

Stock exchange listings: New Zealand (NZX: AIR) / Australia (ASX: AIZ) / ADR (OTC: ANZLY)

MARKET ANNOUNCEMENT

23 September 2025

Air New Zealand Executive Update: Chief Operating Officer Departure and Leadership Transitions

Chief Operating Officer Alex Marren to depart in March 2026

Chief Operating Officer Alex Marren has today advised the airline of her decision to step down, with her departure planned for 29 March 2026.

Ms Marren joined Air New Zealand in 2022 following a 36-year global career in operational leadership across aviation and transport. During her time at the airline, she has played a pivotal role in rebuilding operational performance post-Covid, introducing new tools and processes to support frontline teams, and leading the business through several complex challenges, including major weather events and global fleet constraints.

Chief Executive Officer Greg Foran recognised the significant contribution Alex has made to the airline, "Alex has brought calm, clarity and deep operational expertise to our leadership team. Her focus on safety, care for her team and commitment to improving reliability has driven meaningful progress across our operation and led to better customer outcomes.

"We thank her for her incredible service and wish her all the very best as she transitions into governance roles."

The airline will work through options to replace Ms Marren over the coming months.

Jeremy O'Brien appointed Chief Customer and Digital Officer

From 20 October 2025, Jeremy O'Brien will step into the newly created role of Chief Customer and Digital Officer (CCDO).

Jeremy has held senior leadership positions at Air New Zealand for the last nine years covering sales, customer, loyalty, marketing and brand. He is currently acting Chief Commercial Officer.

He was previously Commercial Director at TVNZ, where he led key aspects of the broadcaster's content streaming and digital transformation.

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MARKET ANNOUNCEMENT

Scott Wilkinson to commence as Chief Commercial Officer on 7 October

Scott Wilkinson commences as Chief Commercial Officer on 7 October 2025. His appointment to the role was announced on 21 January 2025. The loyalty business will now be added to Scott's portfolio following Nikhil Ravishankar's appointment as Chief Executive.

Mr Wilkinson returns to New Zealand following a decade at Qantas, where he held senior leadership roles across digital, customer experience, and commercial strategy.

Mr O'Brien's permanent appointment to the Leadership Team, and Mr Wilkinson's additional responsibilities are designed to strengthen alignment across Air New Zealand's Commercial, Customer, Loyalty, Marketing and Digital functions, and support the broader leadership shift ahead of Mr Ravishankar's transition to Chief Executive from 20 October 2025.

This announcement is made pursuant to Listing Rule 3.20.1.

Ends.

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