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KIA ORA KOUTOU

Welcome to Queenstown Airport's 2025 Sustainability Report. Over the past year, we've made meaningful progress on decarbonisation and broader sustainability initiatives. As we plan infrastructure development to meet the needs of our growing community, we are acutely aware of the long-term impact of today's decisions on tomorrow's emissions. Our holistic approach to sustainability recognises that people, planet, and prosperity are intertwined. We remain committed to industry-wide efforts to reduce greenhouse gas emissions, with the Airport Carbon Accreditation certification process helping us measure and manage our impact. Collaboration with the broader airport community and industry bodies is crucial, and we're confident co-operative action is moving the aviation sector in the right direction.

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He rau ringa e oti ai | Many hands make light work



OUR STRATEGY

When developing our Sustainability Strategy, we incorporated feedback and guidance from a range of stakeholders, including shareholders, the community, and sustainability experts. The insights gained enabled us to produce a strategy that prioritises three pillars, people, planet and prosperity. We have also developed a roadmap to decarbonise our airport operations and set science-based targets.

We support the aspiration of our majority shareholder, the Queenstown Lakes District Council, that our district sets the standard for regenerative, low-impact living, working, and travel. We have incorporated the targets in QLDC's Climate and Biodiversity Plan* that are relevant to our business.

We have identified key priorities under each pillar, which help drive initiatives and deliver results across the business.

In the coming year, we will refresh our 10-year Strategic Plan and our intention is to integrate our Sustainability Strategy into this, driving positive change across all aspects of our business.





PEOPLE

ONE TEAM | ACCOUNTABLE | NOISE



BE AN EMPLOYER OF CHOICE AND LIVE OUR

VALUES creating a safe, inclusive airport environment.



CLIMATE | WASTE | **BIODIVERSITY**

BE NET-ZERO* by reducing

85% by 2028 and offsetting

residual emissions.

target through

SUPPORT THE GLOBAL

infrastructure planning, collaboration and advocacy.

FLY NET ZERO BY 2050**



COMMUNITY

CLIMATE RISK | ZQN |

PROSPERITY

PREPARED, aware of and responsive to the risks and opportunities posed by climate change.

BE RESILIENT AND



COMMUNICATE **OPENLY AND** REPORT REGULARLY

demonstrating our commitment to achieving our sustainability goals.



√0

LEAD WASTE MINIMISATION AND

COMPOSTING across the airport campus to significantly reduce waste to landfill.



EMBED SUSTAINABILITY ACROSS OUR AIRPORT

so that like health. safety and security, sustainability is what we do.



PROVIDE CERTAINTY AND CLARITY TO THE **COMMUNITY** around

airport activity, mitigate the impact of aircraft noise and complete the residential noise mitigation programme.



ACTIVELY RESTORE OUR NATIVE HABITAT,

working with key partners, for the benefit of future generations.



SUPPORT OUR REGION

TO THRIVE by connecting with, and contributing to, our community socially and economically.

- * For scopes 1, 2 and limited scope 3 emissions compared to our 2019 baseline year. Local native reforestation credits are applied to scope 1 and limited scope 3 emissions. Renewable energy certification is applied to scope 2 emissions.
- ** The four commercial airlines operating at ZQN have committed to International Air Transport Association's target.

IT IS A PRIVILEGE TO CALL THIS REMARKABLE PLACE HOME.

We are dedicated guardians, committed to preserving and protecting our region alongside the community for the benefit of generations to come. Sustainability guides the way we think, the decisions we make, and the way we do business.

OUR ACHIEVEMENTS



ACA 4+ TRANSITION ACCREDITATION MAINTAINED



CHAMPIONING THE TIAKI PROMISE



76% REDUCTION IN ORGANISATIONAL **EMISSIONS* SINCE 2019**



CERTIFIED 100% RENEWABLE **ELECTRICITY** SUPPLY



ZON COMPOST PROGRAMME EXPANDED



NEW PARTNERSHIP TO REGENERATE FOREST ON REMARKABLES STATION



ELECTRIC GROUND SERVICE EQUIPMENT INTRODUCED



WHĀNAU POLICY INTRODUCED



ELECTRIC BIKE CHARGING STATIONS INSTALLED



SUSTAINABILITY **LINKED LOANS IN** PLACE



\$14.1 MILLION IN DIVIDENDS PAID TO OLDCA



SUSTAINABLE CONSTRUCTION **GUIDELINES DEVELOPED**



ZON COMMUNITY FUND LAUNCHED



BIOSECURITY BUSINESS PLEDGE SIGNATORY



COMMUNITY **PARTNERSHIPS PROGRAMME CONTINUES**



RECYCLING **EXTENDED TO** TETRA PAK **CARTONS AND SOFT PLASTICS**

*For Scope 1, 2 and limited Scope 3 emissions
^Queenstown Lakes District Council is our majority shareholder, holding 75.01% of shares in QAC



PEOPLE

We are proud to be part of this community and recognise the vital role we play in connecting the people and businesses of the Southern Lakes region to the rest of the world.

It's important to us that we balance our activity with the desire to preserve what makes our region a special place to live, work and visit, and provide certainty and clarity to our community around airport activity.

At Queenstown Airport, we have a 'one team' philosophy that encourages working together to create a diverse, inclusive, dynamic and welcoming environment where people feel safe and valued. We are committed to being an employer of choice and investing in our team's wellbeing and development.

More than 1,000 people work at Queenstown Airport, making this one of the largest workplaces in the district. As well as our own employees, they include air traffic controllers, airline staff, security teams, biosecurity, customs and immigration officers, police, ground handlers, cleaners, retailers, hospitality workers, general aviation pilots and support crew. This vibrant community plays an essential role in delivering a world-class airport experience and supporting our sustainability journey. Together, we're working to reduce our collective impact and help the Southern Lakes region flourish.

EMPLOYER OF CHOICE

As passenger numbers continue to grow and we accelerate our infrastructure delivery programme, our organisation is evolving rapidly. To support this growth, attracting and retaining talented people is a top priority. We are committed to offering a workplace where people feel valued and supported. Our benefits include competitive remuneration, flexible working arrangements, and a comprehensive health, wellbeing, and recognition programme. Permanent staff enjoy free health insurance and medical checks, regular social events, KiwiSaver contributions of up to 4%, paid birthday leave, an activity subsidy, and opportunities for paid volunteering. Together, these initiatives create a positive, rewarding environment for our team.

EMERGENCY MANAGEMENT

Queenstown Airport is a designated lifeline utility under Civil Defence legislation and we are putting considerable effort into planning for an emergency or natural disaster, working with the broader airport community and other local organisations. This includes collaboration with Queenstown Lakes District Council and emergency management specialists to develop a coordinated air evacuation plan for visitors after a major earthquake. We are also continuing to train staff in coordinated incident management training and have introduced emergency management software, which is already used by Otago Civil Defence Emergency Management and the QLDC, streamlining our preparedness.





The health, safety, and security of those working at and travelling through the airport are always our first priority. We promote a safety-first culture and regularly review our systems and procedures to identify and mitigate risks. We're also investing heavily in equipment and infrastructure to make Queenstown Airport even safer. Examples this year include the purchase of additional solar-powered aircraft access ramps, new bird-scaring devices, and passenger inline guidance systems for use on all commercial stands to create a physical barrier to prevent passengers straying from walkways.

EMAS

A \$21 million airfield safety project was completed this year. It incorporates the first engineered materials arresting system (EMAS) in Australasia. This cutting-edge technology is designed to prevent an aircraft from overshooting a runway, bringing it to a safe stop with minimal damage. Our airfield meets minimum International Civil Aviation Organisation requirements with a runway end safety area (RESA) of 90 metres, but there is no room to physically increase that. Installing an EMAS was a smart solution, as it more than doubles the margin of safety, providing equivalent protection to a 240-metre RESA.

WHĀNAU POLICY

A Whānau Policy was introduced this year, providing additional benefits and support to help our people through key life moments, from welcoming a child to navigating illness. It recognises that every whānau is different, so the help offered depends on individual circumstances, and ranges from meal deliveries and paid leave to subsidies for childcare or critical medical expenses.





PROFESSIONAL DEVELOPMENT

We support the personal and professional growth of our people through training and education opportunities, secondments, and promotions. Staff have attended a range of networking sessions, panel discussions, workshops, and conferences this year. Regular Kai & Kōrero sessions have covered topics ranging from health and wellbeing to composting and financial planning.

COMMUNITY SENTIMENT

Queenstown Airport commissions The Research Agency (TRA) to complete an annual community sentiment survey and we are pleased to see regard for the airport steadily improving, with a community sentiment score in 2025 of 69% – up 5% since the benchmark survey in 2023. We hope to see this rise further with continued focus on strong community engagement, open communication, customer experience and infrastructure upgrades.

IWI ENGAGEMENT

We are building a meaningful partnership with mana whenua, working with Te Ao Marama and Aukaha, as representatives of Kāi Tahu, to formalise and strengthen our approach to iwi engagement. We are developing a strategy to grow our confidence and capability working in te ao Māori.

RESIDENTIAL NOISE MITIGATION

Through our Noise Mitigation Programme, we pay for a range of measures to reduce the effect of noise from airport operations on those living in homes within Queenstown Airport's inner and mid noise contours. Steady progress has seen work on another five properties completed this year, and the owners of two further properties expressing intent to join the programme. We are on track to complete this programme of work by our target date of 2028.

AIR NOISE BOUNDARY

A minor breach of the noise boundary to the south of the crosswind runway is expected for the 2025 compliance reporting period. This will be formally confirmed and reported in early 2026. This relates to both helicopter activity and increased use of the crosswind runway by small fixed-wing aircraft. Exceptionally fine weather last summer contributed to record activity by the flightseeing businesses based at Queenstown Airport. Scheduled flight activity by jets and turboprop aircraft using the main runway remains well within the permitted noise boundaries, with capacity available for planned growth. QAC shared information about the likely breach publicly in November 2025, rather than waiting for 2026 compliance reporting, because we take our responsibility to operate within permitted noise parameters very seriously. Immediate steps have been taken to ensure this does not happen again.



PLANET





Responding to climate change and understanding the risks to our organisation are vital to building a resilient future.

Our priorities are providing leadership in the transition to a lower-carbon economy, supporting local biodiversity, and robust reporting as a member of the Airport Carbon Accreditation (ACA) programme.

Planning for and enabling the decarbonisation of aviation is embedded in our Sustainability Strategy and long-term planning. We measure the impact of our operations and map our carbon footprint in accordance with the GHG Protocol.

Starting in 2019, we were audited annually by Toitū Envirocare for five years, achieving Toitū net carbonzero certification in 2023.

In 2024, we joined the ACA programme, which is administered by the Airports Council International and enables us to benchmark our progress against other airports worldwide. It is robustly verified and requires us to track emissions from a wider range of activities beyond our direct control, including aircraft emissions.

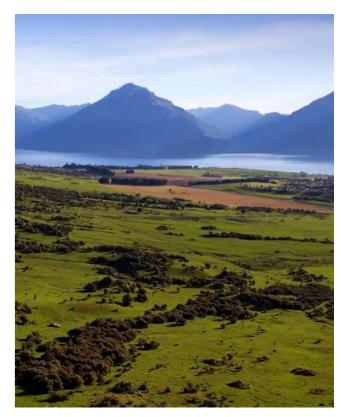
We have maintained the Level 4+ 'Transition' Airport Carbon Accreditation we achieved last year and we are aiming to reach Level 5 – the highest tier in the programme – by 2028.

To achieve Level 4+ accreditation, we provided extensive documentation of Queenstown Airport's carbon management plan, collaboration with other stakeholders to measure and reduce emissions, and a policy commitment to absolute emissions reduction in line with the Paris Agreement. We were also required to offset residual scope 1 and limited scope 3 emissions using internationally recognised carbon credits.

We are committed to maintaining net-zero organisational emissions, while striving to achieve further emissions reductions, targeting an 85% absolute reduction in scope 1 and 2 and limited scope 3 emissions by 2028.

All four airlines using Queenstown Airport have signed up to Fly Net Zero – the International Air Transport Association's commitment to achieve net-zero carbon emissions by 2050. To succeed, significant advances in technology and a concerted effort by the entire aviation industry will be required.

In the coming years, there will be an incremental annual increase in aviation-related emissions as passenger and aircraft activity grows at Queenstown Airport. While we are not directly responsible for aircraft emissions, we recognise aviation is a significant source of greenhouse gas emissions and is one of the most challenging sectors to abate. Airports have an important role to play in facilitating the changes required to successfully decarbonise aviation.



ELECTRIFICATION

Electrification of airport operations is a central part of our decarbonisation plan, so we are investing heavily in increasing electrical capacity, building a new switch room, installing a new transformer, and laying hundreds of metres of additional cabling. Clever technology is being used to manage energy demand, resulting in long-term reduction of emissions. We are also supporting our airline partners to electrify their operations at Queenstown Airport and the six universal charging stations installed in 2024 for electric ground service equipment are now in regular use.

BOILER DECOMMISSIONED

An upgrade of the terminal heating, ventilation and air conditioning system is progressing in stages. This has enabled us to decommission the diesel boiler used for pre-heating the system – an important milestone that has considerably reduced our scope 1 emissions.



DONATION TRIAL

Items removed from luggage during security screening account for an estimated 14 tonnes of waste sent to landfill from Queenstown Airport each year. We have established a working group with other New Zealand airports to tackle this problem, negotiating processes to give some confiscated items, such as batteries, to charities, rather than have them go to waste. Many of the confiscated items are toiletries or cosmetics that do not comply with the 100ml restriction on powders, liquids, aerosols and gels (PLAGs) for international travel, and we are running a trial to allow passengers to donate unopened products to the Salvation Army. In the first month, we more than halved PLAG waste, diverting 830 kilograms from landfill and saving about \$450 in disposal costs.

WASTE REDUCTION

Waste minimisation is an area of keen focus and we are pleased to have reduced the waste sent to landfill by 12% compared to our 2019 baseline year, despite rising passenger numbers. Considerable effort has gone into an airport-wide recycling programme, with waste manually sorted at an onsite facility. Tetra Pak cartons and soft plastics have recently been included in this programme. We have also expanded the on-site composting facility and are now composting food scraps from the international departures lounge.



SUSTAINABLE CONSTRUCTION

Construction teams working on seismically strengthening the terminal and building a back-of-house extension are making great progress, but their focus isn't solely on meeting project deadlines. From the get-go, they have also been thinking about how to reduce waste and recycle materials. Here are some great examples of their smart resource management:

- Asphalt millings from the runway were used to form a laydown area
- 2,476kg of structural steel removed during the seismic strengthening project was reused in a retaining wall
- 2,450kg of structural steel, copper, brass, and roofing iron was recycled
- 13,165kg of hardfill and concrete were separated from general waste and reused as hardfill
- Ceiling demolition in the terminal was minimised to reduce waste and limit the need for new materials
- Plywood wall lining removed during the demolition phase of the back-of-house project was reused by the seismic strengthening team.



DESIGN GUIDELINES

Sustainable Design Guidelines to help steer every project in the right direction are being finalised right now. One of the first developments to be shaped by these guidelines will be Airport House, a new office building for our staff and partner agencies. Construction is set to begin next year and the design brief includes a requirement to target a Green Star Buildings rating, reflecting our commitment to high-performance, low-impact infrastructure.

BETTER BUILDING BREKKIE

In October, Queenstown Airport proudly hosted a Better Building Brekkie as part of the 2025 Wao Summit. The event brought together local businesses, contractors, and sustainability experts to share ideas on sustainable construction practices – exploring ways to reduce waste, cut embodied carbon, and create greater resilience in the built environment. These conversations are especially relevant as we embark on our infrastructure development programme. Hosting this event demonstrates our commitment to collaboration and innovation, helping shape a low-carbon future for our region.

BIODIVERSITY

The first thing people see when they step off a plane at Queenstown Airport is the aptly named Remarkables mountain range. We are proud to have formed a partnership with Remarkables Station National Trust Ltd that will see the regeneration of native forest at the foot of those mountains. Initially, the project will focus on eradicating invasive sycamore trees and removing livestock from 100 hectares of Remarkables Station – a 1,222-hectare property given to the QEII National Trust by the Jardine family in 2022. The long-term vision is to restore biodiversity and allow native ecosystems to thrive again.

COMMUTING

Queenstown Airport workers are encouraged to walk to work, ride a bike, catch a bus, or carpool if possible. This year, we signed up to Workride – a salary sacrifice scheme that makes it easier for our staff to buy a bike, e-bike or e-scooter at a discounted rate. We participate in the Aotearoa Bike Challenge and have installed three electric bike charging stations for public and staff use. We also provide Bee Cards to staff to incentivise the use of public transport.



PROSPERITY

Queenstown Airport is an important majority-owned community asset and is uniquely positioned to serve the needs of the community, to boost the regional economy, and to connect the people and businesses of the Southern Lakes region with the wider world.

It is vital that we operate sustainably and build long-term resilience. A key priority for us is to understand, plan, and adapt to the impacts of climate change on our business.

As Government policy and legislation changes, we will pay close attention to ensure our strategic planning and risk frameworks are aligned.

We also recognise the importance of fostering positive relationships and building social licence through strong connections with the people and businesses of the region we serve.

CLIMATE-RELATED RISKS & OPPORTUNITIES

This year, we completed a comprehensive assessment of climate-related risks and opportunities, which informs the climate-related disclosures in this report. See page 23.

DIVIDEND

As a community-owned asset, Queenstown Airport is committed to operating responsibly and ensuring our success benefits all those who live in this region. Strong profitability enables the payment of substantial dividends to our shareholders. In the most recent financial year, these totalled \$18.8 million, with \$14.1 million going directly to the Queenstown Lakes District Council. That equates to about \$440 per ratepayer.

LOVE OUR REGION

Queenstown Airport is pleased to support the Love Queenstown and Love Wānaka initiatives, which fund local projects focused on climate, conservation, and community wellbeing. To help raise awareness and encourage contributions, we have installed a dedicated display in the international departures lounge inviting visitors to donate. This initiative connects travellers

with opportunities to give back to the region they've enjoyed, reinforcing our commitment to protecting the environment and supporting a thriving, sustainable future for our communities.

PARTNERSHIPS

We also contribute financially through a long-standing partnerships programme, which supports a range of community events and organisations that align with our values and sustainability goals. These include the Whakatipu Reforestation Trust, Coastguard Queenstown, KiwiHarvest, the Wakatipu High School Foundation, and the Lakes Hayes A&P Show.





ZQN COMMUNITY FUND

The ZQN Community Fund was launched this year to complement our partnerships programme and enable the easy distribution of smaller one-off grants to grassroots charities doing valuable work in the Queenstown Lakes and Central Otago districts. In its inaugural year, 16 grants totalling \$50,000 were awarded from the fund, which is administered for us by the 45South Community Foundation. These were:

- NZ Deerstalkers Southern Lakes to process meat that will be distributed to members of the community via KiwiHarvest
- Glenorchy Playgroup for a new water heater
- Mt Aspiring College to complete the development of an accessible playground
- MINT Charitable Trust to go towards camp costs for youth with disability
- Frankton Volunteer Fire Brigade for safety equipment
- Cromwell Youth Trust to support the Wahine Toa development programme
- Friends of Bullock Creek Trust for a new trailer for conservation work
- Living Options Central Otago for art sessions at Te Atamira for youth with disability

- Central Otago Family Services for teens and family workshops
- Queenstown Lakes Baby Box Trust to buy items for Baby Boxes
- Whakatipu Toy Library programme support
- Queenstown Scouts to support the running costs of a new social enterprise
- Central Otago Friendship Network for senior and teenage support sessions
- Kahu Youth Trust for a Matariki celebration
- Alexandra Youth Trust for a breakfast programme at Dunstan High School
- Journeys Charitable Trust for an outdoor programme for teenage girls.



SOUTHERN WAY

Our Southern Way collaboration with the Dunedin and Invercargill airports and eight regional tourism organisations across the lower South Island was judged Commercial Initiative of the Year at the 2025 New Zealand Airports Awards. We love this partnership, which encourages travellers to fly into one airport, explore the spectacular southern regions at their own pace, then fly out of another. By promoting slower, more immersive travel, the Southern Way supports regenerative tourism and spreads the benefits more widely across the region.

SEISMIC STRENGTHENING

We are investing heavily in the resilience of airport infrastructure to ensure we can fulfil our important role as a lifeline utility and operate in the wake of a natural disaster. About \$10 million is being spent on a 17-month programme of works to seismically strengthen the structure of the terminal, and increase its ability to withstand an earthquake. The project is all being done at night and involves a combination of structural steelwork, bracing, micropiling, and the reinforcement of columns. Contractors have completed work in the baggage hall and check-in area. They are now working in the centre of the terminal.



USING OUR INFLUENCE

Meaningful change doesn't happen in isolation. That's why we actively engage with local organisations, businesses, and industry groups to share our knowledge, align our efforts, and amplify our impact. By working closely with others, we're trying to drive change and find solutions to shared challenges.



ZQN SUSTAINABILITY PLEDGE

Queenstown Airport is committed to championing sustainable practices across our campus. We support and encourage our airline partners and general aviation operators to pursue carbon-reduction objectives and technologies. We have also developed the ZQN Sustainability Pledge, which is intended to bring members of the broader airport community together to champion sustainability and collectively reduce the environmental impact of our operations. Of the more than 60 businesses operating at the airport, 17 have already signed the pledge and we aim to increase that by 50% by the end of 2028. The pledge provides practical steps to collectively reduce environmental impacts as we transition toward our net-zero target and broader social impact goals.





CLIMATE-RELATED DISCLOSURES

Queenstown Airport is committed to supporting Aotearoa New Zealand's transition to a low-carbon economy. We are proud to be increasing our maturity in this space alongside industry peers, having previously published climate-related disclosures for FY23 and FY24 guided by the External Reporting Board (XRB) climate standards.

As a council-controlled trading organisation (CCTO) under section 6(1) of the Local Government Act 2002 and a lifeline utility listed in Schedule 1 of the Civil Defence Emergency Management Act 2002, the Queenstown Airport Corporation (QAC) is required to report on climate-change adaption under section 5ZW of the Climate Change Response Act 2002.

Consistent with our transparent and proactive approach to reporting, we have chosen to align with XRB climate standards. This framework represents best practice for assessing climate-related risks and opportunities, and ensures comparability with our peers.

DISCLAIMER

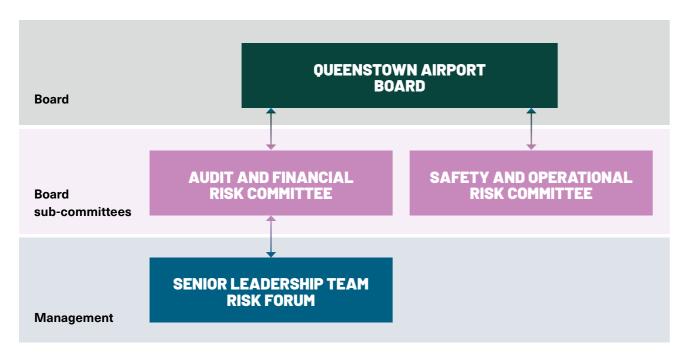
These disclosures apply solely to the Queenstown Airport Corporation (QAC) for Financial Year 2025.

Climate risk and opportunity assessments are based on scenario development. These scenarios are hypothetical, relying on future assumptions informed by current data, trends and analysis. Because climate risks and responses from communities, businesses and governments continually evolve, outcomes are inherently uncertain and difficult to predict.

The risks and opportunities identified by QAC reflect these assumptions and may not occur as anticipated. QAC will regularly monitor the physical impacts of our climate and how people respond, updating our assessments, planning framework, and related disclosures as needed. Given the risk framework's reliance on assumptions, quantifying potential impacts on business, investments, and revenue is uncertain. This report is not intended to inform financial decisions.

QAC is not a climate-reporting entity (CRE) as defined by the Financial Markets Conduct Act 2013 (FMCA). Therefore, this report is not subject to additional requirements of CREs in the FMCA and is not subject to compliance monitoring by the Financial Markets Authority (FMA). QAC has completed an internal assessment of alignment to NZ CS1 and CS3 only.

GOVERNANCE



Company information (including board and SLT composition) can be found in Queenstown Airport's 2025 Annual Report.

BOARD

The board is the body responsible for all decision-making and holds ultimate responsibility for all business risks and opportunities, including those that are climate related. It meets eight times a year and is accountable to its shareholders for the financial and non-financial performance of the company. The board delegates the oversight of all business risks to the Audit and Financial Risk Committee (AFRC) or the Safety and Operational Risk Committee (SORC).

Responsibilities of the board in relation to the climate include:

- approving strategic plans, airport master plans, budgets and the Statement of Intent (SOI)
- monitoring the progress of strategic initiatives, SOI objectives, and sustainability targets, as reported by the senior leadership team (SLT) in board papers
- approving sustainability-linked loan targets
- assessing business risks and opportunities
- ensuring QAC has appropriate risk management and regulatory compliance policies in place and that the company adheres to these policies

the SLT.

AUDIT AND FINANCIAL RISK COMMITTEE

The Audit and Financial Risk Committee (AFRC) has governance oversight of the strategic and financial risk of QAC. It meets four times a year and is responsible for QAC's process for identifying and overseeing risk, advising the board on risk management policy and processes, and overseeing external audits. All directors may attend AFRC meetings and have access to AFRC papers and minutes.



SENIOR LEADERSHIP TEAM

The Senior Leadership Team (SLT) provides executive leadership and day-to-day management of the business, ensuring delivery and development of the strategic direction set by the board. All SLT members attend the SLT Risk Forum, which is chaired by the Chief Financial Officer. The forum provides a platform for the SLT to review and assess QAC's risk profile, monitor and escalate emerging risks, and ensure appropriate riskmanagement strategies are in place, including those that are climate-related. Each senior leader is charged with implementing risk mitigation and control measures within their area of responsibility. The SLT Risk Forum reports to each AFRC meeting, with a paper covering any changes, relevant information or significant updates. The forum meets four times a year.

STRATEGIC DIRECTION

QAC's consideration of climate-related risks and opportunities is also influenced by its shareholders, the Queenstown Lakes District Council (QLDC) and Auckland International Airport Ltd (AIAL).

Every year, the board approves QAC's Statement of Intent (SOI), for delivery to Council for consideration and approval. The SOI includes a sustainability focus for QAC, which includes progressing to Airport Carbon Accreditation Level 5 in 2028 and publishing annual climate disclosures aligned to the XRB climate standards. QLDC's Climate and Biodiversity Plan* includes key actions for QAC.

REMUNERATION

QAC's short-term incentive programme is linked to the achievement of SOI objectives and sustainabilitylinked loan targets, including climate-related measures. Additional sustainability or climate-related performance targets may be added if they are relevant to an individual's role or to the objectives of that financial year.



STRATEGY

As the global and domestic economy moves towards a low-emissions, climate-resilient future, QAC's mission remains clear: to proudly connect our home with New Zealand and the world. Air travel is vital for supporting tourism and economic development in our region, as well as enabling essential military and medical flights (for example, the closest maternity care is Invercargill, Dunedin, or Christchurch). As the connection hub, we recognise our important role in supporting the transition of aviation and ground transport. QAC is committed to collaborating with our partners on transformational solutions.

Adapting to a changing climate – including physical impacts and technological changes – is integrated into our planning processes to ensure our infrastructure is maintained, designed, and developed appropriately. Reducing our organisational carbon footprint and implementing our decarbonisation roadmap are key elements of our 10-year Strategic Plan.

TIMELINE

- **2019** QLDC commissioned Bodeker Scientific to do a report on climate-change implications for the Queenstown Lakes District.
- **2022** In partnership with Beca, we completed our first assessment of climate-related risks and opportunities.
- 2023 Climate Disclosures published.
- **2024** We commissioned Bodeker Scientific to update the climate-change implications report for Queenstown Airport.

Climate Disclosures published.

Ministry for the Environment published the latest climate projections for New Zealand.

2025 QAC updated its climate-related risks and opportunities work, in partnership with KPMG

Climate Disclosures published.



impact of priority climate-related risks

and opportunities.

QUEENSTOWN AIRPORT BUSINESS MODEL

This diagram shows how QAC's Mission Statement and Vision underpin what we do and how we operate.

100	KEY DOCUMENTATION	DESCRIPTION
	Mission	Proudly connect our home with New Zealand and the world.
	Vision	An innovative airport that people love to travel through, and the community takes pride in.
WHO		Experience
WE ARE	Pillars	Resilience
		Community
		Do the right thing
	Values	We get it done
		Remarkable every day
		Sustainable
		Community engagement
	Foundations	Financially sound
	Touridations	Safe and resilient
WHAT		Developing our people to be a high-performing team
WIAI	Strategic Plan	Strategic planning involves making decisions about the long-term goals and strategies of Queenstown Airport Corporation. The Strategic Plan has a strong external focus, and identifies major targets, actions and resource allocations relating to the long-term value and growth of the organisation.
	Master Plan	Long-term, high-level plans agreed with our stakeholders for developing Queenstown Airport.
HOW	Business Plan	The actions and resources we need to deliver our strategy for the next financial year and provides reference for monitoring and measuring performance.
	Work Plans	A series of plans produced by the business units within the organisation that translates the business plan into detailed work plans.



CLIMATE SCENARIO ANALYSIS

In 2022, QAC undertook its first assessment of climate-related risks and opportunities through workshops. We have completed a comprehensive update of this work in 2025. This included conducting climate scenario analysis to consider how climate-related risks and opportunities could affect our business model and strategy, helping us prepare for an uncertain future. Workshop participants included two directors, all SLT members, and the Sustainability Manager.

1

IDENTIFY SCENARIO ARCHITECTURE AND UNDERLYING ASSUMPTIONS

These were chosen to facilitate challenging conversations around plausible future trajectories and to effectively test QAC's business resilience.

2

IDENTIFY EXTERNAL DRIVERS

Workshop participants identified QAC's key drivers of change using the PESTLE (Political, Environmental, Social, Technological, Legal, Economic) framework. We then developed two driver pathways, which were explore

across four scenarios.

3

DEVELOP THE CLIMATE SCENARIOS

The workshop discussions allowed KPMG to generate challenging and plausible narratives tailored to QAC. Workshop participants collaborated to finalise the climate scenarios.

4

IDENTIFY CLIMATE-RELATED RISKS AND OPPORTUNITIES

Workshop participants immersed themselves in each climate scenario, considering underlying assumptions and key driver pathways to come up with a list of QAC-specific risks and opportunities for each scenario.

PRIORITISE CLIMATE-RELATED RISKS AND OPPORTUNITIES

Workshop participants scored the risks and opportunities on an 'impact vs. likelihood' matrix, adapted from QAC's current risk management matrix. The timeframes were selected to link to QAC's strategic planning horizons and capital deployment plans.

6

IDENTIFY POTENTIAL BUSINESS IMPACTS

Workshop participants discussed the potential implications for QAC of each priority risk and opportunity in each scenario along with potential trends the relevant time horizon.

PHYSICAL CLIMATE RISKS

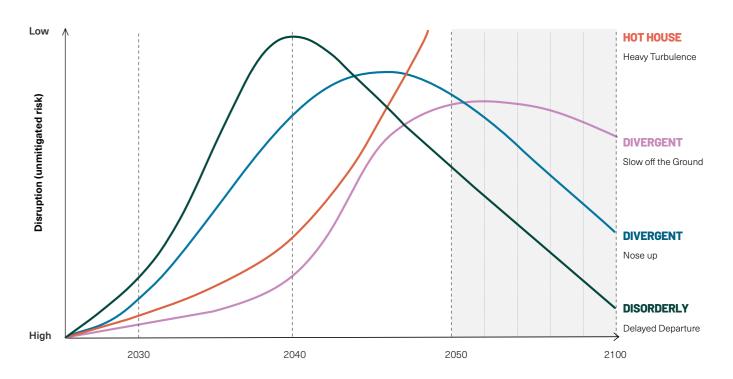
The Southern Lakes region is unique and, as part of our physical risk assessment, we have identified its relative natural advantages and weaknesses. The region is likely to get warmer with a possible increase in precipitation and storm events over the long term.

QUEENSTOWN AIRPORT CLIMATE SCENARIOS

Queenstown Airport has developed its own climate scenarios, exploring the potential range of physical and transition impacts we could face under different futures out to 2050. Building on the QAC-specific scenario architecture and assumptions, a wide range of publicly available climate, macroeconomic, demographic, and sector-specific data were used to develop the scenario narratives. Reference sources are appended.

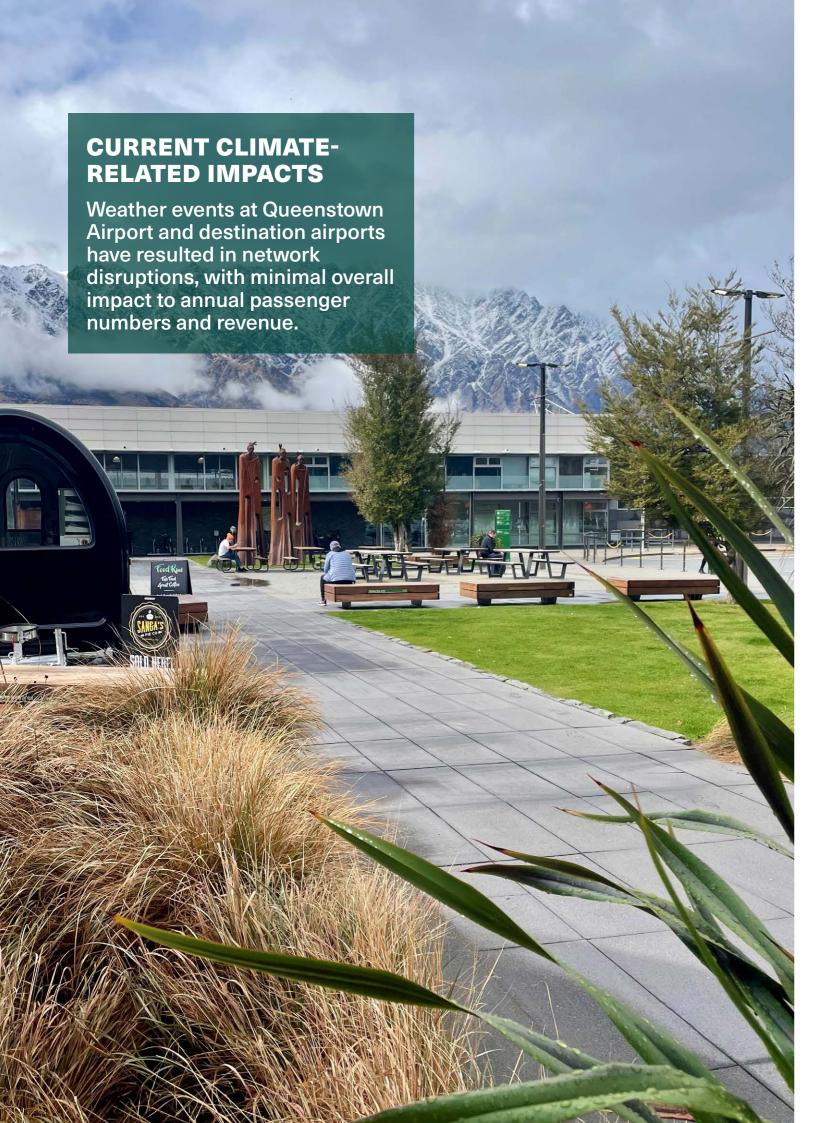
This graph illustrates the overarching disruption profiles for each scenario over the time horizon, with the grey section showing how these scenarios could progress to 2100. The disruption profile is the combination of inherent physical and transition risk in each scenario.





Framework/ Scenario alignment	DELAYED DEPARTURE	NOSE UP	SLOW OFF THE GROUND	HEAVY TURBULENCE
Narrative synopsis	Rapid global action after a period of delay	New Zealand acts early in a divided world	New Zealand follows slowly behind leaders	No ambitious action, slow change
Category	Delayed	Divergent-NZ leads	Divergent-NZ lags	Hot House
Temperature Outcome (2100)	1.8°C	2.2℃	2.6℃	3.9°C
Shared Socio-Economic Pathway (SSP)	SSP 1-2.6	SSP 4-3.4	SSP 2-4.5	SSP 3-7.0
Network for Greening the Financial System (NGFS)	Delayed Transition	Nationally Determined Contributions (NDCS)	Fragmented World	Current Policies
New Zealand Climate Change Commission (CCC)	Reference to High Technology, High Systems Change (HTHS)	High Technology, Low Systems Change (HTLS)	Low Technology, Low Systems Change (LTLS)	Current Policy Reference
International Energy Agency (IEA)	Stated Policies Scenario (STEPS) to Sustainable Development Scenario(SDS)	Announced Pledges Scenario (APS)	Announced Pledges Scenario (APS)	Stated Policies Scenario (STEPS)

PRIORITY RISK OR OPPORTUNITY		LAY PART			NOSE UP			OW O			IEAV BULE		ANTICIPATED BUSINESS IMPACT	FOCUS AREA
Time intervals	SHORT	MID	LONG	SHORT	MID	LONG	SHORT	MID	LONG	SHORT	MID	LONG	Qualitative impact across all timeframes	(See page 35 for more detail)
Physical: Acute weather events (such as wind or rainfall in a storm event) may cause infrastructure damage	N/A		•	•	•				•	•	•	A	 Operations are disrupted while repairs take place Maintenance, repair and insurance costs may increase 	Community sentimentInfrastructure
Physical: Chronic weather changes (such as increased average temperature and wind) may impact aircraft operations and flight reliability	N/A		•	•					•	•	•	A	 Passenger demand and QAC revenue is affected Operational inefficiencies limit the ability to deliver capital programmes and access necessary funding 	 Passenger volume and experience
Transition: Low-carbon fuel (e.g. SAF, hydrogen or electricity) is not available at Queenstown Airport in required quantities		^	•		•		•		•	•			 High cost to airlines to source low-carbon fuel at Queenstown Airport, which will be passed on to passengers Regulatory non-compliance (if SAF is mandated in NZ) QAC may be expected to bear some of the cost of low-carbon fuel 	 Technology transition Aircraft fuel Passenger volume and experience Infrastructure
Transition: QAC cannot secure sufficient and reliable electricity supply, delaying decarbonisation plans	•	A	•		•	N/A		A	•	N/A	•	A	 Electricity costs increase as we are reliant on the market Electrification plans are delayed, which puts our decarbonisation targets at risk, affecting QAC's reputation Electrification plans are delayed, which puts our airline partners' decarbonisation targets at risk, reducing passenger numbers and affecting QAC revenue Electricity supply is volatile, disrupting operations 	 Technology transition Energy Community sentiment Passenger volume and experience
Transition: Growing stakeholder pressure and public activism drive increased scrutiny and demands for action from high-emissions industries, undermining the appeal of air travel	N/A	•	•	•					•		•	A	 Strained community sentiment Workforce challenges Capital delivery issues are undermining operational efficiency and long-term resilience Passenger demand and QAC revenue is affected 	 Technology transition Community sentiment Passenger volume and experience
Opportunity: Potential revenue opportunity from renewable energy generation		^	A	•	•	A				N/A	•		 Increases QAC's ability to manage energy costs and energy related emissions and resilience of supply for decarbonisation Diversify QAC revenue to supplying energy to airport operations, airlines, local community 	EnergyCommunity sentiment



FOCUS AREAS TO ADDRESS CLIMATE RISKS AND OPPORTUNITIES

The changing climate poses a wide range of risks and opportunities for QAC. Priority risks and opportunities are shown on page 32-33 with materiality scoring and anticipated business impacts. Please note this is not an exhaustive list of the climate-related risks and opportunities managed by QAC. The priority risks and opportunities have been endorsed by the board, enabling management to focus attention and resources on mitigation activities, in addition to existing sustainability workstreams.

Management is actively addressing climate-related risks and opportunities, focusing on the areas summarised below:

INFRASTRUCTURE

QAC ensures that long-term resilience is a priority when designing new infrastructure. We have developed Sustainable Design Guidelines that are to be implemented in the next year that include specific information on climate scenarios for use in design. Existing infrastructure will be assessed at regular intervals for resilience to the changing climate.

TECHNOLOGY TRANSITION

If the aviation industry is slow to decarbonise, the Government might introduce regulation to expedite the transition, which could increase costs. The transition to alternative aircraft technologies could trigger a skills shortage and intensify competition within the aviation sector for expertise in areas such as refuelling and specialist roles (pilots, ground handlers and aircraft maintenance), leading to operational inefficiency and further costs. This might play out in the 'Delayed Departure' and 'Slow Off the Ground' climate scenarios. The SLT will continue to monitor changes in technology and the legislative environment.

AIRCRAFT FUEL

New Zealand does not have a sustainable aviation fuel (SAF)* policy in place. Australia and other key destinations are advancing their SAF industries more quickly. The absence of a national policy and domestic SAF production will leave New Zealand as a price-taker in the global SAF market, potentially exposing us to supply chain risks. This could result in high costs for the New Zealand aviation industry, which are likely to be passed on to travellers through increased ticket prices. We recognise the importance of industry collaboration to drive the production of sustainable aviation fuels and advocate for SAF policy. QAC is a member of the NZ SAF Industry Roundtable, led by NZ Airports.

*Sustainable aviation fuel (SAF) is the main term used to describe a nonconventional aviation fuel (not fossil fuel) that meets sustainability criteria such as reduced lifecycle carbon emissions and produced from a renewable source (waste or feedstock).

ENERGY

During winter peaks, the local electricity network is already operating under significant strain. A reliable energy supply is crucial for airport operations, and power consumption is predicted to grow as decarbonisation initiatives and electrification increase. In partnership with Electrify Queenstown, QAC is investigating novel ways to increase renewable electricity generation, including on-site solar generation. To help manage peak demand, a project to install a battery energy storage solution (BESS), supported by Energy Efficiency & Conservation Authority (EECA) co-funding, is under way.

COMMUNITY SENTIMENT

QAC is majority-owned by the community through the Queenstown Lakes District Council's 75.01% shareholding. The airport is located close to residential areas, making community partnerships, open and transparent communication, and customer experience core elements of our business strategy. Transparent reporting and accountability are essential to maintaining and strengthening our social licence to operate, and this report forms part of that commitment. Embedding our community's values into our financial arrangements is also important, as demonstrated by our sustainability-linked loan commitments.

PASSENGER VOLUME AND EXPERIENCE

QAC currently enjoys a relative advantage with passenger numbers forecast to remain steady or increase. However, a slow and costly transition to more sustainable aviation could lead to higher ticket prices and/or reduced seat capacity. This might affect passenger experience and the affordability of travel, potentially damaging the industry's reputation. QAC has developed a comprehensive customer experience strategy focused on delivering a seamless journey, and creating a terminal environment that reflects the region's natural environment, culture, and Māori narratives. The strategy considers the complete passenger journey, and supports active travel, innovative public transport, and mode-shift initiatives.



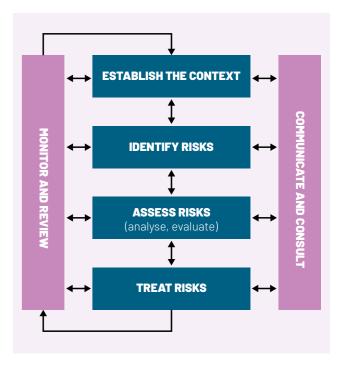
RISK MANAGEMENT

QAC's Risk Management Policy sets out the company's approach to managing risk across the organisation. It defines clear roles and responsibilities for all staff, ensuring everyone understands their part in effective risk management.

The policy is implemented through our Risk Management Framework, which enables QAC to manage enterprise risks and opportunities efficiently and within approved risk appetite levels supporting the achievement of strategic objectives.

Climate-related risks have been considered alongside other business risks since 2022. We have also introduced a separate register of climate-related risks and opportunities, to be updated annually by the Sustainability Manager and reported to the SLT.

Updates to business risks and QAC's risk management framework are currently under review by the SLT, who will provide a recommendation to AFRC in FY26. The review will include the relevance of the risk matrix and consequence scoring, and the time frames of business and emerging risks.



METRICS AND TARGETS

QAC prepares an annual greenhouse gas (GHG) emissions inventory report to demonstrate progress towards emission-reduction targets and to meet Airport Carbon Accreditation (ACA) requirements.

QAC attained ACA Level 4+ in 2024 and must meet interim year reporting requirements until recertification is required in 2027. We are proud this means we have external verification that we:

- have aligned our carbon management ambition with global climate goals
- are transforming operations with absolute emissions reduction targets (scope 1 and 2)
- are strengthening stakeholder engagement to reduce scope 3 emissions, and
- are compensating for remaining carbon emissions by offsetting.

Our GHG emissions inventory has been prepared in accordance with the GHG Protocol and related guidance. Conversio Pty Ltd has provided assurance over FY25 GHG emissions in accordance with NZ SAE 1 and ISO 14064-3:2019, with reasonable assurance over Scope 1 and Scope 2 emissions and limited assurance over Scope 3 categories.

We used the operational control consolidation approach to account for our GHG emissions. As such, tenant, airline, Wānaka Airport and Glenorchy Airfield activities are accounted for in our scope 3 emissions.





EMISSIONS SUMMARY

A summary of QAC's GHG emissions for FY25 and two prior reporting periods is below. This summary should be read in conjunction with QAC's FY25 Carbon Footprint Report, available on our website. QAC has reported comparatives for key emissions targets to allow peer comparison, as required by the XRB climate standards.

EMISSIONS	UNIT	FY25	FY24	FY23
Scope 1	tCO ₂ -e	113	116	149
Scope 2 (location-based)	tCO ₂ -e	290	189	288
Scope 2 (market-based*)	tCO ₂ -e	0	0	0
Scope 3	tCO ₂ -e	323,777	275,961	89***
Total GHG emissions (location-based)	tCO ₂ -e	324,180	276,266	526
Total GHG emissions (market-based*)	tCO ₂ -e	323,890	276,077	238
Organisational emissions** (location-based)	tCO ₂ -e	477	396	526
Organisational emissions** (market-based*)	tCO ₂ -e	186	207	238
Total purchased offsets	tCO ₂ -e	(113)	(131)	(193)
Scope 1 & 2 emissions intensity (location-based)	kgCO ₂ -e / pax	0.15	0.12	0.18
Scope 1 & 2 emissions intensity (market-based*)	kgCO ₂ -e / pax	0.04	0.05	0.06

^{*}Market-based emissions allow for renewable energy certificates, not carbon offsets

^{**}Organisational emissions are defined as scope 1, 2 and limited scope 3 (QAC waste, T&D losses and business travel)

^{***}QAC first reported a full scope 3 inventory in FY24, hence why FY23 scope 3 GHG emissions are limited to those included in organisational emissions

QAC has been prioritising reduction of organisational emissions, with more information available in our 'Runway to Net-Zero', available on the Queenstown Airport website. Emissions reduction highlights from FY25 include:

- decommissioning our diesel boiler in March 2025, which significantly reduced scope 1 emissions
- intentionally partnering with Meridian Energy and purchasing certified 100% renewable electricity supply, enabling us to report scope 2 emissions as zero.

In FY25, Scope 1 emissions decreased by 3% compared with FY24. This reduction was mostly due to the decommissioning the diesel boiler in Q3 of FY25, and we expect to realise further scope 1 emission reductions in FY26. Scope 2 emissions have increased by 54% compared with FY24 due to operational growth factors, coupled with increasing efforts to electrify operations and the higher national emissions factor. This was the reason for the increase in organisational emissions in FY25. However, compared with FY23, we can see organisational emissions are trending downwards.

Total GHG emissions in FY25 increased compared with FY24, which is largely attributable to increased activity, including more aircraft movements, passengers, and passenger ground transport activity. QAC's most

significant scope 3 emission sources were aircraft activity and passenger ground transport, accounting for 82% and 15% of total GHG emissions respectively.

Since the preparation of our initial GHG footprint, QAC has taken various steps to improve the quality of data relied upon for reporting and expand the number of emission sources included in the GHG inventory. As such, reported scope 3 emissions have grown over time, as steps are taken to understand and to mitigate the impact of operations at Queenstown Airport.

To responsibly mitigate organisational emissions, QAC:

- has invested in native CarbonCrop Units (CCUs) from the Climate Action Company, which are attributed to native reforestation within the Queenstown Lakes District.
- has bought renewable energy certificates, issued by BraveTrace and coordinated by Meridian Energy.
- offsets all staff business travel through the airline voluntary programme or with CCUs.



CLIMATE TARGETS

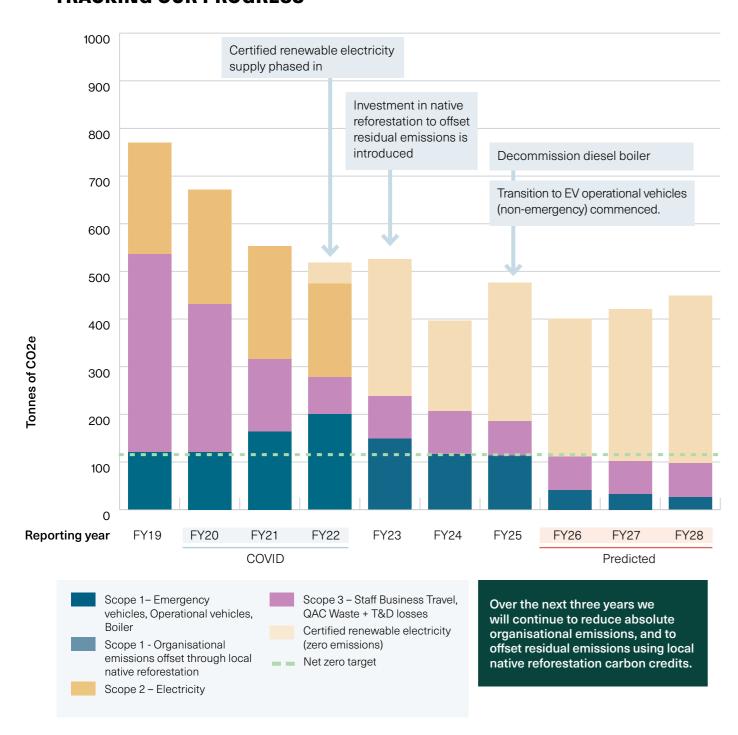
TARGET	TARGET YEAR	FY25 Status
Net-zero organisational emissions by reducing gross organisational emissions by 85% compared against the 2019 baseline year and offsetting residual emissions	FY28	76% reduction
Achieve ACA level 5	FY28	Maintained L4+
Offset residual emissions through local native reforestation projects	Ongoing	Purchased through Climate Action Company
100% certified renewable power at the airport campus	Ongoing	Purchased through Meridian
Introduce energy efficiency targets	Ongoing	Investigation ongoing
Decommission diesel boiler	FY28	Completed 3 years ahead of target
Increase the ZQN Sustainability Pledge signatories by 50%	FY28	No increase in FY25
Climate reporting aligned to XRB standards	Ongoing	Published

FY25 SUSTAINABILITY-LINKED LOAN TARGETS

TARGET	STATUS
Achieve or maintain ACA Level 4 'Transformation'	Achieved
Reduce net scope 1 and 2 emissions*	Achieved
Install electric bike charging stations	Achieved
Reduce waste to landfill	Achieved

^{*} For this target, Scope 1 excludes fuel for emergency services and accounts for renewable energy certificates

OUR ORGANISATIONAL DECARBONISATION ROADMAP - TRACKING OUR PROGRESS



SCOPE 1	SCOPE 2	SCOPE 3
Direct emissions within our organisational control	Indirect emissions from energy generation	Emissions from sources we do not directly control or own but which are enabled by our activities
On-site boiler, operational vehicles including emergency vehicles	Purchased electricity supply	QAC waste, T&D losses and company travel





APPENDIX

QAC CLIMATE SCENARIO REFERENCES

AUTHOR	INFORMATION
AUTHUR	INFORMATION
International Air Transport Association (IATA)	Net Zero Roadmaps
International Civil Aviation Organization (ICAO)	A rage of climate-related industry information, found <u>here</u>
Ministry for the Environment – Manatū Mō Te Taiao	Climate projections map
The Treasury – Te Tai Ōhanga	Assessing climate change and environmental impacts in the CBAx tool
Stats NZ - Tatauranga Aotearoa	National population projections
Ministry of Business, Innovation and Employment – Hīkina Whakatutuki	New Zealand Fuel Security Study, 2025
Queenstown Lakes District Council	Proposal for a sub-regional deal and Population, growth and visitor projections
He Pou a Rangi – Climate Change Commission	Energy and Emissions in New Zealand (ENZ) model
NIWA – Taihoro Nukurangi	NIWA and MetService Climate Change Projections for NZ and their impacts on Aviation, April 2025 presentation
International Energy Agency	International Energy Agency World Energy Outlook
University of Reading	Quantifying the effects of climate change in airport take-off performance at European airports, April 2025 presentation
Cranfield University, Centre for Air Transport Management	The impact of climate hazards to airport systems: a synthesis of the implications and risk mitigation trends
Bodeker Scientific	Climate change implications for Queenstown Lakes District
Aotearoa Circle	<u>Transport sector, Tourism sector</u> , and <u>Energy sector</u> scenarios and the <u>Tourism Adaptation Roadmap</u>
Intergovernmental Panel on Climate Change (IPCC)	Shared Socio-Economic Pathways (SSPs) and Representative Concentration Pathways (RCPs)
Network for Greening the Financial System (NGFS)	NGFS climate scenarios



