon Airport" designation by the China Civil Airports Association in 2025, becoming the first large international hub airport in Northern China's civil aviation sector to receive this honor.

**We put people first to foster shared progress and collective strength.** Guided by the philosophy of people-centered development and the belief that collective endeavor leads to enduring success, we value the dedication of every employee and partner and are committed to fostering a safe, healthy, and inclusive workplace. We continued to enhance our employee career development system and strengthened the protection of employees' legitimate rights and interests. Targeted initiatives were introduced to address the needs of specific groups, including female employees and ethnic minority employees, while our employee welfare system was further upgraded. Care programs such as "Cooling Care in Summer" and "Summer Health Support" were organized to improve employees' sense of well-being and belonging. Meanwhile, we actively fulfilled our social responsibilities by supporting rural revitalization through targeted donations and consumption-based assistance, and by expanding volunteer services and public education initiatives on civil aviation, demonstrating our commitment to corporate responsibility through concrete action.

Looking ahead to 2026, at the new starting point of the 15th Five-Year Plan period, we remain forward-looking and resolute. The strength of an enterprise lies in steady progress through incremental steps, while the path to sustainability rests on strengthening fundamental capabilities. We firmly believe that ESG is not an additional burden, but a core driver that enables enterprises to achieve steady and sustainable development. It represents the essential pathway for harmonizing economic value, social value, and environmental value.

Though the road ahead may be long, perseverance will lead us to our destination. Beijing Capital Airport will continue to fully implement the new development philosophy and further develop its ESG management system, advancing steadily in safe development, maintaining a long-term commitment to green transformation, and taking responsibility in fulfilling its social obligations. We will remain committed to our mission of "building a benchmark for service excellence in China and developing an international aviation hub." With stronger determination, more pragmatic measures, and more systematic collaborations, we will translate ESG principles into tangible outcomes for sustainable development, promote both qualitative improvement and reasonable quantitative growth, and open a new chapter in the high-quality development of Beijing Capital Airport, contributing the strength of the "national gateway" to the advancement of China's civil aviation sector and the broader journey toward Chinese modernization.

# United Nations 2030 Sustainable Development Goals (SDGs) Response

SDGs	Our actions	Section
	We responded to the national rural revitalization strategy by contributing to rural development across the board. Donations were made to Cele County, Xinjiang for local economic development.	Gathering the Power of Goodness
	We contributed to rural industrial growth and reinforced poverty alleviation efforts by purchasing agricultural and sideline products for consumption assistance.	Gathering the Power of Goodness
	We improved the safety management system framework, upgraded the intelligent monitoring technology platform, and deepened the implementation mechanism of post safety responsibilities. We conducted occupational health surveillance for our employees, including pre-job occupational health examinations, regular occupational health examinations during employment, and occupational health examinations upon the termination of employment, so as to protect employees' occupational health and prevent occupational diseases.	Consolidating the Safety Foundation
	We refined the career advancement and incentive mechanism, and improved promotion pathways. We encourage employees to pursue continuous learning with rewards for academic degrees and professional qualifications. We established a systematic talent development mechanism by integrating online and offline models for diversified training programs for onboarding and specializations.	Jointly Promoting Talent Development
	Committed to building a diverse, equal and inclusive working environment, we took action to protect the rights and interests of female employees through the <i>Special Collective Contract on the Protection of Female Employees' Rights and Interests</i> . We implemented the work deployment of the BCIA "National Gate Her Action" initiative by ensuring equal pay for equal work and eliminating gender-induced pay gaps.	Jointly Promoting Talent Development
	We conducted regular surveys of water usage, strengthened real-time tracking of the supply system, invested in water-efficient technologies and similar upgrades and expanded water recycling initiatives by reusing reclaimed water, rainwater, and wastewater from drinking fountains. Targeted in-person and online training programs and awareness-building campaigns were held regularly.	Optimizing Resource Utilization
	We expanded the use of renewable energy, added photovoltaic power generation projects, purchased green electricity, and promoted the use of new energy vehicles to advance green transition.	Climate Change Response
	We paid close attention to employees' mental health, provided free Employee Assistance Programs (EAP) and professional psychological counseling services, completed the centralized replacement of third-generation social security cards, and launched the post-consultation direct settlement service for supplementary medical insurance, providing more timely and convenient support for employees' health protection. Additionally, we took active part in rural revitalization and social welfare programs, contributing to a harmonious society.	Jointly Promoting Talent Development Gathering the Power of Goodness
	We advanced the upgrading of intelligent systems, implemented data security management measures, and participated in industry collaboration and innovative practices by leveraging technology to enhance operational efficiency and management capabilities.	Safeguarding Excellent Quality

SDGs	Our actions	Section
	Complying with laws and regulations, we established a fair and standardized employment management system, explicitly prohibited discrimination during recruitment, prohibited child labor and forced labor and ensured equal rights for all in wage negotiations and career advancements.	Jointly Promoting Talent Development
	We encouraged employees to participate in voluntary and community services, extensively carried out and participated in various social welfare activities, fulfilled its social responsibilities, and promoted social harmony and sustainable development.	Gathering the Power of Goodness
	Fully committed to efficient use of resources, we continued to manage energy and resources throughout their lifecycle, improved efficiency of water use, increased investment in and application of clean energy, and enhanced efficiency of resource use.	Optimizing Resource Utilization
	Committed to carbon peaking and carbon neutral goals, we formulated roadmaps and action plans, enhanced internal climate response mechanisms, strengthened climate adaptation and risk mitigation efforts for airport infrastructure, accelerated adoption of clean energy and enhanced climate resilience across the board.	Climate Change Response
	We placed thorough oversight over potential operational impact on biodiversity and ecosystems, and formulated seasonal and scene-based response to wild duck congregations in nearby rivers.	Preserving the Environment and Ecosystem
	We adopted green construction standards, strengthened dynamic monitoring and targeted restoration of soil, stepped up protection of native vegetations, lowered disruption to nearby ecosystems from our operations and pursued harmony between the airport and its surrounding environment.	Preserving the Environment and Ecosystem
	We built a risk control system covering all aspects of our business, strictly complied with laws and business ethics, ensured lawful, compliant and orderly airport operations, advanced integrity systems and bolstered the foundation for safe and steadfast operations.	Strengthening the Compliance Foundation Strengthening Integrity Governance
	We practiced responsible procurement, systematically assessed our suppliers' performance in environmental protection, business ethics, labor rights and other respects. We continued to ensure supply chain sustainability by working with our partners to fulfill social responsibilities and improve environmental performance.	Sustainable Supply Chain

# 2025 ESG Highlights Performance

## Governance

Management level anti-corruption training totaled

**2,519** hours

Integrity training for employees totaled

**18,705.5** hours

## Social

**No incidents** of passenger privacy leakage

Total number of volunteers:

**239** persons

**100%** of employees received health checkups

Total volunteer hours:

**831** hours

Total training investment reached

RMB **3.784** million

## Environment

Greenhouse gas (CO<sub>2</sub>) emission intensity

decreased by **16.31%** compared with 2024

Green electricity consumption

increased by **133%** compared with 2024

Total comprehensive energy consumption remained within the target of

**59,700** tons of standard coal equivalent

Hazardous waste

decreased by **25.43%** compared with 2024

Renewable energy consumption

increased by **124.82%** compared with 2024

# About Us

Beijing Capital International Airport is a key national aviation gateway and an important window for China's international flight transits. As a core junction connecting Europe, Asia and North America, Beijing Capital International Airport has developed into an international aviation hub linking the three major global aviation markets, leveraging its advantageous geographical location, convenient transfer processes and efficient coordinated operational capabilities. It also serves as a core hub supporting the coordinated development of the Beijing-Tianjin-Hebei region. The airport has three passenger terminals, three runways and two control towers, and is equipped with comprehensive safety assurance systems and intelligent operational facilities.

BCIA adheres to the vision of "building Beijing Capital International Airport into a world-class large international

aviation hub." Upholding the corporate spirit of "shouldering heavy responsibilities, being dedicated, collaborating in unity, and accomplishing the mission," and adhering to the core values of utmost sincerity and simplicity, the Company is committed to creating a world-class large international aviation hub. As of the end of 2025, a total of 54 airlines operate scheduled commercial flights at Beijing Capital International Airport, including 6 cargo airlines, comprising 22 domestic (including those from Hong Kong, Macao and Taiwan regions of China) airlines and 32 overseas airlines. These airlines connect the airport to 226 destinations across 58 countries and regions, including 134 domestic (including Hong Kong, Macao and Taiwan regions of China) destinations and 92 international destinations.

A total of **54** airlines operate scheduled commercial flights including 6 cargo airlines

connect the airport to **226** destinations

**22** domestic (including those from Hong Kong, Macao and Taiwan regions of China) airlines (including 6 regional carriers)

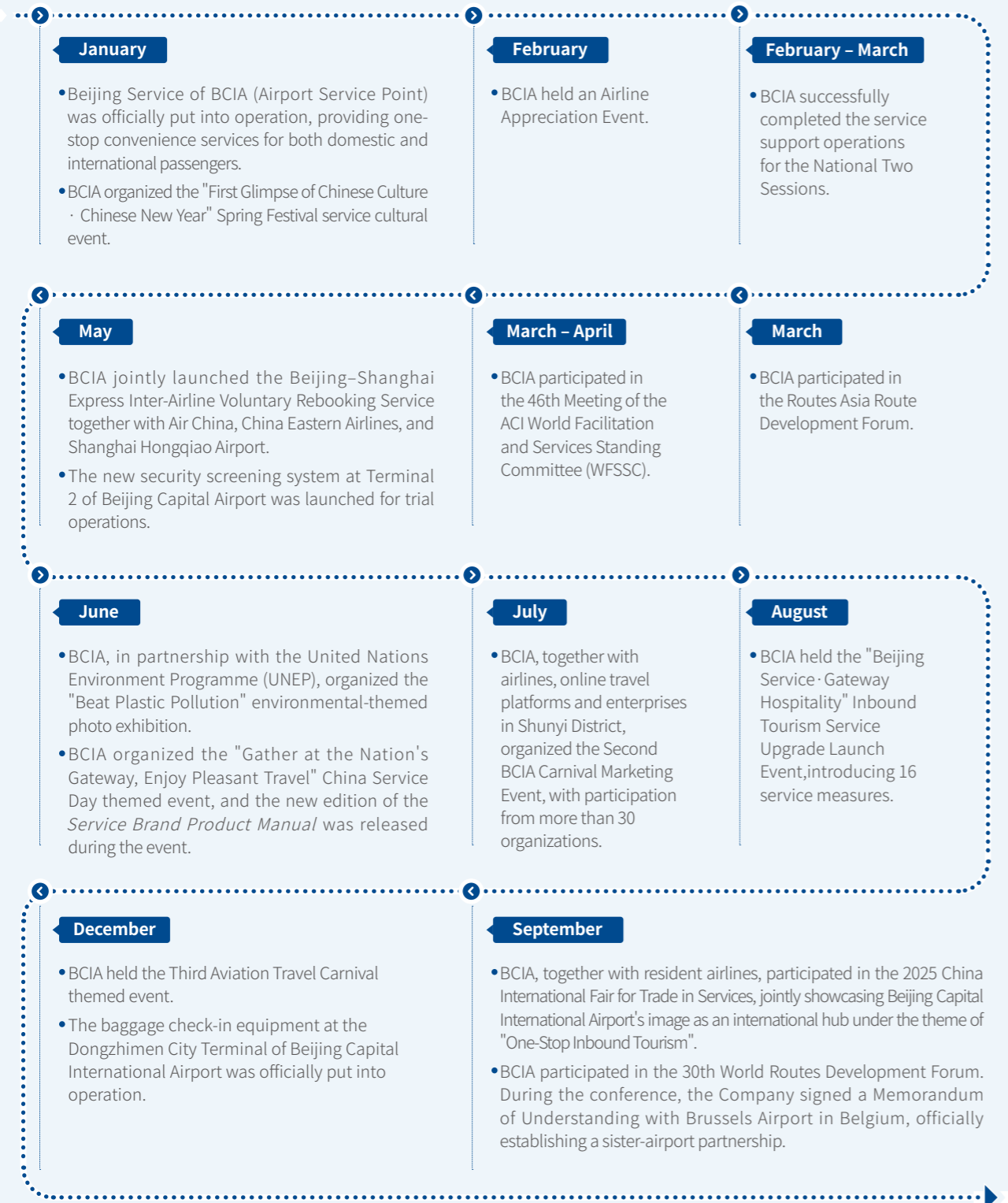
**32** overseas airlines

**134** domestic (including Hong Kong, Macao and Taiwan regions of China) destinations (including 3 regional destinations)

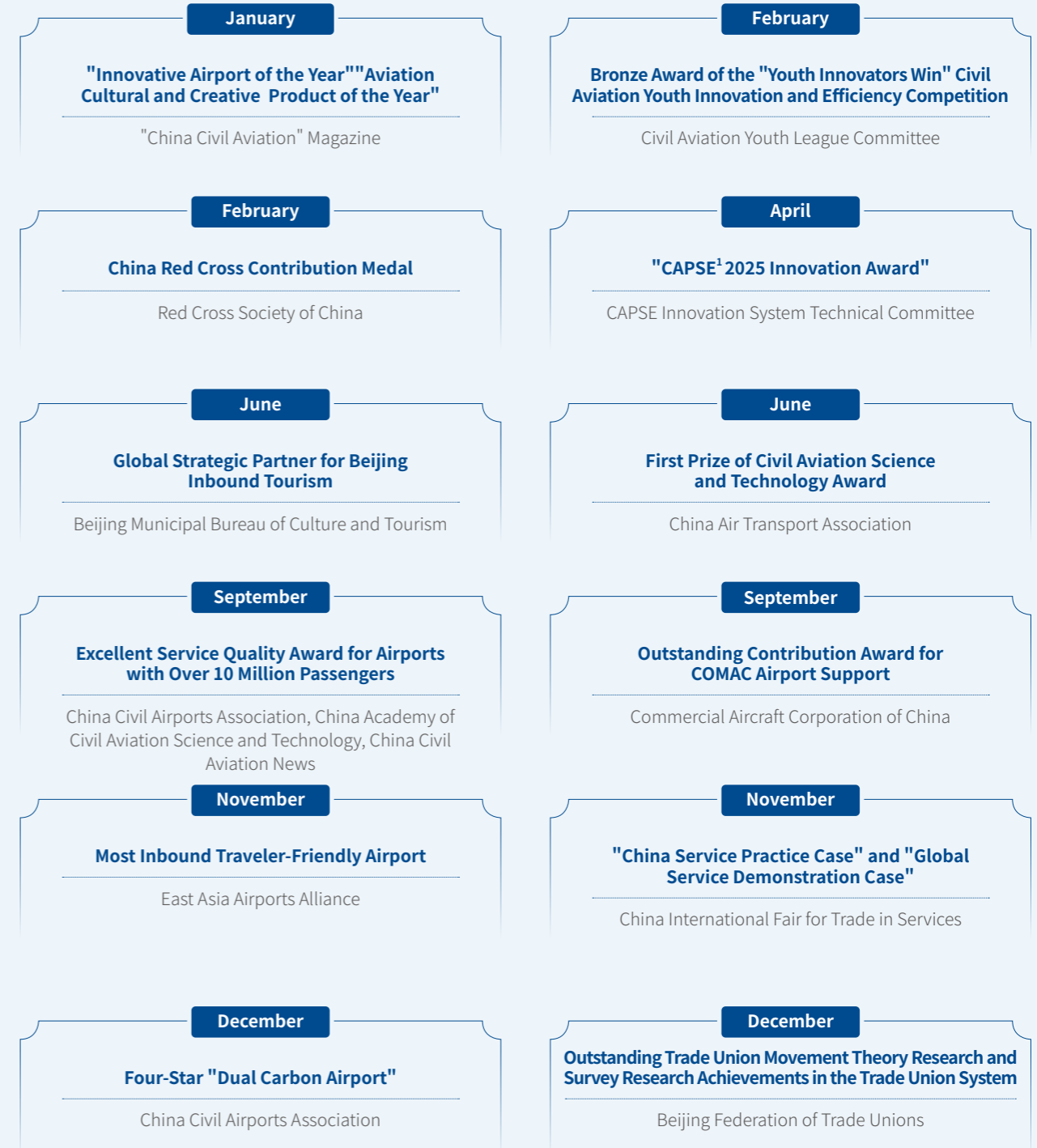
**92** international destinations



## 2025 Major Events



## 2025 Awards and Honors



<sup>1</sup> CAPSE stands for Civil Aviation Passenger Service Evaluation, a third-party professional evaluation institution specializing in civil aviation service assessment. It evaluates and ranks service quality of airlines, airports and other civil aviation entities by collecting and analyzing authentic passenger feedback.

# Statement of the Board of Directors

The Company firmly upholds the principle of sustainable development and has incorporated the comprehensive establishment and continuous improvement of the ESG management system into the Company's strategic implementation. Through ongoing optimization of governance mechanisms and management practices, the Board actively leads the Company toward higher-quality and more sustainable development.

## Oversight of ESG Matters

The Board of Directors serves as the highest decision-making body for ESG matters. The Board regularly reviews the progress of ESG targets and closely monitors major ESG issues related to sustainable development and stakeholder concerns. Under the Board, the Strategy and Sustainable Development (ESG) Committee is responsible for supervising ESG governance work and regularly reporting to the Board on the implementation progress of ESG-related initiatives.

## ESG Policies and Strategies

The Company integrates ESG governance into its daily management system. Through macro policy analysis and stakeholder communication, the Company continuously identifies and manages key ESG issues. In 2025, the Company further strengthened the three-tier governance structure consisting of the governance level, management level, and execution level, and incorporated key ESG indicators—such as safety management, energy conservation and emission reduction, and procurement management into the performance evaluation system of senior management, thereby fully integrating ESG principles into governance structures and daily operations.

## Review of ESG Goals

The Board regularly conducts materiality assessments to systematically identify risks and opportunities in the areas of environment, society, and governance. In 2025, the Board focused on key ESG issues, including safe operations, corporate governance, risk management, passenger services, business ethics, employee rights and interests, supply chain management and technological innovation. The Board also placed particular emphasis on the effectiveness of implementation pathways and action plans related to climate change response and resource and energy utilization, in order to continuously enhance the Company's sustainability performance.

This Report discloses detailed information on the progress and achievements of the Company's ESG performance in 2025, and was approved by the board of directors in April 2026.



# Topic A Fully Paperless Travel Experience for Outbound Passengers

BCIA actively responded to the policy initiatives of the Civil Aviation Administration of China ("CAAC"), including the *Action Outline for the Construction of "Four-Type Airports" in Civil Aviation* and the *Notice on Accelerating the Implementation of the "Paperless Travel" Convenience Program*. Focusing closely on the practical needs of airlines and passengers, we adopted a problem-oriented approach, promoting service innovation and efficient inter-organizational collaboration. For the first time, a "one-document clearance" service based on mobile electronic boarding passes was introduced for international and regional flights, pioneering a fully paperless travel experience throughout the outbound passenger journey.

## Digital Clearance Across the Entire Journey, Enhancing Efficiency and Experience

BCIA leverages technology to empower service innovation and has successfully developed a paperless electronic boarding pass clearance system covering the entire passenger travel process. Through the establishment of an integrated digital solution across the entire operational chain, seamless connectivity from online check-in to boarding has been achieved, creating a more efficient, convenient and intelligent modern travel experience for passengers.

### Full Process of Electronic Boarding Pass Clearance Service for International and Regional Flights at BCIA

**Before Travel:** Passengers may obtain electronic boarding passes through airline websites, mobile applications, or WeChat mini-programs.

**Security Check:** Passengers present their valid travel documents and the QR code generated on their mobile phone for security screening. Security personnel verify the electronic boarding pass by scanning the code. For passengers without checked baggage, the mobile electronic boarding pass eliminates the need to queue at check-in counters, saving approximately 15 minutes.

**Boarding:** Boarding gates are equipped with devices capable of scanning electronic boarding passes, enabling rapid verification and boarding.



Ground service personnel Verifying Passenger's Electronic Boarding Pass

## Building a Scalable Service Network and Creating a Convenient Industry Ecosystem

Driven by digital innovation, BCIA is accelerating the transformation of the civil aviation service ecosystem. Amid the development of smart civil aviation service, we have taken the lead in establishing an industry benchmark for electronic boarding pass full-process service system. Through cross-institutional collaboration and cross-system integration, BCIA has successfully built a large-scale service network covering major international aviation hubs worldwide, enabling passengers to enjoy a seamless paperless travel experience. This initiative also provides a replicable and scalable model for the digital transformation of the aviation industry. As of December 2025, the electronic boarding pass full-process service network for international and regional routes at BCIA has taken initial shape,

covering 20 international and regional routes, 15 domestic and international airlines and 354 weekly flights. The service currently supports 11 international and regional routes operated by Air China, including flights from Beijing to Sydney, Melbourne, Hong Kong and Singapore. 14 airlines, including but not limited to Cathay Pacific Airways, Hong Kong Airlines, Lufthansa, United Airlines and Asiana Airlines, have also joined the initiative and operate 12 routes connecting Beijing with Hong Kong, Munich, San Francisco, Seoul, Paris (Charles de Gaulle), Amsterdam, Macao, Taipei, Istanbul, Dubai and Singapore (Changi), together forming a highly efficient and convenient electronic boarding pass service network.

## Creating Multi-Dimensional ESG Value and Gaining Recognition from Both the Market and the Industry

BCIA enhances the passenger experience through intelligent innovation, streamlining traditional clearance procedures and enabling a smart transformation that significantly improves operational efficiency. The adoption of electronic boarding passes has substantially reduced the use of paper boarding passes and related materials, thereby lowering resource consumption and waste generation at the source and contributing to low-carbon operations. Since its launch, the smart service system has received several major recognitions, including the "CAPSE Innovation Award 2025" and the "Outstanding Service Demonstration Case of the 'Air Silk Road' at the China International Fair for Trade in Services (CIFTIS)". At the same time, the initiative has earned positive feedback from passengers and airlines, gaining widespread recognition from both the market and the aviation industry.



CAPSE Innovation Award Certificate 2025



CIFTIS "Air Silk Road" Construction Service Demonstration Case

Looking ahead, we will further deepen our cooperation with airlines and expand the scope of paperless travel services, while continuously responding to airline operational needs and exploring optimized data interaction mechanisms to further improve operational efficiency, contributing additional momentum to the development of smart civil aviation services and the construction of a world-class aviation hub.

# GOVERNANCE

## 01 Governance

A sound governance structure provides the foundation to guarantee the Company's steady and sustainable development. BCIA adheres to the principle of standardized operations, continuously improves its corporate governance system, strengthens stakeholder engagement, and transforms governance effectiveness into development momentum to ensure that the Company advances along a sustainable development path.

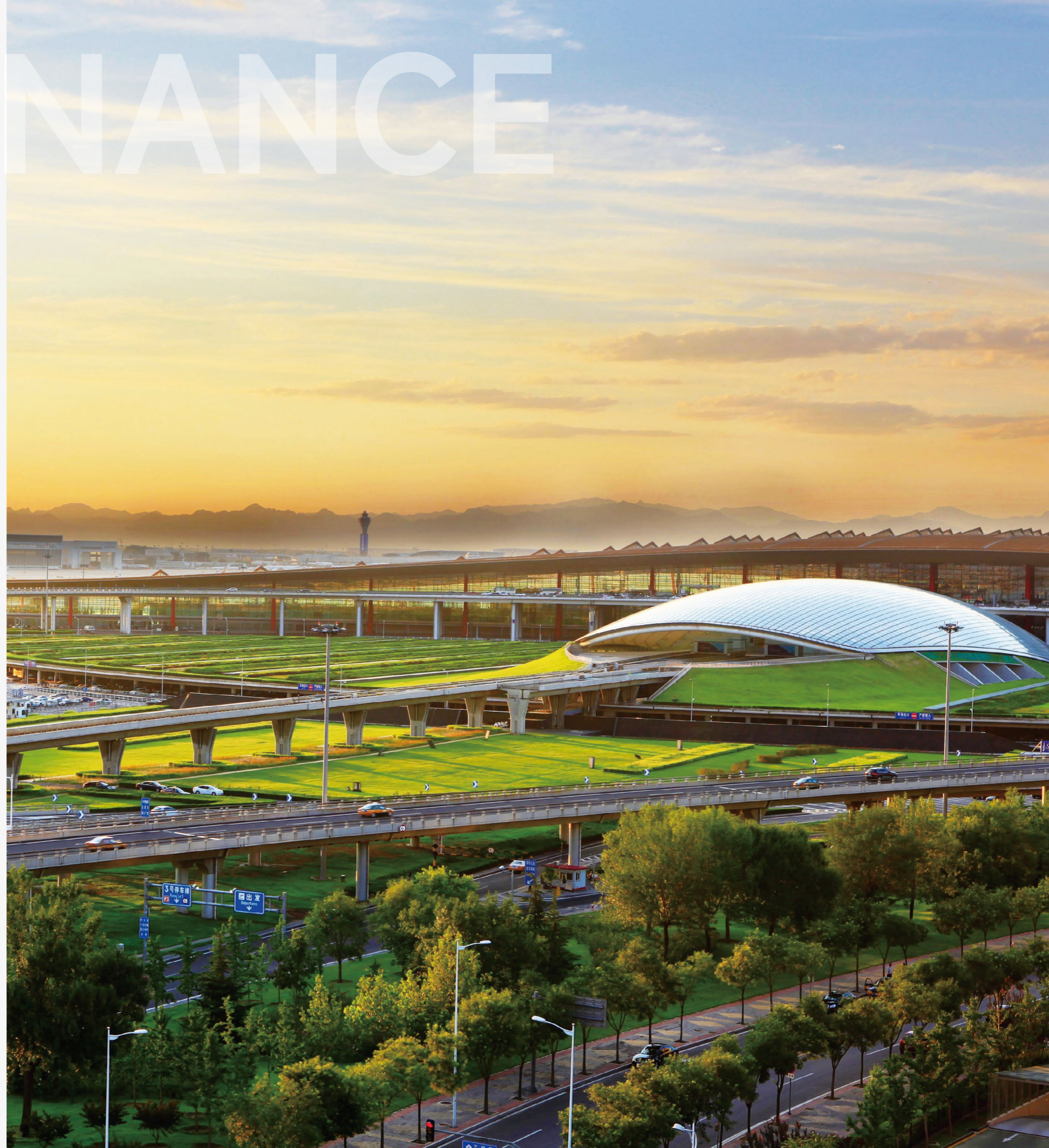
### Material ESG issues responded to in this chapter

- Corporate Governance
- Risk Management
- Business Ethics and Anti-corruption

### ESG indicators of the Stock Exchange of Hong Kong covered in this chapter

- B7 Anti-corruption

### SDGs targets responded to in this chapter



# Advancing ESG Management



Effective governance sets the direction and standardized management drives development. BCIA integrates ESG principles into its corporate strategy and daily management practices, continuously optimizing governance mechanisms and building a comprehensive and efficient sustainability management system. At the same time, the Company attaches great importance to stakeholder communication, focuses on the management of material issues, actively responds to stakeholder concerns, and promotes sustainable corporate development.

## Corporate Governance

The Company strictly complies with the *Company Law of the People's Republic of China* and the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* (the *Listing Rules*), continuously improving its compliance governance framework to ensure stable operations. In 2025, the Company further deepened governance reforms by revising and improving key governance documents, including the *Articles of Association* and the *Rules of Procedure for the Board of Directors*. The Company also completed the reform of the supervisory structure by abolishing the Supervisory Committee and adding an Employee Director position. Meanwhile, the Company further optimized the responsibilities and operating mechanisms of the Board of Directors and its specialized committees, strengthening the Board's central role in corporate governance and strategic development and enhancing governance efficiency.

### Board Diversity

The Company places great emphasis on Board diversity and evaluates Board composition across multiple dimensions, including gender, age, cultural and educational background, and professional experience, ensuring a well-balanced Board structure.

### Board Effectiveness

The Company regularly convenes Board meetings to ensure transparency in corporate governance, support strategic decision-making, and maintain compliance and operational efficiency.

### Board Independence

The Company attaches great importance to maintaining the independence of the Board to effectively safeguard the interests of the Company and all shareholders.

Further details regarding the Company's governance structure and Board composition can be found in the "Corporate Governance Report" section of the Company's 2025 Annual Report.

## ESG Governance

BCIA maintains a sound three-tier ESG governance structure and operational system encompassing the governance, management, and execution levels. The governance level is responsible for strategic decision-making and supervision, the management level is responsible for coordination and resource allocation, and the execution level is responsible for implementation and performance delivery. This structure ensures clear responsibilities and effective coordination, enabling efficient ESG governance and management.

The Board of Directors serves as the highest decision-making body for ESG governance and is responsible for determining the strategic direction of sustainable development, reviewing major ESG and climate-related matters, and formulating medium- and

long-term ESG development goals and implementation pathways. The Board has established the Strategy and Sustainable Development (ESG) Committee, which performs supervisory and advisory responsibilities for ESG-related matters in accordance with the *Terms of Reference and Operating Model of the Strategy and Sustainable Development (ESG) Committee*. During the reporting period, the Company linked ESG performance indicators—including safety management, energy conservation and emission reduction, and procurement management—to management remuneration, thereby promoting the effective management and implementation of key ESG issues and ensuring the realization of strategic ESG objectives.

### ESG Governance Structure and Responsibilities



## Stakeholder Engagement

To continuously enhance transparency regarding sustainable development, the Company has established a systematic stakeholder communication system to ensure smooth, efficient and long-term communication with stakeholders. The Company's stakeholders include, but are not limited to, government and regulatory authorities, passengers, investors, employees, airlines and various on-site entities, suppliers, communities, and industry partners. Through diverse channels such as regular meetings, satisfaction surveys, public welfare projects, and industry exchanges, two-way communication is conducted on a regular basis. The Company continually listens to concerns from all parties, and timely identifies and actively responds to stakeholders' expectations and suggestions regarding the Company's ESG performance.

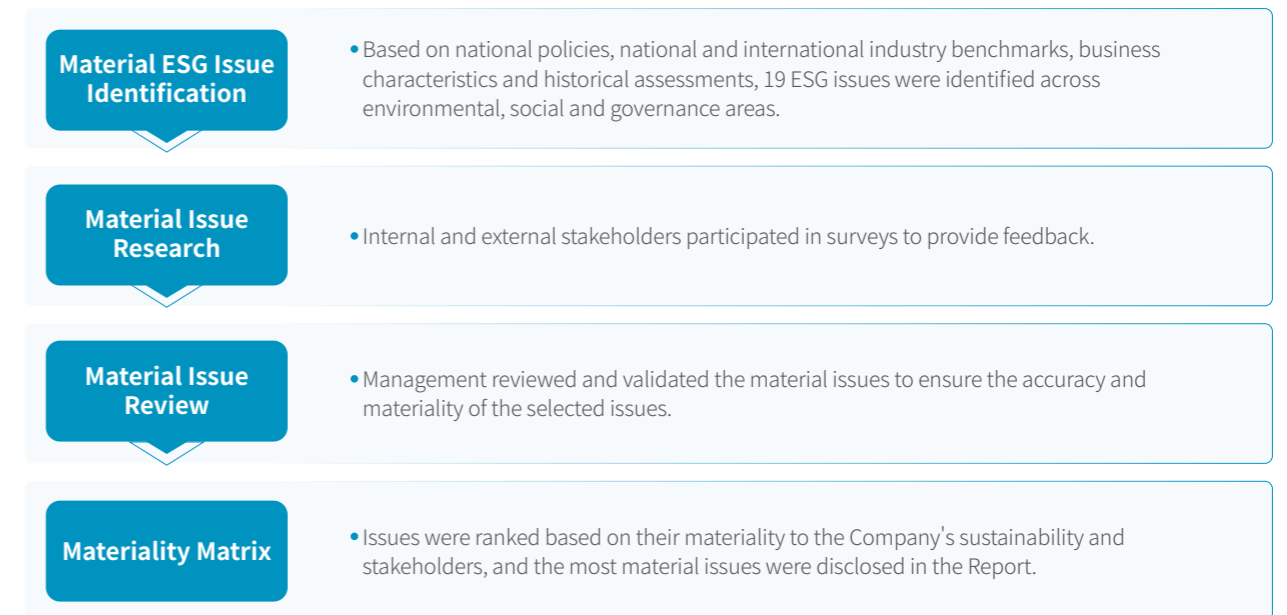
### Stakeholder Engagement Mechanisms of BCIA

Stakeholder	Expectations and Concerns		Communication Channels	
Government and regulatory authorities (Beijing Municipal Government, Civil Aviation Administration of China, Air Traffic Management Bureau, etc.)	<ul style="list-style-type: none"> <li>Safety assurance</li> <li>Passenger service</li> <li>Environmental protection</li> </ul>	<ul style="list-style-type: none"> <li>Employee rights</li> <li>Social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Special reports</li> <li>Research visits</li> <li>Project cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Meetings</li> <li>Statistical reports</li> </ul>
Passengers	<ul style="list-style-type: none"> <li>Safety assurance</li> </ul>	<ul style="list-style-type: none"> <li>Service quality</li> </ul>	<ul style="list-style-type: none"> <li>Passenger services</li> <li>Satisfaction surveys</li> <li>Internal control system improvement</li> <li>Regular announcements and reports</li> <li>General meetings of shareholders and conferences of the Board of Directors and the Board of Supervisors</li> </ul>	<ul style="list-style-type: none"> <li>Online services</li> </ul>
Investors / Shareholders	<ul style="list-style-type: none"> <li>Information disclosure</li> <li>Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Financial performance</li> <li>Investor protection</li> </ul>	<ul style="list-style-type: none"> <li>Investor visits, conference calls, and investment banking strategy sessions</li> </ul>	
Employees	<ul style="list-style-type: none"> <li>Employee rights</li> <li>Career development,</li> </ul>	<ul style="list-style-type: none"> <li>Compensation and welfare</li> </ul>	<ul style="list-style-type: none"> <li>Democratic communication</li> <li>Employee representative meetings</li> <li>Communication mechanisms including Beijing Capital International Airport Passenger Service Promotion Committee</li> </ul>	<ul style="list-style-type: none"> <li>Trade Union and Employee Service Center</li> <li>Suggestions, mailboxes and company WeChat</li> </ul>
Resident Airlines & Partners	<ul style="list-style-type: none"> <li>Safety assurance</li> <li>Passenger services</li> </ul>	<ul style="list-style-type: none"> <li>Joint development</li> </ul>	<ul style="list-style-type: none"> <li>Conference and communications</li> <li>Service review activities</li> </ul>	
Suppliers & Contractors	<ul style="list-style-type: none"> <li>Corporate reputation</li> <li>Financial performance</li> </ul>	<ul style="list-style-type: none"> <li>Transparent procurement</li> </ul>	<ul style="list-style-type: none"> <li>Business negotiations</li> <li>Contracts and agreements</li> </ul>	<ul style="list-style-type: none"> <li>Training and technical exchanges</li> </ul>
Communities	<ul style="list-style-type: none"> <li>Volunteer services</li> <li>Social welfare</li> </ul>	<ul style="list-style-type: none"> <li>Community development</li> </ul>	<ul style="list-style-type: none"> <li>Major event support</li> <li>Charity programs</li> </ul>	<ul style="list-style-type: none"> <li>Volunteer activities</li> </ul>
Industry Peers	<ul style="list-style-type: none"> <li>Exchange and cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Industry development</li> </ul>	<ul style="list-style-type: none"> <li>Forum and conference</li> <li>Exchange and learning</li> </ul>	<ul style="list-style-type: none"> <li>Industry alliances</li> </ul>

## Materiality Assessment

Adhering to the ESG Code in the Appendix C2 (*Environmental, Social and Governance Reporting Code*) to the *Listing Rules* and national policy requirements in all aspects, and taking into account the actual circumstances of the Company development, BCIA continually optimizes the mechanism for identifying and assessing material ESG issues. Using systematic analytical tools and methodologies, it comprehensively considers the importance of various issues to the Company's development and the degree of attention paid by stakeholders, ensuring that the identification and disclosure of material issues meet their expectations, which guides and promotes the further development of the Company's sustainable development and ESG practices.

### ESG Materiality Assessment Process



#### Principle of Quantitative

- This Report provides key performance indicators in quantitative form wherever possible and includes historical data to facilitate readers' assessment of ESG performance.



#### Principle of Balance

- This Report is prepared based on objective facts and reliable information sources and statistical methods, and comprehensively discloses the ESG performance of the Company, while avoiding any expressions or presentation formats that may inappropriately influence readers' decisions or judgments.

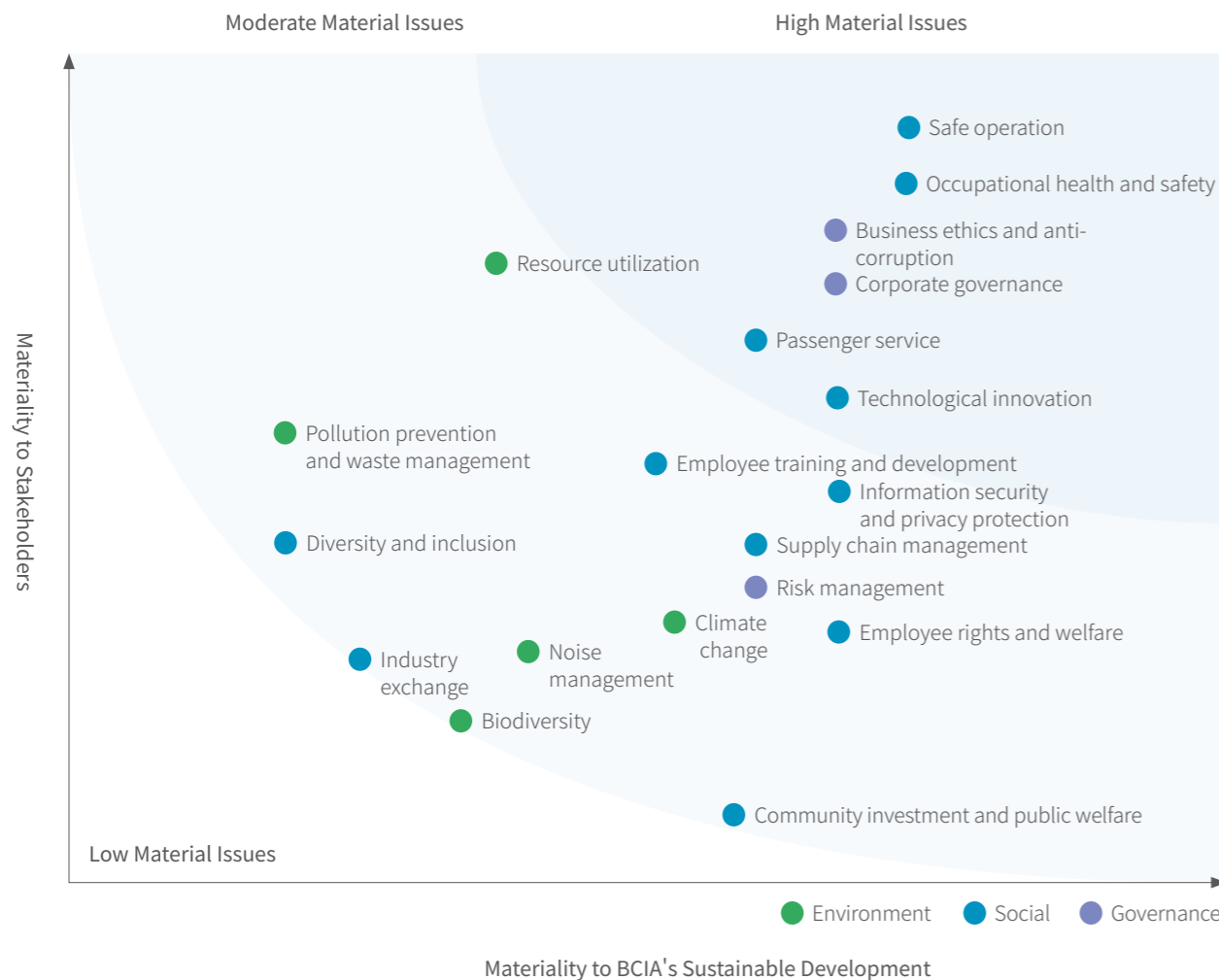


#### Principle of Consistency

- Unless otherwise stated, where practicable, the Report adopts statistical and disclosure methods consistent with those used in previous years to ensure the comparability of ESG performance data.

2025 ESG Material Issue Identification and Assessment at BCIA

Materiality	ESG Material Issues	Materiality	ESG Material Issues
Highly Material Issues	1 Safe operation	Moderately Material Issues	11 Risk management
	2 Occupational health and safety		12 Climate change
	3 Business ethics and anti-corruption		13 Employee rights and welfare
	4 Corporate governance		14 Noise management
	5 Passenger service		15 Biodiversity
	6 Technological innovation		16 Community investment and public welfare
Moderately Material Issues	7 Resource utilization		17 Pollution prevention and waste management
	8 Employee training and development		18 Diversity and inclusion
	9 Information security and privacy protection		19 Industry exchange
	10 Supply chain management		



2025 ESG Materiality Matrix at BCIA

# Strengthening the Compliance Foundation



Risk management is the cornerstone of standardized operations, while compliant operations provide essential support for value creation. BCIA continues to strengthen the development of rule-of-law governance and internal control systems, enhance risk prevention at the source and full-process risk management, and improve its compliance management system, thereby reinforcing the foundation for operational safety.

## Risk Management

BCIA, in accordance with the Group's regulations on internal control and compliance management, continuously optimizes the closed-loop process from risk identification and analysis to management and control. Each business department strictly fulfills its primary responsibility for risk management and promotes the establishment of risk prevention and control mechanisms covering their respective operational areas and positions, thereby ensuring effective operation of the safety management system from an organizational and execution perspective.

BCIA has systematically deployed a comprehensive risk management and internal control mechanism across the entire operational process and built a risk defense system covering the entire business chain. The Party Committee strictly performs its responsibilities of "setting direction, managing the overall

situation, and ensuring implementation", conducting prior reviews of major operational and management matters. The Board of Directors is responsible for supervising and evaluating the effectiveness of the Company's risk management and internal control systems. Under the Board, the Audit and Risk Management Committee, composed of four independent non-executive directors, is responsible for monitoring the quality of the Company's financial information and the operation of its risk management system. The Company has also established a standing Risk Management Committee to coordinate the construction of internal compliance and risk management mechanisms. Through continuous cross-departmental collaboration, BCIA continues to improve the overall risk management system and enhance its effectiveness in key areas such as governance structure, safe operations, service assurance and environmental protection.



BCIA Risk Management Organizational Structure

In 2025, BCIA completed the statistical work on the implementation of risk management and systematically advanced the deepening coverage of the comprehensive risk governance framework. In accordance with the Group's regulations on internal control and compliance management, the Company established a unified risk inventory consisting of six major risk categories and 28 specific risks, including strategic risks, financial risks, corporate governance risks, commercial operation risks, operational management risks, and compliance and legal risks, etc. Targeted control plans have been developed for each secondary risk category.

To further enhance risk prevention capabilities, the Company established a hierarchical supervision and regular inspection system and continuously optimized the dual prevention mechanism for risk and hidden hazard management. Special investigations, targeted rectification and on-site supervision of safety hazards were systematically conducted. Meanwhile, BCIA actively fosters a culture of risk management involving all employees. By establishing training mechanisms covering different levels and positions, the Company continuously enhances employees' ability to identify and respond to risks.

## Compliance Management

With the goal of establishing a comprehensive and systematic compliance management system, BCIA has comprehensively promoted compliance management work, combining compliance management with statutory self-inspection and successfully passing supervision by the regulatory authority. It has also aligned compliance management with institutional management. During the revision of company-level rules and systems, it has strengthened compliance reviews of external laws and regulations and institutional content applicable to the performance of duties by the airport management authority, as well as the sorting and review of control points in business processes. Through standardized processes and systems, the Company ensures the compliance of its operations. In addition, the Company has integrated compliance management with risk management. By incorporating compliance management responsibilities into the functions of the Risk Management Committee, it has further clarified responsibilities for the identification, assessment, and control of compliance risks, establishing a management structure with clear rights, responsibilities, and efficient operations.

The Company has carried out special compliance initiatives in key areas of operation and management, compiling the *Compliance Guidelines for Accounts Receivable Collection* and the *Compliance Guidelines for Payment and Receipt during Contract Performance*. It has also issued compliance reminders including the *Interpretation and Compliance Reminders on the Regulations on Protecting the Payment of Funds by Small and Medium-sized Enterprises (2025 Revision)*, continuously strengthening risk control in operational processes. Based on the duties and work requirements of 24 departments, the Company has developed the *Evaluation Indicators for the Effectiveness of Compliance Management in Key Areas*, gradually building a systematic indicator system for the Company's compliance management.

The Company strictly controls legal and compliance reviews and upholds the bottom line of compliance management. In terms of contract and document compliance management, it has strengthened reminders for key time points such as contract termination, established a tracking list for major contracts, and used digital tools to issue risk reminder notices on backdated contracts, achieving 100% legal and compliance review of all contracts. During the reporting period, the Company continued to optimize its standard document system, completing a total of 71 revisions and updates to standard texts (clauses), providing institutional safeguards for compliant operations. In addition, it has added integrated management clauses to service-type standard contracts to strengthen performance control over contractors. In terms of business administration, the Company has completed statutory filings and registrations such as amendments to the Articles of Association and changes to the legal representative in accordance with laws and regulations, ensuring the foundation of its compliant operations.

The Company systematically advances the development of a compliance culture by establishing a multi-level and targeted communication and awareness framework. In 2025, the Company organized five company-level compliance training sessions focusing on topics such as compliance management, intellectual property protection and cybersecurity, through initiatives including the "Compliance Lecture Series" and court hearing observations, including one session dedicated to cyber risk management. These initiatives helped cultivate a corporate culture of "compliance by all and compliance in all aspects," effectively enhancing employees' awareness and response capabilities in cyber risk prevention and strengthening the foundation for company-wide compliance.

### Strengthening Software Compliance Awareness and Building a Cybersecurity Defense



In February 2025, in response to employees' concerns regarding software use, the Company organized a special meeting of the Science and Technology Committee and a cybersecurity seminar to provide employees with targeted training on the legal risks associated with the use of unauthorized computer software and relevant preventive measures. This initiative significantly improved employees' awareness and capabilities regarding compliant software use.



Training on Legal Risks Associated with the Use of Unauthorized Software

## Strengthening Integrity Governance



A strong disciplinary framework serves as foundation of for the Company's long-term and sustainable development. BCIA integrates integrity governance throughout its governance processes, continuously deepening the integrated mechanism of "not daring to be corrupt, not being able to be corrupt, and not wanting to be corrupt," strengthening supervision in key areas and regular integrity education, improving prevention and control systems, and cultivating a culture of integrity, thereby reinforcing the disciplinary and ethical safeguards that support the Company's sustained and healthy development.

### Integrity Governance

In 2025, BCIA strengthened integrity risk prevention through three key measures: institutional improvement, risk classification, and routine supervision.

The Company issued the *Implementation Opinions on the Standardized Application of the "First Form" of Supervision and Discipline Enforcement by Grassroots Party Organizations (Trial)*, establishing a normalized mechanism for early detection and early intervention. Grassroots Party organizations are required to identify and address potential issues at an early stage in ten types of circumstances, including improper interactions with contractors. Meanwhile, the Company revised and improved internal policies including the *Integrity Risk Prevention and Control Manual*, the *Ten Prohibitions for Integrity Practice in the Airfield Management Department*, and the *Ten Prohibitions for Integrity Practice in the Terminal Management Department*, strengthening integrity requirements for employees working in departments involving concentrated resources and funds. The Company also revised and improved institutional rules including the *Regulations on the Management of Party Discipline Punishments* and the *Measures for Follow-up Education for Disciplined Personnel*, further strengthening supervision over Party members' compliance with discipline.

The Company systematically advances the continuous optimization of its anti-corruption management system and has established a top-down governance framework for business ethics with clearly defined responsibilities. The Discipline Inspection Department and the Audit Department serve as dedicated supervisory bodies responsible for the daily supervision of business ethics and the handling of reporting and whistleblowing matters, thereby strictly preventing and curbing violations such as bribery, extortion, fraud and money laundering.

The Company issued the *Guidelines for Integrity Risk Classification in Business Areas* and organized all departments to revise their integrity risk prevention manuals, systematically identifying integrity risks and formulating targeted control measures. In 2025, BCIA completed full coverage of integrity risk classification across all positions, identifying 208 Level-1 integrity risk positions, 482 Level-2 integrity risk positions and 698 Level-3 integrity risk positions. For Level-1 risk positions, enhanced management measures such as job rotation, supervision and training are implemented. To further strengthen integrity safeguards, the Company regularly conducts business ethics audits covering all business lines. For risks identified during audits, corrective measures are formulated promptly and follow-up reviews are conducted to ensure effective operation of the internal risk management system. During the reporting period, no major corruption cases occurred at BCIA.

The Company places particular emphasis on business ethics management in procurement processes and promotes the systematic development of related institutional frameworks. BCIA revised the *Terminal Construction Project Management Measures* to further standardize the supervision of construction projects; revised the *Supplier Management Regulations for Construction Projects* to improve the procedures and disciplinary principles for identifying and penalizing dishonest suppliers; and revised the *Management Measures for the Property Owner Evaluation Expert Database for Construction Projects* to introduce additional requirements on the proper performance of duties, integrity, and self-discipline for property owner evaluation. In addition, the Company strengthened oversight of key procurement projects and critical procedures by implementing a dual supervision mechanism combining technological and manual supervision. Clear requirements are established for conflict-of-interest prevention, integrity evaluation and behavioral standards, thereby standardizing supplier selection procedures at the source and reinforcing the business ethics safeguards in procurement activities.

In 2025, BCIA completed full coverage of integrity risk classification across all positions identifying

Level-1 integrity risk positions

208

Level-2 integrity risk positions

482

Level-3 integrity risk positions

698

## Reporting and Whistleblowing

BCIA adheres to the principle of "anti-corruption participation by all and comprehensive supervision" and continuously improves its reporting and whistleblowing mechanisms to strengthen integrity risk prevention and oversight. The Company strictly implements the *Management Measures for Handling Public Complaints and Proposals* and the *Measures for Daily Supervision of Integrity Risks for Personnel in Key Positions*, establishes efficient internal and external reporting channels, and actively accepts supervision and reporting from employees, partners and other stakeholders regarding business ethics and anti-corruption matters. The Company strictly protects the legitimate rights and interests of whistleblowers and ensures the confidentiality of reporting information and related records. Any form of discrimination or retaliation against whistleblowers is strictly prohibited.



BCIA's Procedures for the Handling of Whistleblowing Reports

Through investigations of petition and reporting cases and routine supervision, the Company's Discipline Inspection Department promptly issues *Disciplinary Inspection Recommendation Letters* when problems are identified and simultaneously puts forward management improvement requirements, effectively promoting corrective actions and improvements to institutional systems. During the year, the Discipline Inspection Department participated in a total of 272 meetings of the Company and its grassroots Party committees, continuously promoting the standardized implementation of the "Three Major and One Large" decision-making procedures and the "First Agenda Item" system. Focusing on key projects and critical management procedures, the Company carried out 482 procurement supervision activities and 26 special supervision activities related to personnel selection and awards. In addition, during the cadre appointment process, the Company completed 1,922 reviews of Party conduct and integrity opinions, effectively strengthening the practical role of supervision mechanisms in risk prevention and compliance assurance.

### Integrity Governance Performance of BCIA in 2025

Oversight of procurement activities conducted	Clues investigated	Reports received within authority
<b>482</b> times	<b>4</b> items	<b>7</b> instances
Integrity opinion responses issued	Supervision of personnel selection and awards	Cases transferred to other departments
<b>1,922</b> times	<b>26</b> times	<b>3</b> items

## Integrity Culture

BCIA continues to strengthen the development of its integrity culture by establishing a governance mechanism combining institutional discipline and cultural cultivation. The Company fully implements the *Measures for Daily Supervision of Integrity Risks for Personnel in Key Positions*, strengthens full-process supervision and integrity risk prevention for key positions, and integrates integrity requirements throughout business operations. Meanwhile, the Company carries out diversified integrity education activities through multiple channels, including short-video publicity, official social media communication, integrity-themed campaigns and on-site training. These initiatives cultivate a corporate culture characterized by integrity and discipline and continuously enhance employees' awareness and responsibility regarding ethical conduct.

The Company attaches great importance to integrity education and awareness-building. During the reporting period, the Company organized multi-level integrity training covering directors, management personnel and frontline employees. In total, 2,519 hours of anti-corruption training were provided to middle and senior management, and 18,705.5 hours of integrity training were provided to employees. In addition, 27 participants attended disciplinary regulation training for Party member candidates, 12 new employees participated in integrity compliance training, and 12 new employees signed an *Corporate Integrity Statement*. The Company also expanded channels for integrity communication by publishing

12 issues of the *National Integrity Gate*, 13 issues of the *Mini-classes on Strict Party Governance*, and 12 integrity-themed social media articles. Content published on the BCIA Integrity Gateway WeChat platform received 6,784 views, further expanding the reach and influence of integrity culture communication.

BCIA actively promotes the extension of integrity culture to business partners and fosters the joint development of integrity consensus. The Company requires all suppliers to sign the *Supplier Management Regulations* as an appendix to contracts, and establishes a co-construction and integrity maintenance mechanism

In addition, the Company organized integrity symposiums with key contractors of the Terminal Management Department and conducted anonymous surveys on integrity culture among employees and stakeholders to systematically understand the current status of integrity culture development and the expectations of stakeholders. Furthermore, ahead of major holidays such as New Year's Day, Spring Festival, Mid-Autumn Festival and National Day, the Company organized on-site visits to terminal merchants to conduct dedicated research and supervision inspections, strictly preventing employees from engaging in improper practices such as seeking personal benefits through gifts or favors, and continuously fostering a clean and upright cooperation ecosystem and business environment.

### Observing a Trial of Duty-Related Crime

In December 2025, to thoroughly implement the national strategy of advancing the rule of law in all respects and further enhance employees' legal awareness and compliance capability, BCIA organized a total of 34 department heads responsible for relevant business operations to attend a court hearing at the Shunyi District People's Court involving a case in which a former employee of a state-owned enterprise was suspected of bribery and money laundering. The court observation activity enabled participants to receive first-hand warning education at a close range, allowing them to fully appreciate the serious consequences of violations and misconduct and to gain a deeper understanding of the importance of performing duties in accordance with the law and maintaining integrity in their professional conduct.



Court Hearing Observation Activity

# ENVIRONMENT

## 02 Environment

At BCIA, we are fully committed to sustainable development in our efforts to build a green airport. Measures have been taken to systematically advance low-carbon transition and rigorously control discharge of pollutants, as efforts aimed at energy saving and consumption reduction are matched by ever more efficient use of energy and resources. We have attached great importance to preservation and restoration of ecosystems in the vicinity of the airport by pushing for environmentally friendly and low-carbon airport operations that are in harmony with the natural environment.

### Material ESG issues responded to in this chapter

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- Climate Change
- Pollution Prevention and Waste Management
- Resource Utilization
- Noise Management
- Biodiversity

### ESG indicators of the Stock Exchange of Hong Kong covered in this chapter

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- A1 Emissions
- A2 Use of Resources
- A3 The Environment and Natural Resources
- Climate-related Disclosure

### SDGs targets responded to in this chapter



# Climate Change Response



BCIA actively implements the national "dual carbon" strategy and practices the philosophy of green and low-carbon development. We follow the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2 Climate-Related Disclosures issued by the International Sustainability Standards Board (ISSB) to assess the impact of climate change on our business. By enhancing our climate management system in governance, strategies, risk control and target-setting, we are improving our ability to adapt to climate challenges and enhance long-term resilience.

## Governance

### Climate Governance Structure

In 2025, we refined our climate governance structure to cover governance, management and executive levels, forming a system that is comprehensive and efficient. We have enhanced our ability to address climate-related risks and seize opportunities by establishing clear responsibilities for each department in managing climate risks and opportunities.

Governance Structure	Responsible Parties	Key Responsibilities
<b>Governance Level</b>	Board of Directors	<ul style="list-style-type: none"> <li>The Board delegates climate-related oversight to the Strategy and Sustainable Development (ESG) Committee, which supervises and approves climate matters.</li> </ul>
<b>Governance Level</b>	Strategy and Sustainable Development (ESG) Committee	<ul style="list-style-type: none"> <li>The Committee oversees the Company's climate governance, monitoring climate-related risks and opportunities and coordinating all climate-related actions.</li> <li>The Committee holds at least one meeting per year to review BCIA's climate strategy, assess progress on climate goals, and report findings to the Board.</li> </ul>
<b>Management Level</b>	General Manager and Deputy General Manager in charge of green airport construction and climate change	<p>The General Manager leads the Company's overall climate response by:</p> <ul style="list-style-type: none"> <li>Approving climate management policies.</li> <li>Setting medium- and long-term climate goals.</li> </ul> <p>The Deputy General Manager in charge of green airport construction and climate change supports these efforts by:</p> <ul style="list-style-type: none"> <li>Managing resources to develop, implement, and improve the climate risk management system.</li> <li>Ensuring internal and external coordination on climate management.</li> <li>Handling major climate-related issues.</li> </ul>
<b>Executive Level</b>	<p>Focal Point Management Department: Techniques and Procurement Department</p> <p>Primary Departments in Climate Change Response: Terminal Management Department, Airfield Management Department, Public Area Management Department, Major Transportation Management Department, Information Technology Department, Operation Control Center, and Fire Rescue Management Center</p> <p>Supporting Departments in Climate Change Response: Secretariat to the Board, Planning and Development Department, Finance Department, and Legal Affairs Department</p>	<p>The Techniques and Procurement Department is the focal point management department in the Company. It implements specific climate-related actions, including:</p> <ul style="list-style-type: none"> <li>Formulating and revising climate change management regulations and establishing supporting systems.</li> <li>Setting climate targets and key performance indicators.</li> <li>Collecting and combining climate risk and opportunity assessments from all departments.</li> <li>Developing greenhouse gas emission accounting mechanisms for stakeholders.</li> </ul> <p>Primary departments handle climate responsibilities within their scopes, including identifying risks, assessing opportunities, taking action, and meeting departmental climate goals.</p> <p>Other departments provide support for the Company's overall climate initiatives.</p>

### Climate Change Policies

2025 marked the finish of China's 14th Five-Year Plan, and a key milestone for the civil aviation industry to take stock of progress regarding green development, reflect on lessons learned and prepare for the next steps. At BCIA, we actively supported the national "dual carbon" strategy by implementing the 14th Five-Year Special Plan for Green Development of Civil Aviation and fulfilling the "dual carbon" mandates for airport operators. Special planning was made for energy transition based on existing top-level design to achieve carbon peaking and carbon neutrality, and the "1+N" overall plan.

During the reporting period, we compiled *Climate Change Management Regulations at Beijing Capital International Airport Company Limited*. Effective February 2025, these regulations have been fundamental to our climate change response. We ensured effective implementation of the regulations across all levels and business areas of BCIA with clear climate policies and goals, strong organizational structures and performance of duties, standardized process for managing climate-related risks and opportunities, and regular reviews and updates to the regulations themselves.

### Climate-related Performance Incentives

At both the corporate and departmental levels, energy efficiency performance and climate-related outcomes have been integrated into the performance evaluation systems for senior management, energy management teams, and energy-intensive departments, with direct linkage to performance-based compensation. These measures reinforce the strategic importance of energy efficiency management, enhance accountability across all levels, and actively motivate employees to contribute to BCIA's climate action initiatives.

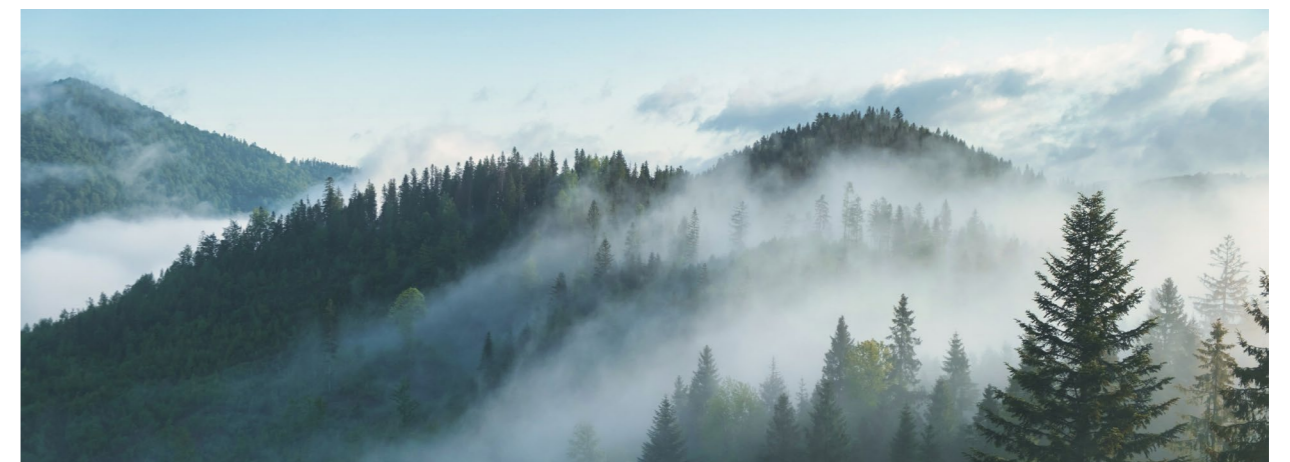
### Climate-related Capacity Building

In 2025, we conducted 1 training session on climate change for departments involved with our climate change response. It covered climate change response and application of artificial intelligence in energy management, further enhancing employees' understanding of climate issues and their ability to manage energy.

## Strategies

### Climate Risks and Opportunities

In 2025, we updated our system for assessment of climate risks and opportunities based on TCFD guidelines and characteristics of the airport industry. Analysis of critical climate risks and opportunities driven by changing climate scenarios and regulations, and their impact on the Group's business and its value chain, helped make climate-related decisions more relevant.



Risks/Opportunities	Potential Impact	Affected Areas	Timeframe <sup>2</sup>	Key Management and Mitigation Measures
R1 Heavy Rainfall	<ul style="list-style-type: none"> <li>Flight takeoffs and landings may be disrupted, leading to delays. Surrounding road traffic may be affected, resulting in local congestion. Possible water intrusion may cause stormwater to mix with sewage.</li> <li>Frequent accumulation of water on runways may shorten their lifespan.</li> <li>Lightning and hailstorms associated with heavy rainfall may damage airport assets.</li> </ul>	Aviation Services, Passenger Services, Commercial Operations, Ground Transportation, Infrastructure	Short, Medium to Long Term	<ul style="list-style-type: none"> <li>Develop contingency plans for stormy weather and graded emergency flood control, with regular drills.</li> <li>Establish an internal meteorological data service platform and strengthen coordination with weather agencies for timely warnings. Strengthen information sharing with all departments, airlines and ground services.</li> <li>Work with airlines to manage unavoidable travel disruptions, improve ground transportation capacity and provide clear communication as well as support for affected passengers.</li> <li>Upgrade flood control infrastructure, enhance drainage and flood prevention, conduct regular runway inspections, and perform preventive maintenance in high-risk areas. Risks arising from heavy rainfall are factored into design of new buildings.</li> <li>Ensure critical assets are covered by property insurance.</li> </ul>
R2 Extreme Heatwaves	<ul style="list-style-type: none"> <li>Increased demand for energy, power and water due to heat conditions may raise operational costs.</li> <li>Extreme heat conditions pose health and safety risks to staff members while increasing likelihood of fire hazards for inflammable materials.</li> <li>Extreme heat conditions may degrade performance of airport infrastructure and shorten its lifespan.</li> </ul>	Aviation Services, Passenger Services, Commercial Operations, Ground Transportation, Infrastructure	Short, Medium to Long Term	<ul style="list-style-type: none"> <li>Develop economical HVAC operations that allow for heavy cooling needs in summer, adopt smart energy monitoring and control systems, and upgrade motors for better energy efficiency.</li> <li>Provide rest areas for ground crew at remote aprons to improve working conditions.</li> <li>Issue timely heatwave alerts and fire safety reminders, and implement preventive measures.</li> <li>Conduct regular fire drills at the airport's rescue and firefighting center.</li> <li>Inspect and maintain equipment and infrastructure regularly to ensure safe and efficient operations.</li> </ul>
R3 Extreme Cold	<ul style="list-style-type: none"> <li>Extreme cold conditions increase demand for heating, thereby causing higher energy use and operational costs.</li> <li>Extreme cold conditions may entail additional de-icing work for aircraft and runways, irregularity of which poses operational challenges.</li> <li>Snowfall may cause flight delays.</li> </ul>	Aviation Services, Passenger Services, Commercial Operations, Infrastructure	Short, Medium to Long Term	<ul style="list-style-type: none"> <li>Develop economical HVAC operations that allow for heavy heating needs in winter and prepare for snowy and icy conditions.</li> <li>Conduct annual assessment of emergency material supplies and budget accordingly for effective response efforts.</li> <li>Upgrade heating systems as needed under green procurement policies to balance the need for heating within terminal buildings and reduction of energy consumption. Explore application of geothermal heat pumps and energy storage technologies.</li> </ul>
R4 Strong Winds	<ul style="list-style-type: none"> <li>Strong winds may cause collapse of trees and utility poles, and displace or damage equipment and assets. Ground transportation, landings and takeoffs could also come under impact.</li> </ul>	Aviation Services, Passenger Services, Infrastructure	Short, Medium to Long Term	<ul style="list-style-type: none"> <li>Develop emergency wind response and operational procedures. Conduct regular inspections and maintenance, including rooftop wind speed monitoring, roofing, tree trimming or replacement, and removal of debris.</li> <li>Adopt wind-resistant infrastructure for better durability.</li> <li>Ensure critical assets are covered by property insurance.</li> </ul>

<sup>2</sup> BCIA's timeframe definitions: short-term is within 5 years, medium-term is 5-10 years, and long-term is over 10 years, aligned with five-year planning cycles.

Risks/Opportunities	Potential Impact	Affected Areas	Timeframe	Key Management and Mitigation Measures
R5 Low Visibility	<ul style="list-style-type: none"> <li>Smog and airborne sand due to climate change may lower visibility, thereby disrupting landings, takeoffs and ground operations, while creating health hazards for staff members and passengers.</li> </ul>	Aviation Services, Passenger Services	Short, Medium to Long Term	<ul style="list-style-type: none"> <li>Develop operational procedures for low-visibility weather conditions.</li> <li>Install and maintain air circulation and filtration systems inside terminal buildings to mitigate health impact on staff members and passengers from poor air quality.</li> </ul>
R6 Ecological and Environmental Changes	<ul style="list-style-type: none"> <li>Changes in wildlife migration may increase the risk of bird strikes, potentially affecting operational stability and raising costs of operations and repairs.</li> <li>More frequent pest issues may increase spending on pest control and weeding efforts.</li> </ul>	Aviation Services, Infrastructure	Medium to Long Term	<ul style="list-style-type: none"> <li>Collaborate with environmental agencies to develop a bird strike prevention database that records bird strike incidents and species involved, and tracks arrivals of new avian species. Implement advanced detection-and-deterrence technologies to reduce bird strikes.</li> <li>Strengthen ecological management, establish environmental protection perimeters around the airport, and carry out weeding and pest control. Continue to optimize vegetation species.</li> </ul>
R7 Policy Risks	<ul style="list-style-type: none"> <li>Emission mitigation becomes more costly as the state, local authorities and the broader industry tighten climate-related laws, regulations, policies and mandates.</li> <li>The cost of carbon market compliance has risen as tradable carbon allowances remain scarce and carbon prices increase. The resulting impact on businesses up and down our supply chain has raised costs of procurement and airport operations.</li> </ul>	Operations	Medium to Long Term	<ul style="list-style-type: none"> <li>Set carbon neutrality goals and develop plans for energy management and five-year green development. Ensure thorough decarbonization efforts while adopting new energy. Take well-defined approaches to reaching carbon neutrality while improving methods to reduce greenhouse gas emissions.</li> <li>Ensure compliance with Beijing's carbon market rules while playing an active part in building the national carbon market and creating policies for managing carbon assets.</li> <li>Build a system for green procurement that tracks developments in green technologies and hardware as well as relevant market movements, ensuring cost-effective decarbonization efforts.</li> </ul>
R8 Technology Risks	<ul style="list-style-type: none"> <li>Expenses increase from climate mitigation and adaptation efforts, decarbonization initiatives, R&amp;D of new technologies and resilience building.</li> <li>The maturity of certain low-carbon technologies remains unproven, prompting caution over scope of investment and field application.</li> </ul>	Infrastructure	Medium to Long Term	<ul style="list-style-type: none"> <li>Include decarbonization needs and measures in the airport's planning. Strengthen communication with airlines and commercial tenants over the need to decarbonize and discuss opportunities for cooperation. Increase collaboration with research institutions, airlines, industry associations, regulators and other stakeholders to accelerate innovation of low-carbon technologies across the civil aviation industry.</li> <li>Stay informed on developments in green technologies and hardware as well as relevant market movements and policy incentives. Launch feasibility studies of low-cost green financing to support technological upgrades and applications.</li> <li>Hold regular training and promotion programs on green and low-carbon practices involving employees, stakeholders and passengers.</li> </ul>
R9 Market Risks	<ul style="list-style-type: none"> <li>Purchasing costs increase due to limited supply and high asking price of low-carbon materials and renewable energy.</li> <li>The airport's operational costs may increase due to higher regional energy demand or elevated energy prices during cold winters and hot summers.</li> <li>Passenger and cargo traffic may be disrupted as extreme weather events adversely impact tourism and shipping business.</li> </ul>	Operations	Long Term	<ul style="list-style-type: none"> <li>Stay informed on developments in green technologies and hardware as well as relevant market movements. Ensure cost-effective decarbonization efforts. Plan early and make sure the airport's five-year green development plan involves greater use of renewable energy.</li> <li>Work more closely with critical industries through regular information sharing and joint planning to weather market fluctuations.</li> </ul>

Risks/Opportunities		Potential Impact	Affected Areas	Timeframe	Key Management and Mitigation Measures
Transition Risks	R10 Reputational Risks	• Reputational risks may arise from failure to meet decarbonization targets or inadequate response to climate issues.	Financing	Medium to Long Term	• Promptly disclose climate-related information and respond to concerns from regulators, investors, partners and other stakeholders.
	O1 Infrastructure Resilience	• Airport infrastructure resilience to climate risks is enhanced through hazard prevention, safety measures and sustainable infrastructure building. This mitigates or prevents climate-related losses.	Infrastructure Operations	Short, Medium to Long Term	• Update extreme weather warning process and operational manuals. Conduct regular risk assessments, inspections and maintenance while making necessary upgrades to ensure safe and reliable airport operations under extreme weather conditions, and to strengthen climate resilience for the airport and surrounding communities. • Stay informed on developments in climate science, assess climate change impacts, and take into account climate change in the design of green buildings, equipment upgrades and the airport's overall risk management system.
Transition Opportunities	O2 Cost Savings	• Technological upgrades help increase energy efficiency and reduce the energy bill.	Operations	Short Term	• Develop energy management regulations and a five-year green development plan to drive energy conservation and consumption reduction. Upgrade LED lighting, increase clean energy usage, phase out inefficient motors, pursue more economical energy use, and adopt sub-metering as well as smart energy management solutions.
	O3 Brand Enhancement	• Efforts to promote green aviation initiatives and emission reductions may strengthen the airport's brand.	Operations	Short, Medium to Long Term	• Participate in industry events and training programs on green aviation for greater collaboration on emission reduction efforts. • Engage proactively with the UN Environment Programme (UNEP), Airports Council International, the Civil Aviation Administration of China (CAAC) and local environmental authorities to share best practices in sustainable airport development.
	O4 Favorable Financing	• Green financial tools may be leveraged to reduce financing costs of low-carbon technologies as China increases support for low-carbon projects and the appetite for green investment grows. This benefits R&D, adoption of low-carbon technologies, and related projects.	Financing	Short, Medium to Long Term	• Stay informed on policy incentives for green initiatives, green financial products in and out of China and investors' interests in climate issues, while studying the possibility of funding through green financing.
	O5 Revenue Growth	• New revenues may be unlocked through supply of green energy, such as sales of solar power and supply of sustainable aviation fuel, and other green services or products. Early participation in the carbon market can yield cost advantages.	Operations	Medium to Long Term	• Increase the use of renewable energy. Expand electric vehicle (EV) charging infrastructure to meet the growing need of EV owners. Discuss adoption and supply of sustainable aviation fuel with airlines. • Research carbon markets and carbon trading and establish a carbon asset management system to prepare for opportunities in said business.

## Climate Scenario Analysis

In 2025, we enhanced our climate scenario analysis. Using reasonable assumptions, we quantified financial risks under different climate scenarios. By introducing physical value-at-risk (PVaR) and transition value-at-risk (CVaR) models and referencing the RCP8.5 scenario developed by the Intergovernmental Panel on Climate Change (IPCC) and the Net Zero 2050 scenario developed by the Network for Greening the Financial System (NGFS), we calculated physical risks driven by extreme cold, heat waves and heavy rainfall, and transition risks driven by carbon pricing.

Scenario Selection	Physical Scenario	Transition Scenario
Scenario Selection	IPCC RCP8.5	NGFS Net Zero 2050
Scenario Description	A high-emissions scenario with no policy interventions, where global greenhouse gas emissions and concentrations continue to rise.	Assumes immediate, effective climate policies are implemented globally, enabling an orderly transition to net-zero emissions by 2050 and meeting the 1.5°C target set by the <i>Paris Agreement</i> .
Projected Global Temperature Increase by 2100	More than 4°C	1.5°C
Analysis Timeframe	2050	

According to physical risk analysis that precludes insurance and adaptation efforts, extreme cold, heat waves and heavy rainfall should have a low impact on the Company by 2050. We developed adequate emergency management and response measures amid persistent efforts to strengthen resilience of infrastructure and secure insurance coverage against extreme weather conditions. Overall physical climate risks are manageable.

Our transition risk analysis examined two simulations of carbon emissions. Results showed that, in an orderly transition, BCIA's projected temperature rise would align with targets set

by the *Paris Agreement*. In the NGFS Net Zero 2050 scenario, carbon pricing, the primary modeling factor, allowed for climate policies such as carbon taxes, subsidies, CO<sub>2</sub> pricing mechanisms and environmental standards to reflect marginal costs of emission reduction. The results indicate that, at the current rate of decarbonization, BCIA's Carbon Value-at-Risk will remain low from 2025 to 2050, and the impact of policy mandates manageable. Going forward, we will further increase energy efficiency, optimize our energy mix, and adopt low-carbon technologies to bolster transition resilience in support of carbon neutrality goals.

## Financial Impacts

In 2025, BCIA aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework to systematically assess the potential financial impacts of climate change. The Company is identifying key financial indicators and conducting risk impact assessments. As of the end of the reporting period, no material climate-related impacts on financial performance had been observed. With stable operations, robust management systems, and ongoing development of systematic prevention and response mechanisms for major climate risks, BCIA continues to strengthen its climate resilience. The company remains committed to closely monitoring climate-related risks and opportunities, enhancing analytical capabilities, and progressively advancing the assessment of financial impacts. It is actively advancing the disclosure of climate-related risks and opportunities in its financial reporting.

## Risk Management

The *Climate Change Management Regulations at Beijing Capital International Airport Company Limited* provide a structured process for climate response. This includes identifying climate risks and opportunities, quantifying and assessing their impacts, developing response strategies, monitoring and reporting, and continuous review and update. Clear departmental responsibilities at each stage ensure effective implementation.

### Process for Managing Climate Risks and Opportunities



## Metrics and Targets

BCIA has developed the "Implementation Roadmap for Peaking Carbon Emissions and Achieving Carbon Neutrality," aligning with the national "dual carbon" policy and industry requirements, and has clearly defined the implementation path for "dual carbon" goals.

### Climate-related Metrics and Targets for Short-term Energy Conservation and Decarbonization KPI

We set annual environmental and energy management targets for all departments, specifying detailed energy-saving and carbon reduction indicators along with action plans. Progress is reviewed monthly or quarterly, allowing us to make adjustments as needed. This ensures sound carbon reduction efforts and advances green transition of operations.

Indicator	Target Year	Target	2025 Progress
Energy Consumption per passenger throughput	2025	Reduce to 0.853 kg of standard coal per person	Energy consumption per passenger throughput in 2025 was 0.822 kg of standard coal per person
Share of clean energy	2025	Increase to 5% of total energy use	70,000,000 kWh of green electricity was purchased. Distributed photovoltaic systems generated 1,732,790 kWh of power, equivalent to 8,815.96 tons of standard coal. The share of clean energy was 15.17%
Share of new energy vehicles	2025	100% for newly added general-purpose vehicles	100% of newly added vehicles in 2025 were new energy vehicles
	2025	45% electrification among airfield vehicles	48.05% of airfield vehicles were electrified

## Key Climate Change Initiatives

### Promoting Green and Low-Carbon Development in the Civil Aviation Industry

Participation in Airport Carbon Evaluation. As China readily advances its "dual carbon" initiative, green development is gaining traction across all aspects of society and the economy. Following the roadmap from the Civil Aviation Administration of China (CAAC), we have consulted the Airport Carbon Evaluation developed by the China Civil Airports Association (CCAA) and our airport made steady progress toward the "dual carbon" goals. Our ability to manage energy and carbon emissions continued to improve as we included green development

in all parts of our planning, construction and operation efforts, received certifications for energy and environmental management systems, and conducted regular reviews of our carbon emission management system. On December 15, 2025, BCIA was awarded the "Four Stars" title under CCAA's 2025 Airport Carbon Evaluation for efforts and achievements in decarbonization, becoming the first international civil airport in Northern China to receive this honor.



On-site evaluation of Capital International Airport as a four-star 'dual-carbon airport'

### Strengthening Internal Management and Systems

Advancing carbon asset management. We have explored carbon markets and trading while contributing to the development of China's national carbon market, applying insights from regional carbon trading pilots. During the reporting period, we updated the *Energy Management Regulations at Beijing Capital International Airport Company*

*Limited* to include carbon asset management, enabling a virtuous cycle to turn emission reduction into economic benefits. In 2025, using the market-based carbon trading platform of China Beijing Green Exchange, we completed seven transactions of the Company's carbon assets, a successful attempt at increasing revenues as our business improved.

### Accelerating Energy Structure Transformation

Expanding the use of renewable energy. We continue to adopt new energy solutions by advancing photovoltaic power generation in line with the *Distributed Photovoltaic Construction Plan at Beijing Capital International Airport*. During the reporting period, we added 2.98 MWp of distributed photovoltaic capacity, enabling the generation of 3.4428 million kWh of power per year at two locations: on the east of the central runway and on the rooftop of a new facility. Both installations are expected to be operational within the first half of 2026. During the reporting period, we purchased 70 million kWh of green electricity, further increasing the share of renewable energy in our energy mix while honoring our commitment to market-based power solutions. These efforts reflect our concrete contributions to the green transition.



Rooftop Photovoltaic Installation at a New Facility in BCIA's Flight Area



Ground-based Photovoltaic Installation on the East of BCIA's Central Runway

Promoting the use of new energy vehicles. The updated *Oil-to-Electricity Overall Plan (2025-2030) at BCIA*, published in January 2025, provides useful reference as we continue to electrify. Beyond phasing out part of our internal combustion engine (ICE) fleet and adding electric vehicles (EVs), we have been encouraging airlines and their on-site partners to adopt EVs. As a result, electrification rate among on-site vehicles reached 48.05%, an increase of 2.35 percentage points compared to 2024. Additionally, we expanded our EV charging infrastructure to include 485 charging stations, all operational as of the end of 2025, facilitating the widespread adoption of new energy vehicles across the airport. Usage of EV charging stations rose by 2% on average.



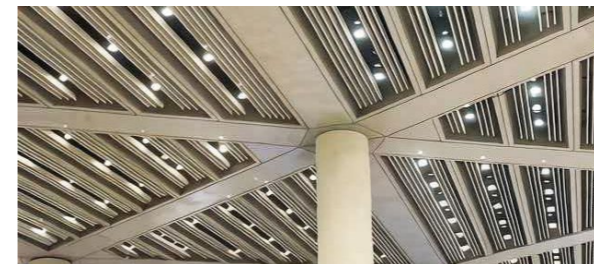
EV Charging Station at BCIA's Flight Area



Public Charging Stations at BCIA

### Driving Innovation and Collaboration on Low-carbon Technologies

Promoting green and low-carbon technologies in civil aviation. We continue to support the adoption of low-carbon technologies across the civil aviation sector, enhancing its capacity to deliver sustainable airport operations. During the reporting period, the Company conducted LED lighting retrofit projects. The Phase IV lighting upgrade at Terminal 3 became operational in June 2025, with an estimated annual energy saving of 17 million kWh. The flight area also implemented a flight-synchronized lighting control system in the baggage reclaim hall of Terminal 3, significantly reducing energy consumption in baggage handling zones. Furthermore, energy-efficient operating modes for approach and runway lighting were developed and deployed across the airfield, resulting in approximately 5.6 million kWh of electricity savings throughout 2025. In addition, in collaboration with the CCAC's Second Research Institute (CAAC-2RI), 2 recycling systems for de-icing fluid were developed. Combined with on-site collection tanks and dedicated recovery vehicles, these systems enable the full-cycle recovery, purification, and reuse of de-icing fluid. This closed-loop solution reduces environmental impact while achieving dual cost savings. A total of 580 tons of de-icing fluid waste has been collected and treated to date. The Company continues to monitor advancements in sustainable aviation fuel (SAF) and actively collaborates with industry partners to drive the broader decarbonization of the aviation sector.



Synchronized Lighting in Baggage Claim Areas of BCIA



Recovery and Reuse of De-icing Fluid at BCIA

Strengthening green and low-carbon partnerships. We follow CAAC's roadmap of achieving "dual carbon" goals by building a green airport and learning from our peers across the world and their best practices. BCIA continues to strengthen green partnerships with international and regional airport networks and has kept close contact with its 30-plus sister airports through regularly exchanging best practices in energy management and climate adaptations. During the reporting period, we were joined by our partners on a field trip to Kunming Changshui International Airport to study its "dual carbon" progress and management. This broadened our partnership network and perspective on green collaborations.

### Raising Awareness of Green and Environmentally Friendly Development

Promoting environmental protection among travelers. Leveraging the National Publicity Tour for Water Conservation and World Environment Day, we worked with the Water Authority of Chaoyang District and UNEP respectively to encourage water conservation and plastic reduction. The campaigns took place in areas with heavy foot traffic within Terminal 3 to communicate the urgency of water scarcity and harms brought by plastics, with the aim of promoting green mobility and lifestyle among travelers across all walks of society for every trip and decision.



2025 World Environment Day at BCIA

## Key Performance Indicators

At BCIA, we created an accounting and management system that covers Scopes 1 and 2 greenhouse gas (GHG) emissions. Energy management efforts, adoption of renewable energy and better operating process help make data monitoring more accurate and management more effective.

### Greenhouse Gas Emissions at BCIA<sup>3</sup>

Key Performance Indicators	2023	2024	2025 <sup>4</sup>
Scope 1 GHG emissions (tCO <sub>2</sub> e)	733.10	667.77	490.01
Scope 2 GHG emissions (tCO <sub>2</sub> e)	224,251.59	227,308.85	199,864.42
Total GHG emissions (tCO <sub>2</sub> e)	224,984.70	227,976.62	200,354.43
GHG emission intensity (tCO <sub>2</sub> e per 10,000 passengers)	42.55	33.84	28.32



<sup>3</sup> According to the national carbon emission accounting methodology, the company's greenhouse gas emissions primarily stem from electricity consumption, purchased heat, and CO<sub>2</sub> emissions from the combustion of gasoline and diesel. Emissions of other greenhouse gases within Scope 1 and Scope 2 are negligible. Scope 2 greenhouse gas emissions are calculated using a location-based method. During the reporting period, the Company has prepared to initiate carbon inventory work. Due to the complexity of its extensive business system and the data collection and calculation processes, information disclosure will be gradually improved in accordance with regulatory requirements and the progress of the work.

<sup>4</sup> Greenhouse gas emissions data are calculated based on the 2006 IPCC Guidelines for National Greenhouse Gas Inventories and national standards and industry metrics such as the Notice on Improving the Reporting and Verification of GHG Emissions of Enterprises of Certain Key Industries in the Period of 2023–2025, the Requirements of the Greenhouse Gas Emissions Accounting and Reporting – Part 6: Civil Aviation Enterprise, and the Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Other Industrial Enterprises. As the carbon emissions reporting and verification work had not yet started, the total greenhouse gas (carbon dioxide) emissions for the year of 2025 were calculated using the verification method for the previous year. Any data discrepancies will be updated in time.

# Improving Environmental Governance



At BCIA, we ensure environmental performance and compliance by continuously improving our environmental management system, identifying and controlling environmental risks, and making persistent efforts to protect the environment in accordance with established standards.

## Environmental Compliance Management

BCIA has made enhancing environmental governance capacity a core priority, systematically advancing institutional development, operational process management, and technological innovation to comprehensively support the implementation of its sustainable development strategy and continuously elevate the quality of its green "gateway" to China.

BCIA strictly complies with national ecological and environmental protection laws and regulations, integrating them with operational realities to systematically develop and implement key internal management frameworks, including the *Environmental Management Regulations*, the *Identification and Evaluation Checklist of Environmental Factors* and the *Environmental Management Objectives and Measures*. These policies have been essential to building environmental governance, improving resilience to environmental risks and sustainability of our operations. We continue to strengthen our environmental management system by assigning clear responsibilities at each level, communicating environmental policies unequivocally and setting well-defined targets. In 2025, the Company was not subject to any administrative penalties for environmental pollution.

In 2025, we obtained ISO 14001 Environmental Management System certification.



ISO 14001 Environmental Management System Certification

BCIA continuously strengthens environmental and ecological awareness among all employees through regular training programs, environmental education campaigns, and cross-departmental emergency drills. These initiatives promote the integration of green development principles into daily operations and business practices.

## Preventing and Mitigating Environmental Risks

In strict compliance with national laws and regulations such as the *Environmental Protection Law of the People's Republic of China*, the *Emergency Response Law of the People's Republic of China*, the *National General Emergency Response Plan for Public Emergencies* and the *National Environmental Emergency Response Plan*, BCIA developed and made public the *Environmental Emergency Response Plan for Western Airport Wastewater Treatment Plant*. The plan enhanced BCIA's overall ability to handle environmental emergencies by designating an emergency response unit at the Western Airport Wastewater Treatment Plant, assigning clear responsibilities to the unit, installing a sound emergency response command structure and standardizing emergency response procedures. In 2025, BCIA had no environmental emergencies. The emergency response command at the Western Airport Wastewater Treatment Plant was established to direct and coordinate emergency prevention, response and rescue efforts. In the event of environmental emergencies, an on-site command unit will be deployed to ensure effective response and results.

In accordance with the *Guidelines for Enterprise Environmental Emergency Risk Assessment (Trial)* (Huanban [2014] No. 34), the *Catalogue of Hazardous Chemicals (2022 Edition)* and the *National Catalogue of Hazardous Wastes*, BCIA has identified potential materials and units that contain environmental risks. We further identified sources of risks and made scenario-based assumptions of how units at risk might cause environmental incidents. The six risk factors identified with the help of the *Guidelines*, the characteristics of relevant environmental risks and our available countermeasures informed our efforts to create reasonable scenarios of environmental emergencies, supporting a tiered risk management system and emergency preparedness.

# Precision Pollution Prevention



We embrace green development principles in the "battle" to protect the environment and safeguard air, water and land. We prioritize environmental protection at the source while monitoring and controlling the entire emission cycle of waste gas, wastewater, solid waste and noise. In meeting our environmental obligations, we aim to build a green, low-carbon and eco-friendly aviation hub.

## Waste Gas Management

In compliance with laws such as the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, the *Comprehensive Emission Standards of Atmospheric Pollutants*, and the *Standard for Pollution Control on the Municipal Solid Waste Incineration*, and considering airport realities, BCIA developed its *Air Pollution Control System*. The *Air Pollution Control System* laid out standards and procedures covering all types of waste gases during airport operations, an important step towards clear and standardized management of waste gases. BCIA also enforces environmental standards in its construction activities by implementing dust control, in strict compliance with *Regulations of Beijing Municipality on Atmospheric Pollution Prevention and Control*.

Our efforts are focused on waste gas from aircraft and ground vehicle waste emissions, cooking oil fumes from catering operations, and construction dust. Systematic management, full-process control and technological innovation are central to controlling pollutants at their source. We strengthened real-time monitoring and regular maintenance of waste gas treatment facilities, ensured emissions were compliant with standards, and enhanced effectiveness of our efforts to mitigate the impact of our operations on the atmosphere.

BCIA applies strict standards on the discharge of pollutants, fully complies with state and local environmental laws, and implements strong, full-process management of waste gases to ensure compliance with state and local standards.

### BCIA's Waste Gas Management Measures

#### Reducing Emissions from Aircraft and Ground Vehicles

- Monitor aircraft exhaust emissions to set science-based access standards while restricting access of aircraft with high emissions;
- Collaborate with relevant authorities to regulate emissions of non-road mobile machinery and VIN registration, and strengthen full lifecycle management;
- Optimize flight procedures to reduce aircraft taxiing and waiting time, thereby lowering emissions from airport operations;
- Upgrade airfield vehicles to meet emission standards and replace ICE vehicles with new energy vehicles;
- Implement vehicle emission control by phasing out non-compliant ICE vehicles and ensuring all vehicles and equipment are electrified to minimize emissions.

#### Controlling Kitchen Fumes

- Standardize catering management to ensure all processes follow clear guidelines and remain traceable and manageable;
- Increase effectiveness of purging by encouraging vendors to upgrade kitchen equipment;
- Conduct regular inspections to identify and correct issues and ensure compliant emissions of kitchen fumes.

#### Controlling Dust

- Develop a dust management system that governs all steps of construction activities and outlines responsibilities and standards at every stage;
- Include measurable dust control targets in agreements and enforce contractor accountability;
- Use pre-mixed concrete and mortar to minimize dust at the source;
- Cover all exposed surfaces and dirt piles prone to dust generation;
- Install protective barriers at construction sites, adopt wet excavation and cover vehicles transporting soil and dirt;
- Dispense high-pressure mist to contain the spread of dust and improve air quality;
- Plant vegetation in living quarters and offices on site for scenic and dust-control purposes;
- Dust-prone processes, including cutting of wood, rock and building blocks, should be carried out with coverings and dust-control measures. Wet methods are recommended for pile cutting, smashing, road works, trash removal and other dust-prone operations.

## Wastewater Management

We strictly comply with the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Integrated Discharge Standard of Water Pollutants*, and the *Regulation on Urban Drainage and Sewage Treatment*, among other relevant laws and regulations. In alignment with these requirements, the Company has developed and implemented internal management systems, including the *Regulations for Inspection of Rainwater and Wastewater Drainage Outlets and Water Quality Monitoring*, to strengthen management and monitoring of our plumbing systems and water quality, separate storm drains and sewage drains, ensure compliance and improve performance in overall water management.

The Company has systematically enhanced its wastewater discharge monitoring capabilities, implementing real-time

tracking of wastewater treatment operations and conducting ongoing upstream water quality assessments to proactively prevent environmental risks at the source. We also increased transparency and credibility of our environmental efforts by releasing daily and monthly wastewater data for public oversight.

As BCIA's primary wastewater treatment facility, the Western Airport Wastewater Treatment Plant is responsible for treating wastewater from Terminal 1, Terminal 2, the western operational zones, and the airport's residential areas. In 2025, we completed upgrades to the Plant and its infrastructure to improve its capacity and efficiency, providing solid support for effective and efficient wastewater treatment at BCIA.

### BCIA's Key Performance Indicators for Wastewater Management

Key Performance Indicators	2023	2024	2025
Sewage Treatment Volume (10,000 tons)	573.17	587.29	576.91
COD Reduction (tons)	1,334.8	988.2	1,221.62 <sup>5</sup>
Ammonia Nitrogen Reduction (tons)	117.7	121.8	126.67

<sup>5</sup> COD reduction increased in 2025 due to improvement in techniques and processes. Dosing was regulated with precision and informed by insights from past experience, resulting in more effective COD reductions.

## Waste Management

We strictly adhere to the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste*, the *Technical Policy for the Prevention and Control of Hazardous Waste Pollution*, the *Regulations on the Management of Urban Construction Waste*, the *Regulations of Beijing Municipality on the Prevention, and Regulations on the Management of Domestic Waste in Beijing*, among other laws and regulations. We have developed several internal policies, including the *Environmental Management Regulations*, the *Solid Waste Pollution Control Policy*, the *Implementation Plan of Waste Classification(Trial Edition)*, and the *Regulations on Domestic Waste*, to improve management of solid waste at all stages and improve environmental governance.

The Company has established a systematic management framework covering household waste, construction waste, sludge, and hazardous waste, fully implementing a closed-loop classification management system. By integrating institutional

guidance, technological empowerment, professional collaboration, and dynamic supervision, the Company reduces waste at its source, ensures process control, and achieves harmless treatment at the end-of-line—effectively embedding environmental responsibility into the core of airport operations.

BCIA has implemented waste sorting in its day-to-day handling of domestic waste. Qualified third-party contractors sort, transport and supervise the compliant disposal of domestic waste. Unrecyclable waste, kitchen waste, recyclable waste and hazardous waste are shipped to designated facilities by service partners, ensuring proper sorting in collection, shipping and disposal. In 2025, all household waste generated in airport terminals and operational zones—including non-recyclable, kitchen, and recyclable waste—was fully treated in a harmless manner, achieving 100% harmless disposal. This marks a significant advancement in environmental governance and operational sustainability.

### BCIA's Waste Management Measures

#### Domestic Waste

- Maintain a clear record of collection and removal of domestic waste and ensure data integrity;
- Ensure timely collection of domestic waste and compliant disposal;
- Adopt staggered operations to mitigate potential pollution from mass removal of domestic waste;
- Implement monthly reviews, use results of regular inspections, spot checks and ad hoc checks as key performance indicators and create quarterly summaries.

#### Construction Waste

- Develop disposal plans for construction waste and dirt, and obtain legal permits;
- Install enclosed waste collection facilities for separate storage and timely removal of domestic and construction waste;
- Ensure removal of construction waste from buildings or structures by containers or chutes, and ban practices of tossing trash from elevated positions;
- Recycle and reuse materials like rubble and cardboard.

#### Sludge

- Hire a qualified contractor to clear sludge from stormwater systems, sewage systems, rivers, eastern and western lakes and wastewater treatment facilities.

#### Hazardous Waste

- Create protocols for collection and removal of used lights, waste engine oil, spent batteries and similar hazardous materials while keeping records to ensure harmless disposals at all steps;
- Develop emergency response plans for hazardous waste and organize at least one drill per year to improve response readiness;
- Strengthen oversight of dedicated storage facilities for hazardous waste;
- Set rigorous standards for contractors in handling and disposing waste oil to ensure compliance at every step.

### Green Construction Practices with Reused Dirt: Upgrading Baggage Check Routes at Customs Inspections in BCIA's Terminal 2



At BCIA's Terminal 2, efforts were under way to upgrade baggage check routes for international departures. Excavated dirt was treated before removal and eventually reused as fill dirt. All such dirt was reused in this way throughout the project to reduce construction trash and minimize environmental impact, a prime example where BCIA fulfilled its environmental responsibilities in infrastructure building.

### BCIA's Key Performance Indicators for Waste Management

Key Performance Indicators	2023	2024	2025
Total Hazardous Waste (tons)	88.76	52.66	39.29
Hazardous Waste Intensity (tons per 10,000 passengers)	0.02	0.008	0.005
Domestic Waste (tons)	15,045	16,891	18,048
Aviation Waste (tons)	4,492	5,206	5,949
Total Non-hazardous Waste (tons)	19,537	22,097	23,997
Non-hazardous Waste Intensity (tons per 10,000 passengers)	3.69	3.28	3.39



## Noise Management

We strictly comply with the *Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise*, the *Environment Standard of Aircraft Noise around Airports*, the *Emission Standard for Industrial Enterprises Noise at Boundary*, the *Measures for Prevention, Control of Environmental Noise Pollution in Beijing*, and *Emission Standard of Environment Noise for Boundary of Construction Site*, among other relevant regulations. We regularly update our *Environmental Management System* to clearly define measures and responsibilities for noise sources. We also enhanced noise monitoring, assessment and control to reduce impact on the surrounding environment and communities as efforts continued to improve environmental governance.

In construction management, BCIA adheres to a noise management principle that integrates prevention, process control, and source governance. The Company fully complies with national laws and regulations, including the *Emission Standard of Environment Noise for Boundary of Construction Site*

(*GB 12523*), and has systematically established a noise management system covering the entire construction lifecycle. To ensure proactive management, all construction projects are required to develop dedicated noise control plans prior to commencement, clearly defining responsible parties, control measures, and compliance standards. During construction, noise levels at site boundaries are monitored regularly and recorded in a standardized tracking system, enabling real-time assessment and continuous compliance with emission limits. In addition, BCIA prioritizes the use of low-noise, low-vibration construction equipment. High-noise machinery is located on the side of the site farthest from residential areas, and physical noise barriers—such as enclosed soundproof enclosures—are deployed to effectively block noise propagation pathways.

In 2025, we set up 21 noise monitoring stations across Shunyi, Chaoyang and Tongzhou Districts, of which 19 were installed at fixed positions and two were mobile.

### BCIA's Noise Management Measures

Source Types	Control Measures
<b>Fixed Sources</b> Western Airport Wastewater Treatment Plant, waste transfer stations, waste incineration buildings and other facilities	<ul style="list-style-type: none"> <li>Ensure proper placement of equipment and facilities, lubricate equipment, and perform regular maintenance;</li> <li>Strictly follow operation procedures, equipment maintenance recommendations and purchase upgrades when necessary;</li> <li>Conduct regular noise measurements at the boundary of prominent noise sources to ensure compliance with the <i>Emission Standard for Industrial Enterprises Noise at Boundary</i>.</li> </ul>
Aircraft	<ul style="list-style-type: none"> <li>Maintain a smart noise monitoring system, update noise charts and analyze data to track changes in noise levels;</li> <li>Strengthen noise control during tests and mooring of aircraft to ensure noise control at all times;</li> <li>Optimize flight paths, takeoffs and landings to reduce peak noise in sensitive areas.</li> </ul>
Motor Vehicles	<ul style="list-style-type: none"> <li>Install visible no-honking signs in designated areas to mitigate noise levels;</li> <li>Install noise-canceling fences on expressways to mitigate noise from traffic.</li> </ul>
<b>Mobile Sources</b> Construction	<ul style="list-style-type: none"> <li>Ensure compliance with the <i>Emission Standard of Environment Noise for Boundary of Construction Sites</i> and implement site-specific noise control measures;</li> <li>Include noise management and environmental inspection responsibilities in construction contracts, and clearly define roles and responsibilities;</li> <li>Allocate dedicated funds for noise reduction in construction budgets to provide financial incentives;</li> <li>Prioritize equipment with minimal noise and vibration and keep loud equipment covered and far away from residential areas;</li> <li>Monitor and record boundary noise levels at construction sites and formulate measures to meet current standards.</li> </ul>

## Optimizing Resource Utilization



BCIA is fully committed to the efficient use of resources as we continue our efforts to manage energy and resources throughout their lifecycle, improve efficiency of water use, increase investment in and application of clean energy, adopt energy conservation upgrades, and pursue innovative management. We are contributing to the achievement of Sustainable Development Goals by enhancing efficiency of resource usage.

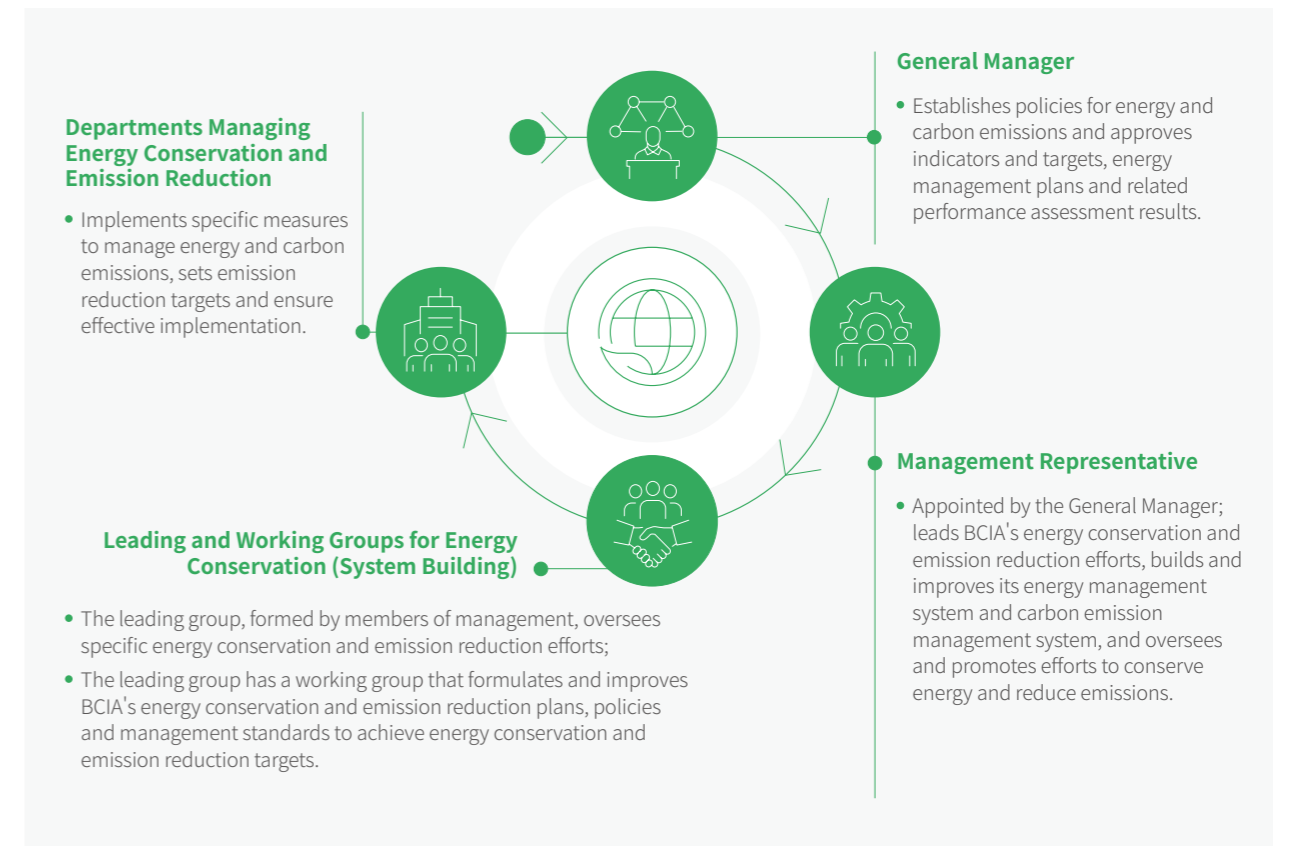
## Energy Management

In compliance with the *Law of the People's Republic of China on Energy Conservation*, the *Renewable Energy Law of the People's Republic of China*, and the *Electric Power Law of the People's Republic of China*, we have updated our internal policies, with a focus on the *Energy Management Regulations*. In 2025, we added clauses specifying carbon asset management, and put in place mechanisms for carbon asset identification, accounting, monitoring and trading, laying a solid foundation for carbon management. BCIA made progress

towards decarbonization and performance enhancement by including emission reduction in its management system, actively exploring market-based solutions and implementing carbon trading. These efforts have been crucial to optimizing resource utilization and enhancing green competitiveness.

We have established an energy management structure where energy management follows adequate standards and well-defined processes in support of our efforts to optimize resource utilization and pursue green development.

### BCIA's Energy Management Structure



The Company has scientifically established energy consumption caps and targets for renewable energy development, breaking them down into phased cost reduction and efficiency improvement initiatives. A practical project implementation plan has been developed in parallel to ensure seamless execution from target setting to on-ground implementation, achieving full-cycle closed-loop management of energy governance. In 2025, the Company successfully passed a third-party surveillance audit of its energy management system, confirming the system's effective operation and continuous improvement in management performance.

Energy Use Efficiency Target	progress
<ul style="list-style-type: none"> <li>Comprehensive Energy Consumption: Under 59,700 tons of standard coal in 2025</li> </ul>	<p><b>Achieved</b> ✓</p>
<ul style="list-style-type: none"> <li>Energy Consumption per Unit of Output and Energy Consumption per RMB 10,000 of Output: 0.822kg of Standard Coal per Passenger</li> </ul>	<p><b>Decreased by 7.4% year on year</b> ↓</p>
<ul style="list-style-type: none"> <li>0.1 Ton of Standard Coal per RMB 10,000 of Output</li> </ul>	<p><b>Decreased by 20.7% year on year</b> ↓</p>

**BCIA's Measures and Achievements in Energy Efficiency and Lean Management**

In December 2025, BCIA earned the "Four Stars" title under CCAA's Airport Carbon Evaluation, an important milestone in its green transition.



**Improving the Structure of Energy Use**

- Since July 22, 2024, we have implemented energy-saving measures for runway approach lighting, reducing energy consumption and contributing to green transition during 3,990 hours of operation over 515 days, equivalent to seven hours and 45 minutes per day;
- We expanded the APU alternatives, achieving 100% coverage of the terminal aprons and 89% coverage of remote aprons with 134 APU alternatives, reducing emissions from traditional APU turbines and promoting green airport operations;
- We made critical efforts to keep skies blue by replacing ICE vehicles with EVs and strongly regulating the ground vehicle fleet. In 2025, we spent RMB 1.314 million purchasing 5 NEVs;
- We expanded EV charging stations and smart meters featuring remote data transmission and over-the-air calibration;
- We upgraded LED lighting and completed lighting upgrades (Phase IV) in Terminal 3 in June 2025, involving 17,122 lighting fixtures and saving 8.5 million kWh of power throughout 2025;
- We replaced HVAC heat exchanges in Terminal 3-C, improving hardware efficiency and reducing power consumption.

**Managing Energy Use**

- Key energy-consuming systems, including lighting, HVAC, baggage conveyors, and passenger transport, were managed with customized operating plans to maximize efficiency and minimize waste;
- We implemented power monitoring, EV and charging station management, and power and HVAC monitoring at remote aprons across the airport. These systems provided centralized control, coordination, and intelligent metering for new equipment;
- For indoor comfort, heating schedules were adjusted timely based on the terminal's structure and perceived temperature. We monitored outside temperatures to provide multi-zone cooling for better energy efficiency;
- We reduced daytime lighting and adopted flexible lighting solutions that allowed for natural light and personnel movements;
- We encouraged employees to adopt green office habits, such as turning off lights when leaving the office and unplugging devices such as computers, printers, and water dispensers that are not in use;
- We installed energy-efficient lighting in office corridors and public areas, reducing electricity use and promoting green office practices;
- We encouraged employees to travel green, such as by taking stairs for short distances rather than elevators to reduce energy consumption.

BCIA's Key Performance Indicators for Energy Consumption

Key Performance Indicators	2023	2024	2025
Total Energy Consumption (TCE)	57,539.52	59,667.08	58,132.41
Total Energy Consumption Intensity (TCE per 10,000 passengers)	10.88	8.86	8.22
Consumption of Purchased Electricity (kWh)	209,998,733.85	231,664,331.80	222,363,563.1
Consumption of Green Electricity (kWh)	0	30,003,760	70,000,000
Gasoline Consumption (tons)	97.04	93.54	62.55
Diesel Consumption (tons)	145.12	121.83	99.18
Consumption of Purchased Thermal Energy (GJ)	919,591.06	905,052.29	896,404.27
Consumption Intensity of Purchased Electricity (kWh per 10,000 passengers)	39,712.95	34,388.40	31,432.72
Gasoline Consumption Intensity (kg per 10,000 passengers)	18.35	13.88	8.84
Diesel Consumption Intensity (kg per 10,000 passengers)	27.44	18.08	14.02
Consumption Intensity of Purchased Thermal Energy (GJ per 10,000 passengers)	173.90	134.34	126.71
Consumption of Renewable Energy (kWh)	1,213,910.0	31,906,155.5	71,732,790.0

Water Management

BCIA strictly complies with the *Water Law of the People's Republic of China* and relevant standards from the CAAC, we have included water management in our system for sustainable development and ensured effective implementation by setting clear roles and responsibilities and improving coordination between departments.

We have implemented a comprehensive water monitoring system that includes regular surveys of water usage and real-time tracking of the supply system to prevent leaks, loose taps and other unintended water consumption. We also invested in water-efficient technologies and similar upgrades while expanding water recycling initiatives by reusing reclaimed

water, rainwater, and wastewater from drinking fountains, with the aim of increasing water recycling through innovative water utilization methods. In addition, the Company leverages an integrated online-offline training and awareness campaign to promote water conservation culture across all levels, continuously enhancing staff awareness and sense of responsibility. During the reporting period, the Company experienced no disruptions or issues in sourcing water that is fit for purpose..

BCIA is committed to improving water management and building a green airport as it adopts water-saving measures in line with airport realities while optimizing resource utilization.

BCIA's Key Performance Indicators for Water Consumption

Key Performance Indicators	2023	2024	2025
Water Consumption (tons)	1,017,757	1,182,305	1,257,285
Water Consumption Intensity (tons per 10,000 passengers)	192.47	175.50	177.73

# Preserving the Environment and Ecosystem



At BCIA, we place equal emphasis on protecting the environment and preserving biodiversity. Eco-friendliness is ingrained in all aspects of our management. We have worked to achieve harmony between people and nature and performed our duty of green operations by enhancing ecological preservation efforts, restoring vegetations, tracking movements of birds, monitoring invasive species and improving the environment within the vicinity of our operations.

## Environmental Protection

In alignment with the theme of World Environment Day on June 5, BCIA collaborated with the United Nations Environment Programme (UNEP) to launch three environmental awareness campaigns: Towards Zero Waste in Fashion and Textiles, Beat Plastic Pollution, and Racing for Blue Skies – Accelerating Action for Clean Air. These initiatives focused on sustainable fashion, plastic pollution prevention, and air quality improvement, effectively promoting the concept of green development. On World Environment Day, BCIA launched an e-campaign titled I Lead the Way for a Beautiful China, leveraging key areas such as terminals and office spaces. By integrating online and offline resources—including thematic banners, changing digital displays—the Company conducted widespread environmental outreach. These efforts continuously encouraged passengers and staff to pay attention to, participate in, and act on environmental protection, further enhancing BCIA's image as a green gateway to China.

BCIA Co-organizes the "Beat Plastic Pollution" Photo Exhibition with UNEP



In 2025, BCIA partnered with UNEP to set up nearly 50 banners at 2nd floor of the Departures and International Arrivals areas of Terminal 3, both known for heavy traffic, to create an interactive space for environmental protection and immersive experiences. Banners were also shown repeatedly on large LED screens inside the terminal building, creating substantial visual impact while revealing the urgency of global plastic pollution and its long-term impact on human health. Under the theme of plastic reduction, the campaign featured real images and videos, instilling a sense of profound alarm. It has contributed to sustainable air travel by encouraging people to start practicing green mobility and low-carbon lifestyles in every detail, and translating environmental awareness into actions.



BCIA's Image Campaign for Plastic Reduction

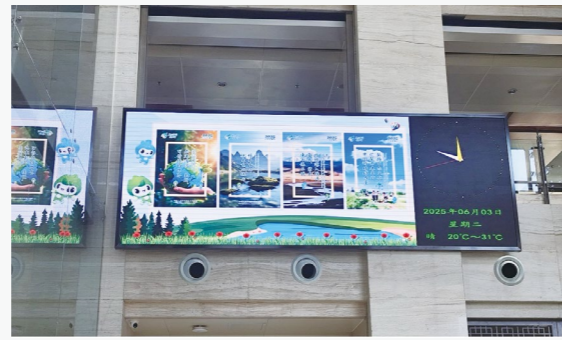
### BCIA Encourages Actions for a Beautiful China Using E-materials



In response to the Ministry of Ecology and Environment's theme for World Environment Day, BCIA has fully leveraged internal and external communication platforms—including arrival hall digital displays, office building LED screens, and other key venues—to continuously broadcast the promotional video campaign titled "Lead the Way for a Beautiful China". The video integrates core messages such as "Promote Ecological Culture" and "Unite Strength to Build a Modern Society of Harmonious Coexistence between Humanity and Nature", vividly showcasing China's firm resolve and significant achievements in its sustained campaigns to protect blue skies, clean water, and healthy soil. Through multi-level, wide-reaching, and high-frequency dissemination, the campaign presents a comprehensive view of China's practical progress and future direction in ecological civilization construction. It effectively conveys the concept of green development to passengers and staff, fostering a strong culture of environmental awareness and participation—where every individual is encouraged to care for and contribute to environmental protection—thereby advancing the creation of a nationally recognized green cultural brand with model significance.



Promotions on BCIA's LED Screens



## Biodiversity Conservation

BCIA adheres to the principle of "ecology first, green development" by integrating biodiversity conservation into the full lifecycle of airport operations and systematically advancing the coordinated management of ecological governance and bird strike risk prevention. Throughout the planning and implementation of projects, the Company strictly follows ecological protection principles and has committed not to conduct any operations within nature reserves, ecologically sensitive areas, or other protected zones prohibited or restricted by law. This ensures the synergistic advancement of ecological restoration and operational safety.

In response to the ecological characteristics of the airfield, BCIA has innovatively adopted buffalograss as the primary turf species. Leveraging its low stature, low seed production, and deep root system, buffalograss effectively suppresses insect proliferation, reduces the food source for insectivorous birds, and diminishes hiding and nesting habitats within the airfield—thereby mitigating bird strike risks at the source. In 2025, the Airfield Management Department developed a large-scale

planting technology system through equipment innovation, enhancing the airport's ecological governance capacity and advancing soil zone ecological restoration initiatives.

We have improved smart bird detectors to generate a complete picture indicating the status of water, soil, grass, insects and birds, which has in turn enabled systemic and standardized leveling, mowing, pest control and water management. We also enabled data transmission between bird detectors and perimeter security systems, allowing access to high-definition videos from perimeter cameras, and a coordinated alarm system formed by physical perimeters and ecological elements. Coordination between multiple systems ensures automated avian deterrence, improved patrol and timely emergency notifications upon detection of abnormal avian activities, significantly increasing the speed, accuracy and effectiveness of bird strike prevention.

In 2025, we provided conditions for high-level exchanges and obtained valuable insights and ideas conducive to innovative and forward-looking environmental governance.

### Capacity Building in Environmental Protection and Bird Strike Prevention at BCIA

#### Hosting International Expert Workshops

Under the coordination of the Group, BCIA organized a specialized workshop with Mr. Phil Mountain, a globally recognized expert in wildlife hazard management. The session featured in-depth discussions on bird strike prevention strategies, technical standards, and operational practices in China and internationally, significantly broadening the Company's global perspective.

#### Engaging Leading Academic Experts

BCIA invited leading ecologists from Beijing Normal University to deliver keynote lectures and provide on-site guidance. The experts systematically presented principles of avian ecology and scientific methodologies for airport ecosystem assessments, substantially enhancing the scientific rigor and precision of environmental governance.

#### Advancing Technological Innovation through Collaboration

BCIA partnered with the intelligent unmanned systems research team from Beihang University to explore technological applications. The collaboration focused on the potential and feasibility of drones and other smart devices in real-time bird activity monitoring and active deterrence, laying the foundation for future upgrades in intelligent bird strike prevention systems.

# SOCIAL

## 03 Social

As a major international aviation hub, BCIA has always devoted to continuously improving operational efficiency and service quality, as well as creating a convenient passenger travel experience through process optimization and intelligent upgrading. In order to guarantee the reliability of flight operations and air defense security, the Company fully assumes its primary responsibility for safety and establishes a full-chain risk control system. Meanwhile, the Company not only attaches great importance to talent development, public welfare participation, and sustainable supply chain construction, but also works with partners to actively fulfill social responsibilities and support high-quality development.

### Material ESG issues responded to in this chapter

- Safe Operation
- Occupational Health and Safety
- Information Security and Privacy Protection
- Passenger service
- Employee Training and Development
- Employee Rights and Welfare
- Supply Chain Management
- Industry Exchange
- Community Investment and Public Welfare
- Technological Innovation
- Diversity and Inclusion

### ESG indicators of the Stock Exchange of Hong Kong covered in this chapter

- B1 Employment
- B2 Health and Safety
- B3 Development and Training
- B4 Labour Standards
- B5 Supply Chain Management
- B6 Product Responsibility
- B8 Community Investment

### SDGs targets responded to in this chapter



# Safeguarding Excellent Quality



Being passengers-oriented, BCIA provides passenger with a more efficient and seamless journey experience. Focusing on the rights and interests of passengers, we establish and improve a multi-channel feedback and response mechanism so as to promptly address and properly handle passengers' concern. Meanwhile, we also steadily advance the upgrading of intelligent systems and participate in industry collaboration and innovative practices by leveraging technology to enhance operational efficiency and management capabilities.

## Optimizing Service Management

In accordance with the *Guidelines for the Construction of Passenger Service Quality Management System in Public Air Transport* and others, BCIA completed the formulation of the Company's 15th Five-Year Service Special Plan and revised and formulated a series of policies and management measures including the *Service Management Regulations and Service Quality Management System* during the year, integrating and refining the quality management system. The Company has also strengthened the application of data reviews such as ACI and CAAC Online, improved and innovated incentive mechanisms including "stretch-target" assessment and full-score bonus points, and promoted the transformation of service optimization toward digitization and precision. During the reporting period, the Company won the "Excellent Airport for Service Quality of China's Civil Airports" and the CAPSE Innovation Award 2025.

In addition, we monitor the services through service inspections, passenger feedback, service evaluations and other channels for improving the "three-database linkage" control mechanism. By the end of the reporting period, the Company had included 269 service issues in the dynamic database, with a rectification completion rate of 90%. We also launched BCIA's service issue management 2.0 system, including performance indicators and incentive schemes.

Concentrating on the diversified needs of passengers, the Company launched special initiatives such as an integrated service platform and the "Beautiful National Gateway" special campaign to support efficient travel. Meanwhile, we continue to improve services and support for passengers with special needs, and optimize service products including "Looking out for one another", "Sharing the sunset together", and "Worry-free first ride", making services more caring and warm.

### Highlighted Service Initiatives

Specialized Services	
<p><b>• Special Action for Improving the Service Quality for International Flight Passengers</b></p> <p>by streamlining international passenger processes, enhancing transportation support, upgrading the environment and facilities, and improving commercial service quality, we will build an efficient, comfortable, and value-added service ecosystem for international passengers.</p>	<p><b>• Special Action to Improve Service Standards for Frontline Employees</b></p> <p>Conduct employee satisfaction questionnaires and multiple on-site investigations at key units, so as to reduce the proportion of complaints regarding staff attitude and operational non-compliance in the airport's total annual complaints.</p>
<p><b>• Integrated Service Platform (WeChat Mini Program / APP)</b></p> <p>Continuously enrich the functions of the service platform (including both Chinese and English versions) for precise provision of key information and recommendation of service products. By the end of the reporting period, the total number of members exceeded 6 million.</p>	<p><b>• Service Management System Phase II Upgrade</b></p> <p>Promote the development of core functions such as "issue management" and strengthen the digital and intelligent standard of service management.</p>
<p><b>• Route Network Expansion and Transfer Services</b></p> <p>Added 3 new international routes and increased flight frequency on 29 international and regional routes. Launched the connecting flight products "Connecting Flights Via the Capital" and "Travel the World Through the Capital", covering 98 domestic destinations and 65 international destinations.</p>	<p><b>• Business Quality Improvement &amp; Marketing Innovation</b></p> <p>Build the "Beijing Charm Floating Island", a characteristic catering zone featuring ancient capital culture, develop "Dudu Bun", the first hit airport catering product, and launch 16 new cultural and creative products. Meanwhile, hold monthly commercial activities with the theme "Fly to the Capital, Always being Surprised" and carry out joint marketing initiatives under the "Service+" strategy.</p>

Specialized Services	
<p><b>• Special Action for Improving Environmental Quality under the "Beautiful National Gateway" Initiative</b></p> <p>Organize the themed month activity of "Beautiful National Gateway Welcomes National Day". Complete relevant work in terms of in-depth cleaning of the entire area, creation of a festive atmosphere, and improvement of the terminal environment, so as to enhance the travel experience of passengers during the festival, the results of which were synthesized into the <i>Special Standards for Environmental Quality of the "Beautiful National Gateway" at BCIA</i>.</p>	<p><b>• Promotion of Smart Travel Facilities</b></p> <p>Develop brand-building pilots at the T2 security checkpoint, install millimeter-wave scanners on a trial basis, apply the passenger-bag matching function to the information system, and expand the scope of the full process customs clearance services of mobile electronic boarding pass service for international and regional flights, including 4 additional foreign airlines, covering 20 routes operated by 15 airlines, serving a total of more than 180,000 passengers.</p>
<p><b>• Luggage Service Innovation</b></p> <p>Launch the "First Flight Worry-Free" service which is an integrated luggage service in China, covering 7 functions such as luggage packing, storage, handling and door-to-door delivery. Build a service counter catering to pets to provide standardized aviation pet check-in services.</p>	

Special Services	
<p><b>• Special Passenger Identification Wristbands</b></p> <p>Introduce five colored wristbands to distinguish between passengers with reduced mobility, elderly passengers, children, urgent passengers, and first-time passengers. Implement full-process identification and targeted services in collaboration with airlines, security check, joint inspection and other on-site units.</p>	<p><b>• Optimization of Service Products (including Capital Care, Elderly Support and First Flight Worry-free)</b></p> <p>Formulate service products manual for the elderly, and provide services including priority checkout and multiple payment methods. In the caring lounge, place the four treasures of the study, handicraft materials, educational toys, etc., and organize interactive activities during holidays. On the Double Ninth Festival, provide passengers with blood pressure, blood oxygen testing and health knowledge promotion by collaborating with the airport emergency medical rescue center.</p>
<p><b>• Upgraded Care Lounge</b></p> <p>Establish the brand image of the "Civil Airport Sunshine Volunteer Service Station for Persons with Disabilities", strengthen inspections of barrier-free facilities during services such as remote stand boarding, and ensure smooth passage for passengers with special needs.</p>	<p><b>• One-Stop Service Center for Overseas Visitors (Beijing Services)</b></p> <p>Upgrade the <i>Operation Improvement Plan (V.2.0)</i>, standardize management responsibilities at all levels, and provide more than 20 services covering transportation, finance, communications, culture and tourism.</p>
<p><b>• International Travel Handbook</b></p> <p>Organize 8 internal departments and 15 units of Service Quality Improvement Committee involved in the development of the "Home Away from Home" initiative to jointly compile the Group's International Travel Handbook.</p>	<p><b>• Brand &amp; Product Handbook</b></p> <p>Coordinate with the units of Service Quality Improvement Committee to compile the new <i>Capital Airport Service Brand and Product Handbook</i>, covering 6 product lines and 26 flagship products.</p>

## Protecting Customer Rights and Interests

BCIA integrates customer communication and privacy protection into its daily operation system, establishes a regular mechanism for collecting and responding to opinions, and systematically implements data security management measures to ensure standardized and secure processing of passenger information, continuously delivering a better service experience for consumers.

### Listening to Customer Feedback

BCIA is committed to safeguarding customers' rights and continuously improving service quality. The Company strictly abides by the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, standardizes the procedures for handling and responding to customer complaints, and protects the legitimate rights and interests of customers. The Company has implemented a complaint analysis mechanism, compiles weekly complaint analysis reports on a regular basis, and systematically records multi-dimensional issues identified into a unified service issue database for follow-up and rectification. Meanwhile, the Company has established a monthly complaint bulletin mechanism among the units of the Service Quality Improvement Committee, providing special alerts on key and repeated complaints to drive continuous improvement of service weaknesses and enhance the overall service management level. In 2025, the Company launched the innovative "Voice of Passengers" Appreciation Program, establishing a positive feedback mechanism for passenger opinions. Growth points in the Capital Airport membership program were awarded to 18 passengers who provided "high-value feedback".

The Company has continuously expanded its communication channels with consumers by establishing diversified approaches, such as a service hotline and an integrated service platform. It requires all complaints to be transferred to the responsible person of the complaint at the earliest opportunity for follow-up and resolution, and feedback and responses to be provided to customers within the specified time frame. For complaints yet to be settled, we will follow up continuously until closure. For those already resolved, random checks and return visits will be conducted. During the reporting period, the Company received 53 customer complaints, all of which were resolved, achieving a 100% complaint resolution rate. Complaints attributable to the airport decreased by 7% year-on-year, and complaints related to passenger injuries decreased by 11.4% year-on-year for the full year.

In terms of building a professional team for complaint handling, we actively carried out targeted training programs, including qualification certification for complaint management personnel, the "First National Gateway" premium courses on service culture, and training for service brand and product personnel, so as to enhance employees' competence in complaint handling and management.

### Development of the Complaint Handling Talent Team

#### ► Qualification Certification Training for Complaint Management Personnel

Arrange professional training for personnel in complaint management positions, covering complaint handling procedures, communication skills, problem analysis and others, so as to improve the professional level of complaint handling. Some staff were sent to visit the Air China Customer Service Center for exchange and study.

#### ► Training for Service Brand and Product Personnel

Provide professional training for staff involved in service brands and service products, so as to enhance their capabilities in product development, marketing and promotion.

#### ► "First National Gateway" Premium Course on Service Culture

Instill core concepts such as "Genuine Service" for all front-line employees, strengthen service awareness, promote visual and scenario-based training models, compile case collections, and popularize the scenario-based application of the *Service Pocket Book*.

The Company attaches great importance to customer satisfaction. In accordance with the *Airline Satisfaction Evaluation Survey Mechanism*, it regularly conducts customer satisfaction survey, covering 10 special topics such as flight delay-related services, baggage services, online car-hailing, premium business services, services for foreign passengers and first-time passengers, so as to fully understand customer suggestions and specific needs.

### 2025 Customer Satisfaction Highlights

ACI overall satisfaction	average score of sub-items	Airline overall satisfaction	average score of sub-items
<b>4.999</b>	<b>4.979</b>	<b>8.65</b>	<b>8.67</b>

## Protect Passenger Privacy

BCIA has always regarded information security and passenger privacy protection as one of its core priorities. To ensure the security and control of passenger information in the entire process of collection, storage and sharing, the Company has established a multi-level cybersecurity protection system and adopted advanced technologies such as data encryption and access control. Meanwhile, we have also established a transparent data usage and management mechanism to safeguard passenger privacy at the institutional level. Additionally, regular safety training and emergency drills are organized for employees to continuously enhance the information security awareness of all staff.

Strictly complying with the *Personal Information Protection Law of the People's Republic of China* and other relevant laws

and regulations, BCIA has formulated the *Privacy Policy* and the *Personal Information Protection Policy* and established and improved the privacy protection system for ensuring the collection and use of personal information in a lawful, compliant, fair and transparent manner. We have adopted a series of privacy protection measures, including necessary technical and organizational measures such as encryption, desensitization, de-identification and anonymization, to ensure the security and compliance of data during collection, processing, storage and transmission. In 2025, the Company upgraded the departure system and security inspection information system, encrypted stored passenger personal information, and purchased a data encryption system to encrypt and protect important data. No passenger privacy leakage incidents occurred during the reporting period.

## Empowering Smart Operations

Regarding intellectual property protection, which is the cornerstone of BCIA's innovative development, BCIA has improved its intellectual property management system, strengthened the patent layout of core technologies, and established a protection mechanism covering the entire innovation chain. Meanwhile, driven by digitalization, the Company has accelerated its intelligent upgrade, applying advanced big data technologies to optimize operational processes and improve service efficiency.

### Digital Transformation

Taking digital transformation as its driving force for development and relying on the Science and Technology Management Committee, BCIA integrates internal and external resources, so as to promote the breakthrough and application of cutting-edge technologies and enhance its core competitiveness. In 2025, the Company conducted research on the interactive design of the customer service knowledge base, reshaped passenger service processes, and established an independent operation and maintenance model. It also initiated the group standard *Guidelines for the Construction of Intelligent Customer Service Systems in Civil Transport Airports* in the civil aviation industry. Meanwhile, the Company promoted research on intelligent

supervision of elevators and piloted non-intrusive monitoring for three types of elevators in terminal buildings, implementing real-time data collection of operation status and intelligent identification and analysis of abnormal riding behaviors.

Centering on smart operations, smart services and smart management, the Company continuously promotes digital transformation, to comprehensively improve operational efficiency, passenger experience and management coordination, and injecting sustainable momentum into high-quality development.



## BCIA's Digital Transformation Progress in 2025

### Smart Operations

- In terms of collaborative operation support, based on the A-CDM system, optimize the rapid turnaround flight support module and flight scheduling function, implement automatic identification of key flights and monitoring & early warning of support nodes, and improve the flexibility and accuracy of flight scheduling.
- Relying on the 3D visualization system and resource allocation system, integrate data including aircraft towing plans, stand allocation and vehicles, implement the electronic and visualized management of aircraft towing, and improve the efficiency of towing support.
- In terms of special weather support, based on the intelligent flood control system, integrate real-time status data such as on-site video, rainfall and water level monitoring, and pump stations for providing technical support for command decision-making and resource allocation in flood control operations.

### Smart Services

- Continuously promote "paperless" and convenient travel for passengers to implement whole-process one-pass rapid clearance for domestic departing passengers and supporting rebooking and refund services within the restricted areas, which saved an average of 15 minutes per passenger, further increasing the proportion of self-service boarding and improving passenger service experience.
- Formulate diversified entry services for foreign nationals by launching the T3E VR passenger guidance function, and expand on-site Wi-Fi capacity at border inspection to enable 300 simultaneous online users without speed reduction.
- Introduce a Russian version of the passenger Internet authentication system and focus on the pain points.
- Add an early warning function for duty-free sales volume to effectively prevent the risk of over-limit duty-free sales through technical means.
- Optimize its membership hierarchy mechanism, launch the automatic points accumulation function, and integrate its frequent flyer program with the Gourmet Boarding Pass service, further enhancing the value of membership benefits.

### Smart Management

- Complete the integration of the OA system, email system, office assistant system and smart discipline inspection system, while formulating an integration plan for the Party building system.
- Develop a personalized workbench that integrates personalized employee services and in-depth data analysis, creating a one-stop office experience.
- With low-code capabilities, strengthen management collaboration, reduce costs, improve efficiency and provide technical support for efficient business operations.

## Intellectual Property Protection

Strictly abiding by the *Trademark Law of the People's Republic of China*, the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China* and other laws and regulations, BCIA has continuously revised its internal systems, such as the *Science and Technology Management Provisions*, to regulate the management of risks and opportunities related to patents, trademarks, copyrights and other intellectual property rights throughout the entire production and operation process, dynamically update relevant data (completed the maintenance and approval of 79 patented technologies), and launch research on trademark protection and defensive registration for its important logos to standardize the use of trademark rights and interests.

Focusing on optimizing patent layout and improving application quality, the Company has established a three-level intellectual

property management system. Meanwhile, it also continuously monitors the latest developments in relevant laws, regulations, policies and judicial practices to ensure overall control over intellectual property risks and implement effective protection and value transformation of core innovative achievements. No intellectual property disputes or infringement incidents occurred during the reporting period.

While safeguarding its own intellectual property rights, the Company has always respected the intellectual property rights of others by regularly conducting special training on intellectual property rights, and incorporated management requirements into daily work to comprehensively enhance employees' awareness of intellectual property protection and their practical operation capabilities. In 2025, the Company was awarded 1 invention patent, 7 utility model patents and 7 software copyrights.

## "Intellectual Property and Artificial Intelligence" Compliance Lecture & Themed Training for Intellectual Property Publicity Week

On April 22, 2025, the Company organized a compliance lecture and special legal training themed "Intellectual Property and Artificial Intelligence", in line with the theme of the 2025 National Intellectual Property Publicity Week. The themed training, delivered by senior lawyers specializing in artificial intelligence compliance, conducted in-depth analysis of IP risks involved in artificial intelligence by focusing on the industrial chain roles of generative AI and the framework of the legal system, including the regulation of training data usage, protection approaches for algorithm models, and disputes over the copyrightability of AI-generated content. The training also summarized measures such as formulating compliance guidelines, clarifying terms in third-party service contracts, and ensuring lawful usage, so as to strike a balance between innovative development and risk prevention.



Themed Training for Intellectual Property Publicity Week

## Promoting Industry Development

BCIA actively participates in industrial ecosystem development and standard innovation. Through collaboration with civil aviation authorities, research institutions and industrial chain partners, it jointly promotes continuous progress in technology application, service models and management mechanisms, helping to enhance the overall efficiency and sustainable development of the industry.

## BCIA Participates in the 35th Meeting of the ACI Asia-Pacific & Middle East Regional Aviation Security Committee (RASC)

From October 28 to 30, 2025, the 35th Meeting of the ACI Asia-Pacific & Middle East Regional Aviation Security Committee (RASC) was held in Singapore. As a formal member of the committee, the Company's representatives attended the meeting and discussed topics such as carry-on baggage screening, special passenger screening, and security testing in the meeting. Besides, they also jointly put forward new proposals for aviation security to improve the level of aviation security at airports in the Asia-Pacific and Middle East regions.



35th Meeting of RASC

### BCIA Participates in the 30th World Routes Development Forum

From September 24 to 26, 2025, the 30th World Routes Development Forum was held in Hong Kong, China. Taking market realities into account, BCIA conducted exchanges with more than 30 airlines and airport operators, including Lufthansa Group, Air Serbia, Finnair, and Frankfurt Airport, demonstrating the advantages of BCIA's core aviation business and its hub development prospects to further expand its international route network.



30th World Routes Development Forum

### BCIA Participates in the 23rd East Asia Airport Alliance (EAAA) Presidents' Meeting

From November 2 to 3, 2025, the 23rd East Asia Airport Alliance (EAAA) Presidents' Meeting was held in Hong Kong, China. BCIA delivered a keynote speech themed "Increasing Airport Non-Aeronautical Revenue", and conducted in-depth discussions and exchanges with other airports on how to boost commercial revenues such as duty-free sales, retail and catering. Subsequently, at the 2025 Super Hub Expo held later, the Company was awarded the "Most Inbound Tourist-Friendly Airport".



Most Inbound Tourist-Friendly Airport

## Consolidating the Safety Foundation



BCIA strictly abides by civil aviation safety supervision requirements, adopting precise risk prevention and control, intelligent operation management, and full-staff safety responsibility as the key focuses to systematically promote the optimization of the safety governance system. By improving the safety management system framework, upgrading the intelligent monitoring technology platform, and deepening the implementation mechanism of post-safety responsibilities, the Company has built a closed-loop safety management and control system covering all business scenarios.

### Strengthening Safety Management

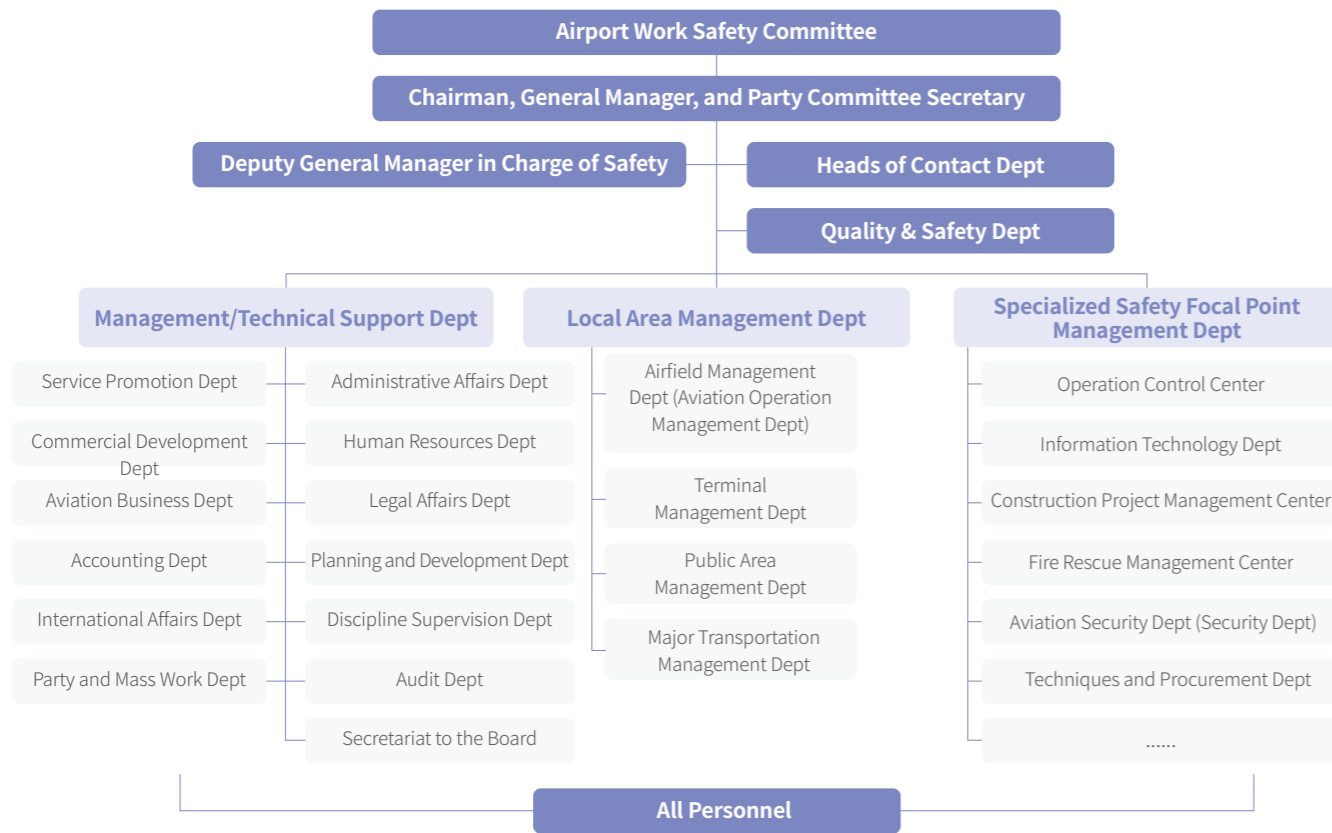
In accordance with the *Work Safety Law of the People's Republic of China*, the *Civil Aviation Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China*, the *Regulations on the Administration of Civil Airports* and other laws and regulations and based on the actual situation of work safety and risk control plans, BCIA has improved internal regulatory documents such as the *Safety Management Regulations*, the *Safety Qualifications Management Measures* and the *Management Measures for the Work Safety Responsibility System*, and earnestly carried out special work safety initiatives. During the reporting period, the Company passed the annual audit of the ISO 9001 Quality Management System Certification and continuously enhanced its safety management and control level.



Annual Audit of ISO 9001 Quality Management System Certification

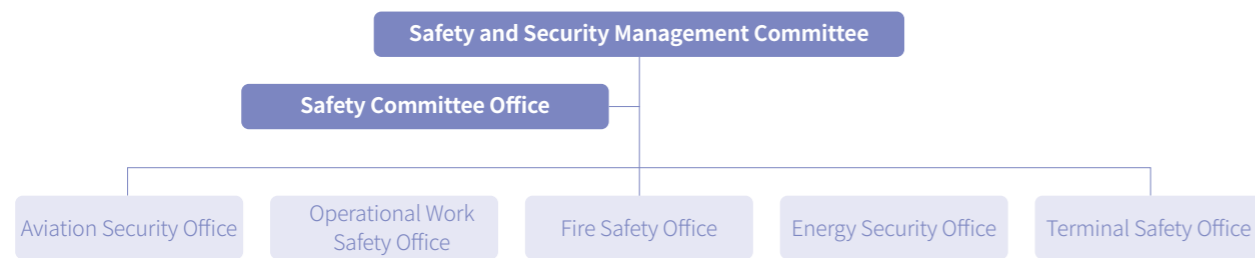
The Company has established a safety management organizational system with a clear hierarchy and well-defined responsibilities. The highest decision-making body consists of the Chairman of the Board, the General Manager and the Secretary of the Party Committee, who oversee the Company's overall safe operation. Company leaders responsible for safety and liaison with relevant departments provide specific guidance on safety work and coordinate cross-departmental affairs. The Quality and Safety Department, as the specialized safety management department of the Company, organizes safety management-related activities and reports work progress to the management. On this basis, the Company systematically assigns safety responsibilities to all business units. Full-time safety management positions are set up in management and technical support departments, local area management departments, and specialized safety focal point management department, to ensure that there are clear responsible entities and implementing personnel for safety management across all business areas of the Company.





Safety Management Organizational Structure

In accordance with regulatory requirements, the Company has established BCIA's Safety and Security Management Committee and issued the *Articles of Association of BCIA Safety and Security Management Committee*. As a core platform for cross-entity safety coordination, the Committee oversees and coordinates safety management between the airport operator and on-site units. The Safety and Security Management Committee has an office responsible for the coordination and administration of relevant safety management work. There are five specialized offices affiliated to the Committee, which are aviation security office, operational safety office, fire safety office, energy security office and terminal safety office. These offices coordinate and advance safety-related matters in their respective professional fields, and take the lead in formulating and implementing rectification measures.



Organizational Structure of the Capital Airport Safety Management Committee

### Safety Management Hazards

BCIA, by revising documents such as the *Management Procedure for Safety Risks*, the *Safety Hazard Management Procedures* and the *Safety Supervision and Inspection Management System*, has established and improved the hazard investigation mechanism. Through routine, regular and special safety inspections, the Company conducts comprehensive inspection and verification of the implementation of risk control measures. For general safety hazards identified, it takes measures to make rectification immediately or within a specified time limit. For major hazards, it formulates special governance plans, assigns responsible persons and allocates resources to ensure that safety hazards are addressed quickly and thoroughly. By the end of the reporting period, the Company had investigated and resolved 549 safety hazards, and no major safety hazards were found.

### Digital-Intelligent Safety Empowerment

Based on technological innovation and the actual needs of safety management, BCIA has continuously optimized its safety management platform to achieve dynamic and systematic management of risk and hazard data. The Company coordinates all safety construction units to conduct a comprehensive investigation of potential risks in all projects under construction, classify and grade such risks in accordance with their nature and severity to formulate a structured risk control list, and then enter such information in a unified manner into the "1-2-1" Smart Safety Management Platform, so as to realize closed-loop management covering risk identification, assessment, tracking and disposal.

To promptly identify potential safety risks and enhance management transparency, we encourage employees to actively participate in airport safety work.

During the reporting period

a total of

**1,463**

valid issues were reported through the Company's "Safety Hand-shoot" campaign

### Enhancing Safety Operations

BCIA has always taken the aviation safety assurance as the primary premise and foundation of all work. We systematically promote in-depth integration of digital and intelligent technologies and safety management system, and continuously enhance the proactivity of safety management through information security protection, technology-enabled early warnings of risk, process control and efficiency improvement. Meanwhile, we ensure a low risk level in occupational health and safety by improving the occupational health and safety system, strengthening relevant training, and enhancing the working environment for employees.

### Aviation Safety

In accordance with the latest *National Civil Aviation Safety and Security Training Program* issued by the CAAC, and combined with the training requirements for personnel working in controlled zones across various safety sectors of the Company, BCIA has organized and revised such internal management systems as the *Aviation Safety and Security Training Program*, the *Administrative Measures for Access of Practitioners to Airport Control Zones*, and the *Administrative Measures for Access Training of Practitioners to Airport Control Zones*. The airport has implemented the aviation safety management system and ensured the applicability and effectiveness of the regulations.

In 2025, the Company optimized a long-term mechanism to respond to external threats and formulated full-process control measures for key flights. Together with the BCIA Substation, the Company carried out monthly threat assessments and provided special operational guidance to all relevant units based on police incident data, counter-terrorism situation and analysis of prominent risks.

In terms of counter-terrorism and dangerous goods management, we revised internal policies including the *Counter-Terrorism Work Implementation Manual* and the *Counter-Terrorism Emergency Response Plan*, and conducted regular counter-terrorism special inspections to improve the level of counter-terrorism management. Regarding dangerous goods management, we promoted the implementation of the new regulations on power bank control issued by the CAAC at BCIA, cooperated with relevant partners to carry out activities such as publicity and notification, security inspection, temporary storage and delivery, as well as emergency disposal and drill training. During the reporting period, the Company organized and conducted comprehensive practical drills on responding to unlawful acts of interference and counter-terrorism, which effectively improved employees' emergency response and hazard identification capabilities, and further strengthened the line of defense for safety.

### 2025 Aviation Safety Highlights & Performance

A total of security inspections	self-security audit	security tests were completed	Various risk and hidden danger investigations were carried out
<b>1,732</b>	<b>1</b>	<b>121</b>	<b>95</b> times
air defense security risks have been recorded in the security hazard database		air defense security hazards have been recorded	
<b>48</b>		<b>30</b>	
with all of them controlled		with all of them rectified	

## Occupational Health and Safety

Paying high attention to the occupational health of its employees, BCIA has revised the *Occupational Health and Safety Management System* in accordance with the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, to improve the occupational health management system, fully protect the occupational health of employees, and create a healthy, safe and harmonious working environment. In 2025, the Company obtained the ISO 45001 Occupational Health and Safety Management System Certification.



ISO 45001 Occupational Health and Safety Management System Certification

Focusing on the occupational health of its employees in daily work, BCIA provides occupational health surveillance for its employees in accordance with the *Law on Prevention and Control of Occupational Diseases*, the *Technical Specifications for Occupational Health Surveillance* and other laws, regulations and standards, including pre-job occupational health examinations, regular occupational health examinations during employment, and occupational health examinations upon the termination of employment, so as to protect employees' occupational health and prevent occupational diseases. In addition, the Company provides basic social insurance, supplementary medical insurance and commercial health insurance for employees to fully meet their occupational health needs. During the reporting period, the coverage rate of employees' physical examinations reached 100%.

### During the reporting period

the coverage rate of employees' physical examinations reached

100%



## BCIA's Key Performance Indicators for Health and Safety Management

Key Performance Indicators	2023	2024	2025
Number of work-related fatalities occurred in each of the past three years (person)	0	0	0
The number of working hours lost due to work-related injuries (hours)	0	1,330	272

## Information Security

BCIA strictly complies with the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China* and other relevant laws and regulations. In 2025, based on the *Measures for the Administration of Civil Aviation Data* (trial) and the *Measures for the Administration of Civil Aviation Data Sharing* (trial) issued by the CAAC, the Company revised the *Data Resource Management Regulations* and the *Provisions on the Administration of Data Sharing*, improved data security requirements in project implementation, and actively promoted the systematic development of information protection and data security. During the reporting period, the Company passed the surveillance audit of the ISO/IEC 27001:2022 Information Security Management System.



ISO/IEC 27001:2022 Information Security Management System Certification

The Company has established a sound information security governance structure and set up leading organizations for cybersecurity, data security and information technology to supervise and guide information security initiatives. In 2025, no penalties from relevant authorities for violations of applicable laws and regulations related to information security occurred.

## 2025 Information Security Protection Measures of BCIA

### Feedback Mechanism

- In accordance with the national *Measures for the Reporting Administration of Cybersecurity Incident*, the event classification standards and incident reporting procedures were updated in the *Capital Airport Cybersecurity Incident Emergency Response Plan*.
- In accordance with the Company's *Safety Management Regulations*, the reporting and process control of various hazards and risks were defined based on the "1-2-1" platform.

### Emergency Response

- The event classification standards and incident reporting procedures in the *Capital Airport Cybersecurity Incident Emergency Response Plan* have been updated, covering emergency response plans and procedures for cybersecurity incidents.
- System-level emergency plans have been developed for all information systems, and emergency drills are conducted regularly to ensure business continuity in the event of system failures or unavailability.

### Information Security Audit

- Conduct a total of 155 Company-level cybersecurity supervision and inspection activities, with 50 safety hazards recorded and 99 issues identified. Perform vulnerability scanning 6,219 times for all network-wide servers, and remedy and control 4,110 high-risk security vulnerabilities throughout the year.
- Relying on the Company's internal technical capabilities, arrange risk assessment on the Company's data security management, and self-assessment on the protection of critical information infrastructure, and subsequently make corresponding rectifications for issues identified in the assessments.
- Complete cybersecurity classified protection assessment for 18 Level-3 systems and 5 Level-2 systems, and formulate a protection work plan for the safety hazards and problems identified during the assessment.

### Information Security Training

- Organize a total of 4 phishing email drills, 4 cybersecurity publicity and education activities as well as special training sessions, covering 12 key themes, promoting the formation of a cybersecurity culture featuring active prevention and full participation.
- The Company organized theoretical study for the Standing Committee of the Party Committee (enlarged), covering data security and artificial intelligence security governance. Members of the Party Committee leadership team, chief officers, middle-level managers of all departments and cybersecurity contacts participated in the study.

## Safety Culture Cultivation

In order to continuously strengthen the safety education for all employees, BCIA has carried out targeted occupational health and safety publicity, education and training based on the occupational health and safety risks and management requirements of different positions. We participated in the development of standardized security courseware templates issued by the competent authority. After the templates are issued, the relevant personnel of the Company are responsible for producing standardized course materials for core security courses, which covers key areas such as security awareness, security operation, security culture, security emergency response, and abnormal behavior identification, thus enhancing the participation and effectiveness of security training.

In 2025, the Company selected 35 part-time safety trainers and invited external experts to conduct safety training. A total of 38 training courses were offered, and 14 safety open classes were held on topics including fire safety, apron operation safety and traffic safety. 892 participants from 19 organizations attended the training.

### Series of Activities for the Work Safety Month – "Everyone Promotes Safety, Everyone Can Handle Emergencies – Identify Potential Hazards Around Us"

In June 2025, BCIA launched a series of month-long, airport-wide activities under the theme "Everyone Promotes Safety, Everyone Can Handle Emergencies – Identify Potential Hazards Around Us". Through diversified approaches including online learning, offline "First Topic" sessions at Party Committee meetings, study sessions of the Theoretical Study Group of the Party Committee, Party lectures, the June 16 Safety Publicity and Consultation Day, themed knowledge contests and targeted training, we fostered a positive atmosphere where everyone takes responsibility for safe production.



On-site photos of the Work Safety Month theme activities

### BCIA Youth Activities for the Safe Production Month

In June 2025, during the safe production month, BCIA clarified the responsibilities of Communist Youth League organizations at all levels for "comprehensive mobilization, process supervision, and outcome transformation". Relying on the "Youth" brand, we extensively carried out relevant initiatives, deeply integrating ideological guidance with on-the-job practice, continuously guiding young employees to strengthen safety awareness and deepening safety concepts.



Fire Emergency Drill for Energy Storage Charging Station

## Sustainable Supply Chain



BCIA has established and continuously improved its supply chain management system, and formulated and strictly implemented systems including the *Procurement Management Rules* and the *Supplier Management Rules*, to form a full life-cycle supplier management process. The supplier management process covers supplier development, access review, performance evaluation and elimination so as to continuously improve supply chain management performance and fully protect the legitimate rights and interests of suppliers.

To build responsible and sustainable partnerships with suppliers, we require all suppliers to comply with the *Procurement Management Rules*, which clearly set out requirements in key areas including laws and regulations, business ethics, quality management, labor rights, occupational health and safety, and environmental protection. Thus, the transparency and compliance throughout the supply chain are guaranteed.

### Supplier Lifecycle Management

#### Supplier Access

- Sustainable development requirements, such as energy conservation, environmental protection and low energy consumption, are integrated into the supplier onboarding review criteria in the system. Under equal conditions, priority is given to suppliers applying eco-friendly materials.
- During the selection of the new suppliers, assess their qualifications and performance and their certification of management systems (such as ISO 9001, ISO 14001, ISO 45001, etc.) based on the specific requirements of each project.

#### Supplier Evaluation

- Regularly review and evaluate the cooperation with suppliers, and establish a hierarchical management system based on their annual comprehensive performance.
- Take energy conservation performance as a key indicator in supplier evaluation. In accordance with the *Energy Management Rules*, make comprehensive assessments on energy suppliers, energy-consuming equipment suppliers, and maintenance service providers.
- Supplier performance is regularly evaluated, and the results are linked to procurement decisions, serving as a key factor in contract renewal decisions.

#### Supplier Withdrawal

- Disqualify the suppliers rated to be deficient from contract renewal for the next year, make public notification, and remove them from the qualified supplier list.
- Strictly conduct supplier credit reviewing. Any supplier included in the industry or public dishonesty list or blacklist shall be promptly removed.

### Number of Suppliers at BCIA<sup>6</sup>

KPIs	2023	2024	2025
Domestic	439	456	461
Overseas	0	0	0

<sup>6</sup>Statistical scope: Number of procurement suppliers in the database

# Jointly Promoting Talent Development



Upholding the principle of people-oriented values and viewing talents as the cornerstone of corporate growth, BCIA is committed to equal employment, effectively protecting the legitimate rights and interests of employees, systematically building a training system, fully supporting employees' career development, continuously improving welfare and care, and fostering a harmonious communication environment. We strive to build a platform for every employee to realize their value and drive the sustainable future of the airport through talent development.

## Employment

BCIA strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China* and other laws and regulations. Supported by internal policies including the *Administrative Measures for Graduate Hires*, and the *Administrative Measures for Labor Contracts*, BCIA has systematically established a fair and standardized employment management system. In the recruitment process, BCIA explicitly prohibits discrimination based on ethnicity, race, gender, religious belief or other grounds, setting no requirements irrelevant to the position and university background as the recruitment conditions, ensuring the openness, equality, competition and merit-based selection of the recruitment. Meanwhile, the Company firmly prohibits child labor and forced labor. The employment of minors under the age of 16 is strictly forbidden. Relevant violations are prevented through identity document verification and standardized signing of labor contracts. In the event of any violation, the labor contract shall be terminated promptly to ensure lawful and compliant employment practices.

BCIA attaches great importance to talent attraction. In campus recruitment, we participate in the group-wide coordinated campus recruitment program, and integrate online promotion and offline on-campus activities to continuously expand the reach and influence of our recruitment. For universities and colleges specializing in transportation, civil aviation and other related fields, we actively carry out university-enterprise cooperation. Through summer internship programs and other initiatives, we strengthen students' practical training in real business scenarios and enhance the Company's brand awareness among target institutions. In addition, we continue to strengthen our employer brand construction and foster an attractive talent development environment, laying a solid foundation for attracting and gathering more professional talents.

The Company actively monitors the employment situation in its operating areas and supports local recruitment and talent introduction initiatives. During the reporting period, BCIA had a total of 1,496 employees, with a 100% labor contract signing rate and without illegal employment incidents occurring.

### During the reporting period

BCIA had a total of employees

**1,496** person



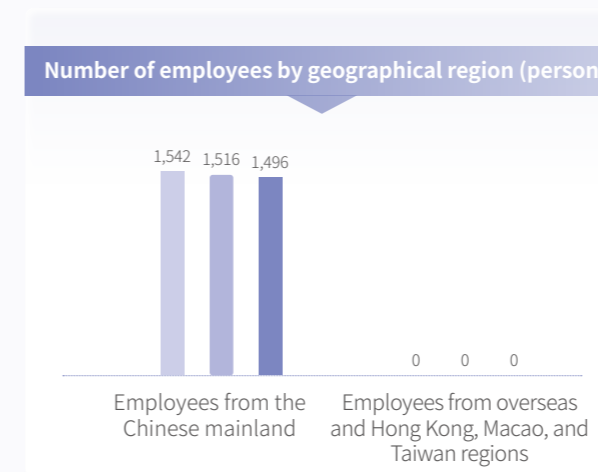
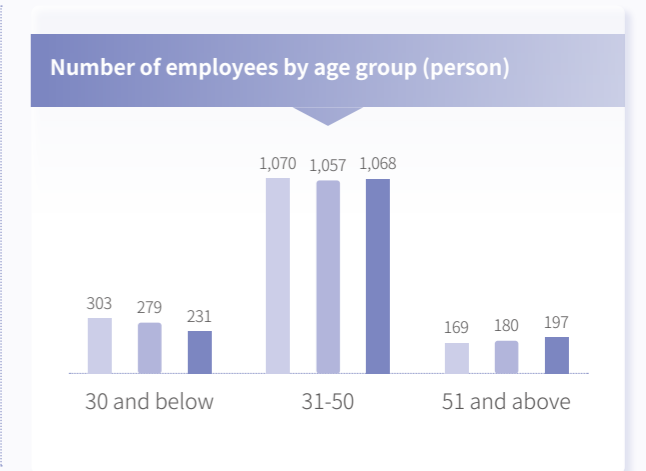
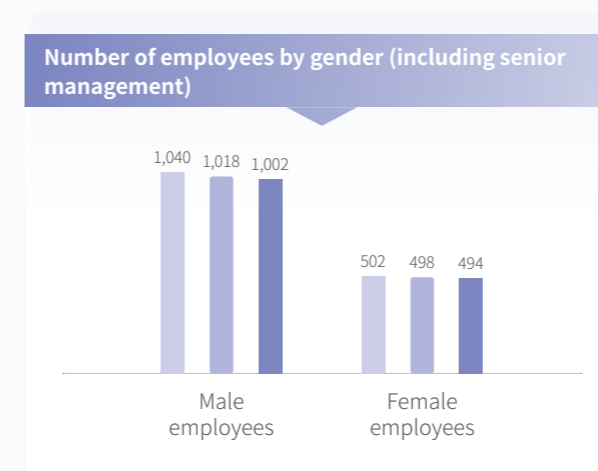
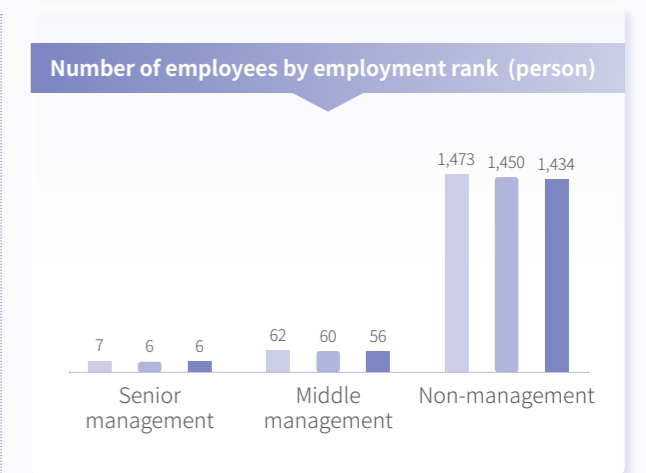
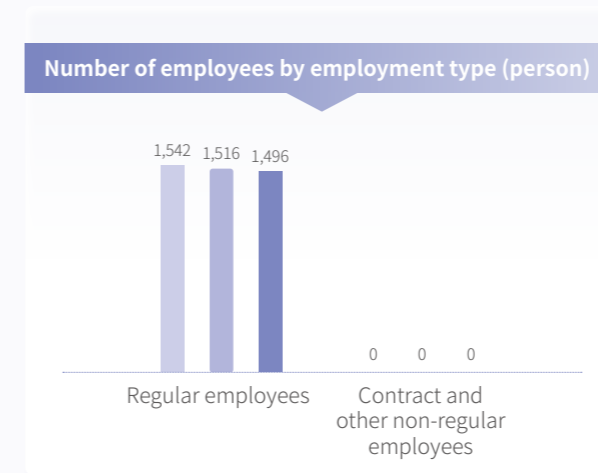
with a labor contract signing rate

**100%**

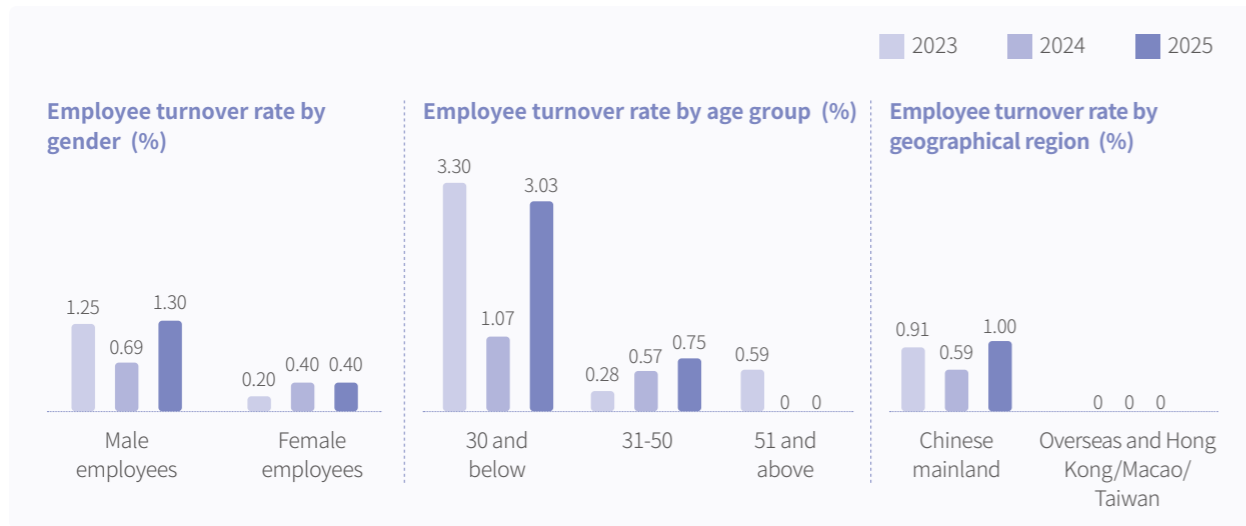


### Key Performance Indicators for Employee Employment at BCIA<sup>7</sup>

2023 2024 2025



<sup>7</sup> The employee turnover rate for 2024 and 2025 is calculated based on voluntary resignations only.



## Employee Rights and Interests

Being committed to building a diverse, equal and inclusive working environment and relying on internal policies including the *Compensation Management Regulations* and the *Welfare Management Regulations*, BCIA has clearly implemented a comprehensive compensation distribution mechanism oriented toward post value, skills and performance, ensuring equal pay for equal work between male and female employees. Meanwhile, we firmly eliminate unfair treatment arising from factors such as gender, ethnicity, age, marital status and other grounds in recruitment, compensation, promotion and other processes, so as to ensure that the basic rights and interests of employees are fully respected.

The Company clearly stipulates in the *Attendance Management Regulations* that employees of 10 ethnic minority groups, namely the Hui, Uyghur, Kazak, Uzbek, Tajik, Kirghiz, Tatar, Bonan, Salar and Dongxiang ethnic groups, are entitled to one day of paid statutory leave for Eid al-Fitr, in respect for the cultural and living customs of employees from diverse backgrounds.

To perform the statutory duties of rights protection in accordance with the law, the Company's Trade Union negotiates and signs with the Company the *Collective Contract*, the *Special Collective Contract for Labor Safety and Hygiene*, and the *Special Collective Contract for the Protection of Female Employees' Rights and Interests of Beijing Capital International Airport Company*

*Limited*, and completes the filing procedures for these collective contracts, so as to systematically safeguard the overall rights and interests of employees through institutionalized arrangements. In addition, to further implement protection of employees' rights and interests, the Company's Trade union issued the *Notice on Further Improving the Protection of Employees' Rights and Interests*, which clarifies the responsibilities and organizational structure of the Labor Law Supervision Committee, the Labor Protection Supervision and Inspection Committee, and the Labor Dispute Mediation Committee.

In order to protect the rights and interests of female employees, the Company's Trade Union has earnestly implemented the BCIA "National Gate Women's Action" initiative, to carry out a series of special programs centered on safeguarding the rights and interests of female employees, effectively upholding their equal status and legitimate rights and interests. The Company also provides regular support for female employees by offering special physical examination programs to protect their health. During the reporting period, the Company organized 254 training courses and 19 cultural activities, covered 3,144 person-times for female employees and enriching their spare time and cultural life.

### During the reporting period

The Company organized

**254** training courses

**19** cultural activities

covered

**3,144** person-times for female employees



## Work Content of 2025 BCIA "National Gate Women's Action"

### Protect Her Rights and Interests

- Improve special collective contracts, negotiating, signing and renewing the *Special Collective Contract for the Protection of Female Employees' Rights and Interests*, with the new contents including fertility policies and the elimination of workplace sexual harassment added, and complete the filing procedures in a timely manner for safeguarding the legitimating rights and interests of female employees.

### Empower Her Growth

- Launch the "Employee Study Program" reading classes, providing integrated training on ideological theories, corporate practice and professional skills. Among them, 22 female model workers and representatives of outstanding teams participated in the study, further promoting the integration of theory with practice and enabling learning to facilitate growth.

### Show Her Brilliance

- Placing emphasis on the exemplary and guiding role of outstanding models, 3 group-level outstanding collectives and individuals among female employees are selected and commended during the year. Meanwhile, relevant collectives and individuals are organized to actively participate in the Civil Aviation Female Employees' On-the-Job "Cloud Narration" Activity. Among them, 7 outstanding video works were exhibited and broadcast on the platform of the Civil Aviation Trade Union, demonstrating the dedication and professionalism of female employees in their posts.

### Care for Her Health

- Encourage female employees to participate in various activities organized by the staff cultural and sports associations, including the Magnolia Photography Competition, the Double Ninth Festival Central Axis City Walk, table tennis friendly matches, and other events, covering a total of 73 female employees.

## BCIA Activities and Measures for Female Employees in 2025

### "Service to the Grassroots" at the Employee Home

- Strength & Body Shaping
- Jazz Dance Classes
- Coffee Tasting Salon

### International Women's Day Special Sessions

- Chinese-style Flower Arrangement
- Fun Handicraft Activities

### Employee Facilities

- Establish and maintain Baby Care Rooms



On-site photos of the Women's Day special event

## Employee Growth

To establish a systematic and professional talent development mechanism, BCIA has continuously improved employees' professional skills and comprehensive competence and optimized their career development paths, thus promoting common progress between employees and the enterprise.

### Employee Training

BCIA, attaching great importance to talent development, has continuously revised internal documents such as the *Training Management Regulations* to systematically establish a high-standard and multi-level talent development mechanism. By integrating online and offline models, the Company carried out diversified and customized training programs for different position sequences and rank levels, including orientation training, general competency improvement and professional skill enhancement, to continuously empower employees' career development. During the reporting period, the Company's total investment in training amounted to RMB 3.784 million, with a total training duration of 96,817 hours and an employee training coverage rate of 100%.

#### BCIA's Key Performance Indicators for Employee Training

KPIs		2023	2024	2025
Average training hours of trained employees by gender (Hour)	Male employees	73.1	66.0	64.7
	Female employees	68.5	66.0	65.9
Average training hours of trained employees by rank (Hour)	Senior management	72.4	71.0	70.7
	Middle management	86.4	86.0	83.9
	Non-management	71.0	66.0	64.4

#### Special Training on "Improving Practical Ability in Contract Negotiation and Management"

In April 2025, BCIA organized the first special training session on "Improving Practical Ability in Contract Negotiation and Management", with a total of 56 employees participating. As the first systematic training focusing on contract management, the course was closely integrated with the actual work cases of participants. Through practical teaching methods such as group discussions and simulated negotiations, it focused on strengthening participants' comprehensive abilities in contract clause design, risk identification and compliance control. The training effectively improved employees' professional competence in building a scientific, standardized and risk-controlled contract management system.



Site of the Special Training on "Improving Practical Ability in Contract Negotiation and Management"

#### 2025 Dream Launch Training Camp

In August 2025, BCIA organized the 2025 "Let Your Dreams Set Sail" Training Camp for 12 new employees. Centering on Party spirit education, enterprise cognition and quality improvement, the training focused on consolidating and improving the ability of new employees in management thinking, professional behavior and post identity. The training helped them adapt to the work environment and smoothly transform their roles from campus to workplace quickly.



2025 "Let Your Dreams Set Sail" Training Camp for New Employees

#### Special Training Program for "Outstanding Young Talent" Jointly Held with Tsinghua University

In 2025, BCIA held the second special training program for "Outstanding Young Talent" with Tsinghua University, including 38 young core employees. Centering on the growth needs of young cadres, the training systematically designed thematic courses including political literacy, reform thinking, team leadership and innovative practice. It adopted a diversified teaching model integrating "theoretical lectures + case discussions + sand table exercises", aiming to strengthen young cadres' political judgment, strategic planning ability and comprehensive management capacity, so as to consolidate the reserve talent foundation for the high-quality development of the airport.



Group Photo of the Special Training Program for "Outstanding Young Talent"

## Employee Development

To continuously optimize its career promotion system, BCIA has established a career development mechanism featuring both position sequence and rank system. Current positions are divided into Senior & Middle Management, Professional Management, Professional Technical, and Operational Skills. Employees may either develop within their sequence or transfer across sequences when eligible, enabling multi-path career growth.

To continuously stimulate employees' enthusiasm for dedicated work and entrepreneurship and optimize human resource allocation, the Company has implemented systematic enhancements in career development and employment mechanisms. In terms of career development, the Company has further subdivided the ranks within each job level, to create a rank promotion channel equaling position advancement, to fully align with employees' competence, performance contributions, and seniority accumulation and forming a fluid and dynamic career development framework. In terms of employment mechanisms, the Company formulated the *Internal Work Order System Implementation Plan*. By flexibly deploying internal labor resources to meet phased operational demands, the Company not only improves organizational operational efficiency but also further unlocks employee potential, supporting the sustained enhancement of the Company's labor productivity.

The Company implements performance appraisal for all employees, following the principles of "objectivity and fairness, communication focus, performance priority, standardization and effectiveness, as well as simplicity and practicality", to ensure a fair and transparent appraisal process. On this basis, the Company adopts an annual assessment points system. When a specified score is reached, employees may receive salary rewards in the following year, so as to strengthen the linkage between performance and compensation and motivate employees to continuously improve their performance.

### BCIA Employee Performance Appraisal Content

<p><b>Senior and Middle-level Management</b></p>	<ul style="list-style-type: none"> <li>• Implement annual performance appraisal.</li> <li>• The appraisal includes work performance, competence and quality, and overall evaluation. The specific appraisal procedures consist of work performance report, competence report, integrity report, democratic evaluation, appraisal grade determination, result feedback and appeal, as well as application of appraisal results.</li> <li>• The Party Committee of the Company shall grade employees based on their work performance, competence and quality, and conduct performance communication and coaching in accordance with the division of labor or scope of duties, promoting the continuous improvement of individual performance.</li> </ul>
<p><b>Personnel at or below the Business Manager level</b></p>	<ul style="list-style-type: none"> <li>• Implement monthly and annual performance appraisals.</li> <li>• Based on employees' job responsibilities and assigned tasks, the appraisal covers work performance and competence &amp; quality. The monthly appraisal process includes the setting, assessment and evaluation of indicators and application of results. The annual appraisal process includes work and integrity report, democratic evaluation, appraisal grade determination, result feedback and appeal, as well as application of appraisal results.</li> <li>• Each department shall determine the assessment result for employees based on their work performance, competence and quality, and conduct performance communication and coaching to promote continuous improvement of individual performance.</li> </ul>

BCIA has established an incentive mechanism for academic certification and professional qualification registration covering all employees. In line with the needs of talent echelon development, the Company has continuously improved the selection and appointment system for personnel at all levels, and refined the career promotion and incentive mechanism, laying a solid foundation for building a high-quality cadre and talent team and achieving sustainable development. In 2025, the Company formulated and issued the Notice on Rewarding Employees *Who Obtained Degree and Qualification Certifications in 2024*, and granted incentives to 18 employees who successfully obtained academic degree certifications.

In addition, the Company issued the Notice on the *Implementation of Professional Technical Position Qualifications (Titles) and Career Qualification Registration and Reward* in 2025, which clarified the reward standards for relevant professional and vocational qualifications, and carried out the preparation and reward work in order to encourage employees to pursue continuous learning and enhance professional competence. In 2025, a total of 81 employees met the reward criteria.

## Employee Care

BCIA, attaching great importance to employees' needs, actively enriches employee welfare, care methods and communication channels, and focuses on employees' physical and mental health as well as work experience. The Company strives to foster a respectful, inclusive and warm working atmosphere, and continuously enhances employees' sense of belonging and cohesion.

### Employee Benefits

BCIA, focusing on employee well-being, has continuously established a comprehensive welfare system covering statutory benefits and enterprise-provided benefits to provide comprehensive and multi-level support and protection for active and retired employees. In accordance with the *Welfare Management Regulations*, the *Attendance Management Regulations* and other policies, the Company clearly defines welfare items and standards, working hour calculation, applicable conditions and corresponding treatment of various leave types, which are applicable to various types of employees, so as to help employees balance their work and life.

BCIA also pays close attention to employees' mental health. By providing free Employee Assistance Programs (EAP) and professional psychological counseling services, the Company systematically supports employees in psychological adjustment and stress relief, committing to promoting a harmony of their physical and mental health and fostering a healthy, inclusive and positive working atmosphere.

### BCIA's Employee Benefits

<p><b>Statutory Benefits</b></p> <p>Employees are entitled to various statutory leave benefits, including paid annual leave, sick leave, medical treatment period, marriage leave, bereavement leave, maternity leave, paternity leave, and compensatory leave, etc. Meanwhile, the Company provides employees with five basic social insurances (endowment, medical, work-related injury, unemployment, and maternity insurance), Housing Provident Fund, heating allowance and other benefits.</p>
<p><b>Enterprise-provided Benefits</b></p> <p>The Company provides company-sponsored leave, including company-paid annual leave, personal leave, family visit leave, and unpaid leave. Meanwhile, the Company offers enterprise annuity and supplementary medical insurance for employees and their children, including basic supplementary medical insurance, critical illness insurance, personal accident insurance, etc., as well as funeral subsidies for employees' immediate family members. In addition to the statutory endowment insurance and medical insurance prescribed by the state, retired employees are also entitled to supplementary medical insurance, festival benefits and other benefits provided by the Company.</p>

Furthermore, the Company continued to optimize employee care initiatives beyond compensation and benefits in 2025.

### 2025 BCIA's Employee Welfare Optimization Measures

<p><b>Centralized Replacement of the Third-Generation Social Security Cards</b></p> <p>From June 2025, the Company actively coordinated with the relevant authorities for the renewal of social security cards. Through multi-channel communication and orderly on-site organization, the Company successfully completed the centralized replacement of third-generation social security cards, further improving employees' convenience and satisfaction.</p>	<p><b>Launch of Post-Consultation Direct Settlement Service for Supplementary Medical Insurance</b></p> <p>Since October 2025, the Company has launched the post-consultation direct settlement service for supplementary medical insurance, implementing a "no application, automatic reimbursement" model for employees after medical treatment, which not only greatly simplifies the reimbursement process and improves efficiency, but also provides more timely and convenient support for employees' health protection.</p>
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## Employee Wellbeing

BCIA's Trade Union, centering on its employees, actively responds to the diverse needs of employees. In accordance with the newly revised *Implementation Rules for the Management of Trade Union Fund Revenue and Expenditure* and other internal policies, the Trade Union has standardized the standards and procedures for providing support and care to union members on festivals, marriage, childbirth, and illness, further strengthened 16 types of union member care, including holiday greetings and support for urgent and difficult needs, ensuring that care measures are effectively implemented.

The Company has continuously carried out employee care activities, providing support and assistance to employees in need, such as those who are newly married, on maternity leave, ill, or experiencing family difficulties, while continuously enhancing services at the Employee Home. In 2025, the Company launched an innovative "Employee Health" themed service at Employee Home. By increasing the frequency of TCM (Traditional Chinese Medicine) therapists, extending service hours, and offering new courses including Strength & Body Shaping and jazz dance, the Company effectively cares for employees' physical and mental health. The Company actively organized employees to participate in cultural and sports activities, such as table tennis and badminton leagues and football matches, and supported the regular operation of various employee sports and cultural associations. During the year, a total of 12 diverse cultural and sports events were held, including the Double Ninth Festival City Walk, basketball and table tennis friendly matches, which enriches employees' life outside of work. Meanwhile, the Company continued to promote the "Services to the Grassroots" initiative of the Employee Home, organizing TCM physiotherapy and other activities that benefited employees 69 person-times.

### "Sending Coolness"

In 2025, facing sustained high temperatures in Beijing, the BCIA's Trade Union adopted a "point-to-point" precise delivery approach to effectively safeguard the health of outdoor working staff. Cooling drinks were distributed to 19 frontline stations, including the Lighting Management Team of the Airfield Management Department, the East District TOCC of the Terminal Management Department, and the Near Field Section of the Public Area Management Department, covering 1,232 person-times. This timely effort provided heatstroke prevention support for staff persevering at their posts under high temperatures.



"Sending Coolness"

### Employee Home "Summer Health Care" Series Activities

In 2025, the BCIA's Trade Union, using the Employee Home as a platform, continuously optimized its service mechanism and innovatively launched the "Summer Health Care" activities, providing all staff with TCM free health consultations and featured physiotherapy services. Throughout the activity, the Employee Home effectively expanded service coverage by increasing the number of physiotherapists and extending service hours, with more than 310 person-times involved. The activities included a variety of TCM physiotherapy services such as moxibustion treatment, summer health preservation lectures, auricular point plaster and dog-day patches, aiming to create a corporate culture that cares for employees' health, and enhance employees' sense of belonging and health awareness.



"Summer Health Care" activity

## Employee Communication

Attaching great importance to employee communication, BCIA actively builds an equal, open and transparent communication mechanism to fully respect and earnestly listen to all opinions and suggestions put forward by the staff. In 2025, the Company held a total of 7 Employee Representatives' Congresses, deliberated on 8 important topics, and reported special contents such as the *Report on the Investigation and Management of Potential Safety Hazards*. Through a regular democratic consultation mechanism, the Company effectively streamlined the channels for employees to voice their opinions, and safeguard employees' rights to information, participation and supervision. In addition, the Company has established various channels for suggestions and feedback to facilitate employees expressing their demands and putting forward suggestions in time, further ensuring smooth communication and effective responses.

### 2025 Employee Feedback Channels at BCIA

<p><b>General Manager's Mailbox</b></p> <p>BCIA has set up a General Manager's Mailbox which is accessible via the internal system, while maintaining traditional channels, such as telephone and physical mailboxes, to provide employees with appeal and grievance channels.</p>
<p><b>Employee Representative Proposals</b></p> <p>BCIA's Trade Union regularly collects proposals from employee representatives, gathering actual demands and concerns of employees through grassroots worker representatives to effectively reflect and respond to various needs of employees.</p>
<p><b>Reasonable Suggestion Channel</b></p> <p>BCIA's Trade Union has established a regular feedback mechanism for Reasonable Suggestion. Employees may submit proposals through the grassroots labor union which shall collect and consolidate such proposals before submitting to the Trade Union Office. Finally, the chairperson of the Labor Union will organize the review. Thus, a bottom-up and step-by-step response channel is formed for proposal collection and processing.</p>

In 2025, the Company's labor union promoted the Employee Cohesion Initiative centered on "Guidance for Unity, Reform for Empowerment, Service for Care, Democracy for Wisdom, and Development for Strength". Relying on mechanisms such as the Employee Representatives' Congress, workplace affairs transparency, equal consultation and democratic supervision, not only is the supporting role of the labor union in serving the Company's core work and connecting with and serving employees continuously strengthened, but the "Four Paths & Two Guarantees" democratic management system is also further optimized, effectively improving the effectiveness of corporate democratic governance and employee cohesion.



On-site Photo of the Company's the Employee Representatives' Congress

# Gathering the Power of Goodness



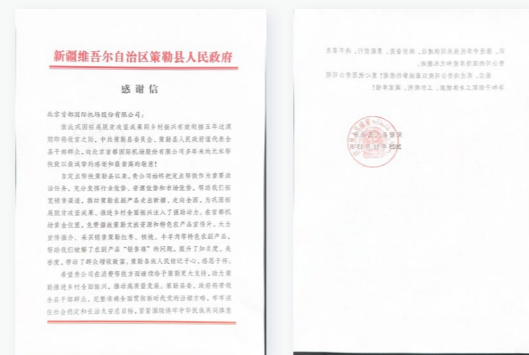
BCIA actively fulfills its social responsibilities, continuously engages in rural revitalization, and extensively carries out and participates in various social welfare activities to convey corporate warmth through concrete actions and promote social harmony and sustainable development.

## Rural Revitalization

BCIA actively responds to the national rural revitalization initiative by continuously investing resources and implementing practical measures to support industrial upgrading in rural areas, thereby fulfilling its corporate social responsibility in a meaningful way. In 2025, the Company purchased agricultural and sideline products for consumption assistance, contributing a total of RMB 525,300, and donated RMB 780,000 to Cele County, Xinjiang, as a targeted contribution. During the reporting period, the total investment in rural revitalization reached RMB 1.3053 million.

### Targeted Donation to Cele County, Xinjiang

In 2025, BCIA responded to the national rural revitalization strategy by addressing the dual needs of ecological protection and economic development in the region. The company made a targeted donation of RMB 780,000 to Celedu County, Xinjiang, with funds specifically allocated to Phase I of the desertified land development project in Gule Tiegirigan Village. The project aims to rehabilitate saline-alkali and sandy soils, enhance land utilization efficiency, and increase vegetation coverage—contributing tangible momentum to local ecological restoration and sustainable development.



Letter of Thanks from Cele County, Xinjiang

## Public Welfare

BCIA actively promotes the spirit of volunteer service by continuously improving the operational mechanism of its volunteer team and advancing the institutionalization and standardization of volunteer services. Through concrete actions, the Company conveys warmth and care, focusing on safety education, passenger guidance, and assistance services. Regular volunteer initiatives are conducted for travelers and surrounding communities, contributing to a safer, more convenient, and harmonious travel environment. These efforts reflect BCIA's commitment to social harmony and sustainable development, delivering tangible value to society.

### BCIA's Key Performance Indicators for Public Welfare

KPIs	Unit	2023	2024	2025
Total volunteer hours	Hours	1,136	905	831
Total number of volunteers	Person	182	255	239

### Guidance and Consultation Volunteer Service

During the Spring Festival travel rush, BCIA fully leveraged the role of the Communist Youth League organization and extensively mobilized League members and young employees across terminal areas to provide guidance and consultation services. Volunteers offered a range of convenient services, including route guidance, flight information inquiries, and assistance for passengers with special needs. Through professional, meticulous, and enthusiastic service delivery, they significantly enhanced on-site operational efficiency and passenger travel experience.



On-site Volunteer Service

### Specialized Educational Outreach Program

To steadily promote the popularization of civil aviation knowledge and fully leverage service effectiveness and platform value, the Operation Control Center of BCIA organized a specialized educational outreach program for teenagers participating in the Civil Aviation Science Popularization Summer Camp. The program featured a systematic introduction to the airport's operation command system, flight support processes, and achievements in smart aviation development, complemented by on-site observations and interactive Q&A sessions. Through this integrated approach, participants gained deeper insights into civil aviation operations, developed a stronger interest in the aviation sector, and contributed to the deepening and practical implementation of civil aviation science education.



Scene of the Science Popularization Summer Camp

## Key Performance Indicators

Key Performance Indicators	2023	2024	2025
Passenger throughput (10,000 person times)	5,287.92	6,736.74	7,074.27
Passenger complaint response rate (%)	100	100	100
Scope 1 GHG emissions (tCO <sub>2</sub> e)	733.10	667.77	490.01
Scope 2 GHG emissions (tCO <sub>2</sub> e)	224,251.59	227,308.85	199,864.42
Total GHG emissions (tCO <sub>2</sub> e)	224,984.70	227,976.62	200,354.43
GHG emission intensity (tCO <sub>2</sub> e per 10,000 passengers)	42.55	33.84	28.32
Comprehensive Energy Consumption (TCE)	57,539.52	59,667.08	58,132.41
Comprehensive Energy Consumption Intensity (TCE per 10,000 passengers)	10.88	8.86	8.22
Renewable Energy Consumption (kWh)	1,213,910.0	31,906,155.5	71,732,790.0
Purchased Electricity Consumption (kWh)	209,998,733.85	231,664,331.80	222,363,563.1
Green Electricity Consumption (kWh)	0	30,003,760	70,000,000
Gasoline Consumption (tons)	97.04	93.54	62.55
Diesel Consumption (tons)	145.12	121.83	99.18
Purchased Thermal Energy Consumption (GJ)	919,591.06	905,052.29	896,404.27
Purchased Electricity Consumption Intensity (kWh per 10,000 passengers)	39,712.95	34,388.40	31,432.72
Gasoline Consumption Intensity (kg per 10,000 passengers)	18.35	13.88	8.84
Diesel Consumption Intensity (kg per 10,000 passengers)	27.44	18.08	14.02
Purchased Thermal Energy Consumption Intensity (GJ per 10,000 passengers)	173.90	134.34	126.71
Water Consumption (tons)	1,017,757	1,182,305	1,257,285
Water Consumption Intensity (tons per 10,000 passengers)	192.47	175.5	177.73
Sewage Treatment Volume (10,000 tons)	573.17	587.29	576.91
COD Reduction (tons)	1,334.8	988.2	1,221.62
Ammonia Nitrogen Reduction (tons)	117.7	121.8	126.67

Key Performance Indicators	2023	2024	2025	
Total Hazardous Waste (tons)	88.76	52.66	39.29	
Hazardous Waste Intensity (tons per 10,000 passengers)	0.02	0.008	0.005	
Household Waste (tons)	15,045	16,891.41	18,048	
Aviation Waste, Excluding Hazardous Waste (tons)	4,492	5,206	5,949	
Total Non-Hazardous Waste (tons)	19,537	22,097.41	23,997	
Non-Hazardous Waste Intensity (tons per 10,000 passengers)	3.69	3.28	3.39	
On-the-job employees (person)	1,542	1,516	1,496	
Minority employees (person)	82	83	84	
Labour contract signing rate (%)	100	100	100	
Number of employees by employment type	Regular employees (person)	1,542	1,516	1,496
	Contract and other non-regular employees (person)	0	0	0
	Senior management (person)	7	6	6
	Middle management (person)	62	60	56
	Non-management (person)	1,473	1,450	1,434
Number of employees by gender (including senior management)	Male employees (person)	1,040	1,018	1,002
	Female employees (person)	502	498	494
Number of employees by age group	30 and below (person)	303	279	231
	31-50 (person)	1,070	1,057	1,068
	51 and above (person)	169	180	197
Number of employees by geographical region	Employees from the Chinese mainland (person)	1,542	1,516	1,496
	Employees from overseas and Hong Kong, Macao, and Taiwan regions (person)	0	0	0
Employee turnover rate by gender <sup>8</sup>	Male employees (%)	1.25	0.69	1.30
	Female employees (%)	0.20	0.40	0.40
Employee turnover rate by age group	30 and below (%)	3.30	1.07	3.03
	31-50 (%)	0.28	0.57	0.75
	51 and above (%)	0.59	0	0

<sup>8</sup> The employee turnover rate for 2024 and 2025 is calculated based on voluntary resignations only.

Key Performance Indicators		2023	2024	2025
Employee turnover rate by geographical region	Chinese mainland (%)	0.91	0.59	1.00
	Overseas and Hong Kong/Macao/Taiwan (%)	0	0	0
Percentage of trained employees by gender	Male employees (%)	100	100	100
	Female employees (%)	100	100	100
Percentage of trained employees by rank	Senior management (%)	100	100	100
	Middle management (%)	100	100	100
	Non-management (%)	100	100	100
Average training hours of trained employees by gender	Male employees (hour)	73.1	66.0	64.7
	Female employees (hour)	68.5	66.0	65.9
Average training hours of trained employees by rank	Senior management (hour)	72.4	71.0	70.7
	Middle management (hour)	86.4	86.0	83.9
	Non-management (hour)	71.0	66.0	64.4
Work-related fatalities (person)		0	0	0
Working hours lost due to work-related injuries (hour)		0	1,330	272
Percentage of employees who are protected by collective bargaining agreement (%)		100	100	100
Number of suppliers by geographical region	Domestic	439	456	461
	Overseas	0	0	0
Investment in rural revitalization (10,000 yuan)		153.2	153.5	130.5
Total number of volunteers (person)		182	255	239
Total volunteer hours (hour)		1,136	905	831
Number of product-and-service-related complaints (case)		62	57	53
Violation of consumer information leakage (case)		0	0	0
Concluded legal cases regarding corruption practice (case)		0	0	0
Anti-corruption training	Senior management (hour)	/	/	266
	Middle management (hour)	/	/	2,253
	Non-management (hour)	14,942.3	19,920.0	18,705.5

## HK-ESG INDEX

Subject Areas, Aspects, General Disclosures and KPIs	Location in the ESG Report	
<b>A. Environmental</b>		
<b>A1: Emissions</b>		
<b>General Disclosure</b>		
Information on:		
(a) the policies; and		
(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.		
Note:		
Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations.		
Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.		
Hazardous wastes are those defined by national regulations.		
A1.1	The types of emissions and respective emissions data.	Precision Pollution Prevention
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Precision Pollution Prevention
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Precision Pollution Prevention
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Precision Pollution Prevention
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Precision Pollution Prevention
<b>A2: Use of Resources</b>		
<b>General Disclosure</b>		
Policies on the efficient use of resources, including energy, water and other raw materials.		
Note: Resources may be used in production, in storage, transportation, inbuildings, electronic equipment, etc.		
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Optimizing Resource Utilization
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Optimizing Resource Utilization
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Optimizing Resource Utilization
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Optimizing Resource Utilization

Subject Areas, Aspects, General Disclosures and KPIs	Location in the ESG Report
A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Company does not engage in the use of packaging for manufactured goods, so it is not applicable.
<b>A3: The Environment and Natural Resources</b>	
<b>General Disclosure</b> Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Preserving the Environment and Ecosystem
A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Precision Pollution Prevention Optimizing Resource Utilization Preserving the Environment and Ecosystem
<b>B. Social</b>	
<b>B1: Employment</b>	
<b>General Disclosure</b> Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Jointly Promoting Talent Development
B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Jointly Promoting Talent Development
B1.2 Employee turnover rate by gender, age group and geographical region.	Jointly Promoting Talent Development
<b>B2: Health and Safety</b>	
<b>General Disclosure</b> Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Consolidating the Safety Foundation
B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Consolidating the Safety Foundation
B2.2 Lost days due to work injury.	Consolidating the Safety Foundation
B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Consolidating the Safety Foundation

Subject Areas, Aspects, General Disclosures and KPIs	Location in the ESG Report
<b>B3: Development and Training</b>	
<b>General Disclosure</b> Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Jointly Promoting Talent Development
B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Jointly Promoting Talent Development
B3.2 The average training hours completed per employee by gender and employee category.	Jointly Promoting Talent Development
<b>B4: Labor Standards</b>	
B4.1 Description of measures to review employment practices to avoid child and forced labor.	Jointly Promoting Talent Development
B4.2 Description of steps taken to eliminate such practices when discovered.	Jointly Promoting Talent Development
<b>B5: Supply Chain Management</b>	
<b>General Disclosure</b> Policies on managing environmental and social risks of the supply chain.	Sustainable Supply Chain
B5.1 Number of suppliers by geographical region.	Sustainable Supply Chain
B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Sustainable Supply Chain
B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Supply Chain
B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Supply Chain
<b>B6: Product Responsibility</b>	
<b>General Disclosure</b> Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Safeguarding Excellent Quality (Note: The matters relating to labelling are not applicable due to the nature of the Company's business)

Subject Areas, Aspects, General Disclosures and KPIs		Location in the ESG Report
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Company does not engage in the production of goods, so it is not applicable.
B6.2	Number of products and service related complaints received and how they are dealt with.	Safeguarding Excellent Quality
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Safeguarding Excellent Quality
B6.4	Description of quality assurance process and recall procedures.	The Company does not engage in the production of goods, so it is not applicable.
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Safeguarding Excellent Quality
<b>B7: Anti-corruption</b>		
<b>General Disclosure</b>		
Information on:		
(a) the policies; and		Strengthening Integrity Governance
(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.		
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Strengthening Integrity Governance
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Strengthening Integrity Governance
B7.3	Description of anti-corruption training provided to directors and staff.	Strengthening Integrity Governance
<b>B8: Community Investment</b>		
<b>General Disclosure</b>		
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.		
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Gathering the Power of Goodness
B8.2	Resources contributed (e.g. money or time) to the focus area.	Gathering the Power of Goodness

Subject Areas, Aspects, General Disclosures and KPIs		Location in the ESG Report
<b>Part D</b>	<b>Climate-related Disclosures</b>	
19	<b>I. Governance</b>	Climate Change Response
	<b>II. Strategy</b>	
20	Climate-related Risks and Opportunities	Climate Change Response
21	Business Model and Value Chain	Climate Change Response
22 - 23	Strategy and Decision-making	Climate Change Response
24 - 25	Financial Position, Financial Performance and Cash Flows	Climate Change Response
26	Climate Resilience	Climate Change Response
27	<b>III. Risk Management</b>	Climate Change Response
	<b>IV. Metrics and Targets</b>	
28 - 29	Greenhouse Gas Emissions	Climate Change Response
30	Climate-related Transition Risks	Climate Change Response
31	Climate-related Physical Risks	Climate Change Response
32	Climate-related Opportunities	Climate Change Response
33	Capital Deployment	Climate Change Response
34	Internal Carbon Prices	The Company has not yet established an internal carbon pricing mechanism, and will continue to monitor relevant trends and gradually carry out related work in the future.
35	Remuneration	Advancing ESG Management Climate Change Response
36	Industry-based Metrics	Climate Change Response
37 - 40	Climate-related Targets	Climate Change Response
41	Applicability of Cross-industry Metrics and Industry-based Metrics	The Company has prepared to carry out cross-industry metrics accounting work. Due to the large business system and the complexity of data collection and accounting processes, it will be gradually improved in the future.

# Reader Feedback Form

Dear readers,

Thank you for reading the *2025 Environmental, Social and Governance Report of Beijing Capital International Airport Company Limited*. We value your feedback and suggestions to help ensure the report systematically reflects our commitment, actions, and performance in creating economic, social, and environmental value and enhancing our social responsibility management and practice.

Your Information:

Name:

Tel:

Organization:

Email:

1. How satisfied are you with BCIA's overall report?

Excellent  Good  Average  Poor

2. How would you rate BCIA's corporate governance?

Excellent  Good  Average  Poor

3. How would you rate BCIA's environmental responsibility?

Excellent  Good  Average  Poor

4. How would you rate BCIA's passenger services?

Excellent  Good  Average  Poor

5. How would you rate BCIA's safety assurance?

Excellent  Good  Average  Poor

6. How do you rate BCIA's performance in employee rights and interests?

Excellent  Good  Average  Poor

7. How do you rate BCIA's performance in giving back to society?

Excellent  Good  Average  Poor

8. Do you find the information in this Report accurate, clear, and complete?

Excellent  Good  Average  Poor

9. Please share any additional comments or suggestions on BCIA's ESG efforts.

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