

Director and Executive Remuneration Auckland Airport Policy

Purpose

The purpose of this policy is to outline how the remuneration levels for Directors, the Chief Executive, and executives who take part in the management of Auckland International Airport Limited ("**Auckland Airport**" or the "**Company**") are set.

This policy assists in ensuring fair and equal pay for Auckland Airport executives based on the value of the services performed within the context of a competitive market and having regard to an individual's experience, skills and performance. The remuneration of Directors and executives should be transparent, fair and reasonable.

Director remuneration

Non-Executive Director remuneration is paid in the form of Director's fees, which are made up of the following components:

- a fixed base annual fee;
- additional fees paid to individual Directors appointed to various committees, to reflect additional responsibilities of these positions;
- a fixed annual allowance to cover each Director's out-of-pocket expenses; and
- ad hoc fees for additional work performed by individual Directors that is beyond the scope for which they receive compensation for a committee position.

Directors are required to utilise a minimum of 15% of their net fixed base annual fee each year for a three-year term for the purpose of acquiring shares in the Company when they first join the Board or if their aggregate shareholding value at any time is less than the equivalent of that Director's net fixed base annual fee. If, at the time of being onboarded as a Director, or at the end of the initial three-year period, the aggregate shareholding value is equal to, or above, their net fixed base annual fee, the Director may elect to vary their contribution or opt out of the plan. Directors are not able to change their contribution rate, terminate or withdraw from this plan during its three-year term. Each Director (and their holding entity (as applicable)) is required to enter into a new plan with Auckland Airport when their current plan reaches the end of its three-year term.

The People, Iwi and Remuneration Committee reviews the level of remuneration of Directors annually. Factors that the Committee and Board will consider during the annual review will include (but will not be limited to) the nature, scale and complexity of the business, requirements of the role, regulatory requirements, market relativity, and when appropriate any external third-party review.

Approved by the Board Aug-25 – Next Review Date Aug-27

Where an increase in the Director's fee pool is sought the Committee will seek independent benchmarking advice for director remuneration, and make recommendations regarding remuneration levels for Directors of Auckland Airport to the Board for shareholder approval. Director's Fees are benchmarked against the market 75th percentile.

Procedures for the approval of remuneration levels for Directors (in their capacity as Directors of Auckland Airport) are set out in Auckland Airport's Constitution and are governed by the NZX Listing Rules and the Companies Act 1993.

Any recommended increase to the total Directors fee pool must be approved by an ordinary resolution of shareholders at the Company's Annual Meeting. Each resolution must express the Directors' remuneration as either:

- a monetary sum per annum payable to all Directors of Auckland Airport taken together; or
- a monetary sum per annum payable to any person who from time to time holds office as a Director of Auckland Airport.

The amount of any proposed increase in Directors' remuneration must be provided in the notice of meeting and must be recommended by the Board in a transparent manner.

Chief Executive remuneration

The People, Iwi and Remuneration Committee reviews the Chief Executive's remuneration annually as part of Auckland Airport's annual remuneration review. The Committee ensures appropriate remuneration arrangements are in place for the Chief Executive and recommends to the Board the Chief Executive remuneration. Factors that the Committee will consider during the review will include (but will not be limited to) market data of comparable roles within large NZX listed companies, the nature, scale and complexity of the business, and an external third-party review. Independent market benchmarking of Chief Executive remuneration is conducted annually. The CE's remuneration is benchmarked against the market 75th percentile.

Approval of the Board is required for implementation of any changes to the Chief Executive's remuneration. The Chief Executive's remuneration is made up of the following components:

- fixed Annual Remuneration comprised of base salary plus Life and Income Protection Insurance premium;
- short-term incentives based on achievement of company and individual performance targets; and
- long-term incentives based on total shareholder return.

If the Chief Executive is a member of KiwiSaver they are also eligible to receive a company contribution. The current company contribution for all members is 3%. Auckland Airport will move to 4% effective from 3rd January 2026.

Senior executive remuneration

The People Iwi and Remuneration Committee reviews the Chief Executive's recommendations on the level of remuneration of senior executives annually as part of Auckland Airport's annual remuneration review. The review considers the skills, performance, experience and level of responsibility of senior executives.

Approved by the Board Aug-25 – Next Review Date Aug-27

At least every two years independent advice on market conditions for senior executive remuneration is obtained by the Company.

Auckland Airport's remuneration philosophy for senior executives is to ensure that:

- Senior executives are fairly and equitably remunerated relative to similar companies and positions within the New Zealand market. For strategically important and key roles a position benchmarked against the market 75th percentile can be considered appropriate, where approved by the PIRC committee. For all other roles a market median policy position is adopted.
- Senior executives are strongly motivated to deliver shareholder value; and
- the company is able to attract and retain high-performing senior executives who will ensure the achievement of business objectives.

Senior executive remuneration includes:

- fixed Annual Remuneration comprised of base salary plus Life and Income Protection Insurance premium;
- short-term incentives based on company and individual performance targets; and
- long-term incentives based on total shareholder return.

From time to time, select Senior Executives may be entitled to other forms of compensation, the form of which may vary. A senior executive who is a member of KiwiSaver is also eligible to receive a company contribution of up to a maximum of 3% of gross taxable earnings. The current company contribution for all members is 3%. Auckland Airport will move to 4% effective from 3rd January 2026

[Disclosure of Director and Chief Executive remuneration](#)

Auckland Airport ensures that Directors' and Chief Executive remuneration is disclosed in each Annual Report, as required by the Companies Act 1993 and Recommendations 5.1 and 5.3 of the NZX Corporate Governance Code 2025.

The disclosure of Directors' remuneration includes a breakdown of remuneration for committee roles and for fees and benefits received for any other services provided to Auckland Airport.

The disclosure of Chief Executive remuneration includes the Chief Executive's base salary, short-term and long-term incentives, and the performance criteria used to determine performance based payments.

[References](#)

Auckland Airport's constitution
NZX Listing Rules
Companies Act 1993
People, Iwi and Remuneration Committee Charter

[Approved by the Board Aug-25 – Next Review Date Aug-27](#)