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AIR NEW ZEALAND

Metrics Table 2026

Metrics Table

Metric	Financial Year 2024	Financial Year 2025	Financial Year 2026
People Safety Risk Control Effectiveness (RCE) rating of substantially or fully effective[1]	84.0%[2]	85.0%[3]	87.0%[4]
Percentage of active workforce covered under collective bargaining agreements[5]	77.3%	78.3%	78.3%
Number of work stoppages	0	0	2[6]
Total days idle	0	0	630 worker days[6]
Description of implementation and outcomes of a Safety Management System (SMS)	SMS is fully implemented and accepted by the Civil Aviation Authority New Zealand (CAANZ). Regular Management Review meetings and Board Health, Safety and Security Committee meetings provide assurance of SMS/safety capability and performance. Several CAANZ audits were conducted during the year which examined SMS elements, all with positive results. There are continuous SMS improvement activities, including incorporating SMS processes for aircraft maintenance into a single airline SMS manual to promote consistency. New European Union Aviation Safety Agency SMS requirements and the latest IOSA Standards pertaining to SMS are also being incorporated. The risk-based IOSA audit in September to October 2024 will include a safety maturity assessment which will provide both enhanced assurance and an opportunity to benchmark against industry best practice.	SMS is fully implemented across the airline. The risk-based IOSA audit in October 2024 was positive, with only a small number of findings (below IOSA airline average). The Air Operator Certificate (AOC) renewal process was successfully completed in April 2025 following a 5-month robust CAANZ recertification process which assessed compliance and safety management. The combined 'Safety Goals and Objectives' were endorsed in late calendar year 2024 and are in the process of being fully operationalised. The associated metrics provide assurance regarding safety outcomes. A revised version of the Safety Roadmap has been developed to guide the maturity of health, safety, and security management systems over the next four years, with a focus on systems, capability and culture. The airline is in the process of upgrading its safety information management system. This will provide improvements for analysing and sharing safety information, including risk identification, assurance, reporting and actions tracking.	SMS is fully embedded across the airline and continues to provide an effective framework for managing health, safety, security, and digital risks. Internal safety assurance is achieved through internal audits, investigations, risk assessments, and operational reviews. External assurance is provided through robust regulatory oversight and IOSA accreditation. Air New Zealand received AirlineRatings.com's Seven Star PLUS safety rating following an independent onboard cabin safety audit, recognising strong cabin safety compliance and operational standards. Established safety review, management review, Group Safety Review Board, and Board Health, Safety and Security Committee processes provide confidence that safety risks are being identified and managed, and that the airline meets its compliance and safety obligations. The airline continues to mature its health, safety, and security management systems through the Safety Roadmap, with a focus on systems, capability, and culture enhancement. Key financial year 2026 focus areas included operationalising the combined Safety Goals and Objectives, strengthening risk review and control effectiveness, enhancing action management visibility, progressing the safety information management system replacement, safety culture survey, and continuing capability uplift through targeted training and leadership engagement.
Number of aviation accidents[7]	0	0	0

1. RCE review and verification is part of the company risk management process and is a framework implemented to give depth to the risk declarations. The RCE scale ratings are totally ineffective, largely ineffective, partially effective, substantially effective, and fully effective. 2. The RCE improved to 84.0% and the Risk Review status improved to achieve the financial year 2024 target of 100.0%, providing confidence that risks are understood by risk owners and ongoing control improvement focus is maintained. 3. The RCE improved to 85.0% and the Risk Review status was maintained at 100.0%, providing confidence that risks are understood by risk owners and ongoing control improvement focus is maintained. 4. The RCE improved to 87.0% and the Risk Review status was maintained at 98.0%, providing confidence that risks are understood by risk owners and ongoing control improvement focus is maintained. 5. There are employees who are not a member of a union but their work is covered by a collective bargaining agreement. These employees are employed on individual employment agreements that are based on the terms and conditions of a collective bargaining agreement that covers their work. There are also employees whose work is not covered by a collective bargaining agreement. These employees are employed on individual employment agreements that are not influenced or determined by collective bargaining agreements. 6. Reason for work stoppage: Widebody crew took industrial action in the form of a strike. The strike was a full withdrawal of labour for 24 hours across two consecutive days. The effect was that our widebody flying was significantly reduced over the period. This was mitigated to the extent possible by: a) Maximising flying on our narrowbody network. b) Reaccommodating passengers either to narrowbody aircraft or to flights outside of the window of industrial action. c) Re-timing some widebody flying to occur outside of the industrial action window. Since the action occurred, we have settled the Collective Agreement. 7. Defined according to the International Civil Aviation Organization (Annex 13).

Metrics Table (continued)

Metric	Financial Year 2024	Financial Year 2025	Financial Year 2026
Number of governmental enforcement actions of aviation safety regulations[8]	0	0	0
Total recordable rate of injuries[9]	5.3	10.0[10]	10.7
Lost work case frequency rate[11]	5.3	10.0[12]	10.7
Fatalities	0	0	0
Environmental non-compliances	One new[13] and one continuing[14] environmental non-compliance as at end of financial year 2024[15]	One new[16] and two continuing[17, 18] environmental non-compliances as at end of financial year 2025[19]	One new[20] and two continuing[21, 22] environmental non-compliances as at end of financial year 2026
IEnvA stage 2 certification via IATA	IEnvA stage 2 certification achieved, scope of the certification: Flight Operations; Corporate; Ground Handling; Maintenance Repair; and Overhaul.	IEnvA stage 2 certification achieved, scope of the certification: Flight Operations; Corporate; Ground Handling; Maintenance Repair; and Overhaul.	IEnvA stage 2 re-certification achieved, scope of the certification: Flight Operations; Corporate; Ground Handling; Maintenance Repair; and Overhaul.
45% reduction in landfill waste per Full Time Equivalent at corporate locations by financial year 2027, from a financial year 2024 baseline[23]	N/A	9.9% reduction	6.1% reduction
15% reduction in landfill waste per activity hours of maintenance at Engineering, Maintenance & Supply Chain locations by financial year 2027, from a financial year 2024 baseline[23]	N/A	10.2% reduction	12.1% reduction
25% reduction in landfill per throughput of cargo tonnage at Cargo locations by financial year 2027, from a financial year 2024 baseline[23]	N/A	25.6% reduction	23.5% reduction

8. Defined as the number of enforcement actions from CAANZ, the U.S. Federal Aviation Administration (FAA), or the equivalent national authorities that are related to aviation safety regulations. 9. Total recordable rate of injuries is the total sum of lost time injury and medical treatment injury, with the rate calculated as the average over the past 12 months. This calculation is based on the formula: ((sum of total recordable rate of injury reportable event for the past 12 months) x 1,000,000) / (sum of total work hours for the past 12 months). From financial year 2026, a more accurate source of work hour data has been implemented. This has been retrospectively applied to previous years for comparative effect. 10. The increase in rate in financial year 2025 primarily reflects Air New Zealand's operational recovery and returning close to pre-COVID activity levels, resulting in injury rates more consistent with historical performance. 11. This calculation is based on the formula: (sum of lost time injury reportable events for the past 12 months) x 1,000,000 / (sum of total work hours for the past 12 months). From financial year 2026, a more accurate source of work hour data has been implemented. This has been retrospectively applied to previous years for comparative effect. 12. The increase in rate in financial year 2025 primarily reflects Air New Zealand's operational recovery and returning close to pre-COVID activity levels, resulting in injury rates more consistent with historical performance. 13. Air New Zealand became aware of an inadvertent environmental breach relating to offsite discharge of low level contaminated stormwater. Air New Zealand is working with the relevant Council on this. 14. Air New Zealand is continuing to work with relevant Councils in relation to the inadvertent disposal of low level contaminated soil in financial year 2023. 15. The Environmental Protection Authority concluded its investigation into Air New Zealand's compliance with the Ozone Layer Protection Act 1996 and decided to issue a warning relating to the importation and exportation of goods and controlled substances. 16. An accidental activation of the deluge system at Air New Zealand's hangar resulted in a discharge event. Watercare issued a non-compliance notice of a trade waste agreement, which has been resolved. The regulators also investigated the matter and closed their inquiries without any adverse finding. 17. Air New Zealand is continuing to work with the relevant Council regarding the inadvertent environmental breach relating to offsite discharge of low level contaminated stormwater referred in footnote 13. 18. Air New Zealand is continuing to work with relevant parties in relation to the inadvertent disposal of low level contaminated soil in financial year 2023 referred in footnote 14. 19. Council issued a warning letter to Air New Zealand Regional Maintenance Limited for an alleged exceedance of noise limit during the 2023 calendar year. 20. Environment Canterbury issued a non-compliance notice in relation to stormwater discharge at the Christchurch Airport Maintenance Base. Air New Zealand is working with Environment Canterbury in relation to this. 21. Air New Zealand is continuing to work with the relevant Council regarding the inadvertent environmental breach relating to offsite discharge of low level contaminated stormwater referred in footnote 13. 22. Air New Zealand is continuing to work with relevant parties in relation to the inadvertent disposal of low level contaminated soil in financial year 2023 referred in footnote 14. 23. Waste targets exclude hazardous waste, international inflight biosecurity waste, building and construction waste, and other Air New Zealand waste managed by airport companies.

Metrics Table (continued)

Metric	Financial Year 2024	Financial Year 2025	Financial Year 2026
Suppliers providing positive assurance of our Supplier Code of Conduct	Suppliers representing 81.0% of our contestable spend[24] in financial year 2024 have provided positive assurance. The increase versus prior year is predominantly due to (1) increased annual spend with key suppliers (total contestable spend has increased 24.0% year-on-year), and (2) improvements in system data capture. Suppliers representing 42.0% of our supplier base[25] in financial year 2024 have provided positive assurance. This is the first time Air New Zealand has reported positive assurance by supplier volume.	Suppliers representing 83.9% of our contestable spend in financial year 2025 have provided positive assurance. Suppliers representing 55.3% of our supplier base in financial year 2025 have provided positive assurance.	Suppliers representing 83.2% of our contestable spend in financial year 2026 have provided positive assurance. Suppliers representing 61.5% of our supplier base in financial year 2026 have provided positive assurance.
Proportion of spend with local businesses[26]	$3.1b (47.7% of total third-party spend) was spent with local businesses	$3.3b (49.3% of total third-party spend) was spent with local businesses	$3.6b (47.4% of total third-party spend) was spent with local businesses
Annual volume of Aotearoa New Zealand exports on Air New Zealand	32,850 tonnes[27]	35,541 tonnes[28]	33,770 tonnes
Full compliance with International Civil Aviation Organization (ICAO) noise standards for aircraft fleet	No notified noise breaches in financial year 2024 Achieved full compliance with ICAO noise standards.	One notified noise breach in financial year 2025[29] Achieved full compliance with ICAO noise standards.	No notified noise breaches in financial year 2026 Achieved full compliance with ICAO noise standards.
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	0	0	0
Electricity use	0.6% increase compared to financial year 2023.	8.6% decrease compared to financial year 2024[30].	2.3% increase compared to financial year 2025.
Enabling regional connectivity through flight departures that connect Auckland / Wellington / Christchurch to regional centres	114,886	109,801	104,638

24. Based on percentage of contestable spend. Contestable spend excludes the hedged portion of fuel, airport fees, aircraft, taxes, e-store, Tandem, labour and the spend by any supplier with an annual amount below $150,000. 25. Based on percentage of suppliers with contestable spend. Contestable spend excludes the hedged portion of fuel, airport fees, aircraft, taxes, e-store, Tandem and labour. 26. Local businesses are defined as those who have a registered New Zealand Head Office address. 27. This figure has been revised from that reported in the 2024 and 2025 Metrics Tables following the identification and correction of a calculation error in the 2026 financial year. 28. This figure has been revised from that reported in the 2025 Metrics Table following the identification and correction of a calculation error in the 2026 financial year. 29. Non-conformance with required procedural requirements, addressed through additional coaching. 30. This decrease is largely driven by a refinement to Air New Zealand's greenhouse gas emissions reporting to avoid double counting. Electricity consumed by the Christchurch Engine Centre is reported separately as part of Scope 3, category 15 emissions from 2025 financial year onwards.

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