

2a. Remuneration Committee

Portfolio: Organisational Management

Objective: To act responsibly and ethically on all economic, environmental, social, and regulatory issues to the benefit of NZKGI and the wider community

Summary: To present recommendations by the Remuneration Committee

Decision Required: No

Background/Discussion:

NZKGI Remuneration Committee Report to NZKGI Executive Committee April 2026

Members of the Remuneration Committee appointed by NZKGI Forum are John Scrimgeour, Glenda Hutchison, and Heather Burton.

2028 Remuneration Fees

After some discussion, the Remuneration Committee reviewed and confirmed the proposed 2028 remuneration fees and allowances, taking into consideration the 2027 increases, current CPI, and the current global environment, for recommendation to Members for approval at the 2026 NZKGI AGM.

Note, due to the change in NZKGI balance date and subsequent 15 month period what was the 2026 rate (to 31 December 2026) is now the 2027 rate (to 31 March 2027).

Role	2027 Rate	2028 Rate
Chair	\$80,000.00	\$84,000.00
Vice Chair	\$41,000.00	\$43,000.00
ISG Representative	\$20,000.00	\$20,700.00
Meeting Fees	\$520.00 per day \$260.00 per ½ day \$100.00 minimum	\$550.00 per day \$275.00 per ½ day \$100.00 minimum
Mileage	IRD specific rate*	IRD specific rate*
Executive Members	\$20,600.00	\$21,400.00
Off-orchard time (representatives residing outside the BOP) – for in-person meeting attendance.	\$260.00 per day	\$280.00 per day
Meals	Breakfast \$35.00* Dinner \$65.00*	Breakfast \$35.00* Dinner \$65.00*
Special Allowance of \$15k at the discretion of the Executive Committee with reporting back on usage.	\$15,000.00	\$25,000.00

* Meals and mileage allowances may be subject to extraordinary review if required. In the current environment, members are asked to be mindful of usage (particularly fuel-related mileage).

John Scrimgeour