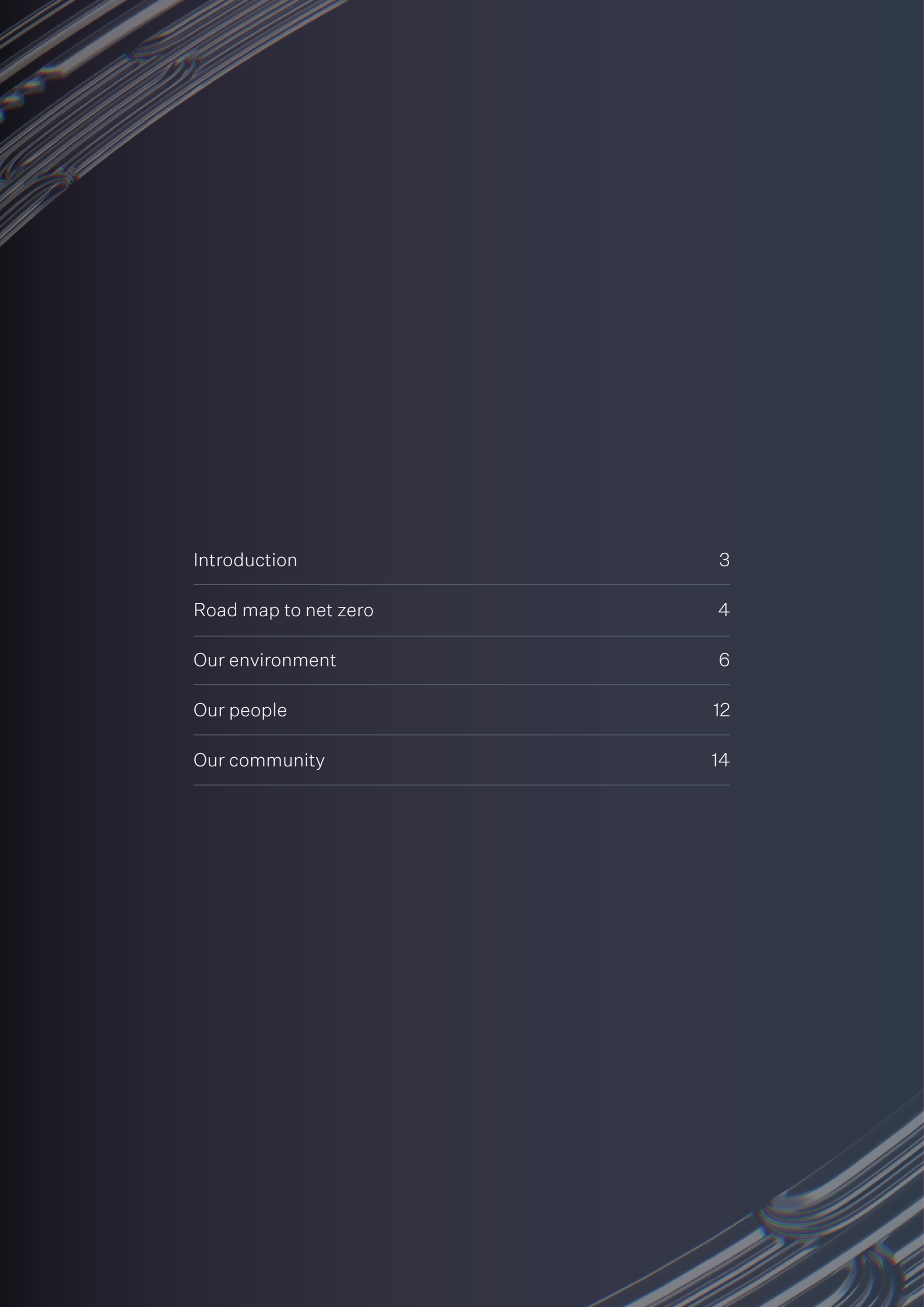


Kaitiakitanga Report 2026





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Introduction

At Wellington Airport our responsibilities to our people, community, and wider environment are embedded into everything we do.

This annual Kaitiakitanga Report highlights our progress in these areas over the last year and the tasks ahead of us.

We have a core set of targets to focus our work where we can make the best impact. Many of these targets are independently assessed, with regular updates on our progress published to drive accountability.

We are proud to be rated among the most sustainable airports in the world. Over the last 12 months we’ve continued good progress in reducing our emissions, cutting waste and preparing for the impacts of climate change.

One of the biggest challenges for the aviation industry is reducing the direct emissions from air travel. To this end we are continuing to work closely with airlines and others to enable use of Sustainable Aviation Fuel (SAF).

A highlight of the year was hosting Air New Zealand’s first electric aircraft over summer. The BETA ALIA CX300 commercial demonstrator flew 13,000 kilometres and over 100 flights, providing a major step towards the future of electric aviation.

Our installation of new EMAS safety areas and subsequent increase in runway length is also helping. This enhanced capability means we can be used as a closer alternate for international flights into Auckland and Christchurch, resulting in a material fuel saving where Wellington is nominated.

We continue to be strongly connected with our local community, and our staff report high levels of engagement, reflecting a healthy internal culture



Highlights over the last 12 months

Scope 1 and 2 emissions are down 77% since 2017 (when including certified renewable energy)

Gross operational emissions (Scope 1, 2, and limited Scope 3) down 29% since 2017

Hosted Air New Zealand’s first demonstrator electric aircraft

Solar panels installed on new Airport Fire Station

23% of available seat kms operated by next generation fuel efficient aircraft compared with 22% in FY25 and 9% in FY20

Installation of EMAS and increased runway length to enable more alternate use

Southern seawall resilience project approved by fast-track panel

Scored 98 out of 100 in GRESB assessment

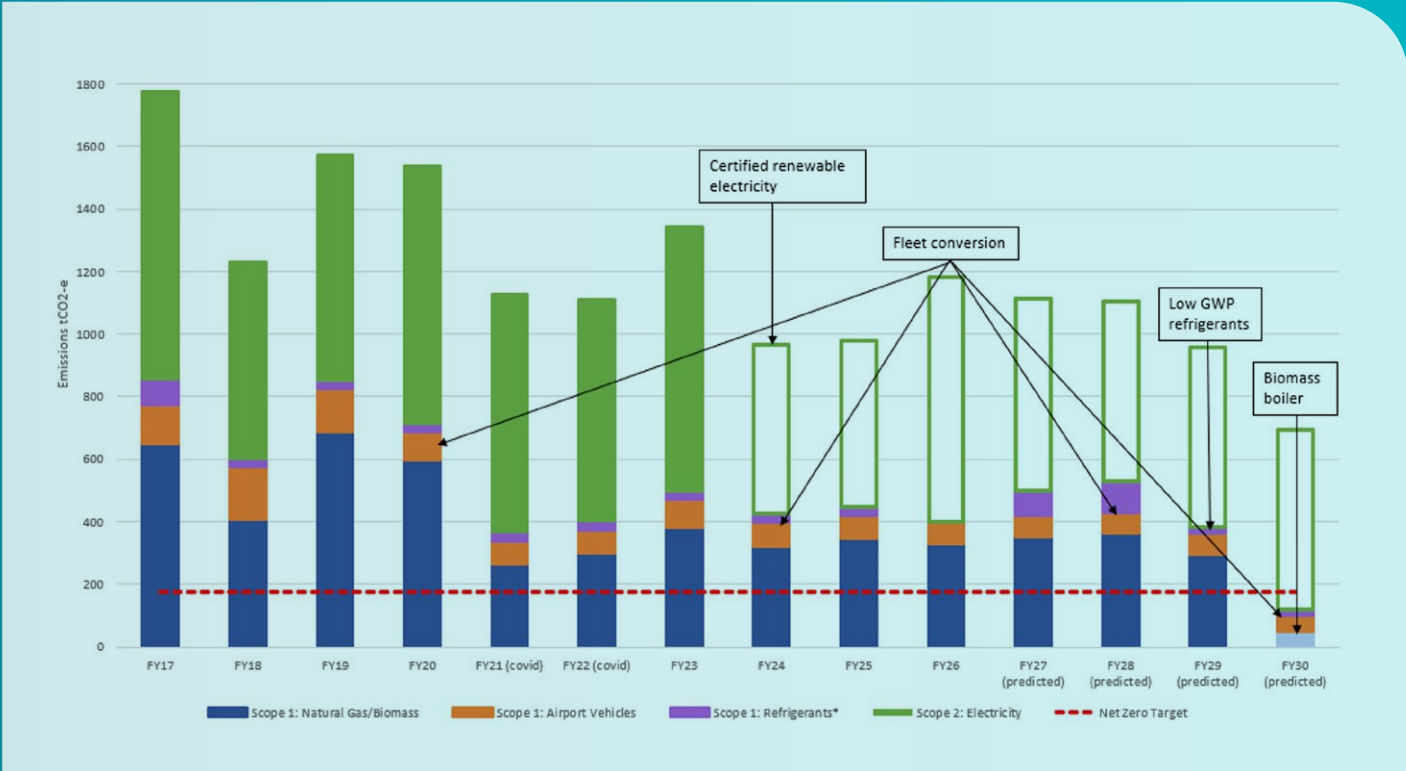
Maintained ACA Level 4+ status

Road map to net zero

We have an ambitious but achievable target of reaching net zero emissions by 2030 for our Scope 1 and Scope 2 emission sources.*

A credible net zero target requires a gross emissions reduction of at least 90%, with the residual emissions being offset. We are also strong believers in regular measurement and public reporting as key strategies on our decarbonisation journey.

We are proud to have reduced our direct emissions by 77% since 2017. Here is how we plan on maintaining this momentum to meet our Net Zero target:



*Refrigerant use allocated across years between refrigerant “top-ups” for purposes of this graph.
Note: Some of the year-on-year changes in Scope 2 emissions is due to changes in the national grid emission factor. See graph below for underlying energy usage information.

Accurately track emissions year-on-year

To ensure we have visibility over our progress, we track Scope 1 and Scope 2 emissions year-round using our carbon management software BraveGen.

Our yearly Greenhouse Gas Inventory is externally assured every year, and our Scope 1 and Scope 2 emissions are provided ‘Reasonable Assurance’, meaning we have a very high degree of confidence over our published figures.

Improve energy efficiency

Improving heating and cooling systems, replacing lights with LEDs, and replacing out of date assets has dropped terminal energy use by 18%.

Ongoing replacement of our ground vehicle fleet with EV alternatives further reduces our overall energy use.

Replace terminal gas boilers

We have undertaken a feasibility study and determined we will be able to replace our natural gas terminal boiler with a biomass alternative by the first half of 2029. This will drop our emissions for terminal heating by about 90%.

Explore refrigerant alternatives

We have scheduled a feasibility study in 2026 to explore options for low global warming potential (GWP) replacements for the refrigerants in our cooling systems.

If viable, these replacements could reduce an emissions source that can be as high as 26% of our total Scope 1 emissions for a given year.

Source renewable electricity

Since our 2024 financial year, we have sourced 100% renewable electricity for all of our Scope 2 emission sources, using Renewable Energy Certificates.

Starting with our recently built Airport Fire Station, we have begun installing rooftop solar panels. We intend to continue to expand our rooftop solar wherever feasible on new buildings or during building upgrades.

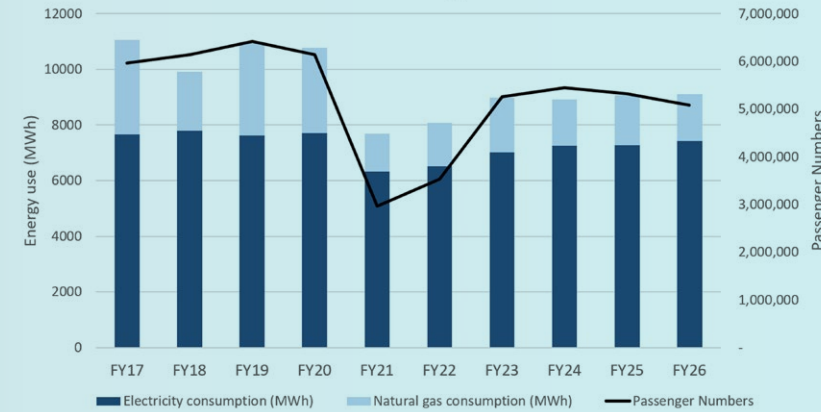
Credible residual emissions offsets

In line with the latest Airport Carbon Accreditation (ACA) requirements, we will continue to purchase high quality carbon removals for our residual Scope 1 and Scope 2 emissions.

We have chosen to use enhanced natural regeneration credits through **Ekos**, which have solid biodiversity co-benefits.



Terminal energy use



We continue to strive to align with the Science Based Targets Initiative’s (SBTi) Corporate Net Zero Standard.

A new version of this standard was released in 2026, and we are assessing its suitability for our operations, alongside the ACA programme.



Our targets for 2030

Net zero

Scope 1 and 2 emissions

30% reduction

- Operational emissions*
- Waste to landfill
- Potable water use

Reduction targets are compared to the FY17 baseline year.
*Refers to emissions within direct operational control, including Scope 1 and 2 emissions and limited Scope 3 (business travel) emissions.



Helping the wider aviation industry decarbonise

The largest emissions involved in aviation come from aircraft themselves, which are considered Scope 3 emissions for Wellington Airport – they occur in our value chain but are not directly controlled by us.

Reaching net zero emissions by 2050 remains a goal of many airlines including Qantas and Air New Zealand, our two biggest operators, and we are providing practical support.

Last summer we were proud to host Air New Zealand’s first ever electric aircraft, the BETA ALIA CX300, heralding the start of a new era of electric aviation. The commercial demonstrator arrived in December 2025 and spent the summer running test flights around the region and across to Marlborough Airport.

We are also strong supporters of Sustainable Aviation Fuel (SAF). This can be used and handled like traditional jet fuel, so doesn’t require major new infrastructure investments for airports and can be used by the existing aircraft fleet. In 2024 we received our first ever shipment of SAF into Wellington Airport.

Wellington Airport is a founding member of the New Zealand Sustainable Aviation Fuel Industry Roundtable which is working to accelerate uptake. Group members include airlines, airports and fuel suppliers who are working with Government to get the policy settings right. While SAF is available now, it is in short supply and high demand around the world.

As outlined earlier, our new EMAS safety areas and subsequent increase in runway length also have the potential to reduce emissions. Once in place, direct flights from Wellington to long-haul destinations will avoid emissions from connecting flights, and there will be material fuel savings when Wellington is used as a closer alternate for international flights into Auckland and Christchurch.



Other value-chain emissions reductions

Beyond aircraft emissions, we are also focused on reducing emissions across the wider airport value chain. We recognise that a significant portion of our footprint sits outside of our direct control, and are taking a practical, partnership-led approach to influencing reductions wherever we can.

We continue to support lower-emissions transport to and from the airport, including facilitating the popular all-electric Airport Express bus service. We are also supporting work on a high-speed public EV charging facility at the nearby Z Energy station.

We are taking a hands-on approach to decarbonising buildings across the airport campus. A key focus is the Rydges Hotel where we are looking to improve heating and cooling systems and reduce reliance on natural gas. As part of this, the hotel’s domestic hot water calorifiers were transitioned from natural gas to electric systems in 2026, representing an important step towards lower-emissions operations.

In construction, we are prioritising both embodied and operational emissions reductions. Our new Airport Fire Station, which opened in 2025, was delivered to a high sustainability standard, with a strong focus on minimising embodied carbon through design.

Key sustainability features of the fire station include rainwater harvesting, water recycling, EV charging, and solar generation. The embodied carbon assessment carried out by Naylor Love for the project was recognised with an Innovation award from the Building Institute Aotearoa, highlighting the value of integrating low-carbon thinking early in the design process.

We continue to embed this approach across all new developments through our Sustainable Design Guidelines, which ensure sustainability principles are considered at the earliest stages of project planning. These guidelines help minimise both embodied carbon and operational emissions, while supporting the long-term performance and resilience of our assets.





Hosting Air New Zealand’s first electric aircraft

Wellington Airport was proud to be the official home base for Air New Zealand’s first electric aircraft over the summer of 2025/26.

We were selected by Air New Zealand to host the battery-electric ALIA CX300 commercial demonstrator, following a nationwide competitive process and in partnership with Marlborough Airport.

The aircraft completed more than 100 flights, flew 13,000 kilometres, and visited 12 airports or aerodromes across the country. Two Air New Zealand pilots and eight BETA Technologies pilots flew the aircraft in a range of conditions, building real-world operational experience alongside the Civil Aviation Authority and airport partners.

This programme was a vital step in understanding how emerging aircraft technologies could operate in New Zealand in the future, and recognising Wellington Airport’s position as the likely hub for regional electric flights in New Zealand.

According to Air New Zealand, the programme “*delivered valuable insights on how an electric propulsion aircraft performs, what’s required to operate within New Zealand’s existing aviation systems, and how future technologies could integrate into the aviation network.*”

Climate risk and adaptation

While we are no longer required to produce formal Climate Related Disclosures, we continue to actively monitor and manage climate-related risks as part of our broader business governance framework. Oversight of these risks remains with our Board and is embedded within our enterprise risk management processes, ensuring that climate considerations continue to inform decision-making across the organisation.

We maintain a strong understanding of our climate impact through our annual **Greenhouse Gas Inventory**, which provides a comprehensive and externally verified view of emissions across our operations and value chain. This ongoing measurement, alongside regular internal monitoring and reporting of real-world events, ensures we retain visibility of our emissions profile and can respond to emerging risks and opportunities as they arise.

We also continue to update and refine our understanding of physical climate risks affecting the airport. In recent years, this has included further development of our physical risk assessment with support from Beca, alongside sitewide flood modelling conducted in 2025 to better understand the potential impacts of extreme rainfall, storm tides, and sea level rise on our infrastructure and surrounding transport networks.

Alongside this, we are progressing practical adaptation measures to improve long-term resilience. A key project is the renewal of our southern seawall, which plays a critical role in protecting runway and airfield infrastructure from increasingly severe coastal conditions. This work is informed by updated climate projections and modelling, and is designed to ensure our marine defences remain effective as climate risks evolve over time.

Sustainability-linked lending

In 2023 Wellington Airport converted \$100 million of existing bank facilities into sustainability-linked loans, creating direct financial incentives by aligning lower interest rates with meeting agreed sustainability targets.

We have now achieved discounts from our banks for the third year in a row by meeting targets linked to waste reduction, emissions reduction and hosting an electric-powered aircraft.



Reducing waste

Reducing waste to landfill remains a priority for us and we have set a goal of achieving a 30% reduction by 2030 from a 2017 baseline, achieving a 21% reduction for our 2026 financial year. To achieve this we take a practical, system-wide approach to improve how waste is generated, separated and managed across the airport.

In recent years we have steadily increased the availability of recyclable materials and composting bins throughout the terminal. Most food vendors now offer meals in reusable serveware or recyclable packaging, helping to reduce the volume of waste sent to landfill.

Food waste from our offices, the terminal, and the Rydges Hotel is composted, with a portion processed through our own community garden, creating a local circular solution that supports our broader sustainability work.

This year we upgraded waste infrastructure across the terminal, replacing bins to better standardise signage and improve source separation. This is an important step in making it easier for passengers and staff to correctly dispose of waste, ultimately improving the quality of recycling and reducing contamination.

Most of the removed bins have been given a second life through donation to a local school, a waste minimisation company, and our own community garden, with the remainder being recycled.

We continue to work closely with our waste management provider, Enviro NZ, to identify new opportunities to reduce waste and improve diversion rates. This includes new initiatives such as polystyrene recycling, which targets a difficult waste stream and diverts additional material from landfill.

Alongside this, our Sustainable Design Guidelines ensure that new construction projects consider waste minimisation from the outset, encouraging reuse, efficient material selection, and reduced construction waste.

Looking ahead, we are soon undertaking a waste sorting trial and audit to better understand the composition of our waste streams and the potential for hand sorting to reduce waste further. This will provide valuable insights into where further reductions can be made and help prioritise future initiatives.

Southern seawall renewal

Our southern seawall renewal project received fast-track approval this year, the first project in the Wellington region to go through this process.

The seawall was constructed in 1972 and is now reaching the end of its functional life. This is a vital resilience and adaptation project, given it protects the runway and airport infrastructure against strong seas and wild weather conditions. These conditions are already intensifying due to climate change.

Years of work has gone into planning this project, including optioneering, design, and constructability assessments, and careful consultation with airlines, councils, iwi and local residents.

Following extensive consideration of different options, our plan is to overlay the existing southern seawall with large armour units and rock. Detailed modelling has been undertaken to ensure it can handle the wild weather and ocean forces expected in the coming decades.

Sustainability has been carefully considered throughout the planning of this project. As one example, we will use an existing concrete casting facility in Otaki to avoid establishing a new concrete batching facility and casting yard on site. We have reduced the number of armour units required by selecting an overlay design, and backhauling means that trucks arriving with a load of materials to construct the seawall will also be able to leave with materials from the yard preparation.

We plan to build two new kororā colonies to support rehabilitation and breeding, providing safer and improved habitats with a greater total area than the present nest sites around the seawall. Features will include shelter, nest boxes and security fencing to exclude people and dogs.

Enabling works are likely to begin this year, and construction is planned to begin in the Airport’s 2029 – 2034 capital planning period, subject to further consultation with airlines.





Supporting biodiversity

Biodiversity plays a critical role in the health and resilience of our natural environment, and we recognise its importance both locally and globally.

Wellington Airport is uniquely positioned on an isthmus between Te Whanganui-a-Tara (Wellington Harbour) and the Cook Strait, with rich marine and coastal ecosystems on both sides. This setting brings both responsibility and opportunity, and we take our role seriously by working to protect and enhance the biodiversity of the surrounding environment.

A key part of this work is our long-standing partnership with Predator Free Wellington. As the first major “Wellington Family of Five” sponsor, we are proud to help support the goal of creating the world’s first predator-free capital city. Our location places us at a critical juncture, forming a natural barrier between the predator-free Miramar Peninsula and the rest of Wellington. This allows us to play a unique and active role in helping to protect and extend this predator-free status across the city.

Supporting this work on the ground, we maintain an extensive network of traps and monitoring devices across the airport perimeter and surrounding land. These help to manage invasive predator species such as rats, stoats and weasels, reducing pressure on native wildlife and supporting the continued recovery of biodiversity.

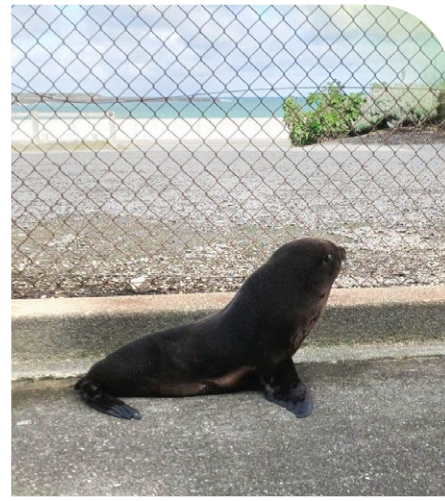
We continue to support Mountains to Sea Wellington, an organisation delivering hands-on environmental education, restoration and citizen science programmes across the region. Their work helps people better understand and care for local freshwater and marine ecosystems, including the *Love Rimurimu* initiative, which focuses on the protection and restoration of native seaweed habitats.

This work is particularly relevant for Wellington Airport given our location, where healthy marine ecosystems play an important role in supporting biodiversity, water quality and coastal resilience. Through partnerships like this, we aim to contribute to the long-term health of the natural environments that surround and connect our airport.

We are also integrating biodiversity outcomes into our major infrastructure projects. As part of our southern seawall renewal, we will establish two purpose-built kororā (little penguin) colonies. These will include nest boxes, wind shelter, native vegetation, and protective fencing to minimise disturbance from people and dogs.

These colonies are designed to improve both the quality and availability of habitat, supporting the long-term survival of this iconic coastal species in an increasingly urban environment.

Managing biodiversity adjacent to a live airport environment requires a careful balance between ecological protection and operational safety.



Our Airfield Airport Operational Coordinators and Wildlife Officer play key roles in achieving this, monitoring wildlife activity and ensuring risks to aircraft are managed in line with civil aviation requirements. This includes responding to wildlife incursions, such as a recent visit from a young seal on the airfield.

Our team continues to build capability in this space, including specialised training to safely handle kororā and other native species when required.

Beyond the airport boundary, we seek to support biodiversity outcomes through our broader climate and sustainability approach. When purchasing carbon offsets, we prioritise projects that deliver strong biodiversity co-benefits.

For our 2025/26 financial year we purchased offsets from the Ekos certified [East Takaka Project](#), which supports the regeneration of native forest ecosystems, the creation of habitat corridors, and ongoing predator control to protect native species. Projects like this align with our view that climate action and biodiversity restoration should go hand in hand.

Through these initiatives, we are working to embody our Kaitiakitanga approach to sustainability, ensuring a more holistic approach to environmental stewardship. By protecting and restoring biodiversity both locally and nationally, we are helping to contribute to resilient ecosystems, healthier communities, and a more sustainable future for Aotearoa.



Our people

Our people are our greatest asset and responsibility.



At Wellington Airport we're proud of our high-performance culture based on care, inclusivity, and recognition. Our workplace culture is shaped by a shared belief that when people feel valued, supported, and empowered, they thrive – and so does our organisation.

Wellbeing at the Heart: Hauora Hub

The Hauora Hub is our staff wellbeing programme and the cornerstone of our culture. It supports taha tinana (physical wellbeing), taha hinengaro (mental and emotional wellbeing), and taha whānau (social wellbeing).

Through this programme, we offer monthly events to help build connection across our different teams, regular team lunches, guest speakers and external advice, and annual celebrations.



Benefits that matter

We offer a wide range of staff benefits:

- Competitive market salary with targeted bonus payments.
- Flexible working practices and conditions.
- Free car parking and retail discounts across the Airport precinct.
- Recognition systems including awards and vouchers.
- Learning and development opportunities through platforms like ELMO LMS and external training providers such as Victoria University of Wellington and Melbourne School of Business.
- Free onsite gym and twice-weekly F45 fitness sessions.
- Free eye checks, annual flu vaccinations, and discounted health insurance.
- Complimentary medical checks and hearing assessments for long-serving staff.

Commitment to growth and equity

We support our people through every stage of their journey. Our generous parental leave policy goes well beyond legal requirements, offering:

- 100% salary top-up (inclusive of Government payment) for up to 18 weeks.
- Continuation of KiwiSaver and annual leave accumulation while on leave.
- Two weeks paid partner leave.

Strong results

These efforts have led to consistently high engagement scores, reaching 89.5% last year. This reflects the trust, pride, and connection our people feel toward their work and each other.

We proudly support our local community in a variety of ways.



We continue to sponsor a large number of local events that help make Wellington a great place to live and visit, including:

- CubaDupa
- NZ Fringe Festival
- World of WearableArt (WOW)
- Aotearoa New Zealand Festival of the Arts
- Visa Wellington On a Plate
- Wellington Pride Parade
- Beervana

Closer to the airport, we also support Life Flight, NZ Red Cross, Mountains to Sea and our neighbouring community centres.

The Wellington Airport Community Awards are now into their 22nd year of recognising the amazing work of community volunteers in our region. At these awards each year we also provide six local high school students with scholarships in the annual Wellington Airport Spirit Awards, recognising students who have gone above and beyond for their school and community.



We are proud to be a major sponsor for Predator Free Wellington, helping turbo-charge their work towards creating the world’s first predator-free capital city where people and nature thrive.

Every year our Cystic Fibrosis Christmas Tree festival creates a spectacular forest in the terminal while raising awareness and funds for this important cause.

We often host schools for airport visits and regularly have local musical groups performing in the terminal. We have started regular ‘Emerging Artist’ performance slots in the terminal in partnership with Creative Capital Arts Trust as part of our entertainment calendar.

The Airport Fire Service are great ambassadors at local events, and we keep neighbours informed on relevant airport happenings through a variety of methods.



Managing noise

Wellington Airport is handily located just five kilometres from the CBD, but this location also creates challenges from our proximity to residential areas.

Our Air Noise Management Plan guides our approach to mitigating noise issues, providing for the ongoing operation and growth of the Airport while managing the effects of aircraft and airport noise on the surrounding community.

We are careful to operate within the noise limits and curfew conditions set by the airport purposes designations, as outlined in the Wellington City Council’s District Plan.

The Wellington Airport Noise Management Committee oversees our compliance with this plan and the noise-related conditions of the airport purpose designations. The committee meets four times a year and works collaboratively with the airport, airlines, local residents and City Council representatives.

The Quieter Homes programme provides noise insulation and ventilation to eligible houses within our Air Noise Boundary. Over the last year we’ve upgraded approximately one property per month.

During the past year, flight path changes introduced by Airways in 2022 were challenged in the High Court by local group Plane Sense due to concerns over aircraft noise. Wellington Airport supports the changes because they improve safety and operational efficiency, reduce emissions, and were the preferred option identified through our public consultation in 2024.

In late 2025 the High Court upheld the flight path changes. We welcome this ruling, while recognising that the outcome was disappointing for some members of the community. The unavoidable challenge for a city like Wellington with an airport relatively close to the CBD is that aircraft must fly over residential areas at times, no matter which flightpath option is used.





Wellington Airport Urban Garden

The Wellington Airport Urban Garden is a thriving community garden and composting hub.

The garden is located on airport-owned land on Bridge St in Rongotai. Since 2022 we have developed this land to grow fresh produce and support organisations composting food scraps into rich compost.

Thanks to our garden manager Jawed Yousufi we produce a wide range of crops including carrots, beans, potatoes, radishes, chillis, herbs, lettuce, and much more. This food is given to local community centres, pātaka, neighbours and volunteers.

Our friends at **Kaicycle** use our composting units to further their vision of establishing local compost hubs and urban farms in every suburb of Pōneke.

We host educational sessions throughout the year and welcome school groups, corporates and community groups on site for visits, working bees and planting opportunities.

Wellington Airport Urban Garden manager Jawed Yousufi says:

“Working in the airport community vegetable garden is one of the most enjoyable things I do. The vegetables we grow help people who really need them, and I think we can grow many different vegetables in Wellington because the weather is just right – not too cold, not too hot. Sometimes we have wind, but we can handle it.

“When I work in the garden, I feel so happy. I meet lots of new people, and I make new friends. People come by, say hello, and admire the garden, and this makes me feel even more connected to the community.

“Every year, I challenge myself to grow new vegetables and better ones. Time in the garden passes so fast. In summer, my wife helps me with weeding – she’s really good at it.

“Back in my home country (Afghanistan), I used to do a lot of pruning and grafting on fruit trees, and now I really want to learn how to graft vegetables onto vegetables. This garden helps me feel part of something bigger, and I’m excited to grow with it.”

Miramar and Maupuia Community Centre activator Irihāpeti Te Aho says:

“With your fresh produce, we were able to put together a beautiful basket of fresh kai and top it up with essential pantry items including flour, sugar, cooking oil, and butter. It made for a wonderful prize that was both practical and meaningful.

“We’ve already received some lovely feedback from one of the winning whānau. They told us they used the vegetables to make a big boil-up, bringing the whole family together to share a meal. Hearing stories like this reminds us just how much of a difference your generosity makes.

“Thank you once again for helping us support our community. We truly appreciate your kindness and partnership.”



Jawed Yousufi



Irihāpeti Te Aho



