



# Port of Tauranga

Connecting New Zealand and the World

# Director Remuneration Policy

December 2025

## **1. Purpose**

The purpose of the Director Remuneration Policy is to outline the approach taken by the Board in determining the appropriate level of remuneration for non-executive Directors of Port of Tauranga. Director remuneration is important for the company as it ensures the Board is able to attract and retain appropriately qualified and experienced individuals to serve on the Board.

## **2. Scope**

This policy applies to the Board of Directors.

## **3. Policy Statement**

### **3.1 Role of the People and Remuneration Committee in Relation to Directors' Remuneration**

The People and Remuneration Committee is responsible for seeking advice and making recommendations to the Board regarding Directors' remuneration. The Committee does not have the power or authority to make a decision in the Board's name or on its behalf. The Committee is responsible for advising the Board on the appropriate level of Directors' remuneration, to be recommended to and approved by shareholders at an annual meeting. It is also the responsibility of the Committee to administer and review this policy on a regular basis.

### **3.2 Directors' Remuneration**

The Chair and directors receive a cash payment for their services to the Board. Additional payments are made to the Audit, People and Remuneration and Health and Safety Committee Chairs and members. No payment is made to the Nominations Committee.

### **3.3 Directors' Fee Review**

The People and Remuneration Committee will seek external advice on Directors' fees at least every two years. Directors' fees will be benchmarked against a peer group of comparable companies which will be determined by the People and Remuneration Committee at the time fees are being reviewed. If required, the Board will seek shareholder approval by Ordinary Resolution at the annual meeting, on the maximum amount of annual Directors' fees payable.

### **3.4 Market Positioning**

Port of Tauranga's target market position for Directors' fees is the median of the peer comparator group. The intent is that all elements of Directors' remuneration including Chair fees, Chair of Committee and Committee member fees, Non-Executive Director base fees, and the total fee pool will be benchmarked against the median of the peer group.

### **3.5 Division of Fees**

The Board will determine how the approved total fee pool will be distributed amongst the Directors reflecting both market practice and the additional workload associated with a Director's roles on Board committees.

### **3.6 Expenses**

The Directors shall be reimbursed for reasonable travelling, accommodation, entertaining and other expenses incurred in attendance at meetings of the Board or a committee, or of the Company and any other expenses associated with the performance of their role.

Sundry non-taxable expenses are settled with a payment of \$25.00-\$150.00 per quarter (based on Director location).

### **3.7 Additional Work**

Subject to any applicable restriction in the Listing Rules, the Board may authorise the Company to pay special remuneration to any non-executive Director who is or has been engaged by the Company to carry out any services which in the opinion of the Board are additional to the governance duties usually required of non-executive Directors of similar companies. NZX listing rule 3.5.1 provides, subject to listing rule 9.2, that payment for work outside of normal governance duties does not require shareholder approval.

## **4. Roles and Responsibilities**

<b>Role</b>	<b>Responsibility</b>
Policy Owner	Develops, maintains and reviews the policy
Endorser	Endorses the policy for approval
Approver	Authorises the policy

## **5. Communication**

This policy will be posted on the website under the Governance section.

## **6. Review**

This Policy will be reviewed annually by the Board.

<b>Approved:</b>	
Policy Owner:	GM Corporate Services
Effective Date:	December 2025
Next Review Date:	December 2026
Endorser:	The People and Remuneration Committee
Approver:	Board



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