STAR ALLIANCE

AIR NEW ZEALAND

Supplementary Workforce Profile Data 2026

Supplementary Workforce Profile Data

The below data is represented as headcount and provides further detail about our workforce profile as at 30 June 2026.

Note, headcount numbers exclude employees on Parental Leave / Extended Leave without Pay, Persons of Interest (POIs), and Airport Contractors. Percentages may not sum to 100% due to rounding. FTE numbers in 2026 were 11,675 and 11,710 in 2025.

Table 1. Employee / worker % by gender

Gender	Employee		Contingent Worker		Total	
	#	%	#	%	#	%
Male	6,764	55.4%	16	38.1%	6,780	55.3%
Female	5,406	44.3%	22	52.4%	5,428	44.3%
Gender diverse	10	0.1%	0	0.0%	10	0.1%
Prefer not to say	11	0.1%	0	0.0%	11	0.1%
Unknown	18	0.1%	4	9.5%	22	0.2%
Total	**12,209**	**100.0%**	**42**	**100.0%**	**12,251**	**100.0%**

Gender data not available for all employees.

Table 2. Employee / worker % by age group

Age Group	Employee		Contingent Worker		Total	
	#	%	#	%	#	%
20 and under	143	1.2%	0	0.0%	143	1.2%
21 - 30	2,131	17.4%	1	2.4%	2,132	17.4%
31 - 40	3,038	24.9%	8	19.1%	3,046	24.8%
41 - 50	2,743	22.5%	12	28.6%	2,755	22.5%
51 - 60	2,658	21.8%	10	23.8%	2,668	21.8%
61 - 64	843	6.9%	0	0.0%	843	6.9%
65 and over	640	5.2%	3	7.1%	643	5.2%
Unknown	13	0.1%	8	19.0%	21	0.2%
Total	**12,209**	**100.0%**	**42**	**100.0%**	**12,251**	**100.0%**

Age data not available for all employees.

Supplementary Workforce Profile Data (continued)

Table 3. Employee / worker % by country

Country	Employee		Contingent Worker		Total	
	#	%	#	%	#	%
Argentina	0	0.0%	1	2.4%	1	0.0%
Australia	94	0.8%	0	0.0%	94	0.8%
Canada	5	0.0%	0	0.0%	5	0.0%
China	107	0.9%	0	0.0%	107	0.9%
Cook Islands	63	0.5%	0	0.0%	63	0.5%
Fiji	16	0.1%	0	0.0%	16	0.1%
French Polynesia	9	0.1%	0	0.0%	9	0.1%
Germany	1	0.0%	0	0.0%	1	0.0%
Hong Kong	16	0.1%	0	0.0%	16	0.1%
Japan	25	0.2%	0	0.0%	25	0.2%
Korea, Republic of	1	0.0%	0	0.0%	1	0.0%
New Zealand	11,751	96.3%	41	97.6%	11,792	96.3%
Samoa	11	0.1%	0	0.0%	11	0.1%
Singapore	16	0.1%	0	0.0%	16	0.1%
Taiwan	6	0.0%	0	0.0%	6	0.0%
Tonga	2	0.0%	0	0.0%	2	0.0%
United Kingdom	7	0.1%	0	0.0%	7	0.1%
United States of America	79	0.7%	0	0.0%	79	0.7%
Total	**12,209**	**100.0%**	**42**	**100.0%**	**12,251**	**100.0%**

Table 4. Employee / worker % by New Zealand location (town / city)

New Zealand location	Employee		Contingent Worker		Total	
	#	%	#	%	#	%
Auckland	8,300	70.6%	41	100.0%	8,341	70.7%
Blenheim	15	0.1%	0	0.0%	15	0.1%
Christchurch	1,845	15.7%	0	0.0%	1,845	15.6%
Dunedin	35	0.3%	0	0.0%	35	0.3%
Gisborne	14	0.1%	0	0.0%	14	0.1%
Hamilton	19	0.2%	0	0.0%	19	0.2%
Invercargill	37	0.3%	0	0.0%	37	0.3%
Napier	104	0.9%	0	0.0%	104	0.9%
Nelson	298	2.5%	0	0.0%	298	2.5%
New Plymouth	53	0.4%	0	0.0%	53	0.4%
Palmerston North	46	0.4%	0	0.0%	46	0.4%
Queenstown	124	1.1%	0	0.0%	124	1.1%
Rotorua	12	0.1%	0	0.0%	12	0.1%
Tauranga	140	1.2%	0	0.0%	140	1.2%
Wellington	702	6.0%	0	0.0%	702	6.0%
Whangārei	7	0.1%	0	0.0%	7	0.1%
Total	**11,751**	**100.0%**	**41**	**100.0%**	**11,792**	**100.0%**

The above data is extracted from our HR reporting system, Workday, as at 30 June 2026.

78%

Percentage of employees / workers whose work is covered by collective agreements

90%

Percentage of collective covered employees who are union members

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