

## Chief executive remuneration

### CE remuneration summary

A summary of the remuneration received in each of the prior five financial years by the CE is provided in the table below.

Financial year	Chief executive	Base salary	Benefits <sup>1</sup>	Fixed remuneration subtotal	STI earned	STI earned as a % of maximum award	LTI vested	Subtotal	Total remuneration
FY25	Carrie Hurihanganui	\$1,390,574	\$74,057	1,464,631	\$698,764	72%	\$0	\$698,764	\$2,163,395
FY24	Carrie Hurihanganui	\$1,254,000	\$70,230	\$1,324,230	\$614,460	70%	Not eligible <sup>2</sup>	\$614,460	\$1,938,690
FY23	Carrie Hurihanganui	\$1,200,000	\$56,166	\$1,256,166	\$669,000	80%	Not eligible	\$669,000	\$1,925,166
FY22	Carrie Hurihanganui <sup>3</sup>	\$481,529	\$19,147	\$500,676	\$272,219	81%	Not eligible <sup>4</sup>	\$272,219	\$772,875
FY22	Adrian Littlewood <sup>5</sup>	\$598,561	\$43,291	\$641,852	\$329,938	79%	\$351,836	\$681,774	\$1,323,626

<sup>1</sup> Includes a Kiwisaver contribution of 3%, insurance and other statutory benefits.

<sup>2</sup> The Chief Executive participated in FY22, FY23 and FY24 long-term incentive grants, which will be eligible to vest in the three year period following each grant.

<sup>3</sup> Carrie Hurihanganui, commenced her role in February 2022. The disclosure for the 2022 financial year relates to the remuneration paid between 8 February 2022 and 30 June 2022.

<sup>4</sup> The Chief Executive received a pro-rata allocation under the FY22 long-term incentive plan.

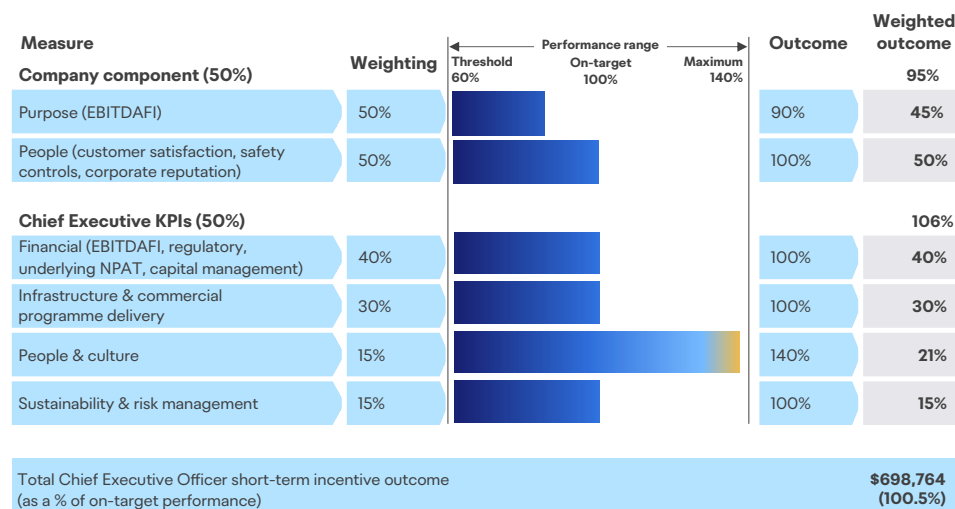
<sup>5</sup> Adrian Littlewood resigned from his role on 12 November 2021, and the disclosure for the 2022 financial year relates to the remuneration paid between 1 July 2021 and 12 November 2021.

### Short-term incentives

The annual value of the short-term incentive scheme for the Chief Executive is set at 50% of their base salary (provided all performance targets are achieved). If performance is unsatisfactory in a category, then no short-term incentive is payable for that criterion. A maximum of 1.4 x the target (i.e. 70% of base salary) is payable for outstanding performance by the Chief Executive.

The criteria used to measure the Chief Executive's individual performance is based on meeting certain targets focused on delivery against financial performance, delivery of the infrastructure and commercial programme, sustainability, risk management and culture. The 50% company component of the Chief Executive's FY25 STI scheme is based on meeting targets focused on delivery against financial performance and customer satisfaction, safety controls and corporate reputation.

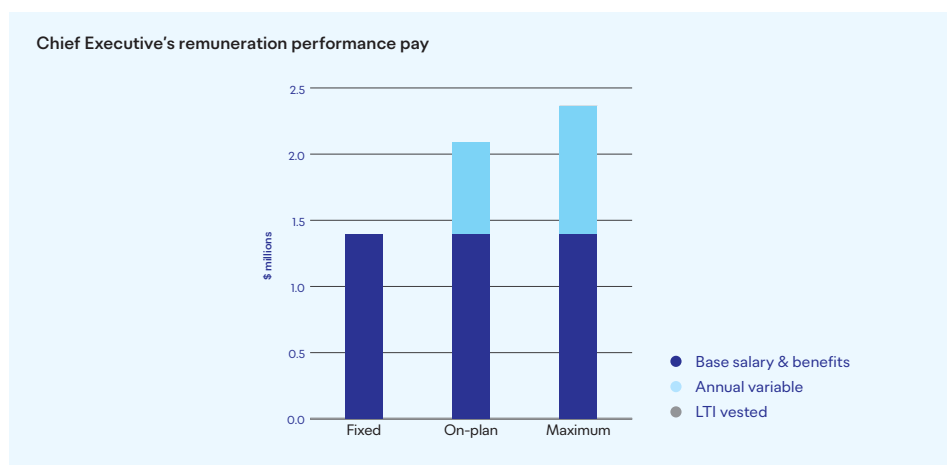
## FY25 STI scorecard



## Long-term incentives

The Chief Executive participated in the Auckland Airport long-term incentive plan in the 2025 financial year. Vesting for grants eligible in this period will be evaluated in the 2028 financial year.

The Chief Executive was a participant in the FY22 Long-Term Incentives grant, the shares did not vest under the scheme and therefore is not reflected in the chart below.



## Shares

The Chief Executive held 18,974 shares personally in the company as at 30 June 2025.

## Chief executive and employee pay gap

The pay gap represents the number of times greater the Chief Executive's remuneration is that the remuneration of the median of an employee.

As at the balance data, the Chief Executive's base salary of \$1,390,574 was 12.8 times the median employee salary of \$108,250. The Chief Executives Total Remuneration, including STI earned and LTI Vested, of \$2,163,395 was 20 times the median employee salary.