

July 2030 Total Remuneration Comparison

Current proposal compared with rollover, April proposal and an illustrative April +3% scenario



Category	Rollover	April	April + 3% (Jul 2030)	Proposed EA11	April v Proposed EA11	April +3% v Proposed EA11	Rollover v Proposed EA11
A380 Cpt	\$621,793	\$630,001	\$648,901	\$649,292	3.06%	0.06%	4.4%
A380 FO	\$410,334	\$415,804	\$428,278	\$428,481	3.05%	0.05%	4.4%
A380 L SO	\$319,335	\$311,105	\$320,438	\$333,456	7.18%	4.06%	4.4%
A380 C SO	\$194,582	\$210,598	\$216,916	\$227,246	7.90%	4.76%	16.8%
A350 Cpt	\$543,054	\$555,883	\$572,560	\$574,296	3.31%	0.30%	5.8%
A350 FO	\$358,360	\$366,882	\$377,888	\$379,023	3.31%	0.30%	5.8%
A350 SO	\$178,433	\$193,257	\$199,054	\$200,984	4.00%	0.97%	12.6%
B787 Cpt	\$520,955	\$526,489	\$542,283	\$546,332	3.77%	0.75%	4.9%
B787 FO	\$343,816	\$347,483	\$357,908	\$360,567	3.77%	0.74%	4.9%
B787 SO	\$182,320	\$189,532	\$195,218	\$191,198	0.88%	-2.06%	4.9%
A330 Cpt	\$477,560	\$488,895	\$503,562	\$500,012	2.27%	-0.71%	4.7%
A330 FO	\$315,100	\$322,669	\$332,349	\$329,915	2.25%	-0.73%	4.7%
A330 L SO	\$245,222	\$239,093	\$246,266	\$256,754	7.39%	4.26%	4.7%
A330 C SO	\$164,758	\$178,571	\$183,928	\$192,928	8.04%	4.89%	17.1%

Note: The "April +3%" column assumes an additional 3% increase in July 2030 that did not form part of the April proposal. It is included as a favourable illustrative scenario for comparison.

A350 – for Proposed EA11 a divisor of 158 was used to generate the days worked equivalent to the 165 hour planning divisor used for the April and EA10 rollover comparison