



VICTORIA UNIVERSITY OF
WELLINGTON
TE HERENGA WAKA

ANNUAL REPORT 2024



**He waka kōtuia kāhore
e tukutuku ngā mimira.**

**A canoe that is interlaced
will not become separated
at the bow.**

This is in the manufacturing of a waka,
but is symbolic of the waka being like a tribe,
and unless all the subtribes (components of the waka)
remained firm and loyal, their future was endangered.



VICTORIA UNIVERSITY OF
WELLINGTON
TE HERENGA WAKA

RĀRANGI KAUPAPA

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PADDLING THE WAKA TOGETHER



It has been a year of challenges for the nation and the region. But the work we started in 2023 as a university community—and our resilience and resolve—has paid off.

We've done it by all paddling in unison, taking our waka forward together. We've seen a return to surplus in 2024. We sold some facilities that were surplus to our needs and maintained the FTE count of 2023, plus an increase in student numbers played a role in growing our revenue.

We've also refined our strategic direction, which will help us continue this good work, lifting our performance and enhancing our reputation. Our mission is drawn on our whakapapa, knowledge and place to shape a better future together. We're more than a 'business' and more than an 'institution'. We are a university committed to using our voice as critic and conscience; to collaborate with others so we can innovate and solve problems. We are the University for a better world.

Our community defines why we are here and who we serve. Our work is underscored by a desire to create a better world. This means inspirational teaching, outstanding research, and deep engagement. We collaborate with scholars across the globe, and connect deeply with those around us, here in our special corner of the world, Wellington Te Whanganui-a-Tara. We're part of the community and it is part of us.

For example, we responded to the economic hardship felt in Wellington by offering a public servant scholarship grant, and it was a pleasure to have the successful recipients as part of our cohort this year.

Another aspect of our deep sense of community and place came in the form of the new Living Pā, Ngā Mokopuna, which opened in December 2024, bringing to life our vision for the future in a very special way. It was a great pleasure to preside over graduation in the new marae precinct this year—to see the joy on the faces of graduating students and their whānau as they experience this unique space.

I look forward to seeing Te Herenga Waka have another successful year in 2025, building on its strengths, and supporting and serving the many communities it is part of.

A handwritten signature in green ink, appearing to read 'John Allen', with a stylized flourish at the end.

John Allen
Chancellor

LIVING UP TO OUR ASPIRATIONS



As 2024 came to a close, Ngā Mokopuna, our new Living Building that houses our marae complex, officially opened and we welcomed a thousand people from our community to celebrate with us.

It was a moving event at dawn, not least because of what this new cultural landmark represents to this University and to our city. Ngā Mokopuna is a trailblazer, the first building of its kind in the capital and certainly the first to endeavour to undertake such a massive sustainability challenge in an urban landscape such as ours. This is also the latest chapter of the origin story of our marae, the first in Aotearoa to be housed within a university.

Ngā Mokopuna speaks to our aspirations for Te Herenga Waka—Victoria University of Wellington—a bicultural institution, founded on Te Tiriti, that fosters community, connection and collaboration. It brings our new strategic plan 2024–2026 to life in a very tangible way. It is an example of how we intend to move forward as we build, create and think about our work.

This intent and direction are captured in our new strategy which will guide the University's efforts to build on our distinctive location within Aotearoa's political and cultural capital—our turangawaewae—and demonstrate the tremendous value of integrating mātauranga Māori in our activity across all disciplines.

We are creating a community and an environment that students are excited to join—one that prioritises improving their experience and offers a distinct education that prepares them for life and sets them apart from their peers. At the heart of this work is our commitment to empowering staff through a high-trust culture. This environment encourages bold and creative thinking, with a willingness to embrace high-risk, high-reward activities in research and the pursuit of meaningful kaupapa.

Leveraging our unique location in this remarkable city, we have strengthened our identity as a civic university. Our global excellence is enriched by our local relevance—working alongside Wellington's schools, start-up communities, and civic institutions to forge connections that benefit both our University and the wider city.

As we reflect on the year behind us, it is clear that the University has made significant progress. We have achieved real momentum heading into 2025, with early signs suggesting improved enrolment, remarkable research accomplishments, and a deepening of partnerships across the city. These successes are a testament to the collective effort of our staff, students, and wider community.

While we acknowledge the ongoing challenges facing the sector, we are optimistic about what lies ahead. With the foundation we have built in 2024, we are well-positioned to make 2025 a year of continued growth, innovation, and impact. Together, we will harness the opportunities before us to further strengthen Te Herenga Waka—Victoria University of Wellington as a place of learning, discovery, and connection that inspires the next generation.

Te Herenga Waka, He Herenga Tangata, He Herenga Kaupapa.

Professor Nic Smith
Vice-Chancellor



NGĀ MEA HIRAHIRA YEAR IN REVIEW

RESEARCH FOR TRANSFORMATIVE IMPACT

- ▶ Health researchers were awarded a \$1.2m grant. The **Health Research Council grant** will advance point-of-care testing in rural Aotearoa, improving access to on-site diagnosis and treatment for infections like Strep A, influenza, COVID-19, and RSV.
- ▶ Muhammad Saad Khan was recognised by the healthcare technology community for his PhD research, receiving the prestigious **Consortium for Medical Device Technologies (CMDT) Early Career Research Award** and the People's Choice Research Poster Award.
- ▶ Associate Professor Bridget Stocker and Associate Professor Mattie Timmer are part of an international team awarded funding for a project aiming to **improve the effectiveness of vaccines against major diseases**. The team was awarded a contract with a total value of \$15.7m (US\$9.2m) from a vaccine discovery programme run by the National Institutes of Health's National Institute of Allergy and Infectious Diseases in the United States.
- ▶ A team of VUW researchers were a recipient of a **2024 ISIF Asia award for Outstanding Research** in Digital Development for their research into Realtime Detection of Border Gateway Protocol (BGP) anomalies.
- ▶ Dr Zaramasina Clark, from Te Kura Mātauranga Koiora—School of Biological Sciences, was awarded a **fellowship worth \$650,000** from the Health Research Council of New Zealand (HRC) for a study in infertility.
- ▶ Researchers Justin Brookes, Jasmine Hall, and Alexandra Winter-Billington were awarded **Ngā Puanga Pūtaiao Fellowships**. The fellowships, administered by the Royal Society of New Zealand, are provided to talented Māori and Pasifika researchers who work in the areas of Science, Technology, Engineering, or Mathematics. The three fellowships are each worth \$800,000 over four years.
- ▶ A New Zealand School of Music—Te Kōkī **senior research fellow Dr Inge van Rij won the 2024 H. Colin Slim award**. The American Musicological Society award is recognised internationally as one of the most prestigious prizes in musicology. It is presented to 'a musicological article of exceptional merit by an established scholar'.
- ▶ **Marine animal forests were discovered** in the shallow waters around Wellington by Te Herenga Waka researchers studying life beneath the waves.
- ▶ Our **Autism Clinic** is piloting a new programme to identify and support children showing signs of autism. The programme has trained 300 health and education professionals, and free support will be provided over 20 weeks to 60 children and their families in the Wellington region.
- ▶ Researchers are working closely with the community to understand the family-building experiences of trans and non-binary people. Their new project, **Warming the Whare**, is a three-year participatory action research project partnering with two perinatal mental health services committed to trans-inclusive service delivery.



O TE TAU



PREPARING STUDENTS FOR AN EXTRAORDINARY LIFE

- ▶ Toloa Lapita, the **new Pasifika student space** on Kelburn campus, opened on Friday 4 October. The space has largely been organised by students. A focus of the space was to make it inclusive of all the different Pacific Island nations from across Polynesia, Micronesia, and Melanesia.
- ▶ International success in cricket for Law student Ben Sears saw him awarded the top title of **Sportsperson and Sportsman of the Year** at the Blues Awards.
- ▶ Alumni, corporate sponsors, and University staff raised \$40,960 to help students pay expensive power bills during the Wellington winter. This outpouring of support meant that nearly twice as many students benefited from the **Winter Energy Grants** this year compared to last year.
- ▶ **The Post Wellington Gold Awards** saw dozens of alumni celebrated at a glittering 1920s-themed event at The Embassy on 22 August 2024, with alumni receiving awards for new thinking and emerging businesses.
- ▶ Marama Labs, a company which got its start in the School of Chemical and Physical Sciences, closed an **investment round with \$3.1m**. The start-up's CloudSpec tech makes it quick and easy to test wine samples. The new funding will help the company expand into the global wine market and life sciences industry. Marama Labs was spun-out by Wellington UniVentures, which helps academics commercialise their research.
- ▶ Nine graduates were announced as **winners in the 2024 New Zealand Architecture Awards** and two in the **Australian Pattern Book Design Competition**.
- ▶ **Alumna Meredith Ross-James received a prestigious Rhodes Scholarship**. Meredith graduated in May 2024 with a Bachelor of Arts (Hons, first class) in Philosophy. She was on the Dean's List for three consecutive years and received the Maurice Goldsmith Prize for the top graduating Philosophy student.



NGĀ MEA HIRAHIRA YEAR IN REVIEW

DEEPENING RELEVANCE AND IMPACT

- ▶ Te Herenga Waka **launched the Bachelor of Popular Music (BPM)**. The BPM is a groundbreaking degree that opens a world of creative possibilities for students passionate about popular music. From electronic music to songwriting, the BPM will offer students a unique blend of creative practice, technical training, and critical study, equipping students with the skills needed to succeed in an ever-evolving industry.
- ▶ The University's **draft Academic Freedom and Freedom of Expression policy** was released for consultation. At Te Herenga Waka, we welcome our role as critic and conscience of society and see this as crucial to the functions of a university. The draft policy is intended to act as a starting point to gather a diverse range of views on what the exercise of academic freedom and freedom of expression looks like in our University.
- ▶ The University's **Health, Safety, and Wellbeing Strategy** was approved by the University Council in July 2024. This follows consultation with staff on the draft Strategy, which included a series of staff forums.
- ▶ Te Herenga Waka was recognised among **the world's best film schools**. Our Film programme was again named in The Hollywood Reporter's list as one of the top 15 film schools in the world—for the third time in four years.
- ▶ Dr Jesse Pirini, Co-Director of The Atom Innovation Space and a Senior Lecturer in Management at the Wellington School of Business and Government, received a prestigious **Fulbright New Zealand Scholar Award**.
- ▶ Alumni were recognised in the **King's Birthday Honours** List 2024. Business leader Theresa Gattung was recognised with the highest honour, being made a Dame Companion of the New Zealand Order of Merit; and Katie Sadleir was made a Companion of the New Zealand Order of Merit for her services to sports governance and women.
- ▶ The University's sustainability efforts have again been recognised in the **Australasian Green Gown Awards**, the most prestigious award of sustainability best practice within the global education sector. Growing our Future, the University's reforestation project, was a finalist in the 'Nature Positive' category; and the sector-wide climate scenarios project, a collaboration between Aotearoa's universities, was a finalist in the 'Powerful Partnerships' category.
- ▶ The University rocketed up the rankings in the **Randstad NZ Employer Branch Research study**, with a move to number 8 in 2024. We were the only university in the top 10. The 2024 Randstad study asked people what they looked for in an employer, and what they prioritised when moving onto their next job. The top five work factors were found to be: job security, equity, good training, attractive salary, and benefits—and most importantly, work-life balance.
- ▶ Kabini Sanga, Associate Professor of Education at Te Herenga Waka, **partnered with researchers at the Queensland University of Technology (QUT)** on a new project to capture the stories of Australian South Sea Islanders (ASSI). The project was awarded a \$1.5m ARC Discovery Indigenous grant.



O TE TAU



GROWING OUR IHO

► **Ngā Mokopuna, formerly known as The Living Pā, formally opened**

on 6 December 2024, on the anniversary of the opening of the original wharehau in 1986. Over a thousand people from the local community flocked together for the dawn opening ceremony. It will be a new cultural landmark for Wellington and, as an aspiring Living Building, it pushes the boundaries of what sustainable buildings can be by placing mātauranga Māori at its heart.

► **Taiawa Wellington Tech Hub, a new co-working space** that will see innovative local businesses based at Te Herenga Waka, opened in June 2024. Confirmed tenants include carbon management businesses Cogo and Carbon Invoice, online shopping charity donation app Virtue, and scientific literature review assistant Litmaps—with room for more!

► **Let's Talk Tiriti!** In February, we ran a **session for staff on Te Tiriti o Waitangi**. It gave our people an opportunity to have a free, frank and friendly chat about Treaty matters. Over 100 people registered for this event.

► Professor Rawinia Higgins (Tūhoe), our Deputy Vice-Chancellor—Māori and Engagement won the Māori governance category of the 2024 **Women in Governance Awards**.

► Wahine Māori health practitioner Professor Bev Lawton (Ngāti Porou) NZOM, was recognised with a **prestigious award** named after esteemed Māori cancer researcher Dr Maariie Goodall.

► A new **memorandum of understanding (MOU)** was signed between Te Herenga Waka and the University of Western Sydney, with a focus on exchange for Indigenous scholars—both students and academic staff.

► Te Kawa a Māui was awarded a **Prime Minister's Scholarship**. The scholarship will enable a group of five Māori students enrolled in a Te Kawa a Māui paper at Te Herenga Waka and five Māori students from the University of Otago to participate in an Indigenous studies programme with National Pingtung University in Taiwan in 2025.



HE WHAKARĀPOPOTOTANGA AT A GLANCE

Ranked **244th** out of the world's **18,000** universities*

1 of 22 ★★★★★+
of the world's 'Five Stars Plus' rated universities,
setting the gold standard for higher education

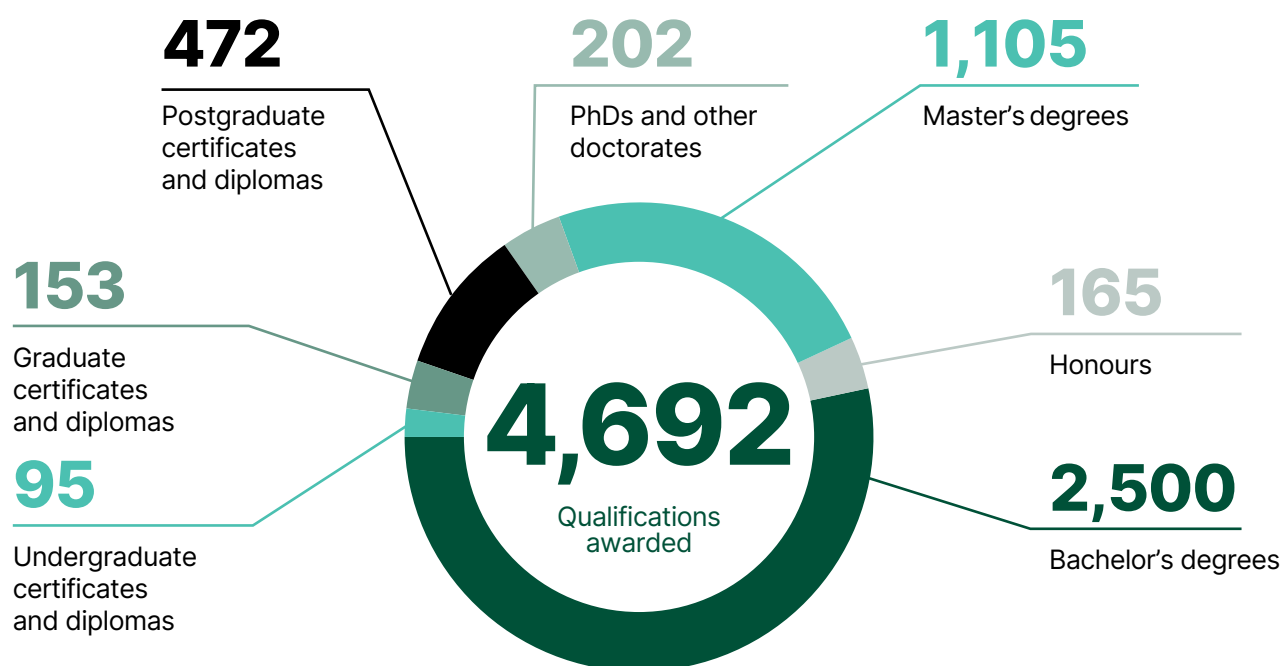
**In the world's top 1%
for 15 subjects***

Development Studies, Earth and Marine Sciences, English Language and Literature, Geography, Geology, History, Hospitality and Leisure Management, Law, Library and Information Management, Linguistics, Performing Arts, Politics and International Studies, Psychology, Sociology, Theology, Divinity & Religious Studies

1,802 Māori EFTs

1,014 Pasifika EFTs

*QS rankings: www.topuniversities.com/universities/victoria-university-wellington#wur





\$26M

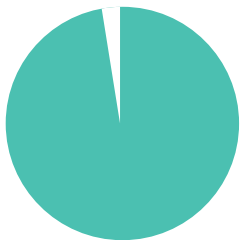
invested in scholarships by the University

Total
revenue

\$539M

Total
expenditure

\$534M



97%

of teachers were assessed
by students as 'excellent',
'very good', or 'good'

\$99M

external research income

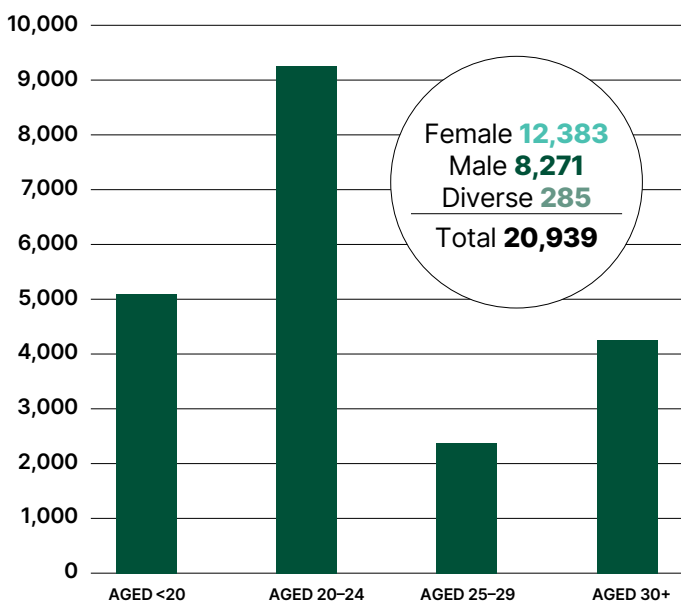
Equivalent full-time students

14,250 ^{**}
government funded

1,630 full fee

**14,240 SAC funded and 10 STAR funded

Student distribution¹



2,202

staff (full-time equivalent)

1,018

teaching and research staff

1 Student distribution by headcount

TE TAUĀKI WHAKAMAUNGA ATU STATEMENT OF SERVICE PERFORMANCE 2024

FOR THE YEAR ENDED 31 DECEMBER 2024



The Statement of Service Performance illustrates progress made during 2024 towards achieving our vision.

The University's excellence is defined by inspirational teaching, outstanding research, and deep engagement that mobilises understanding and action for a better world. We are a civic university with our community defining why we are here and who we serve. We are globally excellent by being locally relevant for the remarkable capital city of Wellington. This connection is evidenced by people's motivation to join our university. Our collaborations advance our reputation nationally, in the Pacific region, and internationally.

The vision Te Herenga Waka has adopted will ensure the University can continue to make a significant contribution to achieving the desired outcomes of the Tertiary Education Strategy (TES) and New Zealand's education vision. The TES sets out the Government's long-term strategic direction and current and medium-term priorities for tertiary education.

The University's Strategic Plan is designed to guide the University towards achieving its vision and has been revised in 2024 with effect from 2025. The Strategic Plan drives all decision-making and resource allocation across the University and focuses on our activities and development of capability.

Our Outcomes and Performance Framework shows how strategic objectives align with, and respond to, what is expected of tertiary education organisations and the outcomes of a world-leading education system that equips learners with knowledge, skills, and values to be successful citizens in the twenty-first century.

The 2024 Statement of Service Performance has been prepared with reference to the University's 2020–2024 Strategic Plan, and can be found on our website: www.wgtn.ac.nz/about/governance/strategic-plan

The Strategic Plan identifies six interrelated strategies that will support the University to achieve its vision of being a world-leading capital city university and one of the great global-civic universities.

The distinctive qualities of the University are leveraged in each of the six strategies:

S1: Ambitious research for transformative impact

S2: Education preparing students for an extraordinary life

S3: Engagement that deepens relevance, impact, and reputation

S4: Equitable outcomes for all

S5: Belonging to the Asia-Pacific region

S6: Transforming the way we work.

These strategies draw on our heritage, position, iho (essence), and strategic context. The University's distinctiveness is further defined by several attributes that matter to our staff, students, and communities:

- ▶ Governing for the future;
- ▶ Living and making the Wellington vibe;
- ▶ Being Asia-Pacific globally minded;
- ▶ Thriving through creativity;
- ▶ Honouring Te Tiriti o Waitangi;
- ▶ Commitment to sustainability and wellbeing.

Financial sustainability

The University undertook a programme of work focused on addressing a projected deficit of well over \$30m in 2023 alone and ensuring Te Herenga Waka's long-term financial sustainability.

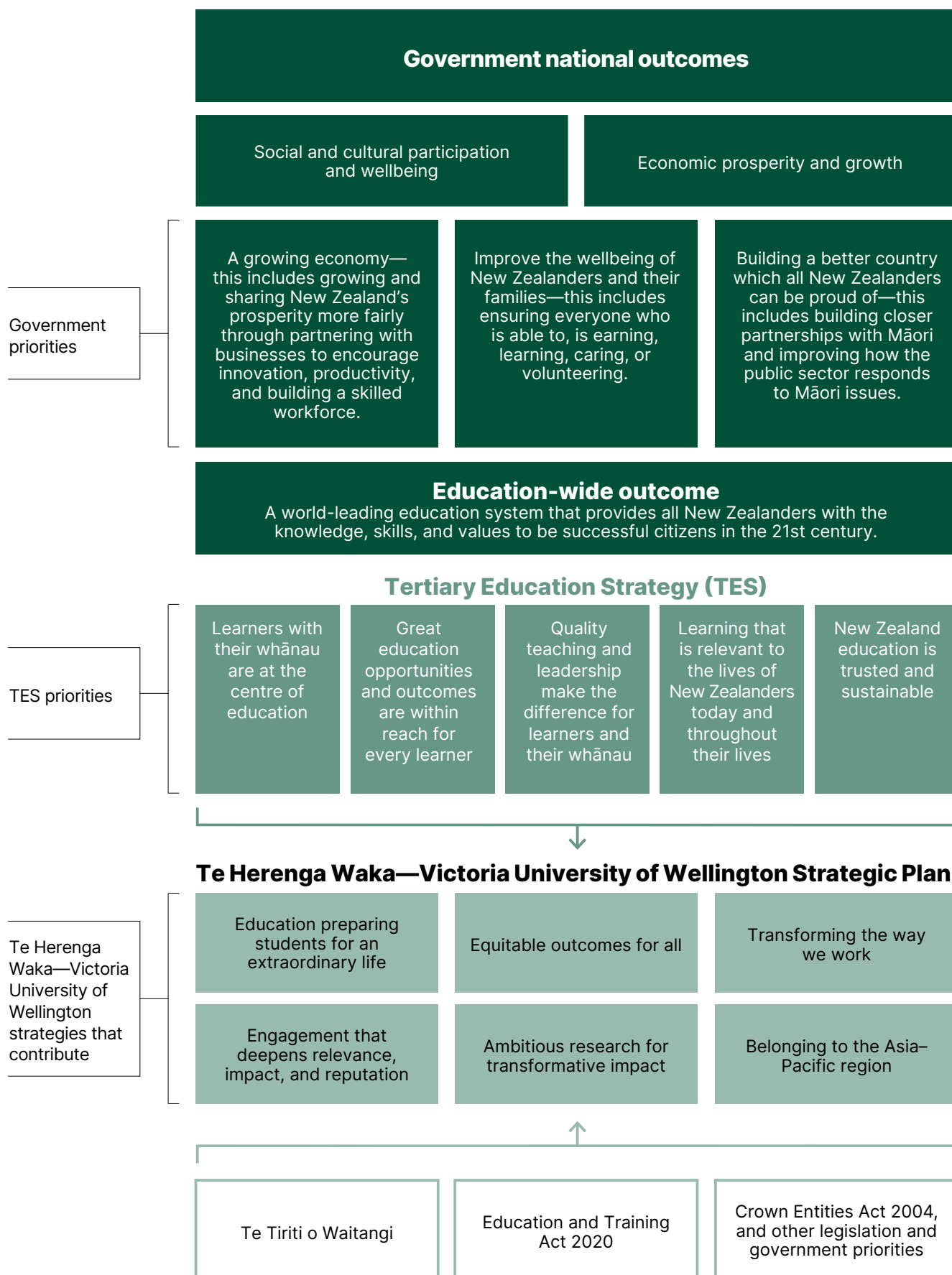
By maintaining the financial prudence of 2023, 2024 has seen the university return to surplus. The lowering of FTE in 2023 has been maintained through 2024, some facilities surplus to requirements have been sold, while increased student numbers have supported revenue growth.

Our key outcomes

The Statement of Service Performance is organised around our three key outcomes—Research, Teaching and Learning, and Engagement. These outcomes broadly align with the six strategies in the 2020–2024 Strategic Plan and with the characteristics of a university as defined in the Education and Training Act 2020.

Excellence in research, learning, and teaching lie at the heart of our vision. Over the medium term, Te Herenga Waka—Victoria University of Wellington has an ambitious Learning and Teaching Strategy that signals the University's commitment to working in partnership with students to create and maintain an effective and inclusive learning and teaching environment, and a commitment to quality in design, delivery, and outcomes. The University invests significantly to make its student experience the best possible, from the initial contact in school and prior to university entry, to the learning experience, and after graduation.

Outcomes and Performance Framework



The outcomes framework is based on the current Statement of National Education and Learning Priorities (NELP) and Tertiary Education Strategy (TES) 2020. This will be revised in 2025 in line with our new strategy.

The University's Research Strategy 2020–2024 builds on the existing culture of research excellence across Te Herenga Waka—Victoria University of Wellington as the highest ranked university for Performance-Based Research Funding (PBRF). The Strategy guides the University's efforts to increase the international recognition of our research, to build on our distinctive location in Aotearoa New Zealand's political and cultural capital, and to leverage the significant value that we gain from bringing mātauranga Māori to bear on both basic and applied research activity across all disciplines.

The Strategic Plan also signals our long-term commitment to working with the communities we serve, including our commitment to Māori as tangata whenua and Treaty partners; effective engagement with Māori and Pasifika learners, whānau, and communities; working with industry and innovation partners to increase the volume and effectiveness of commercial innovation; and growing the University's international linkages.

A complete list of all performance indicators can be found on pages 19–20.

Service performance reporting

PBE FRS 48 is a standard that establishes requirements for improved reporting of service performance information to meet the needs of users of general-purpose financial reports. This standard aligns with the University's progress towards more integrated reporting of information about the University's activities.

COVID-19

COVID-19 continued to have an impact on our teaching, learning, research, and engagement activities during 2024. International student numbers continued to recover, and domestic student numbers stabilised after the 2023 decline—especially postgraduate students. However, the preparedness of commencing students for university study continued to show the impact of the pandemic on NCEA results.

Disclosure of judgements

In determining key service performance information for each outcome, management has used judgement based on indicators that align with the mission and annual activities of the University. The University seeks to maintain consistency across years, where appropriate, and to determine service performance information that is relevant, reliable, neutral, understandable, and complete. The University's desire to be a world-leading institution also guides the selection of measures that are based on externally validated information and likely to be comparable with national and international universities. In addition to the University-selected measures, the Tertiary Education Commission (TEC) requires inclusion of TEC-defined Educational Performance Indicators (EPis). These are provided on page 20 and commented on within.

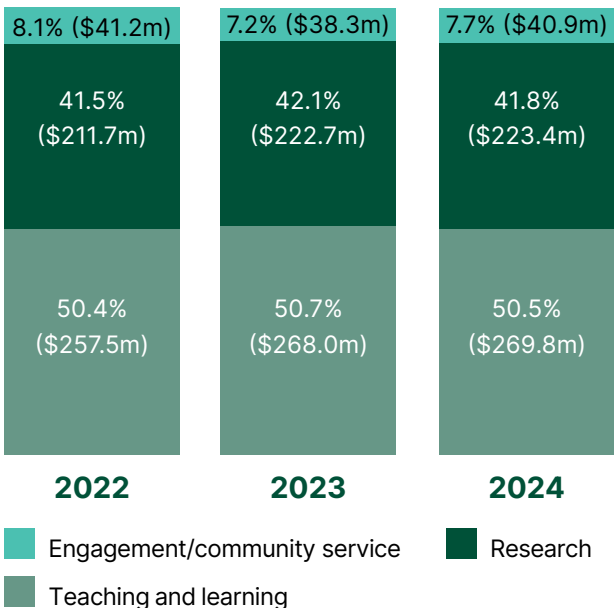
Linkages between financial and non-financial information

Financial statements and service performance information are both important components of a public benefit entity's

general purpose financial report. The two documents convey a coherent picture about the performance of the entity, and they are linked through the resources that have been applied to each of the three outcomes. For example, to achieve high-quality research outcomes, the University relies on PBRF funding and external research income, as well as income gained from other sources. All of these sources of funding are relevant to the University's ability to deliver key outcomes. A university's performance objectives are long term and not meaningfully captured within singular output categories. University research and teaching are closely interdependent (as required by the Education and Training Act 2020) and the outcomes of university activities are not fully known within one year (e.g., research results, graduate outcomes).

While noting these interdependencies, the University, using high-level assumptions, is able to estimate that in 2024, 41.8% of total operating expenses was attributable to research, 50.5% to teaching and learning, and 7.7% to engagement/community service. This result reflects the distinctive nature of a research-led university committed to the student experience, high-quality research, and serving its communities. In determining this estimate of allocation of expenditure, the University has reviewed major operating expenses as reported in the financial statements. Where there is a clear allocation of cost to a particular output, these have been adopted. Where there is ambiguity (e.g., related to the interdependencies described above), the University has exercised judgement based on an underlying workload principle for academic staff involved in both teaching and research of 40–40–20 (i.e., 40% research, 40% teaching, and 20% administration, with administration then allocated proportionally to teaching, research and engagement/community service). Costs not directly or solely attributable to teaching and learning or research, such as general administrative support or facilities management, have been apportioned on the same basis as academic salaries. The following pages explore these outputs in greater detail, focusing on successes and challenges during 2024.

Estimated expenditure by output category



Service Performance Information indicator

Approximately 55% of total revenue is sourced from either government funding, the PBRF, or research-specific contracts. Of this, the University assigns \$125m to Research activities. The remainder of revenue has a non-government source (i.e. direct tuition or commercial revenue).

See full list of Performance Indicators (including TEC Educational Performance Indicators) on pages 19–20.

Progress made during 2024

The majority of External Research income continues to come from New Zealand-based funders: Ministry of Business, Innovation and Employment (MBIE), The Royal Society of New Zealand (RSNZ) and The Health Research Council (HRC).

A successful 2024 MBIE Endeavour Fund round saw us awarded two Endeavour Programme grants out of only 19 funded nationwide: the first led by Professor Nancy Bertler is a \$13.6m collaboration with other CRIs and universities—the ‘Antarctic sea-ice switch’ programme is investigating recent abrupt changes in the ice and what they may mean for the climate and sea-level rise. The second co-led by Dr Simon Granville of the Robinson Research Institute and Professor Ben Ruck of the School of Chemical and Physical Sciences investigates the use of rare earth nitrides in memory devices for future high-performance computers. In addition to the Programmes, we won five Endeavour Smart Ideas at \$1m each: Dr Andrew Lensen and Dr Rachael Shaw, Professor Stephen Marsland, Professor Peter Tyler, Dr Andreas Luxenburger, and Dr Bach Nyugen.

Twenty projects were awarded RSNZ Marsden Fund grants. Of these, 11 received standard grants, which provide funding of up to \$960,000 over three years. The remaining nine projects received fast-start grants of \$360,000 each. Recipients of standard grants included Professor Lisa Marriott and Dr Brian Tunui who are leading work investigating how tax models that recognise Te Tiriti o Waitangi can be used to support a more just and equitable society (\$853,000). Research led by Associate Professor Ivy Liu and Professor Richard Arnold will develop new methods for analysing surveys and extrapolating findings to the wider population (\$706,000).

The HRC-funded Te Tātai Hauora o Hine—National Centre for Women’s Health Research Aotearoa, led by Professor Bev Lawton, received \$1.2m for a three-year initiative to enhance access to timely and safe healthcare

for rural whānau through advanced point-of-care testing (PoCT), which allows diagnosis of common infections at rural healthcare centres. The grant will advance point-of-care testing in rural Aotearoa, improving access to on-site diagnosis and treatment for infections like Strep A, influenza, COVID-19, and RSV.

Other HRC grant winners included: Fourteen researchers received activation grants from the HRC’s Health Delivery round, and Dr James Mbinta and Dr Julia Milne won Health Delivery Career Development awards. These smaller grants are important for building capability.

Our researchers continue to be recognised by the RSNZ receiving honours and awards. Six researchers were recognised in the inaugural Aotearoa New Zealand Tāwhia te Mana Research Fellowships by the RSNZ. Professor Patricia Hunt received the New Zealand Mana Tūārangi Distinguished Researcher Fellowship worth \$220,000 for her work on ionic liquid propulsion systems for mini satellites. Dr James Berghan (Te Rarawa, Te Aupōuri) and Dr William Holmes-Hewett both received New Zealand Mana Tūāpapa Future Leader Fellowships, each worth \$820,000 over four years. Dr Jenni Hopkins, Dr Moses Faleolo, and Dr Helen Woolner were all awarded Mana Tūānuku Research leader Fellowships worth between \$930,000 and \$1,160,000 (out of only 10 awarded nationwide).

Dr Zaramasina Clark, from the School of Biological Sciences, was awarded an HRC fellowship worth \$650,000. The 2024 Māori and Pacific Health Research Emerging Leader Fellowships support talented Māori and Pacific health researchers to become leaders in their field.

Dr Bella Duncan, Associate Professor Lara Greaves, and Dr Luke Fitzmaurice-Brown were recognised in the RSNZ’s 2024 Research Honours. Dr Duncan received the 2024 Hamilton Award, given to encourage early-career researchers undertaking scientific research. Associate Professor Greaves (Ngāpuhi, Pākehā, Tarara) was awarded the Early Career Research Excellence Award for Social Sciences. Dr Fitzmaurice-Brown (Te Aupōuri) was awarded the Early Career Research Excellence Award for Humanities.

Three VUW researchers were awarded Catalyst Leaders grants. These exciting opportunities bring world-leading researchers to New Zealand to work with our researchers in developing collaborative research projects.

Professor Mengjie Zhang, Director of the Centre for Data Science and Artificial Intelligence (CDSAI), received the prestigious 2024 Australasian Artificial Intelligence Distinguished Research Contribution Award. This award

recognises individuals or groups with influential and groundbreaking research contributions to the field of Artificial Intelligence.

The University continues to diversify its sources of research funding. This year, Associate Professor Mattie Timmer and Associate Professor Bridget Stocker from the School of Chemical and Physical Sciences were successful with a National Institute of Health (NIH) bid in collaboration with the Vaccine Formulation Institute in Switzerland. The five-year project titled ‘Synthetic Mincle Agonists: Screening, Design, and Formulation in combination Th17 adjuvants’ is valued at US\$1.5m.

The University co-hosted the MBIE Horizon EU Roadshow in October, followed by a Reception co-hosted with the EU Delegation to New Zealand. The University was privileged to be able to work with the Ambassador of the European Union to New Zealand H.E. Mr Lawrence Meredith, his team, and EURAXESS on highly successful and illuminating events showcasing New Zealand as the first global partner of Horizon Europe.

In November, the University delivered a successful Universities Research Office of New Zealand Conference, themed *Research in a Changing Landscape*. It was attended by 130 people from all universities, and for the first time delegates from most CRIs, some independent research organisations (Cawthron and Branz) plus some Wānanga. The keynote presentation was delivered by Dr Gill Jolly, MBIE’s Chief Science Adviser.

The Policy Hub (Raumata) was formally launched as a 10-month pilot in February 2024. The goal being to connect New Zealand’s academics with the policy community to work together on issues of national significance to Aotearoa New Zealand. Areas worked on include: Artificial Intelligence, violent extremism, trust in institutions, climate change and departmental long term insight briefings. The successful pilot resulted in contracts worth \$400,000 and led to a decision to establish Raumata for the next three years.

The proportion of research postgraduate students (PGR) as a total of University EFTS was 7.4% in 2024 up from 7.3% in 2023, but less than the target of 8%. Commencing PGR EFTS for 2024 were 123, below the 150 EFTS target (see indicator table on page 19) and below the 133 EFTS from 2023. However, it should be noted that PhD students can begin at the start of any month, only those starting on the 1 January are counted as 1 full EFT. For all other start dates during the year, the EFTS are calculated pro rata, giving an inaccurate count of the actual number of new students. A more reliable measure is noting the total headcount, which hit its highest point in 2024, marking the largest number of enrolments and total PGR students in the past decade.

While invention disclosures were below target at 30 against a target of 35, the percent of publications in the top 25% exceeded the 55% target to 58.9%, also exceeding the 2023 result.

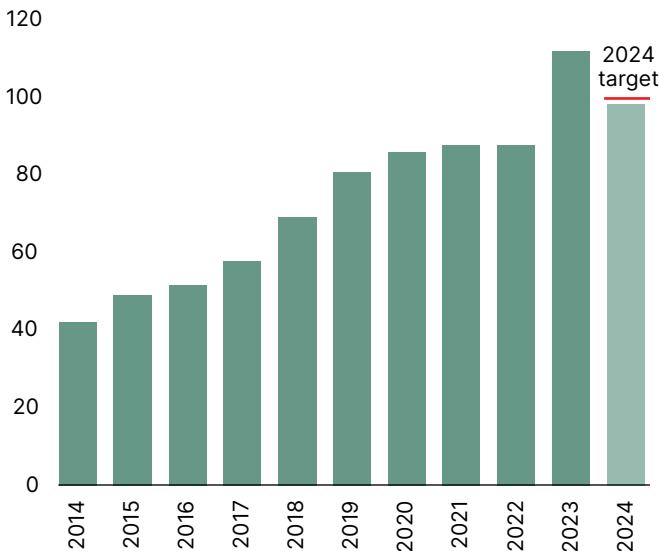
External Research Income (ERI), as part of PBRF reporting requirements, was \$88.0m, declining from 2023 (\$103.6m). Continued success with contestable funds contributed to \$77.4m in contracted research revenue (\$79.0m in 2023) in the University Research Trust. Other research revenue streams within the University were \$10.6m (\$24.6m in 2023), including Wellington UniVentures, \$6.2m (\$6.0m in 2023) and the University Foundation, \$2.7m (\$16.9m in 2023 which included a significant one-off bequest). Sub-contracted research, which is excluded from the figures above, was \$11.0m in 2024 (\$11.7m in 2023). This brings total ERI to \$99.0m (\$115.3m in 2023), just short of the target of \$100m.

In 2024, Wellington UniVentures delivered research commercialisation support, bringing \$3.9m new revenue to the University while continuing to focus on financial sustainability. Wellington UniVentures also managed 21 commercialisation projects in 2024, and 28 projects under its Commissioned Research & Advisory mandate, connecting academics with opportunities in industry and government. It protected new ideas, bringing its portfolio of patents and applications to 312. Wellington UniVentures now holds \$7.6m in shares across 11 spinouts that are collectively worth \$232m. Five of its spinouts successfully raised capital in 2024.

To encourage entrepreneurship impact, Wellington UniVentures supported eight early career researchers through KiwiNet’s ‘Emerging Innovators’ programme and hosted political delegations, networking events and expert panels on campus.

In 2024, the University launched a new ethics management system, Hōkai. Hōkai is designed to modernise and streamline the management of ethics applications, and reviews. The platform offers a user-friendly interface that facilitates the submission, tracking, and approval of ethics applications. Hōkai provides a refreshed user interface with enhanced functionality for researchers while providing robust tools for administrators to support users effectively.

External Research Income 2015–2023 (\$m)



AKO TEACHING AND LEARNING

S1

S2

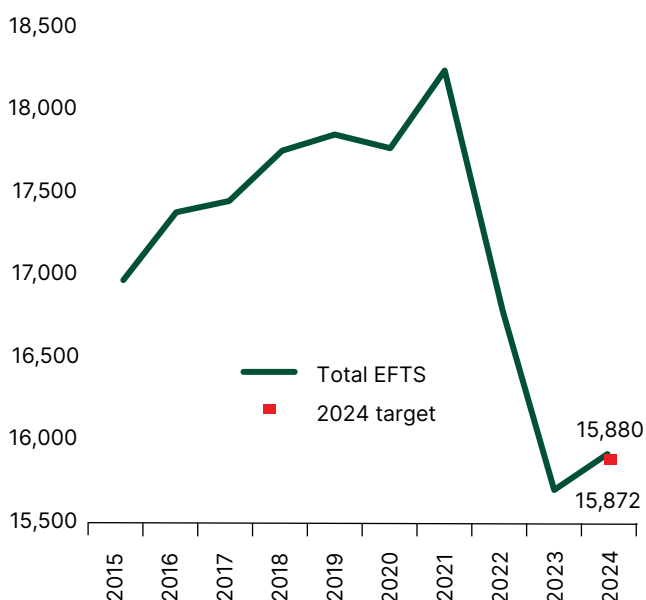
S5

S6

Service Performance Information indicator

Approximately 55% of total revenue is sourced from either government funding, the PBRF, or research-specific contracts. Of this, the University allocates \$163m to Teaching and Learning. The remainder of revenue has a non-government source (i.e. direct tuition or commercial revenue). Of this, \$141m can be attributed to Teaching and Learning activities.

Total EFTS 2015–2024



See full list of Performance Indicators (including TEC Educational Performance Indicators) on pages 19–20.

Progress made during 2024

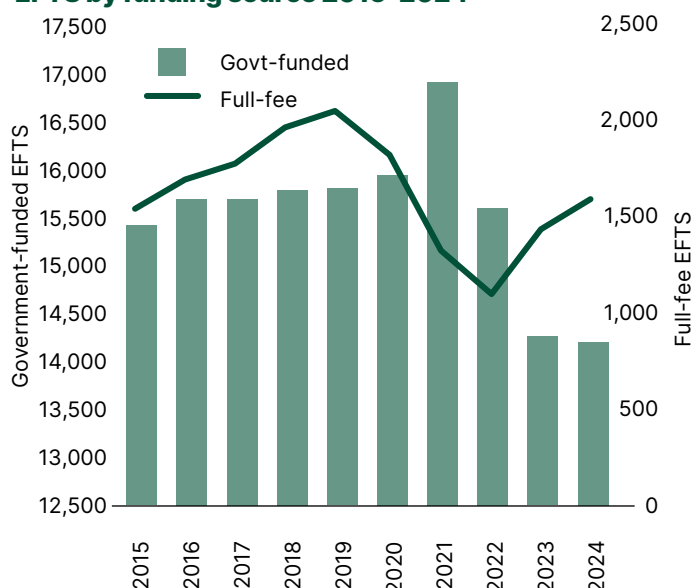
After difficult years in 2022 and in 2023, Government-funded EFTS stabilised to 14,250 EFTS in 2024. This was just 6 EFTS below target of 14,256 EFTS, continuing the trend from 2023 of higher numbers of taught postgraduate students despite a slight decline in undergraduate EFTS. Strong contributions came from Humanities, Engineering and Health subjects.

Many international students commenced or continued to study with the University from offshore. International full-fee EFTS increased from 1,442 EFTS in 2023 to 1,630 EFTS in 2024, a 13% increase of 188 EFTS, below the target of 2,048 EFTS.

International students (including government-funded international PhD candidates) constituted 15% of the total student body (headcount), increased from 13.1% in 2023 (and 9.8% in 2022).

After a decrease of commencing EFTS in 2023, the overall number of commencing EFTS increased from 4,661 to 4,894 in 2024, including 804 commencing international full-fee EFTS.

EFTS by funding source 2015–2024



Māori EFTS represented 12.6% of the domestic student population, up 0.2% from the previous year. Māori commencing EFTS increased, from 527 in 2023 to 538, falling short of the University's target of 600 EFTS.

Pasifika EFTS increased from 6.7% to 7.1% of the domestic student population. Pasifika commencing EFTS rose from 312 in 2023 to 331 in 2024, short of the target of 350 EFTS.

Māori participation rates at Level 7 (degree) increased, from 13.5% in 2023 to 13.8% in 2024. Those at postgraduate level increased from 8.5% to 8.9%, but less than the target of 9%.

Participation rates for Pasifika at Level 7 (degree) went from 7.3% in 2023 to 7.7% in 2024. At Postgraduate level Pasifika participation went from 3.9% in 2023 to 4.4% in 2024.

Amid challenging external conditions, after relatively pleasing retention rates in 2022, Māori Level 7 retention fell in 2023, to 65.8% against a target of 69.5%, but rebounded in 2024 to be 73.2% but still short of the 77% target. Retention for non-Māori and non-Pasifika Level 7 students also recovered from 76.2% in 2023 to reach 82.1% in 2024 against a target of 83%.

Pasifika retention rose from 70.1% in 2023 to 76.3%, short of the target of 81%. The University remains committed to improving student retention but saw retention rates fall generally in 2022–2023 as a flow on from COVID-19 disruption and increased cost of living pressure affecting this cohort of students. It is pleasing to see that they have recovered in 2024. Refer to the TEC-defined Educational Performance Indicators (EPIs) on page 20.

In 2024, over \$520,000 was invested towards 343 Taihonoa scholarships and grants as well as Summer internships for taura Māori.

A total of 798 courses and 574 teachers were evaluated in 2024, with 86% of courses and 97% of teachers assessed as good, very good, or excellent (approximately equal with the 2023 results of 85% and 95%, respectively).

Student satisfaction with services and facilities rose slightly to 77% in 2024 compared with 75% in 2023. This was below the target set for 2024 of 80%.

The number of taught postgraduate EFTS increased from 12.9% in 2023 to 14.7% in 2024 (+1.8%) exceeding the 2024 target of 14%.

Our holistic approach to student success is dedicated to creating an ecosystem that fosters equitable outcomes, recognising our significant societal role. We acknowledge the direct link between educational achievements, increased earning potential, and socio-economic status. To support this, the Student Experience Committee guides the Deputy Vice-Chancellor (Students) in driving our initiatives. Our primary objectives are to enhance first year completion rates, ensure smooth progression and, ultimately, enable students to complete their degrees. We are committed to meeting our Learner Success Plan (LSP) milestones, as reflected in our reporting structure with the Tertiary Education Commission (TEC). Looking ahead to 2025, we anticipate refreshing our LSP and Investment Plan to further our commitment to student success and equitable outcomes. Tuwhitia Funding, received in partnership with the University of Canterbury, will support acceleration of these activities and outcomes. In 2024, a focus was on identifying key 100 level courses that were below average in supporting student success and to work with academics and learning design specialists to improve this. We expect that results will be demonstrated in 2025 course completion rates resulting in increased retention.

Academic audits are conducted every seven to eight years. The AQA Audit Report—Cycle 6: Te Herenga Waka—Victoria University of Wellington was published in March 2023. In August 2024, we submitted our one-year update on this report to the AQA Board. The actions completed during 2024 include enhancing the communication and engagement strategy for the Health, Safety, and Wellbeing (HSW) initiatives, completing the handover to the new Head of HSW, and focusing on the development and implementation of critical risk cards. Additionally, the report highlights the establishment of a revised HSW dashboard for reporting, the completion of the new HSW Team Operating Model, and the ongoing work to close out recommendations from previous audits. In March 2025, the University will provide a two-year update on the progress the University has made in relation to the Audit Panel's affirmations and recommendations.

The Student Accommodation Pastoral Care Framework continues to mature and to adapt to incorporate University wellbeing kite resources as they are developed. Setting students up for success remains a strong focus with planning for the introduction of Tau Mai week in early 2025. Tau Mai is a new student accommodation programme designed to enable first-year students to arrive a week before Orientation Week to join in activities that foster their friendships and sense of belonging in their new life as a student in Wellington. The frequency of student connections with their RA has been reviewed and adjusted to better fit evolving student needs throughout their first year, and to enable a differentiated pastoral care experience for mature second year and above students living independently in University flats and apartments.

During 2024, recognition of the importance of improving retention led to work to identify sizeable courses that had lower retention metrics, large numbers and were prerequisites for students to progress from 100 level to 200 level courses. Working with academics, a cross-functional team helped to redesign the pedagogy and learning design of a sample of courses to test the impact on retention. Further development of this approach will continue in 2025.

The University was also successful in a bid to the TEC's Tuwhitia Accelerating Learner Success funding partnering with Canterbury University for a two-year multimillion programme—He Kokonga Whare e Kitea—Data Coaching for Student Success in the Tertiary Sector. The Māori name for this project translates to 'a corner of a house can be seen/examined.' The core focus of this initiative is to enhance the data 'house' across our institutions and the tertiary sector, exploring its 'corners' to better support effective educational experiences for our students. This project started in late 2024 but will develop further in 2025.

The annual graduate destinations survey showed that employment and further study options remained strong first year post-graduation with 93% reporting that they were in work, further study or not seeking employment. This is below target but perhaps not surprising given the government restructuring resulting in many redundancies in Wellington during 2024 and an increase in unemployment rate particularly impacting 15–25-year-olds.

RUAWHETU ENGAGEMENT

S3

S5

S6

See full list of Performance Indicators (including TEC Educational Performance Indicators) on pages 19–20.

Ngā Mokopuna: our Living Pā

On 6 December 2024, our wharenui Te Tumu Herenga Waka was reawakened, and Ngā Mokopuna, the new Living Pā building opened to the public for the first time. Over a thousand people from our local community attended the dawn ceremony.

Ngā Mokopuna will be home to Te Kawa a Māui—The School of Māori Studies, Ngāi Tauira—Māori student association, Āwhina team, marae staff and the office of the Deputy Vice-Chancellor Māori.

Aspiring to be a living building, Ngā Mokopuna will be one of the world's most sustainable civic constructions, with around only 30 buildings in the world meeting these extremely high standards. It has a cutting-edge rainwater collection system and is net zero in energy, with photovoltaic panels on the roof generating 105 percent of the building's electricity needs, so it even gives back to the grid. Constructed from engineered timber, the building is a carbon store, sequestering more carbon than it will produce in its lifetime.

Progress made during 2024

The University's engagement programme has gone from strength to strength in 2024.

As of 31 December 2024, the Foundation has raised \$12.6m. The Foundation is grateful for the support of our alumni community who regularly give to our appeals programme like Alumni Appeal Scholarships and the Winter Energy Appeal. Philanthropic support continues to have an impact across the University, helping to grow scholarship support for students, advance ground-breaking research like the Chair in Generative Artificial Intelligence, and deliver meaningful public engagement (including lectures and visiting fellowship). While this did not reach the \$40m target for 2024, it represents a significant level of generosity in the current economic climate.

The School of Biological Sciences received a transformational \$13.5m gift from the late Dr Aola Richards, a trailblazing scientist and academic. Her gift, the largest in the University's history, is intended to support postgraduate and postdoctoral research in entomology, reflecting her lifelong dedication to the field.

With generous support from one of our alumni, finance and tech expert Bob Dykes, the University is poised to further cement its leadership in the Artificial Intelligence (AI) field with the establishment of the Bob Dykes Chair in Generative Artificial Intelligence. This pioneering role will provide exceptional leadership in generative AI, helping to build Aotearoa New Zealand's capacity in the field.

In 2024, we announced the establishment of the Denis Adam Chair in Music in the New Zealand School of Music—Te Kōkī, generously funded by the Adam Foundation for the next decade.

Melanie Smith (Ngāpuhi) funded the Mokaraka Māori Women in Business Scholarship to support young Māori women studying at Ōrauaki—Wellington School of Business and Government. The first scholarship recipient, Laura Scatchard (Tūhourangi, Te Arawa), is a designer and ex-teacher who is studying for both an Executive Master of Business Administration and Postgraduate Certificate in Indigenous Studies. She received \$15,000 towards the costs of her study from the scholarship.

We are also grateful to Ducks Unlimited, the Holdsworth Charitable Trust, and other sponsors for supporting our students and postdoctoral candidates to progress their research while making a meaningful contribution towards recovering our precious wetlands. Two students from CBRE have received Wetland Care scholarships for 2024.

Other scholarships included one funded by the Joyce Fisher Charitable Trust, which allowed Geraint Tuiletoa Tagaloa to study a Master of Secondary School Leadership (MSSL); the Ngā Hoe a Kupe Pathfinder Scholarship, a three-year scholarship funded by the Ralph and Eve Seelye Trust; and the Jamieson Family Sport Scholarship for Pasifika Students, won in 2024 by hockey player Kayli Tuiraviravi.

The Foundation successfully met the annual Consumer Price Index (CPI) and target distribution rate for all endowed funds. As of 31 December 2024, the Foundation's total assets stand at \$122m.

With the support of our alumni community, we are pleased to report an increase in donations to our appeals programme, particularly for initiatives such as our Student Hardship Fund and Alumni Appeal Scholarships. While the challenging target of \$40m was not achieved with \$6.5m being the figure for donations, this speaks to the extraordinary result of 2023 and that 2024 is more in line with historical donation levels; 2024 was a challenging one financially for many in New Zealand and Wellingtonians in particular, with cost of living and Government restructuring as contextual factors.

Alumni, corporate sponsors, and University staff raised \$40,960 to help students pay expensive power bills during the Wellington winter. This outpouring of support meant that nearly twice as many students benefitted from the Winter Energy Grants in 2024 compared to the previous year.

The Post Wellington Gold Awards saw dozens of alumni celebrated at a glittering 1920s-themed event at The Embassy on Thursday 22 August 2024, with alumni receiving awards for new thinking and emerging businesses. The University sponsored the New Thinking Gold Award. It was won by Brooke Roberts, a marketing, international business, and finance alumna and one of the people behind wealth app Sharesies. Other businesses recognised at the awards included Supreme and Supporting Gold award-winner Creative HQ, whose CEO Catherine Jones holds a Bachelor of Arts and Laws from Te Herenga Waka. Creative HQ have helped support more than 450 other companies through their startup programmes.

Our Open Day on 25 August 2024 was a very successful event for our school-leaver cohort, with approximately 5,500 people coming through across the three campuses.

International student numbers continued to rebound in 2024 from COVID-19 declines. The number of commencing international fee-paying students was up from 2023's 664 to 804 EFTS exceeding the target of 545 EFTS.

The University's sustainability efforts have again been recognised in the Australasian Green Gown Awards, the most prestigious award of sustainability best practice within the global education sector. The University was a finalist in two categories in the Green Gown Awards this year. Growing our Future, the University's reforestation project, was a finalist in the 'Nature Positive' category. The sector-wide climate scenarios project, a collaboration between Aotearoa's universities, was a finalist in the 'Powerful Partnerships' category.

Taiawa Wellington Tech Hub, a new co-working space that will see innovative local businesses based at Te Herenga Waka, opened in June 2024. The shared workspace is hosted on Level 5 of Rutherford House. Twelve established small- to medium-sized companies are already now based in the 50-desk space, and more are waiting in the wings. They include carbon management businesses Cogo and Carbon Invoice, online shopping charity donation app Virtue, and scientific literature review assistant Litmaps.

The Pasifika Roadshow, held across multiple regions, engaged local communities, families and prospective students, providing comprehensive information on study options and encouraging alumni towards postgraduate study. The collaboration involved partnering with local government, mayors and the Electoral Commission. Our partnership with the National University of Samoa fosters collaborative research opportunities, with the Faculty of Graduate Research and Faculty of Health. The Pasifika Graduation is a vibrant celebration of Pasifika graduates, families and the University's commitment to nurturing Pasifika cultures and identities. The Office of the Assistant Vice-Chancellor Pasifika, alongside the Pasifika Student Success team, continue to champion Pasifika student and staff achievement, fostering an inclusive environment and advocating for improved outcomes across the University.

In 2024, the University launched its new Pakohe (sustainability) school-leaver scholarship. This is a distinctive scholarship in the tertiary sector and signals the University's commitment to 'fostering the leaders of tomorrow.' The scholarship was popular with school-leavers, and we welcomed 28 of those applicants to join us as partners to help build our pathway to sustainability.

All performance indicators

STRATEGY	INDICATOR	2024 ACTUAL	2024 TARGET	2023 ACTUAL	2022 ACTUAL
Research (pages 13–14)					
S1	External Research Income (\$m)	99.0	100.0	115.3	88.3
S1	Number of new invention disclosures	30	35	30	50
S1	Publications (Scopus-indexed) in top 25% of journals (%)	55.0	58.2	57.4	56.8
S1, S2	Research postgraduate/Total EFTS (%)	7.4	8.0	7.3	6.9
S1, S2	Commencing research postgraduate EFTS	123	150	133	96
Teaching and Learning (pages 15–16)					
S2	Taught postgraduate/Total EFTS (%)	14.7	14.0	12.9	12.6
S2	Teachers assessed as ≥ good by students (%)	97	97	95	96
S3, S3	Graduates in employment, further study, and not seeking work first year post-graduation (%)	93	97	97	98
S2, S6	Proportion of students rating services and facilities as 'good' or 'very good' (%)	77.0	80.0	75.0	75.9
S2, S4	Commencing Māori student EFTS	538	600	527	561
S2, S4, S5	Commencing Pasifika student EFTS ¹	331	350	312	344
S4	Proportion of professors who are female (%)	28.2	31.0	28.2	26.9
S4	Proportion of academic staff who are Māori (%)	6.1	7.0	5.6	5.7
S4, S5	Proportion of academic staff who are Pasifika (%)	2.4	4.0	2.4	2.6
Engagement (pages 17–18)					
S3, S5	Commencing international full-fee EFTS	804	545	664	294
S3	Fundraising (\$m) includes all bequests, pledges and cash donations ²	12.6	40.0	33.9	158.0
All (pages 13–18)					
S6	Revenue retained as surplus for reinvestment (%)	2.60	0.01	5.60	-5.10
S6	Staff satisfaction—Your Voice (%)	70	75	N/A	N/A

¹ Includes international Pasifika students.

² The What if...? fundraising campaign operated for 10 years until 2022.

TEC-defined Educational Performance Indicators (EPIs)

EPI TYPE	DESCRIPTION	2024 PROVISIONAL	2024 TARGET	2023 ACTUAL	2022 ACTUAL
Participation	The proportion of total SAC ³ eligible EFTS enrolled at the TEO who are non-Māori, non-Pasifika at level 4–7 (non-degree) (%) ⁴	28.2	40.0	32.2	35.8
Participation	The proportion of total SAC eligible EFTS enrolled at the TEO who are Māori at level 4–7 (non-degree) (%) ⁴	20.9	30.0	30.1	21.8
Participation	The proportion of total SAC eligible EFTS enrolled at the TEO who are Pasifika at level 4–7 (non-degree) (%) ⁴	55.1	40.0	37.7	43.2
Participation	The proportion of total SAC eligible EFTS enrolled at the TEO who are non-Māori, non-Pasifika at level 7 degree (%)	79.8	78.0	80.4	80.7
Participation	The proportion of total SAC eligible EFTS enrolled at the TEO who are Māori at level 7 degree (%)	13.8	15.0	13.5	13.2
Participation	The proportion of total SAC eligible EFTS enrolled at the TEO who are Pasifika at level 7 degree (%)	7.7	8.0	7.3	7.2
Participation	The proportion of total SAC eligible EFTS enrolled at the TEO who are non-Māori, non-Pasifika at level 8–10 (%)	87.3	87.0	88.1	87.9
Participation	The proportion of total SAC eligible EFTS enrolled at the TEO who are Māori at level 8–10 (%)	8.9	9.0	8.5	8.5
Participation	The proportion of total SAC eligible EFTS enrolled at the TEO who are Pasifika at level 8–10 (%)	4.4	5.0	3.9	4.0
First Year Retention	The first-year retention rate for non-Māori, non-Pasifika students at level 7 degree (%)	82.1	83.0	76.2	77.8
First Year Retention	The first-year retention rate for Māori students at level 7 degree (%)	73.2	77.0	65.8	69.5
First Year Retention	The first-year retention rate for Pasifika students at level 7 degree (%)	76.3	81.0	70.1	74.4
Course Completion	The course completion rate for non-Māori, non-Pasifika students (SAC eligible EFTS) at level 1–10 (%) ⁵	87.8	90.0	86.7	87.0
Course Completion	The course completion rate for Māori students (SAC eligible EFTS) at level 1–10 (%) ⁵	80.9	84.0	79	77.9
Course Completion	The course completion rate for Pasifika students (SAC eligible EFTS) at level 1–10 (%) ⁵	71.5	77.0	68.3	66.8
Research	The amount of External Research Income earned (\$m) ⁵	99.0	100.0	115.3	79.5
Research	The number of research degrees completed	504	545	495	540
International	The number of international EFTS ⁶	1,630	2,048	1,442	1,098

³ Student Achievement Component funding.

⁴ Participation rates for non-degree EFTS are subject to high variability due to small numbers.

⁵ PBRF definition, excluding sub-contracts to other New Zealand Universities. PBRF ERI result recast following final PBRF audit each following May.

⁶ International full-fee paying students plus NZAID and Commonwealth Scholarship students.

MANA TAURITE, KANORAU ME TE WHAKAWHĀITI EQUITY, DIVERSITY, AND INCLUSION



We remain committed to creating an inclusive and supportive environment that enables every member of our community to thrive. We hold equity, diversity, and inclusion (EDI) at the heart of our operations, including our teaching, learning, research, services, and engagement.

Our EDI Framework outlines our policy goals related to the recruitment, development, and retention of a diverse community of talented staff and students and informs our practices across the University.

Our commitment to ensuring disabled staff and students are supported to thrive and achieve their aspirations during their time here was strengthened during 2024, following the 2023 launch of **Te Ara Taupuhipuhi—Disability Inclusion Action Plan 2023–2025**. Te Ara Taupuhipuhi was created by Te Amaru—Disability Services in collaboration with staff and students from across the University. It builds on the success of the first Disability Action Plan from 2017, which resulted in a significant increase in the number of disabled students at Te Herenga Waka. Our new plan will enhance the disability inclusion and confidence of our community, and continue our contribution to best practice in this field.

Here are some of the successes from our EDI programme in 2024:

- ▶ Engaging with Pasifika, Enhancing Rainbow Inclusivity and Building Intercultural Competency. Eighty University staff participated in these workshops.
- ▶ Te Hāpai, which comprises seven different workshops, continues to support our staff community to increase their understanding of an engagement with Māori culture, language and Te Tiriti o Waitangi. There was a total of 272 attendees in 2024. In addition, almost 100 staff attended extension programmes related to Te Reo, applying Te Tiriti and Ako and Rangahau.
- ▶ The Anti-Racism Initiative (ARI), which started in mid-2022, shifted its focus in 2024 to have an Aotearoa context. This ensured that kaimahi do not experience further racial harm from standard processes; therefore, aiming to reduce systematic instances of racial harm. The People and Capability Directorate engaged a Principal Organisation Development Adviser to co-lead with one of our OD Advisors at the end of 2024, and a business case was endorsed for 2025 mahi.
- ▶ In collaboration with all universities (via Universities New Zealand), the first year of a pay equity claim was completed. This included identifying roles in scope, setting up a process for staff to opt in or out of the claim, and reviewing role descriptions.
- ▶ The University published a gender equity plan as part of its access to the Horizon EU research fund.
- ▶ The 2024 Te Herenga Waka Employee Engagement Survey achieved an excellent participation rate, with 79% of staff completing the survey. This is slightly lower than Te Herenga Waka's previous survey (81%), but considerably above the industry average (67%). The response rate indicates that the University's overall results are reliable (accurate within plus or minus 1.0%).
- ▶ Overall, Te Herenga Waka has shown some considerable improvements, and particularly impressive results in relation to leadership. While most of the results are still below or on par with our University benchmarks, the trend is convincingly upwards.
- ▶ Te Amaru—Disability Services continue implementation of Te Ara Taupuhipuhi Disability Inclusion Action Plan. The number of disabled students (2,802) enrolling and being supported has significantly increased, with the proportion of the total student population now registered reaching 14% for 2024, and significantly exceeding the New Zealand university student age demographic (8%).
- ▶ In 2024, 12.3% of students registered with Te Amaru—Disability Services identified as Māori, rising from 10.9% in 2023. In 2024, 4.6% of students registered with Te Amaru—Disability Services identified as Pasifika, rising from 2.6% in 2023. These increases followed strengthened collaboration with Āwhina and Pasifika Student Success.
- ▶ Te Amaru—Disability Services supported the Disabled Students Association to re-start social engagement activities. 725 Disability Inclusion Arrangements were sent to course coordinators, which is a significant increase and responds to demand from academic staff and students.
- ▶ Successful course completion rates for students who declared a disability and engaged with Te Amaru—Disability Services increased from 81.3% in 2022 to 84.5% in 2024.
- ▶ Inclusive learning software training and support continues to be popular with students. Engagement data

and feedback from 2024 was used to inform a refreshed Inclusive Technology Assistant role to provide greater support for students to integrate software into their learning strategies.

The support for Rainbow students has also progressed in 2024:

- ▶ The number of students identifying as LGBTQIA+ or takatāpui (2,604) in 2024 was 13% of the total student population. This was the first year this question has been asked.
- ▶ The number of students who made 1:1 appointments with our Rainbow Inclusion Adviser increased 45% on 2023. This is likely thanks to greater awareness and reach with newly available enrolment data, allowing us to send rainbow and takatāpui students targeted communications.
- ▶ We delivered numerous high profile events including Pride Fest, a week of events for students and staff showcasing the support available and the strong community we have at the University.
- ▶ We developed the Rainbow Inclusive Course Design and Teaching resource in partnership with rainbow and takatāpui teaching staff. This resource offers targeted and pragmatic recommendations and guidelines which support teaching staff to ensure their courses are safe and inclusive learning environments for our rainbow and takatāpui students.
- ▶ We piloted a Rainbow Ally Programme with Te Pūrengi student services. The programme provided training on issues affecting rainbow and takatāpui communities and inclusive practice for a staff member from each service (the 'allies'), who then identified and addressed areas for improvement in their respective services.

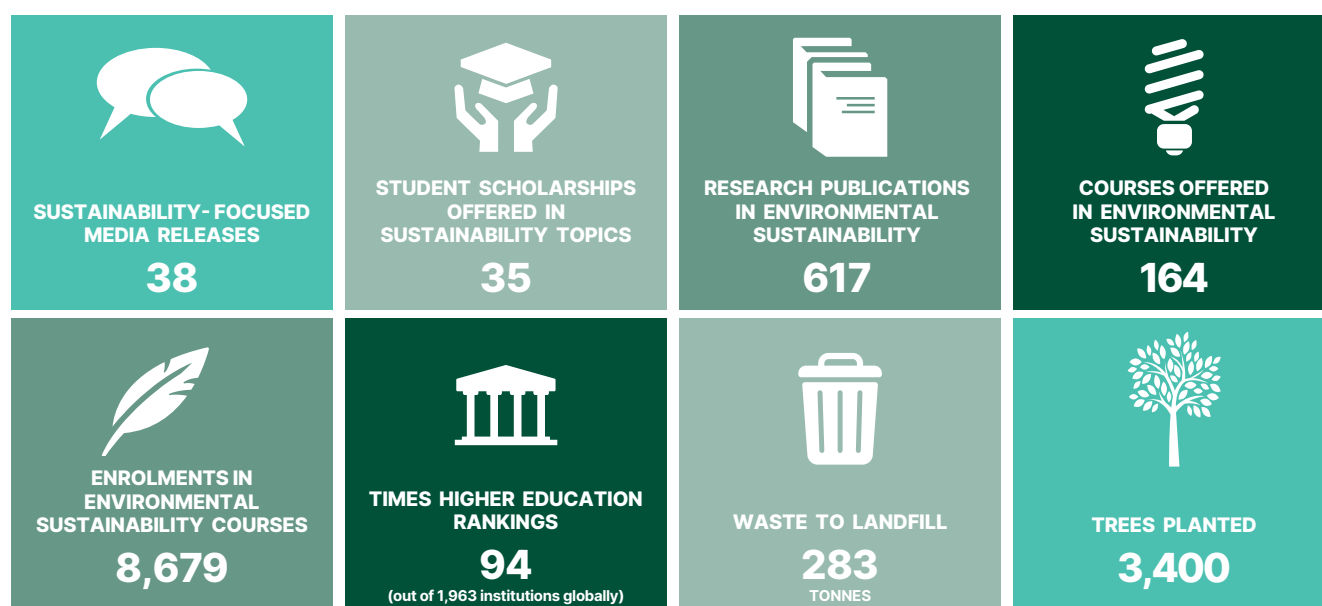
The University's Refugee Background Adviser continues to provide support and guidance for prospective and current refugee background students, engaging with whānau and community partners, and fostering a strong relationship with the student representative group Vic Without Barriers.



TOITŪTANGA SUSTAINABILITY



Our new strategic plan positions us as the University for a better world—
Te Herenga Waka, He Herenga Tāngata, He Herenga Kaupapa.
Our commitment to sustainability is a fundamental part of this as
we shape a sustainable future for our community.



In 2023 we launched Te Parahia, our Sustainability Outcomes Framework—and in 2024, we saw our desired sustainability outcomes start to spring to life.

Sustainable building

The opening of Ngā Mokopuna, the redevelopment of the marae precinct, was a cause for celebration in December 2024. Ngā Mokopuna, formerly known as the Living Pā, is a physical representation of our aspirations for a sustainable future. It has been designed to be self-sufficient for energy and water, while processing wastewater on site. The construction materials were carefully selected to avoid toxins and use local resources. It is carbon-positive thanks to the large-scale timber construction, which also gives the building a very natural feeling. The building helps connect its occupants to nature—and to solve our global sustainability challenges.

The building has been designed and built following the Living Building Challenge—the toughest sustainable building standard in the world, selected because of its alignment to Māori values. After 12 months of operation, it will be able to achieve Living Building Certification and become a global exemplar. This flagship project demonstrates that a sustainable future is possible. Now the task is to embed the ethos of the project—embracing mātauranga Māori and

sustainability—throughout the University. Ngā Mokopuna will help students and staff learn to become good kaitiaki by teaching them how to reconnect with nature.

Teaching our future leaders and change-makers

The greatest contribution the university can make to a sustainable future is through our students. Here at Te Herenga Waka—Victoria University of Wellington, we give them the knowledge, skills and inspiration to create a better future.

The volume and quality of sustainability-focused curriculum content and extra-curricular opportunities continues to grow at the University. In 2024, the number of courses addressing sustainability issues grew from 145 to 164, spread across all faculties, in response to strong student demand. In addition to individual courses, we began offering more sustainability-related qualification options. This was headlined by the launch of our Bachelor of Environment and Society, which offers students a unique blend of core courses and specialised majors, allowing them to gain a broad understanding of social and environmental issues while developing expertise in a specific subject. Students will graduate equipped with the skills and knowledge to make a meaningful difference in tackling pressing environmental issues. The Bachelor of Environment and

Society draws on academic strengths from across the university, including disciplines from the sciences (earth and environmental science), social sciences (geography, development studies, and environmental studies), business, design, education, and the humanities. It is truly an interdisciplinary degree.

Several other new sustainability-related options for majors have also been introduced, including Education for the Environment, Environment & Sustainability, Environmental Humanities, Kaitiakitanga, and Sustainability & Ethics in Business.

Giving students across the University easy access to meaningful sustainability curriculum content is hugely important—we can't just rely on a few specialised science experts to solve the global challenges facing society.

Students are passionate about going green

Alongside the curriculum content, we continue to provide lots of opportunities for students to get involved with sustainability initiatives outside their studies. 2024 was a record year for student participation in our Green Impact programme, which provides a framework and recognition for all the individual sustainability actions that students and staff do around campus and at home. Our annual tree planting event contributes to re-foresting the 26 hectares of land in the Outer Green Belt that we are leasing from the City Council—and this year it reached maximum volunteer numbers in record time.

We want to attract students who are passionate about sustainability and get involved throughout their student experience, but we know that for many there are financial barriers to attending university, or they might be undecided which institution to attend. We introduced our Pakohe school leaver scholarships for students who have demonstrated their commitment to sustainability. In 2024, we welcomed our first cohort of 28 scholarship recipients.

Making an impact through research

While we are helping our students prepare for a sustainable future, our researchers are also making groundbreaking discoveries that are changing how people understand and respond to pressing issues.

Climate change is an area of particular academic strength—including climate science and Antarctic research, renewable energy applications and sustainable building design, understanding climate impacts on nature and communities, and policy responses and changes to social dynamics. Our researchers are helping to generate new knowledge, inform policy decisions, engage communities, and develop new technologies that all contribute to tackling the existential threat of climate change.

Walking the talk

Our students are concerned about their future in the face of climate change and our academic staff are advocating for a global response. So it goes without saying that as an institution we need to demonstrate strong climate action ourselves. We remain on track to meet our 2030 target to reduce gross emissions by 40 percent compared to our 2017 baseline.

Air travel is our largest source of emissions but is still well below pre-pandemic levels. The introduction of an internal carbon levy and air travel carbon targets for staff are helping people to consider what travel they really need.

Natural gas consumption, which is used for heating, is a large source of emissions for us. In 2024, we began the process of moving away from gas-fired boilers, starting with the upgrade of the electric chiller system in Rutherford House to provide heating, and the decommissioning of the gas calorifier in von Zedlitz, which will be replaced with local electric hot water systems. Find our latest greenhouse gas inventory online: wgtn.ac.nz/carbon-footprint

We have been working on reducing our emissions for many years, but more recently we have begun adaptation planning—how will climate change impact the University and what should we do about it? This work will position us well to voluntarily produce a climate-related disclosure in 2025 that is in line with the External Reporting Board's Climate Standards.

We led a sector-wide project to explore the impacts climate change would have on tertiary education in Aotearoa over the rest of the century through the development of a set of scenarios. That work recently won an Australasian Green Gown Award in the Powerful Partnerships category. In 2024, those scenarios were used in workshops across the University to identify the most probable climate-related risks and opportunities, and the impact they would have. They include increased demand for climate-related teaching and research, to government funding being diverted to disaster recovery, and transport connections to campus being interrupted. Governance responsibilities have been assigned, and reporting practices are well established. Next, we need to agree on the actions that will best prepare us for the range of potential climate futures and integrate those actions into existing plans and strategies.

While there is still more mahi to be done, and the world's environmental challenges continue to grow, at Te Herenga Waka we are making a positive difference. Our commitment to sustainability, and more importantly our actions, are making a better world.

NGĀ KAUPAPA IUTUA E NGĀ ĀKONGA STUDENT SERVICES AND HARDSHIP FEE



The Student Services Fee (SSF) and Student Hardship Fee are paid by all students to contribute to the cost of some services and facilities that support academic success and enhance student experience. A few services are fully funded by the SSF so they can be provided without individual user charge, while other services are partially funded, to provide services to students at a subsidised rate.

Victoria University of Wellington staff work in partnership with the Advisory Committee on the Student Services Fee (ACSSF), an oversight body with student representatives from the Victoria University of Wellington Students' Association (VUWSA) and Ngāi Tahu executives who consult with representation groups including Postgraduate Students' Association (PGSA) and Pasifika Students' Council. The University works in partnership with students to ensure the SSF is allocated in students' best interests. After student consultation, the ACSSF makes a recommendation to the University Council to approve the following year's SSF rate.

The Student Services Fee is calculated and charged on a per-point charging structure (capped at 150 points) and there is a different rate for students studying within the Wellington region and those studying from elsewhere in New Zealand or overseas.

Student Services made a net deficit of \$754,017 in 2024. During the year, the University approved that the carried forward balance (of accumulated historical deficits and surpluses) as at 31 December 2024, be reset to nil.

In 2024, a Wellington based student was charged \$9.20 per point (up to a cap of 150 points) for the Student Services Fee. For students studying from elsewhere within New Zealand or overseas, the Student Services Fee was charged at \$4.60 per point (also up to a cap of 150 points). A Student Hardship Fee (previously called Student Assistance Levy) of \$30 was paid by all students. For a Wellington-based equivalent full-time student studying 120 points, the total Compulsory Student Service Fee per student in 2024 was \$1,134.

The revenue from the fees can be used only for services that fall within the following government-specified categories:

Advocacy and legal advice

Advocacy services delivered by the University manage a range of resolution activities in relation to student complaints, disputes, appeals, pastoral (including accommodation) issues, and academic disputes. VUWSA is contracted to deliver an independent advocacy service and train and support class representatives and faculty delegates to ensure that students have a meaningful and independent voice at Victoria University of Wellington.

Careers information, advice, and guidance

Career services aim to support students by providing career and course advice and assessment activities. Assistance is also provided for job applications, CVs, and developing interview skills.

Counselling services and pastoral care

Support services include Student Counselling, Āwhina and Pasifika Student Success for Māori and Pasifika students, peer mentoring, and student support coordinators based in halls of residence. A range of welfare services such as food bank delivery are delivered by VUWSA.

Employment information

The University provides information on employment opportunities through publications, career expos, employer and industry presentations and the online service CareerHub, which features study-related job vacancies.

Financial support and advice

The University's student finance advisers provide financial advice to students, administer the Hardship Fund, and teach financial literacy. The Student Hardship Fee contributes to the Hardship Fund (which has had a separate bank account since it was set up in 1991) and is available to assist students if they experience a short-term emergency or one-off immediate need.

Health services

The University's Student Health and Wellbeing services operate from the Kelburn and Pipitea campuses and include Student Health and Student Counselling.

Counselling services are also available at Te Aro. Disability Services collaborates with students with temporary and ongoing impairments to ensure they can engage fully and achieve in their studies. Wellbeing services operate from the Student Union Building on Kelburn campus along with Rainbow and Refugee student advisory services.

Media

Media services provide and disseminate information by students, to students: including internet-based media and the weekly magazine Salient. Salient provides paid work opportunities and skills development for its contributors, who are all students.

Childcare services

Two early childhood centres at the Kelburn campus provide care and education for children of students at the University.

Clubs and societies

The University has more than 140 clubs including cultural, performing arts, political, social, religious and sporting groups.

Assistance is offered to clubs and societies through the provision of facilities and spaces including the Hub and Recreation Centre, resources, training programmes, and advice on club financial management.

Sports, recreation, and cultural activities

Victoria Recreation provides space and equipment for students to keep active. Sports leagues, fitness and other programmes, recreational facilities, and venues for student events and activities are offered.

SERVICE CATEGORY	STUDENT SERVICES FEE (SSF) REVENUE \$'000	STUDENT HARDSHIP FEE REVENUE \$'000	OTHER REVENUE \$'000	TOTAL REVENUE \$'000	TOTAL COST (SSF RELATED AND SHF GRANTS) \$'000	NET SURPLUS/ (DEFICIT) \$'000
Advocacy and legal advice	1,251	–	–	1,251	1,232	19
Careers information, advice, and guidance	1,009	–	34	1,043	1,011	32
Counselling services and pastoral care	3,341	–	1,040	4,381	4,198	183
Employment information	425	–	13	438	428	10
Financial support and advice	321	506	81	908	958	(50)
Health services	4,273	–	2,490	6,763	6,866	(103)
Media	306	–	–	306	330	(24)
Childcare services	220	–	–	220	220	–
Clubs and societies	1,126	–	–	1,126	1,311	(185)
Sports, recreation, and cultural activities	2,210	–	608	2,818	3,454	(636)
Total	14,482	506	4,266	19,254	20,008	(754)



NGĀ TAUĀKI WHAKAHAERE PŪTEA FINANCIAL OVERVIEW

The operating surplus for the Consolidated Group (excluding the University Foundation) was \$4.4m, which is 0.8% of revenue. The Consolidated Group operating surplus (including all entities) was \$13.2m, equating to 2.6% of revenue.

The 2023 result included the final settlement on an earthquake insurance claim and the financial sustainability redundancy costs. 2024 saw an increase in domestic students and continuing bounce-back towards pre-COVID-19 levels in international students.

	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000	2020 \$'000
Financial performance					
Total operating revenue ⁷	538,365	546,270	494,125	518,274	490,209
Group (excl Foundation) surplus/(deficit) for the year	4,394	8,429	(16,268)	21,915	(9,872)
EBITDA	72,990	84,918	23,529	70,557	49,241
Surplus/(deficit) (including the Foundation)	13,226	30,920	(25,224)	31,655	(3,267)
Financial position					
Total current assets	221,859	201,401	182,328	182,202	165,338
Total non-current assets	1,210,193	1,213,853	1,258,084	1,060,463	968,369
Total assets	1,432,052	1,415,254	1,440,412	1,242,665	1,133,707
Total current liabilities	172,661	250,775	177,907	144,762	156,376
Total non-current liabilities	102,548	19,342	102,515	83,440	85,193
Total liabilities	275,209	270,117	280,422	228,202	241,569
Total community equity	1,156,843	1,145,137	1,159,990	1,014,463	892,138
Statistics					
University surplus/(deficit) to total revenue	0.8%	1.5%	(3.3%)	4.2%	(2.0%)
University surplus/(deficit) to total assets	0.3%	0.6%	(1.1%)	1.8%	(0.9%)
Current assets to current liabilities	128%	80%	102%	126%	106%
Assets to equity	124%	124%	124%	123%	127%

The Victoria University of Wellington Foundation (the fundraising arm of the University) earned \$6.0m from donations and \$9.9m through investment returns. Funds raised through the generous engagement of alumni and civic supporters of the University are critical to help us invest in key initiatives and scholarships that support the realisation of the Strategic Plan. Total Foundation funds increased to \$121.8m at year end.

Net cash flow from operations at \$69.1m decreased by \$4.1m from 2023 mainly due to increases in government grant and tuition fees, partially offset by reduction in research and commercial revenue and insurance receipts in 2023. Capital expenditure for the year of \$62.0m was \$4.9m more than the prior year reflecting completion of the construction of the Ngā Mokopuna (formerly the Living Pā).

⁷ These numbers are University Group (excluding the Foundation).



TE TAUĀKI PŪTEA FINANCIAL STATEMENTS

For the year ended 31 December 2024

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STATEMENT OF RESPONSIBILITY

We are responsible for:

- ▶ the preparation of the annual financial statements and statement of service performance and the judgements used in them;
- ▶ establishing and maintaining a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial reporting.

In our opinion the financial statements and statement of service performance for the financial year ended 31 December 2024 fairly reflect the financial position and operations of Victoria University and the Group.

A handwritten signature in green ink, appearing to read 'Alan Judge', with a long horizontal stroke extending to the left.

Alan Judge

Chancellor
31 March 2025

A handwritten signature in green ink, appearing to read 'Nic Smith', written in a cursive style.

Professor Nic Smith

Vice-Chancellor
31 March 2025

TE TAUĀKI WHIWHINGA, WHAKAPAUNGA WHĀNUI

STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSE

For the year ended 31 December 2024

		CONSOLIDATED			UNIVERSITY		
	NOTE	ACTUAL 2024 \$'000	BUDGET 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	BUDGET 2024 \$'000	ACTUAL 2023 \$'000
Revenue							
Government funding		168,797	162,893	153,224	168,759	162,893	153,224
Performance-Based Research Fund (PBRF) funding		35,063	36,638	37,116	35,063	36,638	37,116
Domestic tuition		94,178	94,380	91,753	94,178	94,354	91,753
Full-fee tuition		46,305	47,520	38,780	46,305	47,546	38,780
Research		89,359	92,725	93,835	34,393	40,547	37,417
Commercial		20,283	20,915	17,779	12,964	12,888	11,284
Other revenue	2	84,380	78,060	113,783	75,654	70,105	105,775
Total operating revenue	2	538,365	533,131	546,270	467,316	464,971	475,349
Expenses							
People	3	281,811	278,042	295,398	259,998	256,953	271,711
Operating and occupancy	4	196,426	199,577	185,112	151,660	152,558	136,714
Finance costs	5	479	3,548	2,132	4,656	8,275	6,253
Depreciation & amortisation	12,13	55,255	54,106	55,199	54,194	53,489	54,234
Total operating expenses		533,971	535,273	537,841	470,508	471,275	468,912
Surplus/(deficit)		4,394	(2,142)	8,429	(3,192)	(6,304)	6,437
Victoria University of Wellington Foundation							
Foundation revenue		15,932	9,850	30,710	–	–	–
Foundation expenses		(7,100)	(7,631)	(8,219)	–	–	–
Movement of net assets	6	8,832	2,219	22,491	–	–	–
Surplus/(deficit) (including the Foundation)		13,226	77	30,920	(3,192)	(6,304)	6,437
Other comprehensive revenue and expense							
Movements in revaluation reserve	12	–	–	(44,303)	–	–	(44,141)
Net movement in cash flow hedges		(1,520)	–	(1,470)	(1,520)	–	(1,470)
Total other comprehensive income		(1,520)	–	(45,773)	(1,520)	–	(45,611)
Total comprehensive income		11,706	77	(14,853)	(4,712)	(6,304)	(39,174)

The accompanying notes form part of these financial statements.

STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

	NOTE	CONSOLIDATED			UNIVERSITY		
		ACTUAL 2024 \$'000	BUDGET 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	BUDGET 2024 \$'000	ACTUAL 2023 \$'000
Current assets							
Cash & cash equivalents	8	64,996	60,116	54,772	28,553	30,124	19,947
Investments & other financial assets	9	109,520	85,432	87,382	571	7,052	12,175
Accounts receivable & accruals	10	13,890	20,704	30,233	28,865	30,740	23,487
Pre-paid expenses	11	22,982	20,800	22,901	18,369	17,677	19,012
Other current assets		7,688	9,539	6,113	441	443	186
Loans to related parties	19	–	–	–	2,297	6,760	6,110
Non-current assets held for sale	12	2,783	–	–	2,783	–	–
Total current assets		221,859	196,591	201,401	81,879	92,796	80,917
Non-current assets							
Property, plant, & equipment	12	1,188,493	1,251,903	1,192,561	1,181,974	1,243,434	1,185,638
Intangibles	13	13,650	4,294	12,444	13,595	4,185	12,362
Investments & other financial assets	9	8,050	4,745	8,848	3,749	3,251	3,251
Total non-current assets		1,210,193	1,260,942	1,213,853	1,199,318	1,250,870	1,201,251
Total assets		1,432,052	1,457,533	1,415,254	1,281,197	1,343,666	1,282,168
Current liabilities							
Accounts payable & accruals	15	66,806	68,033	73,525	54,500	60,358	61,447
Revenue in advance	16	86,153	73,982	86,861	29,867	15,467	36,591
Related party borrowings	19	–	–	–	75,000	75,000	70,000
Employee entitlements	17	19,702	19,127	19,389	19,436	18,772	19,195
Bank borrowings	18	–	–	71,000	–	–	71,000
Other current liabilities		–	2,583	–	–	–	–
Total current liabilities		172,661	163,725	250,775	178,803	169,597	258,233
Non-current liabilities							
Employee entitlements	17	19,548	15,183	19,342	19,473	15,152	19,302
Bank borrowings	18	83,000	102,078	–	83,000	102,078	–
Total non-current liabilities		102,548	117,261	19,342	102,473	117,230	19,302
Total liabilities		275,209	280,986	270,117	281,276	286,827	277,535
Net assets		1,156,843	1,176,547	1,145,137	999,921	1,056,839	1,004,633
Community equity							
Accumulated surplus		503,045	470,919	485,338	334,240	339,490	332,895
Other reserves		653,798	705,628	659,855	665,681	717,349	671,738
Non-controlling interest		–	–	(56)	–	–	–
Total community equity		1,156,843	1,176,547	1,145,137	999,921	1,056,839	1,004,633

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2024

	NOTE	CONSOLIDATED			UNIVERSITY		
		ACTUAL 2024 \$'000	BUDGET 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	BUDGET 2024 \$'000	ACTUAL 2023 \$'000
Community equity at 1 January		1,145,137	1,176,470	1,159,990	1,004,633	1,063,143	1,043,807
Surplus/(deficit) for the year		13,226	77	30,920	(3,192)	(6,304)	6,437
Other comprehensive revenue and expense							
(Decrease) in asset revaluation reserve	12	–	–	(44,303)	–	–	(44,141)
(Decrease) in cash flow hedge reserve		(1,520)	–	(1,470)	(1,520)	–	(1,470)
Total comprehensive revenue and expense		11,706	77	(14,853)	(4,712)	(6,304)	(39,174)
Community equity at 31 December	21	1,156,843	1,176,547	1,145,137	999,921	1,056,839	1,004,633
Community equity represented by:							
Accumulated surplus							
Opening balance		485,338	470,842	454,418	332,895	345,794	326,458
Surplus/(deficit) for the year		13,226	77	30,920	(3,192)	(6,304)	6,437
Transfer from revaluation reserve		4,537	–	–	4,537	–	–
Elimination of non-controlling interest		(56)	–	–	–	–	–
Closing balance		503,045	470,919	485,338	334,240	339,490	332,895
Non-controlling interest							
Opening balance		(56)	–	(56)	–	–	–
Elimination of non-controlling interest at wind up	14	56	–	–	–	–	–
Closing balance		–	–	(56)	–	–	–
Asset revaluation reserve							
Opening balance		658,274	702,577	702,577	670,157	714,298	714,298
(Decrease) in revaluation reserve	12	–	–	(44,303)	–	–	(44,141)
Transfer to accumulated surplus		(4,537)	–	–	(4,537)	–	–
Closing balance		653,737	702,577	658,274	665,620	714,298	670,157
Cash flow hedge reserve							
Opening balance		1,581	3,051	3,051	1,581	3,051	3,051
(Decrease) in cash flow hedge reserve		(1,520)	–	(1,470)	(1,520)	–	(1,470)
Closing balance		61	3,051	1,581	61	3,051	1,581
Community equity at 31 December		1,156,843	1,176,547	1,145,137	999,921	1,056,839	1,004,633

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS

For the year ended 31 December 2024

	NOTE	CONSOLIDATED			UNIVERSITY		
		ACTUAL 2024 \$'000	BUDGET 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	BUDGET 2024 \$'000	ACTUAL 2023 \$'000
Cash flows from operating activities							
Government funding		162,513	154,313	155,926	162,475	154,313	155,926
PBRF revenue		35,063	36,638	37,116	35,063	36,638	37,116
Tuition fees		143,859	141,899	132,897	143,859	141,900	132,897
Research, commercial, & other revenue		188,725	191,436	226,319	103,521	119,755	165,193
Interest received		4,037	2,161	3,098	3,132	1,332	3,125
Cash donations		22,623	7,433	6,932	3,022	1,933	111
GST (net)		(264)	(640)	2,447	(981)	(640)	2,359
Payments to employees		(281,857)	(285,400)	(296,737)	(259,962)	(264,300)	(272,657)
Payments to suppliers		(205,147)	(220,387)	(192,691)	(150,248)	(153,155)	(140,456)
Interest paid		(479)	(3,548)	(2,132)	(4,656)	(8,275)	(6,253)
Net cash flow from operating activities		69,073	23,905	73,175	35,225	29,501	77,361
Cash flows from investing activities							
Receipts from sale of property, plant, equipment & intangibles		5,993	12,000	3	5,981	12,000	3
Purchase of property, plant, equipment & intangibles		(61,997)	(68,000)	(57,118)	(61,446)	(68,000)	(55,574)
Receipts for investments		2,122	–	7,017	12,344	–	1,686
Payments for investments		(16,967)	–	(4,754)	(498)	–	(1,011)
Net cash flow to investing activities		(70,849)	(56,000)	(54,852)	(43,619)	(56,000)	(54,896)
Cash flows from financing activities							
Proceeds from borrowings		83,000	32,095	71,000	83,000	32,095	71,000
Repayment of borrowings		(71,000)	–	(83,000)	(71,000)	–	(83,000)
Proceeds from/(repayments of) related party borrowings		–	–	–	5,000	–	(5,000)
Net cash flow from/(to) financing activities		12,000	32,095	(12,000)	17,000	32,095	(17,000)
Net increase in cash and cash equivalents		10,224	–	6,323	8,606	5,596	5,465
Cash and cash equivalents at the beginning of the year		54,772	60,116	48,449	19,947	24,528	14,482
Cash and cash equivalents at the end of the year	8	64,996	60,116	54,772	28,553	30,124	19,947

The accompanying notes form part of these financial statements.

Reconciliation of surplus/(deficit) to net cash flow from operating activities

For the year ended 31 December 2024

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Surplus/(Deficit)	13,226	30,920	(3,192)	6,437
Add non-cash items				
Depreciation & amortisation	55,254	55,199	54,194	54,234
Other non-cash items	1,003	9,128	2,554	10,067
Total non-cash items	56,257	64,327	56,748	64,301
(Less) items classified as investing activities				
(Gains) on disposal of property, plant, & equipment	(12)	(3)	–	(3)
(Gains) on investments held at fair value	(8,015)	(7,492)	–	–
Total items classified as investing or financing activities	(8,027)	(7,495)	–	(3)
Add/(less) changes in working capital items				
Decrease/(increase) in receivables	16,212	(13,390)	(5,322)	3,671
(Increase) in deferred revenue	(6,427)	–	(6,427)	–
(Increase)/decrease in prepayments	(81)	(2,101)	642	(1,334)
(Increase)/decrease in other current assets	(1,578)	3,427	(255)	300
(Decrease) in accounts payable	(508)	(1,228)	(345)	(2,721)
Increase/(decrease) in employment provisions	706	164	99	(86)
(Decrease)/increase in revenue received in advance	(707)	(1,449)	(6,723)	6,796
Net cash inflow from operating activities	69,703	73,175	35,225	77,361

The accompanying notes form part of these financial statements.

Reconciliation of liabilities arising from financing activities

CONSOLIDATED	2023 \$'000	CASH FLOWS \$'000	NON-CASH CHANGES \$'000	2024 \$'000
Bank borrowings	71,000	12,000	–	83,000
	71,000	12,000	–	83,000

CONSOLIDATED	2022 \$'000	CASH FLOWS \$'000	NON-CASH CHANGES \$'000	2023 \$'000
Bank borrowings	83,000	(12,000)	–	71,000
	83,000	(12,000)	–	71,000

UNIVERSITY	2023 \$'000	CASH FLOWS \$'000	NON-CASH CHANGES \$'000	2024 \$'000
Bank Borrowings	71,000	12,000	–	83,000
Related party borrowings	70,000	5,000	–	75,000
	141,000	17,000	–	141,000

UNIVERSITY	2022 \$'000	CASH FLOWS \$'000	NON-CASH CHANGES \$'000	2023 \$'000
Bank borrowings	83,000	(12,000)	–	71,000
Related party borrowings	75,000	(5,000)	–	70,000
	158,000	(17,000)	–	141,000

The accompanying notes form part of these financial statements.



NGA KORERO WHAKAMARAMA MO NGA TAUĀKI PŪTEA NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

1 STATEMENT OF ACCOUNTING POLICIES

THE REPORTING ENTITY

Victoria University of Wellington (the University) is a Tertiary Education Institution domiciled in New Zealand, and is governed by the Crown Entities Act 2004 and the Education and Training Act 2020.

The primary purpose of the Consolidated Group (the Group) is to provide tertiary education services. This includes advancing knowledge by teaching and research, and offering courses leading to a range of degrees, diplomas, and certificates. It also makes research available to the wider community for mutual benefit, and provides research and scholarships for the purpose of informing the teaching of courses. These aspects are covered fully in the statement of service performance.

The University and the Group are designated as Public Benefit Entities (PBEs) for the purpose of complying with NZ GAAP.

The financial statements of the University and the Group for the year ended 31 December 2024 were authorised for issue in accordance with a resolution of the Victoria University of Wellington Council (the University Council) on 31 March 2025.

BASIS OF PREPARATION

The accounting policies have been applied consistently to all periods presented. Significant accounting policies can be found in the specific notes to which they relate.

These financial statements are presented in accordance with Section 220 of the Education and Training Act 2020, the Crown Entities Act 2004, and New Zealand Generally Accepted Accounting Practice (NZ GAAP). They comply with PBE Accounting Standards.

The financial statements are presented in New Zealand dollars, which is the presentation currency and the functional currency of all entities within the Group. All values are rounded to the nearest thousand dollars (\$'000). The measurement base applied is historical cost except where specifically identified in their relevant notes.

All components in the financial statements are stated exclusive of GST, with the exception of receivables and payables, which include any GST invoiced. The University is exempt from income tax. However, there are some controlled entities within the Group, Victoria Link Limited, that are not exempt from income tax. Entities that aren't tax exempt did not make a taxable profit for the year ended 31 December 2024.

The Group financial statements are prepared on a consolidation basis, which involves adding together like-items of assets, liabilities, equity, revenue, expenses, and cash flows on a line-by-line basis. All significant intra-group balances, transactions, revenue, and expenses are eliminated on consolidation. The Group financial statements comprise the financial statements of the University, its controlled entities (including controlled trusts and subsidiary companies), and investments in joint ventures as at 31 December each year. Investments in joint ventures have been recognised at fair value through surplus or deficit.

The budget for 2024 was approved by the University Council on 4 December 2023.

Standards, amendments, and interpretations issued that are not yet effective and have not been early adopted

Standards, amendments, and interpretations issued but not yet effective that have not been early adopted, and which are relevant to the Group and the University are:

2024 Omnibus Amendments to PBE Standards

2024 Omnibus Amendments to PBE Standards amend PBE IPSAS 1, Presentation of Financial Reports, to clarify the current/non-current distinction of liabilities as well as PBE IAS 12, Income Taxes, to provide temporary relief from accounting for deferred tax.

The amendments to PBE IPSAS 1 is mandatory for periods beginning on or after 1 January 2026. The Group will be considering these amendments and assessing the impact when preparing the 31 December 2025 financial statements. The amendments to PBE IAS 12 will likely have no impact to the Group.

Other amendments

While there are other amendments issued and not yet effective, the Group does not consider these to be relevant and therefore no information has been disclosed about these amendments.

Changes in accounting policy

There have been no changes in the accounting policies of the Group and the University for the year ended 31 December 2024. All accounting policies and disclosures are consistent with those applied by the Group and the University in the previous financial year.

SIGNIFICANT ACCOUNTING JUDGEMENTS AND ESTIMATES

In applying the Group's accounting policies, management continually evaluates judgements, estimates, and assumptions based on experience and other factors, including expectations of future events that may impact the Group. All judgements, estimates, and assumptions made are believed to be reasonable, based on the most current set of circumstances available to management. Significant judgements, estimates, and assumptions made by management in the preparation of these financial statements are outlined below.

Management relies on the services of an independent valuer to assess the recoverable value of land and building assets and the remaining useful lives on a regular basis (refer note 12).

Asset impairment judgements will be made when indicators suggest that the carrying value of the assets exceed their recoverable amount (refer notes 12 and 13).

Management relies on the services of an independent actuary to assess the carrying value of retirement and long service entitlements (refer note 17).

Management uses various inputs, models and other unobservable price data to value Level 3 investments (refer note 9).

Stage of completion of research projects is regularly assessed to determine the carrying value of deferred revenue recognised.

The Statement of Service Performance requires judgement from management. Refer to page 10 for further disclosure.

In 2024, the Group has updated its methodology to determine exchange and non-exchange transactions. Comparative numbers have been restated to reflect this change.

Going concern

These financial statements are prepared on a going concern basis with the Group having adequate resources to continue normal business operations for the foreseeable future.

The University has traditionally been in a negative working capital position due to the impact of intercompany loans provided by the Group to support the liquidity needs of the University and tuition payments received in advance.

The University has \$150m in debt facilities across three banks, with \$75m of this maturing in January 2027 and \$75m in January 2029. As at 31 December 2024, the undrawn balance from these facilities is \$67m (2023: \$79m).

2023 was a transitional year for the University as the financial sustainability programme was implemented, with redundancies and cuts to operating expenditure and prioritisation of capital programme actioned to improve ongoing financial performance. Growth in student numbers and ongoing reduced expenditure are setting up the University for longer term sustainability. Improving student recruitment and retention continues to be a particular focus. Following 2024 student numbers being consistent with budget, early 2025 student levels are also materially in line with the 2025 budget.

The 2025 Budget is for modest surpluses in the University and Foundation. Key assumptions in the budget include expected student numbers, the largely regulated increases in student fees and government funding, including the additional government funding announced in June 2023, and the anticipated inflationary pressure on costs. There are no early signs that this budget will not be achievable. Surpluses are expected in future years, based on modest growth in domestic student numbers, the number of full-fee students recovering to pre-Covid levels and ongoing management of costs and the performance of academic offerings. These surpluses will be challenging to achieve if we experience growth in CPI, reduction in external research opportunities and/or a reduction in government funding.

2 REVENUE

Revenue is measured at fair value. The Group's significant revenue items are explained below.

Government funding: The University considers this funding to be non-exchange in nature. This funding is recognised as revenue as the courses to which the funding relates are taught, unless there is an obligation to return the funds if the conditions of the funding are not met. If there is such an obligation, the funding is initially recorded as a deferred revenue liability and then recognised as revenue when the conditions of the funding are satisfied.

Performance-Based Research Fund (PBRF) funding: This is non-exchange in nature, and is measured based on the estimated funding entitlement at the commencement of the year plus or minus adjustments from the previous year.

Domestic Tuition: Domestic student tuition fees are considered non-exchange. Revenue is recognised when the course withdrawal date has passed, which is when the student is no longer entitled to a refund. Domestic tuition revenue also includes fees-free funding received from the Tertiary Education Commission, which is also considered non-exchange in nature and recognised on the same basis as domestic student fees.

Full-fee Tuition: International student tuition fees are accounted for as exchange transactions and recognised as revenue on a course percentage of completion basis.

Pre-paid tuition: Pre-paid tuition for future years is recognised as deferred income until the year of study.

Research revenue: For an exchange research contract, revenue is recognised on a percentage of completion basis. The percentage of completion is measured with reference to the actual research expenditure incurred as a proportion to total expenditure expected to be incurred. For a non-exchange research contract, the total funding receivable under the contract is recognised as revenue immediately, unless there are substantive conditions in the contract. If there is a condition attached to the funding with performance and return obligations, the funds are recognised initially as a liability to the extent that the conditions remain unfulfilled. Revenue is then recognised when the conditions are satisfied.

Commercial revenue: This revenue includes rental income, contract services, Wellington Uni-Professional

courses, and commission from other education service providers. All commercial revenue is accounted for as exchange transactions and recognised when it is earned.

Fees for accommodation and services provided to students: This revenue is recognised as a component of Other Revenue and is accounted for as exchange transactions. Accommodation and other services are provided to students as and when they occupy the rooms throughout the academic year and revenue is recognised on this basis.

Payments on insurance claims: Proceeds from the payment of insurance claims are recognised as exchange and in the year in which the payment was received.

Other Revenue

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Fees for accommodation and services provided to students	59,754	56,314	57,217	53,688
Revenue on insurance claims	5,271	40,784	5,271	40,784
Gain on disposal of fixed assets	12	3	–	3
Interest received	4,030	3,333	3,078	2,929
(Losses)/gains on investments	(559)	4,634	333	–
Donations received	3,022	731	3,022	731
Sundry Revenue	12,850	7,984	6,733	7,640
Total other revenue	84,380	113,783	75,654	105,775
Other revenue from exchange transactions	71,955	67,556	62,127	96,135
Other revenue from non-exchange transactions	12,425	46,227	13,527	9,640
Total other revenue	84,380	113,783	75,654	105,775
Revenue from exchange transactions	141,869	127,688	121,396	106,110
Revenue from non-exchange transactions	396,496	418,582	345,920	369,239
Total revenue	538,365	546,270	467,316	475,349

3 PEOPLE EXPENSES

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Salaries	261,385	267,355	241,822	246,398
Contractors	7,900	6,692	5,772	4,298
Entitlements	12,526	12,357	12,404	12,169
Severance costs	–	8,994	–	8,846
Total	281,811	295,398	259,998	271,711

Entitlements and severance payments include contributions to KiwiSaver, UniSaver, and other defined contribution superannuation schemes, which are recognised as an expense when incurred.

4 OPERATING AND OCCUPANCY

	NOTE	CONSOLIDATED		UNIVERSITY	
		ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000

The following items are included within operating & occupancy expenses:

Fees to Ernst & Young for audit of financial statements		439	415	291	276
Fees to Ernst & Young for other assurance services		22	21	22	21
Property leases		21,571	18,573	21,315	18,289
Losses on disposal of property, plant, & equipment		1,003	691	1,003	688
Impairment of loan to related party	19	–	–	1,553	–
Information technology		16,470	14,453	16,035	14,112
Grants & scholarships		24,918	23,504	24,063	23,362
Insurance		13,035	12,414	12,663	12,127
Travel & accommodation		13,118	12,086	3,507	3,560

Operating lease payments (net of any operating lease incentive received) are recognised as an expense on a straight-line basis over the lease term. Operating lease incentives are recognised as a reduction in the lease expense over the term of the lease. Note 20 provides a summary of lease commitments.

The fees to the auditors for other services relate to professional services carried out to report on the University's Performance-Based Research Fund (PBRF) reporting.

5 FINANCE COSTS

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Interest on borrowings	2,407	3,248	6,583	7,369
Capitalised borrowing costs	(1,928)	(1,116)	(1,927)	(1,116)
Total	479	2,132	4,656	6,253

Borrowing costs are expensed when incurred. The portion of borrowing costs directly attributable to qualifying assets are capitalised up to the point the qualifying asset is commissioned for use.

6 VICTORIA UNIVERSITY OF WELLINGTON FOUNDATION

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Opening balance	97,107	74,616	–	–
Revenue	15,932	30,710	–	–
Expenses	(7,100)	(8,219)	–	–
Closing balance as at 31 December	105,939	97,107	–	–

The Victoria University of Wellington Foundation is a controlled subsidiary and included in the Consolidated Group financial statements. The Foundation revenue includes investment gains of \$9.9m (2023: gains of \$8.8m) and donation revenue of \$6.0m (2023: \$21.9m). Foundation expenses includes grants awarded of \$6.5m (2023: \$7.5m).

7 FINANCIAL INSTRUMENTS

	NOTE	CONSOLIDATED		UNIVERSITY	
		ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Financial Assets					
Derivatives designated as hedging instruments					
Interest rate swaps		61	1,581	61	1,581
Financial instruments at fair value through surplus or deficit					
Investment in joint ventures	9	6,055	6,969	–	–
Other Investments		94,946	70,955	–	–
Foreign exchange forward contracts	9	–	826	–	–
Total financial assets at fair value		101,062	80,331	61	1,581
Debt instruments at amortised cost (excluding cash – refer to Note 8)					
Receivables from exchange transactions		13,890	30,233	28,865	23,487
Loans to related parties at amortised cost		–	–	2,297	6,110
Term deposits at amortised cost	9	16,010	15,899	510	10,594
Total financial assets at amortised cost		29,900	46,132	31,672	40,191
Represented by:					
Total current		123,410	117,615	31,733	41,772
Total non-current		7,552	8,848	–	–
Total financial assets (excluding cash)		130,962	126,463	31,733	41,772

Total non-current assets excludes long-term cash held in escrow.

Initial recognition and measurement

Financial assets are classified, at initial recognition, as subsequently measured at amortised cost, fair value through other comprehensive revenue and expense (FVOCRE) or fair value through surplus or deficit (FVTSD).

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for managing them. With the exception of short-term receivables and payables that do not contain a significant financing component or for which the Group has applied the practical expedient, the Group initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through surplus or deficit, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or FVOCRE, it needs to give rise to cash flows that are solely payments of principal and interest (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level. Financial assets with cash flows that are not SPPI are classified and measured at fair value through surplus or deficit, irrespective of the business model.

The Group's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both. Financial assets classified and measured at amortised cost are held within a business model with the objective to hold financial assets in order to collect contractual cash flows while financial assets classified and measured at FVOCRE are held within a business model with the objective of both holding to collect contractual cash flows and selling.

The Group's financial assets include: cash and term deposits, receivables from exchange transactions, loans, investments in joint ventures and related parties, loans to related parties, unquoted financial instruments and derivative financial instruments. The Group does not have financial assets at FVOCRE.

For purposes of subsequent measurement, financial assets are classified into three categories:

- ▶ financial assets at amortised cost
- ▶ derivatives designated as hedging instruments
- ▶ financial assets at fair value through surplus or deficit.

Financial assets at amortised cost are subsequently measured using the effective interest rate (EIR) method and are subject to impairment. Gains or losses are recognised in surplus or deficit when the asset is derecognised, modified or impaired. The Group's financial assets at amortised cost includes trade receivables from exchange transactions, investments in related parties, receivables from non-exchange transactions, term deposits and loan to an associate included under other non-current financial assets.

Financial assets designated as hedging instruments

Financial assets designated as hedging instruments relate to the Group's interest rate swaps classified as cash flow hedges for hedge accounting. Refer to disclosures on derivative financial instruments and hedge accounting below.

Financial assets at fair value through surplus or deficit

A financial asset is measured at fair value through surplus or deficit unless it is measured at amortised cost or at fair value through other comprehensive revenue and expense. Financial assets at fair value through surplus or deficit are carried in the statement of financial position at fair value with net changes in fair value recognised in the statement of financial performance.

This category includes derivative instruments, investments in related parties, investment in joint ventures, and other investments which are held for trading and which the Group had not irrevocably elected to classify at FVOCRE. Dividends on listed equity investments are recognised as revenue from exchange transactions in the statement of financial performance when the right of payment has been established.

Derecognition

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is primarily derecognised (i.e. removed from the Group's statement of financial position) when:

- ▶ The rights to receive cash flows from the asset have expired; or
- ▶ The Group has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either (a) the Group has transferred substantially all the risks and rewards of the asset, or (b) the Group has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

Impairment

PBE IPSAS 41 requires the Group to record expected credit losses on all of its debt instruments classified at amortised cost or FVOCRE. The Group recognises loss allowances for expected credit losses (ECLs) on financial assets at amortised cost, the allowances for receivables of exchange and non-exchange transactions are measured, using the simplified approach, at an amount equal to lifetime ECLs, while all other debt instruments classified at amortised cost are measured using the general approach.

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECLs, the Group considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both qualitative and quantitative information and analysis, based on historical experience, informed credit assessments, and including forward looking information.

The Group assumes that the credit risk on a financial asset has increased significantly if it is more than 30 days past due. The Group considers a financial asset to be in default when:

- ▶ The borrower is unlikely to pay its credit obligations to the Group in full, without recourse by the Group; or
- ▶ The financial asset is more than 90 days old

The Group considers writing off a financial asset primarily when the debt is older than a year and there has been no response after six months of being sent to debt collectors, however this is treated on a case by case basis.

The Group considers fixed interest and term deposit financial instruments to have low credit risk when its credit rating is equivalent to a credit rating of A+ or higher.

Lifetime ECLs are the ECLs that result from all possible default events over the expected life of a financial asset. The maximum period considered when estimating ECLs is the maximum contractual period over which the Group is exposed to the credit risk.

Financial assets at fair value through surplus or deficit include investments in managed funds. Fair values of these units are determined by reference to published price quotations. Also included is investments in equity shares of unquoted companies, namely Liquium, Ferronova, and Medical Kiwi. The group holds non-controlling interests (between 0.2% and 15.8%) in these companies (2023: between 0.5% and 17.1%).

Debt instruments at amortised cost are held to maturity and may generate a fixed or variable interest income for the Group. The carrying value may be affected by changes in the credit risk of the counterparties.

	NOTE	CONSOLIDATED		UNIVERSITY	
		ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Financial Liabilities					
Financial Liabilities at amortised cost					
Accounts payable	15	35,035	33,129	27,188	27,726
Bank borrowings		83,000	71,000	83,000	71,000
Related party borrowings		–	–	75,000	70,000
Total financial liabilities		118,035	104,129	185,188	168,726
Represented by:					
Total current		35,035	104,129	102,188	168,726
Total non-current		83,000	–	83,000	–
Total financial liabilities		118,035	104,129	185,188	168,726

Initial recognition and measurement

Financial liabilities at amortised cost are classified, at initial recognition and include loans and borrowings or payables.

All financial liabilities are recognised initially at fair value and, in the case of loans and borrowings and payables, net of directly attributable transaction costs.

The Group's financial liabilities include payables under exchange transactions and loans and borrowings.

Subsequent measurement

After initial recognition, interest-bearing loans and borrowings or payables are subsequently measured at amortised cost using the effective interest rate (EIR) method. Gains or losses are recognised in surplus or deficit when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in the statement of financial performance.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged, waived, cancelled or expired. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, then such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of financial performance.

Derivative financial instruments and hedge accounting

The Group uses derivative financial instruments, such as forward foreign exchange contracts and interest rate swaps, to hedge its foreign currency risks and interest rate risks, respectively. Such derivative financial instruments

are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently remeasured at fair value. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

For the purpose of hedge accounting, hedges are classified as cash flow hedges when hedging the exposure to variability in cash flows that is attributable to a particular risk associated with a recognised asset or liability. The Group's interest rate hedges are classified as cash flow hedges.

At the inception of a hedge relationship, the Group formally designates and documents the hedge relationship to which it wishes to apply hedge accounting and the risk management objective and strategy for undertaking the hedge.

The documentation includes identification of the hedging instrument, the hedged item, the nature of the risk being hedged and how the Group will assess whether the hedging relationship meets the hedge effectiveness requirements (including the analysis of sources of hedge ineffectiveness and how the hedge ratio is determined). A hedging relationship qualifies for hedge accounting if it meets all of the following effectiveness requirements:

- ▶ There is 'an economic relationship' between the hedged item and the hedging instrument
- ▶ The effect of credit risk does not 'dominate the value changes' that result from that economic relationship
- ▶ The hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the Group actually hedges and the quantity of the hedging instrument that the Group actually uses to hedge that quantity of the hedged item

Hedges that meet all the qualifying criteria for hedge accounting are accounted for, as described below:

Cash flow hedges

The effective portion of the gain or loss on the hedging instrument is recognised in OCRE in the cash flow hedge reserve, while any ineffective portion is recognised immediately in the statement of financial performance.

The cash flow hedge reserve is adjusted to the lower of the cumulative gain or loss on the hedging instrument and the cumulative change in fair value of the hedged item.

If cash flow hedge accounting is discontinued, the amount that has been accumulated in OCRE must remain in accumulated OCRE if the hedged future cash flows are still expected to occur. Otherwise, the amount will be immediately reclassified to surplus or deficit as a reclassification adjustment. After discontinuation, once the hedged cash flow occurs, any amount remaining in accumulated OCRE must be accounted for depending on the nature of the underlying transaction as described above.

Derivatives not designated as hedging instruments reflect the positive or negative change in fair value of those foreign exchange forward contracts which are not designated in hedge relationships, but are nevertheless intended to reduce the level of foreign currency risk for expected sales and purchases.

The Group uses foreign exchange forward contracts to manage some of its transaction exposures. The foreign exchange forward contracts are not designated as cash flow hedges and are entered into for periods consistent with foreign currency exposures of the underlying transactions, generally from one to 24 months.

Hedging activities and derivatives

The Group is exposed to certain risks relating to its ongoing business operations. The primary risks managed using derivative instruments are foreign currency risk and interest rate risk.

Market Risk

Currency Risk

Currency risk exposure arises on foreign exchange sales and purchases (typically library items and scientific equipment) denominated in a foreign currency. Wherever possible, the University transacts in the functional currency, including the setting of fees for international students. The Group's policies require that foreign currency forward purchase contracts are used to limit the Group's exposure to movements in exchange rates on foreign currency denominated liabilities and purchase commitments above \$100,000, where the committed

payment date is known and is within 12 months.

The University entered into multiple foreign exchange contracts during 2024 to mitigate any such risk, including USD\$2.1m (2023: USD\$2.3m) of forward exchange contracts held at 31 December 2024 with a fair value of \$322k (2023: (\$144k)) across all currencies. These contracts are held to offset exchange rate risk on expected purchases.

The Foundation holds \$64.1m of investments at fair value through surplus or deficit (2023: \$50.7m), which includes investments in a range of foreign denominations and are exposed to foreign exchange risk. From 2024, any foreign currency hedging is undertaken by the asset management organisation.

The foreign exchange forward contract balances vary with the level of expected foreign currency sales and purchases and changes in foreign exchange forward rates.

Price Risk

Price risk arises as the fair value of units in managed funds will fluctuate as a result of changes in market prices. Market prices for a particular share may fluctuate due to factors specific to the individual share or its issuer, or factors affecting all shares traded in the market. This price risk is managed by diversification of the portfolio. A 10% movement in the market price of investments at fair value through surplus or deficit would give rise to a \$6.5m gain or loss that would equally impact equity (2023: \$4.7m).

Fair value interest rate risk is the risk that the value of a financial instrument will fluctuate due to changes in market interest rates. The Group is exposed to fair value interest rate risk due to the exposure created by interest rate swaps.

The hedge ineffectiveness can arise from:

- ▶ differences in the timing of the cash flows of the hedged items and the hedging instruments
- ▶ changes to the forecasted amount of cash flows of hedged items and hedging instruments

The impact of hedging instruments on the statement of financial position of the Group and University was as follows:

	NOTIONAL AMOUNT \$'000	CARRYING AMOUNT \$'000	LINE ITEM IN THE STATEMENT OF FINANCIAL POSITION	CHANGES IN FAIR VALUE USED FOR MEASURING INEFFECTIVENESS FOR THE PERIOD \$'000
As at 31 December 2024				
Interest Rate Swaps	60,000	61	Investments and other financial assets	(1,520)
	NOTIONAL AMOUNT \$'000	CARRYING AMOUNT \$'000	LINE ITEM IN THE STATEMENT OF FINANCIAL POSITION	CHANGES IN FAIR VALUE USED FOR MEASURING INEFFECTIVENESS FOR THE PERIOD \$'000
As at 31 December 2023				
Interest Rate Swaps	70,000	1,581	Investments and other financial assets	(1,470)

The impact of hedged items on the statement of financial position of the Group and University was as follows:

	NOTIONAL AMOUNT \$'000	CARRYING AMOUNT \$'000	LINE ITEM IN THE STATEMENT OF FINANCIAL POSITION	CHANGES IN FAIR VALUE USED FOR MEASURING INEFFECTIVENESS FOR THE PERIOD \$'000
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As at 31 December 2024

Bank Borrowings	83,000	83,000	Bank Borrowings	1,520
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	NOTIONAL AMOUNT \$'000	CARRYING AMOUNT \$'000	LINE ITEM IN THE STATEMENT OF FINANCIAL POSITION	CHANGES IN FAIR VALUE USED FOR MEASURING INEFFECTIVENESS FOR THE PERIOD \$'000
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As at 31 December 2023

Bank Borrowings	71,000	71,000	Bank Borrowings	1,470
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The effect of the cash flow hedge in the statement of financial position and the statement of comprehensive revenue and expense of the Group and University was as follows:

	TOTAL HEDGING GAIN/(LOSS) RECOGNISED IN OCRE \$'000	INEFFECTIVE- NESS RECOGNISED IN SURPLUS OR DEFICIT \$'000	LINE ITEM IN THE STATEMENT OF FINANCIAL PERFORMANCE \$'000	COST OF HEDGING RECOGNISED IN OCRE \$'000	AMOUNT RECLASSIFIED FROM OCRE TO SURPLUS OR DEFICIT \$'000	LINE ITEM IN THE STATEMENT OF FINANCIAL PERFORMANCE
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As at 31 December 2024

Interest rate risk	(1,520)	–	Net movement in cash flow hedges	–	–	
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	TOTAL HEDGING GAIN/(LOSS) RECOGNISED IN OCRE \$'000	INEFFECTIVE- NESS RECOGNISED IN SURPLUS OR DEFICIT \$'000	LINE ITEM IN THE STATEMENT OF FINANCIAL PERFORMANCE \$'000	COST OF HEDGING RECOGNISED IN OCRE \$'000	AMOUNT RECLASSIFIED FROM OCRE TO SURPLUS OR DEFICIT \$'000	LINE ITEM IN THE STATEMENT OF FINANCIAL PERFORMANCE
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As at 31 December 2023

Interest rate risk	(1,470)	–	Net movement in cash flow hedges	–	–	
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Impact of hedging on net assets/equity

The information set out below is the reconciliation of each component of net assets/equity and the analysis of other comprehensive revenue and expense.

	2024 CASH FLOW HEDGE RESERVE \$'000
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As at 31 December 2023

1,581

Effective portion of changes in fair value arising from:

Interest Rate Swaps	(1,520)
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As at 31 December 2024

61

	2023 CASH FLOW HEDGE RESERVE \$'000
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As at 31 December 2022

3,051

Effective portion of changes in fair value arising from:

Interest rate swaps	(1,470)
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As at 31 December 2023

1,581

(a) Credit risk

Credit risk is the risk that a third party will default on its obligations to the Group, causing it to incur a loss. Due to the timing of its cash inflows and outflows, surplus cash is invested into term deposits, which gives rise to credit risk.

Receivables from exchange transactions

The Group transacts with its students. These transactions do not create a significant credit risk, as students have no concentration of credit because of the relatively low value of individual student transactions. The Group also transacts with the Crown. These transactions do not create significant credit risk.

The provision rates are based on days past due. The calculation reflects the probability weighted outcome, the time value of money and reasonable and supportable information that is available at the reporting date about past events, current conditions and forecasts of future economic conditions. The carrying amount of the asset is reduced through the use of the expected credit loss, and the amount of the loss is recognised in the surplus or deficit. When the receivable is uncollectable, it is written off against the expected credit loss account. Overdue

receivables that have been renegotiated are reclassified as current (i.e. not past due).

In the normal course of business, the Group is exposed to credit risk from cash and term deposits with banks, debtors, other receivables, loans to subsidiaries, and derivative financial instrument assets. For each of these, the maximum credit exposure is best represented by their carrying amount.

The Group limits the amount of credit exposure to any one financial institution for term deposits to no more than the greater of \$40.0m or 40% of total investment held. The Group invests funds only with registered banks with high credit ratings and for a period not exceeding 370 days.

Investments held at fair value through surplus or deficit are predominantly managed by an external fund manager in a range of securities to diversify the risk.

The Group holds no collateral or other enhancements for financial instruments that give rise to credit risk. The maximum exposure to credit risk as at the reporting date is the carrying value of each class of financial assets.

Receivables from exchange transactions

	DAYS PAST DUE					TOTAL \$'000
	CURRENT \$'000	< 30 DAYS \$'000	31-60 DAYS \$'000	61-90 DAYS \$'000	> 91 DAYS \$'000	
As at 31 December 2024						
Expected credit loss rate	0.8%	1.8%	4.0%	4.9%	65.2%	
Estimated total gross carrying amount at default	8,425	3,094	1,920	198	744	14,381
Expected credit loss	(67)	(56)	(77)	(10)	(485)	(695)
Estimated total gross carrying amount at default, net of allowance for expected credit loss	8,358	3,038	1,843	188	259	13,686

Receivables from exchange transactions

	DAYS PAST DUE					TOTAL \$'000
	CURRENT \$'000	< 30 DAYS \$'000	31-60 DAYS \$'000	61-90 DAYS \$'000	> 91 DAYS \$'000	
As at 31 December 2023						
Expected credit loss rate	0.4%	1.2%	4.3%	5.4%	5.8%	
Estimated total gross carrying amount at default	25,999	762	779	268	2,568	30,376
Expected credit loss	(91)	(9)	(34)	(15)	(148)	(297)
Estimated total gross carrying amount at default, net of allowance for expected credit loss	25,908	753	745	253	2,420	30,079

Movements in the allowance for credit losses are as follows:

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Balance at the beginning of financial year	297	285	187	179
Additional loss allowance made during the year	711	447	693	197
Loss allowance reversed during the year	(3)	–	–	–
Receivables written-off during the year	(310)	(435)	(203)	(189)
Closing balance expected for the year	695	297	677	187

Financial instruments and cash deposits

Credit risk from balances with banks and financial institutions is managed by the Group's policy. Investments of surplus funds are made only with approval in accordance with the treasury policy.

The Group invests only in quoted debt securities with very low credit risk.

The Group's maximum exposure to credit risk for the components of the statement of financial position as at 31 December 2024 is the carrying amount of \$196m (2023: \$180m) except for the derivative financial instruments.

	NOTE	CONSOLIDATED		UNIVERSITY	
		ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Cash & cash equivalents	8	64,996	54,772	28,553	19,947
Term deposits	9	16,010	15,899	510	10,594
Investments at fair value through surplus or deficit	9	94,946	71,781	–	–
Investments in joint ventures	9	6,055	6,969	–	–
Accounts receivable	10	13,890	30,233	28,865	23,487
Cash held in escrow	9	498	–	498	–
		196,395	179,654	58,425	54,028

Financial risk management objectives

Interest Rate Risk

Cash flow interest rate risk exposure arises due to the exposure on bank borrowings issued at variable interest rates. Generally, the Group raises long term borrowings at floating rates and enters interest swaps to manage the cash flow interest rate risk. Under the interest rate swaps, the Group agrees with other parties to exchange, at specified intervals, the difference between fixed term contract rates and floating rate interest amounts calculated by reference to the agreed notional principal amounts, and applies hedge accounting to ensure fair value fluctuations on the interest rate portfolio are taken to other comprehensive revenue or expense. The fair value of interest rate swaps totals \$61k (2023: \$1.6m). The fixed interest rates of interest rate swaps vary from 2.67% to 4.56% (2023: 0.5% to 4.6%).

Interest rate sensitivity

The following table demonstrates the potential effect of movements in interest rates on the University and Group's surplus or deficit and equity, if interest rates had been 1.5% higher or lower with all other variables held constant. The calculation effectively changes the actual average of the contracted borrowing rates for the year by 1.5%.

	CONSOLIDATED AND UNIVERSITY	
	2024	
	-150BPS \$'000	+150BPS \$'000
Potential effect of movement in interest rates	733	(733)

	CONSOLIDATED AND UNIVERSITY	
	2023	
	-150BPS \$'000	+150BPS \$'000
Potential effect of movement in interest rates	921	(921)

(b) Liquidity risk

Liquidity risk is the risk that the Group may encounter difficulties in meeting financial liabilities as they fall due. The Group monitors and manages this risk in accordance with its Treasury Statute.

The Group's objective is to ensure there is access to cash, treasury investments, and committed bank funding at a future time when funds are required. The maturity profile of the total committed funding in respect of all external debt should be spread where practicable to reduce the concentration risk of having all or most of the University's committed funding maturing at the same time and at least 50% of committed funding facilities must expire more than 2 years beyond the reporting date. Note 18 provides a summary of bank loan facilities that are available to the University. The amount and expiry date of all bank loans, committed bank facilities, and term debt will not exceed the maximum amount and term of the Ministerial Consent to Borrow.

The Group's assessment of risk with respect to refinancing its debt is low. Access to sources of funding is sufficiently available and debt maturing within 12 months can be rolled over with existing lenders.

The maturity profile of the Group's financial liabilities based on contractual undiscounted payments is such that other than borrowings, all accounts payable are expected to be repaid within six months. No borrowings will mature within the 12 months and will need to be refinanced or repaid (2023: \$0m).

Financial liabilities – contract maturities

	CONSOLIDATED 2024 \$'000						TOTAL
	NOTE	ON DEMAND	LESS THAN 3 MONTHS	3 TO 12 MONTHS	1 TO 5 YEARS	GREATER THAN 5 YEARS	
Accounts payable	15	–	35,035	–	–	–	35,035
Bank borrowings	18	–	–	–	83,000	–	83,000
Closing balance		–	35,035	–	83,000	–	118,035

	CONSOLIDATED 2023 \$'000						TOTAL
	NOTE	ON DEMAND	LESS THAN 3 MONTHS	3 TO 12 MONTHS	1 TO 5 YEARS	GREATER THAN 5 YEARS	
Accounts payable	15	–	33,129	–	–	–	33,129
Bank borrowings	18	–	–	–	71,000	–	71,000
Closing balance		–	33,129	–	71,000	–	104,129

	UNIVERSITY 2024 \$'000						TOTAL
	NOTE	ON DEMAND	LESS THAN 3 MONTHS	3 TO 12 MONTHS	1 TO 5 YEARS	GREATER THAN 5 YEARS	
Accounts payable	15	–	27,188	–	–	–	27,188
Bank borrowings	18	–	–	–	83,000	–	83,000
Related party borrowings		–	75,000	–	–	–	75,000
Closing balance		–	102,188	–	83,000	–	185,188

	NOTE	ON DEMAND	UNIVERSITY 2023 \$'000				TOTAL
			LESS THAN 3 MONTHS	3 TO 12 MONTHS	1 TO 5 YEARS	GREATER THAN 5 YEARS	
Accounts payable	15	–	27,726	–	–	–	27,726
Bank borrowings	18	–	–	–	71,000	–	71,000
Related party borrowings		–	70,000	–	–	–	70,000
Closing balance		–	97,726	–	71,000	–	168,726

8 CASH AND CASH EQUIVALENTS

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Cash at bank	924	962	280	677
Bank on-call deposits	64,069	53,807	28,273	19,270
Short-term deposits	3	3	–	–
Closing balance	64,996	54,772	28,553	19,947
Including:				
Funds held by controlled trusts	33,966	32,706	–	–

Cash and cash equivalents comprise cash at bank and on hand, and short-term deposits with an original maturity of three months or less, which are readily convertible to known amounts of cash and subject to an insignificant risk of changes in value.

Funds held by controlled trusts may have donor restrictions and will be used for specified purposes. When donor restrictions exist, the funds are held in trust until the University fulfils the donor's request.

9 INVESTMENTS AND OTHER FINANCIAL ASSETS

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Current portion				
Investments at FVTSD – other investments	93,449	69,076	–	–
Investments at FVTSD – foreign exchange forward contracts	–	826	–	–
Term deposits	16,010	15,899	510	10,594
Derivatives designated as hedging instruments – interest rate swaps	61	1,581	61	1,581
	109,520	87,382	571	12,175

	NOTE	CONSOLIDATED		UNIVERSITY	
		ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Non-current portion					
Investments at FVTSD – other investments		1,497	1,879	–	–
Investments in joint ventures		6,055	6,969	–	–
Cash held in escrow		498	–	498	–
Investments in related parties	14	–	–	3,251	3,251
		8,050	8,848	3,749	3,251

Quantitative disclosure of fair value measurement hierarchy for investments:

	CONSOLIDATED			CONSOLIDATED		
	2024 \$'000 LEVEL 1	2024 \$'000 LEVEL 2	2024 \$'000 LEVEL 3	2023 \$'000 LEVEL 1	2023 \$'000 LEVEL 2	2023 \$'000 LEVEL 3
Investments at FVTSD – Other investments	–	93,449	1,497	–	69,076	1,879
Investments in joint ventures	–	–	6,055	–	–	6,969
Derivatives – Forward foreign exchange	–	–	–	–	826	–
Interest rate swaps	–	61	–	–	1,581	–
Closing balance	–	93,510	7,552	–	71,483	8,848

	UNIVERSITY			UNIVERSITY		
	2024 \$'000 LEVEL 1	2024 \$'000 LEVEL 2	2024 \$'000 LEVEL 3	2023 \$'000 LEVEL 1	2023 \$'000 LEVEL 2	2023 \$'000 LEVEL 3
Derivatives - Interest rate swaps	–	61	–	–	1,581	–
Closing balance	–	61	–	–	1,581	–

Due to the diverse nature of the Group's operations, the Group has a number of investments. Primarily, the Foundation holds investments in accordance with their Statement of Investment Policy (SIPO). Investments to commercialise research are typically in unlisted entities, whose trading activity may be limited.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole.

Level 1: Fair value of investments in listed shares and fixed interest instruments obtained using quoted bid price at balance date.

Level 2: Fair value of investments in managed funds, obtained using closing unit prices as at balance date, published by the respective fund managers. The fair

value of the forward foreign exchange contracts was determined by a present value model with reference to current forward exchange rates for contracts with similar maturity profiles at balance date. The fair values of interest rate swaps have been determined by calculating the expected cash flows under the terms of the swaps and discounting these values to present value.

Level 3: Fair value of investments in unlisted shares is derived by taking in to account significant milestones, progress towards milestones, any recent share valuations or share transactions, as well as unobservable price data and other relevant models used by market participants.

There have been no transfers between Level 1, Level 2 and Level 3 in 2024 and 2023.

The table below provides a reconciliation from the opening balance to the closing balance for the level 3 fair value investments.

	CONSOLIDATED	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Opening balance	8,848	4,745
Sale of Investments	(404)	(519)
Purchases	375	58
(Losses)/gains recognised in other revenue	(1,267)	4,564
Closing balance	7,552	8,848

The table below provides a sensitivity analysis for level 3 fair value measurements.

	2024		2023	
	\$'000 +10%	\$'000 -10%	\$'000 +10%	\$'000 -10%
Investments – aggregate share price at year end	150	(150)	188	(188)
Joint Venture – aggregate share price at year end	605	(605)	697	(697)
Change in fair value	755	(755)	885	(885)

Derivative financial instruments and hedge accounting

The Group does not hold or issue derivative financial instruments for trading purposes. The Group uses financial instruments to manage exposure to interest rate fluctuations and foreign exchange risks, and are stated at fair value. For the purposes of hedge accounting, hedges are classified as cash flow hedges where they hedge exposure to variability for a forecast transaction. Interest rate swaps that meet the conditions for hedge accounting as cash flow hedges can have the effective portion of the gain or loss on the hedging instrument recognised directly in other comprehensive revenue and expense and the ineffective portion recognised in the

net surplus/(deficit). Hedge accounting is discontinued when the hedging instrument expires, is sold, terminated, exercised, or no longer qualifies for hedge accounting. At that time, any cumulative gain or loss on the hedging instrument recognised in the hedging reserve is kept in the reserve until the forecasted transaction occurs. If a hedged transaction is no longer expected to occur, the net cumulative gain or loss recognised in other comprehensive revenue and expense is transferred to the net surplus/(deficit) for the year. For derivatives that do not qualify for hedge accounting, any gains or losses arising from changes in fair value are taken direct to the net surplus/(deficit) for the year.

10 ACCOUNTS RECEIVABLE AND ACCRUALS

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Receivables & accruals	14,381	30,376	29,506	23,584
Less: allowance for expected credit losses	(695)	(297)	(677)	(187)
Other	204	154	36	90
Closing balance	13,890	30,233	28,865	23,487
Total Receivables comprise:				
Receivables from exchange transactions	13,890	30,233	28,865	23,487
	13,890	30,233	28,865	23,487
Ageing of receivables and accruals				
Not past due	8,425	25,999	26,176	21,664
Past due 1–30 days	3,094	762	1,594	442
Past due 31–60 days	1,920	779	1,059	399
Past due 61–90 days	198	268	–	145
Past due over 91 days not impaired	49	2,271	–	747
Past due over 91 days impaired	695	297	677	187
Total gross trade receivables	14,381	30,376	29,506	23,584

Accounts receivable are initially measured at fair value and subsequently measured at amortised cost using the effective-interest-rate method, less any provision for impairment.

11 PRE-PAID EXPENSES

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Pre-paid insurance	9,149	11,348	9,149	11,348
Pre-paid expenses	13,833	11,553	9,220	7,664
	22,982	22,901	18,369	19,012

12 PROPERTY, PLANT, AND EQUIPMENT

CONSOLIDATED	LAND \$'000	BUILDINGS & INFRASTRUCTURE \$'000	COMPUTERS & NETWORKS \$'000	PLANT & EQUIPMENT \$'000	ART COLLECTION, HERITAGE, & LIBRARY \$'000	CAPITAL WORK IN PROGRESS \$'000	TOTAL \$'000
Cost and valuation							
Balance as at 1 January 2023	310,006	807,126	24,756	106,432	86,594	55,551	1,390,465
Additions	1,125	–	584	6,933	6,724	36,571	51,937
Disposals & reclassifications	–	(559)	(27)	(2,443)	–	(11,803)	(14,832)
Transfers	–	10,664	1,154	3,556	–	(15,374)	–
Valuation movement	(42,766)	(1,744)	–	–	–	–	(44,510)
Balance as at 31 December 2023	268,365	815,487	26,467	114,478	93,318	64,945	1,383,060
Additions	–	–	418	3,609	7,256	47,934	59,217
Disposals	(6,513)	(3,378)	–	(64)	–	–	(9,955)
Transfers	–	70,905	1,004	8,245	350	(80,504)	–
Valuation movement	–	–	–	–	–	–	–
Reclassifications	–	–	–	–	–	(1,879)	(1,879)
Balance as at 31 December 2024	261,852	883,014	27,889	126,268	100,924	30,496	1,430,443
Accumulated depreciation							
Balance as at 1 January 2023	–	5,147	16,214	63,515	56,544	–	141,420
Depreciation charge	–	30,657	3,297	10,409	7,265	–	51,628
Disposals & reclassifications	–	(197)	(42)	(2,103)	–	–	(2,342)
Valuation movement	–	(207)	–	–	–	–	(207)
Transfers	–	–	–	–	–	–	–
Balance as at 31 December 2023	–	35,400	19,469	71,821	63,809	–	190,499
Depreciation charge	–	31,085	3,173	10,147	7,291	–	51,696
Disposals & reclassifications	–	(188)	–	(57)	–	–	(245)
Valuation Movement	–	–	–	–	–	–	–
Transfers	–	–	–	–	–	–	–
Balance as at 31 December 2024	–	66,297	22,642	81,911	71,100	–	241,950
Net book value							
As at 1 January 2023	310,006	801,979	8,542	42,917	30,050	55,551	1,249,045
As at 31 December 2023	268,365	780,087	6,998	42,657	29,509	64,945	1,192,561
As at 31 December 2024	261,852	816,717	5,247	44,357	29,824	30,496	1,188,493

UNIVERSITY	LAND \$'000	BUILDINGS & INFRASTRUCTURE \$'000	COMPUTERS & NETWORKS \$'000	PLANT & EQUIPMENT \$'000	ART COLLECTION, HERITAGE, & LIBRARY \$'000	CAPITAL WORK IN PROGRESS \$'000	TOTAL \$'000
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Cost and valuation

Balance as at 1 January 2023	308,227	802,711	24,487	101,942	86,584	55,274	1,379,225
Additions	1,125	–	574	6,084	6,724	36,572	51,079
Disposals & reclassifications	–	(429)	(27)	(2,530)	–	(11,726)	(14,712)
Transfers	–	10,606	1,154	3,556	–	(15,316)	–
Valuation movement	(42,604)	(1,744)	–	–	–	–	(44,348)
Balance as at 31 December 2023	266,748	811,144	26,188	109,052	93,308	64,804	1,371,244
Additions	–	–	387	2,892	7,250	48,056	58,585
Disposals	(6,513)	(3,376)	–	(64)	–	–	(9,953)
Transfers	–	70,905	1,004	8,245	350	(80,504)	–
Valuation movement	–	–	–	–	–	–	–
Reclassifications	–	–	–	–	–	(1,879)	(1,879)
Balance as at 31 December 2024	260,235	878,673	27,579	120,125	100,908	30,477	1,417,997

Accumulated depreciation

Balance as at 1 January 2023	–	5,022	15,965	59,895	56,544	–	137,426
Depreciation charge	–	30,490	3,256	9,678	7,265	–	50,689
Disposals & reclassifications	–	(69)	(27)	(2,206)	–	–	(2,302)
Valuation movement	–	(207)	–	–	–	–	(207)
Balance as at 31 December 2023	–	35,236	19,194	67,367	63,809	–	185,606
Depreciation charge	–	30,948	3,154	9,269	7,291	–	50,662
Disposals	–	(188)	–	(57)	–	–	(245)
Valuation Movement	–	–	–	–	–	–	–
Balance as at 31 December 2024	–	65,996	22,348	76,579	71,100	–	236,023

Net book value

As at 1 January 2023	308,227	797,689	8,522	42,047	30,040	55,274	1,241,799
As at 31 December 2023	266,748	775,908	6,994	41,685	29,499	64,804	1,185,638
As at 31 December 2024	260,235	812,677	5,231	43,546	29,808	30,477	1,181,974

Capital work in progress: This is valued on the basis of expenditure incurred and certified gross progress claim certificates up to balance date. Work in progress is not depreciated, and includes borrowing costs on qualifying assets. The total costs of the project are transferred to the relevant asset class on completion and then depreciated accordingly.

Additions: The cost of an item of property, plant, and equipment is recognised as an asset if, and only if, it is probable that future economic benefits or service potential associated with the item will flow to the Group and the cost of the item can be measured reliably. In most instances, an item of property, plant, and equipment is initially recognised at its cost. Where an asset is acquired at no cost, or for a nominal cost, it is recognised at fair value as at the date of acquisition.

Measurement subsequent to initial recognition for non-revalued assets: Computers and network assets, plant and equipment assets and library assets are measured after initial recognition at cost less accumulated depreciation and impairment. Art collections and heritage assets are measured after initial recognition at cost less accumulated impairment.

Disposals: Gains and losses on disposals are determined by comparing the disposal proceeds with the carrying amount of the asset. Gains and losses on disposals are reported net in the surplus or deficit. When revalued assets are sold, the amounts included in property revaluation reserves in respect of those assets are transferred to general funds within equity.

Depreciation: This is provided on a straight-line basis on all property, plant and equipment other than land and the art and heritage collections, at rates that will write off the cost (or valuation) of the assets to their estimated residual values over their useful lives. Art and heritage collections are not depreciated because they are maintained such that they have indefinite or sufficiently long useful lives that any depreciation is considered negligible.

Impairment: Property, plant, and equipment are reviewed for indicators of impairment at each balance date and whenever events or changes in circumstances indicate that the carrying amount might not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. If an asset's carrying amount exceeds its recoverable amount, the asset is considered to be impaired and the carrying amount is written-down to the recoverable amount. For revalued assets, the impairment loss is recognised against the revaluation reserve for that class of asset. Where that results in a debit balance in the revaluation reserve, the balance is recognised in the surplus or deficit. For assets not carried at a revalued amount, the total impairment loss is recognised in the surplus or deficit. The reversal of an impairment loss on a revalued asset is credited to other comprehensive revenue and expense and increases the asset revaluation reserve for that class of asset. However, to the extent that an impairment loss for that class of asset was previously recognised in the surplus or deficit, a reversal of an impairment loss is also recognised in the surplus or deficit. For assets not carried at a revalued amount, the reversal of an impairment loss is recognised in the surplus or deficit.

CLASS OF ASSET DEPRECIATED	ESTIMATED USEFUL LIFE	DEPRECIATION RATES
Buildings & infrastructure	17–100 years	Straight line
Computers & networks	3–10 years	Straight line
Plant & equipment	3–30 years	Straight line
Library	5–10 years	Straight line

The residual value and useful life of an asset is reviewed, and adjusted if applicable, at each financial year end.

Asset revaluation reserve

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Land	239,290	242,493	247,923	251,127
Buildings & infrastructure	414,447	415,781	417,697	419,030
Total revaluation reserve	653,737	658,274	665,620	670,157

Land, buildings, and infrastructure are revalued with sufficient regularity to ensure that their carrying amount does not differ materially from fair value. Independent registered valuers undertake such revaluations every three years, unless there is reason to suggest that the values have changed materially in the intervening years, in which case a revaluation may be undertaken outside the three-year cycle. Property, plant, and equipment revaluation movements are accounted for on a class-of-asset basis.

The last independent valuation of land assets was undertaken by Mr P. Todd, registered valuer with RS Valuation Limited and member of the New Zealand Institute of Valuers, as at 1 December 2023 and of buildings and infrastructures as at 1 December 2022. Management and independent valuer reviews of carrying values of land, building and infrastructure assets in 2024

indicated that value for land, buildings and infrastructure did not materially differ from carrying value.

Any net revaluation results are credited or debited to other comprehensive revenue and expense and are accumulated to an asset revaluation reserve in equity for that class of asset. Where this would result in a debit balance in the asset revaluation reserve, this balance is recognised within the surplus or deficit. Any subsequent increase on revaluation that reverses a previous decrease in value recognised in the surplus or deficit will be recognised first in the surplus or deficit up to the amount previously expensed, and then recognised in other comprehensive revenue and expense.

The valuation of land occupied by non-residential buildings (i.e. the campuses) takes into account various factors, including zoning, title implications, alternative uses,

subdivision, and development potential. Land is measured at fair value, which is determined by reference to its highest and best use if vacant, in line with market-based evidence.

Non-residential buildings are, for the purposes of the valuation, deemed to be 'specialised assets'. Specialised assets are valued using the optimised depreciated replacement cost methodology that is based on the current gross replacement cost of the building less allowances for physical deterioration (including planned future seismic and asbestos remediation), earthquake damage and optimisation for obsolescence and space efficiencies. Residential buildings and properties located in the Wellington CBD are valued based on the market value that is the estimated price for properties should an exchange occur between a willing buyer and willing seller in an arm's length transaction. As part of the revaluation process, the independent valuer provided the Group with estimates of remaining useful lives for buildings.

Under the Education and Training Act 2020, the University is required to obtain prior consent of the Ministry of Education to dispose of, or sell, assets where the value of those assets exceeds an amount determined by the Minister of Education.

The rate for capitalisation of borrowing costs was 5.1%.

Kaikoura Earthquake: The University's property, plant and equipment suffered damage as a result of a November 2016 earthquake and the settlement with insurers was achieved in late 2023. An ongoing structured work programme is supporting any required remediation works. The programme is supported by both external Consultant Engineers and Quantity Surveyors and is sequentially structured. The initial focus has been on damage identification to the overall property portfolio, which has now progressed to remediation scopes and associated costing for a sample of buildings. Required activity within the programme will take a number of years to complete.

Damage has been identified to both buildings and infrastructure, and plant and equipment fixed asset categories. We have addressed major structural damage to the Rankine Brown building.

As a result of the Kaikoura earthquake, the University has incorporated a fair value adjustment within the movement in revaluation reserve. The adjustment has been determined with reference to the damage identified to date, and associated reinstatement scopes. The settlement does not affect the level of fair value adjustment for the earthquake.

Non-current assets classified as held for sale

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Land and buildings held for sale	2,783	–	2,783	–

Land and buildings classified as non-current assets held for sale relate to property sales of surplus land going unconditional in 2024 or actively advertised on the market at December 2024.

13 INTANGIBLES

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Cost and valuation				
Opening balance	28,783	17,591	28,653	17,461
Additions	2,886	28	2,886	28
Disposals	–	–	–	–
Reclassifications	1,879	11,164	1,879	11,164
Closing Balance	33,548	28,783	33,418	28,653
Accumulated amortisation				
Opening balance	16,339	13,297	16,291	13,276
Amortisation charge	3,559	3,571	3,532	3,545
Disposals	–	(529)	–	(530)
Closing Balance	19,898	16,339	19,823	16,291
Net Book Value	13,650	12,444	13,595	12,362

Intangible assets represent the Group's major digital systems and supporting processes that have been purchased, developed, and implemented. These are capitalised at cost, but only if they meet the definition and recognition criteria specified in PBE IPSAS 31 Intangible Assets.

Subsequent to initial recognition, intangible assets are measured at cost less accumulated amortisation and impairment. Amortisation for intangible assets is calculated using a straight-line basis and the amortisation periods are three to five years, with the expense recognised in the surplus or deficit.

The carrying value of an intangible asset with a finite life is amortised on a straight-line basis over its useful life. Useful lives have been assessed as three to five years. Amortisation begins when the asset is available for use

and ceases at the date that the asset is derecognised. The amortisation charge for each period is recognised in the surplus or deficit in the Statement of Comprehensive Revenue and Expenses.

The amortisation period and amortisation method for each intangible asset are reviewed at each annual reporting date. If the expected useful life of the asset differs from previous estimates, then the amortisation period is amended accordingly. Also, the amortisation method will be amended if there are changes in the expected pattern of consumption of future economic benefits or service potential of the asset. Changes in the amortisation period or methodology are accounted for as changes in accounting estimates, in accordance with public benefit accounting standards.

14 INVESTMENTS IN RELATED PARTIES

NAME	PERCENTAGE CONTROLLED / OWNED		PRINCIPAL ACTIVITY
	2024	2023	
Controlled entities			
Controlled trusts			
Victoria University of Wellington Foundation	100%	100%	Manages funds raised for the University
Research Trust of Victoria University of Wellington	100%	100%	Conducts academic research
Victoria University of Wellington School of Government Trust	100%	100%	Manages funds raised for the University
Presbyterian Methodist Halls of Residence Trust	100%	100%	Provides student accommodation
Subsidiary companies			
Wellington Uni-Professional Limited	100%	100%	Provides non-degree teaching
Victoria Link Limited (trading as Wellington UniVentures)	100%	100%	Commercialises research
Wetox Limited	100%	100%	Develops wastewater treatment technology
Boutiq Science Limited	–	84%	Non-trading
New Zealand School of Music Limited	100%	100%	Non-trading
General Cable Superconductors Limited	100%	100%	Non-trading
All controlled entities have a 31 December balance date.			
Joint venture			
NZ Innovation Booster Limited Partnership	50%	50%	Commercialises research

All controlled entities have a 31 December balance date.

The Group recognises its share of the jointly controlled entity at fair value utilising the exemption for "Venture Capital Organisations" under paragraph 25 of PBE IPSAS 36 Investments in Associates and Joint Ventures. The Group's share in 2024 is \$6.7m (2023: \$7.0m).

During 2024, Boutiq Science Limited, a partly-owned subsidiary of Victoria Link Limited, was wound up and consequently deconsolidated from the Group. It has been non-trading for several years. As a result of deconsolidation, the carrying value of the non-controlling interest's share in the net equity amounting to \$56k has been derecognised.

15 ACCOUNTS PAYABLE AND ACCRUALS

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Accounts payable	15,312	13,367	7,465	7,964
Contract retentions	278	1,279	278	1,279
Deposits held on behalf of students	19,445	18,483	19,445	18,483
Other accruals	27,875	35,673	23,907	30,167
Statutory payables	3,896	4,723	3,405	3,554
Closing balance	66,806	73,525	54,500	61,447
Total payables comprise:				
Payables from exchange transactions	61,167	67,765	49,520	56,961
Payables from non-exchange transactions	5,639	5,760	4,980	4,486
Closing balance	66,806	73,525	54,500	61,447

Payables are initially recognised at fair value and subsequently measured at amortised cost using the effective-interest-rate method. Accounts payable disclosed as financial liabilities (note 7) comprise accounts payable, contract retentions, and deposits held on behalf of students.

16 REVENUE IN ADVANCE

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Pre-paid tuition fees	26,723	24,103	25,971	23,423
Deferred revenue on research contracts	55,534	49,040	–	–
Other revenue in advance	3,896	13,718	3,896	13,168
Closing balance	86,153	86,861	29,867	36,591
Total revenue in advance comprises:				
Revenue in advance from exchange transactions	2,443	9,757	1,691	9,076
Revenue in advance from non-exchange transactions	83,710	77,104	28,176	27,515
Total revenue in advance	86,153	86,861	29,867	36,591

17 EMPLOYEE ENTITLEMENTS

	CONSOLIDATED		UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Current liabilities				
Annual leave	16,774	15,302	16,525	15,121
Retirement leave	1,892	3,170	1,888	3,170
Long-service leave	1,036	917	1,023	904
Closing balance	19,702	19,389	19,436	19,195
Non-current liabilities				
Retirement leave	17,437	17,270	17,394	17,270
Long-service leave	2,111	2,072	2,079	2,032
Closing balance	19,548	19,342	19,473	19,302
Total employee entitlements	39,250	38,731	38,909	38,497

The retirement and long-service leave liabilities were independently assessed as at 31 December 2024 by Darren Fleming, an actuary with Deloitte and a Fellow of the New Zealand Society of Actuaries.

An actuarial valuation involves the projection, on a year-by-year basis, of the long-service leave and retirement leave benefit payment, based on accrued services in respect of current employees. These benefit payments are estimated in respect of their incidence according to assumed rates of death, disablement, resignation, and retirement, allowing for assumed rates of salary progression. Of these assumptions, the discount, salary progression, retirement age, and resignation rates are the most important. The projected cash flow is then discounted back to the valuation date at the valuation discounted rates. The present obligation appears on the statement of financial position and movements in those provisions are reflected in the statement of comprehensive revenue and expense.

The discount rate applied was a single rate of 4.63% (2023: 4.44%). The salary projections assume a 2.50% increase for 2026 onwards. Resignation rates vary with age and the length of service and are reflective of the

experience of company superannuation schemes of New Zealand. No explicit allowance has been made for redundancy.

Employee entitlements are recognised when the University has a present obligation (legal or constructive) as a result of a past event and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Liabilities in respect of employee entitlements that are expected to be paid or settled within 12 months of balance date are accrued at nominal amounts calculated on the basis of current salary rates. Liabilities in respect of employee entitlements that are not expected to be paid or settled within that period are accrued at the present value of expected future payments, using discounted rates as advised by the actuary.

Annual leave for all staff is accrued based on employment contract/agreement entitlements using current rates of pay. Annual leave is classified as a current liability. Long service leave has been accrued for qualifying general staff.

18 BANK BORROWINGS

The University has the following loan facility agreements.

NAME OF BANK	FACILITY LIMIT	TERM
Bank of New Zealand	\$60.0m	Maturing January 2027 and January 2029
ASB Bank Limited	\$45.0m	Maturing January 2027 and January 2029
Industrial and Commercial Bank of China (New Zealand) Limited	\$45.0m	Maturing January 2027 and January 2029

These facilities were approved by the Secretary for Education for the purposes of funding the University's long-term capital development programme.

The facilities under the Loan Agreements are unsecured. The lending banks receive the benefit of financial and other covenants under a Negative Pledge Deed including debt/debt equity ratio, interest cover ratio and Guaranteeing Group/Total Group asset ratio.

As at 31 December 2024, \$83m (2023: \$71m) of the above facilities have been drawn down. Interest rates on borrowings are reset for a period not exceeding 180 days, and are based on standard bank indices (BKBM) (2023: (BKBM/OCR)) and at balance date range from 4.90% to 5.89% (2023: 6.22% to 6.68%) before hedging.

The consent to borrow issued by the TEC and the Ministry of Education includes a maximum borrowing limit. Both the banks and TEC have various covenants that must be complied with, all covenants were complied with as at 31 December 2024.

Borrowings are initially recognised at the amount borrowed. After initial recognition, all borrowings are measured at amortised cost using the effective-interest-rate method. Borrowings are classified as current liabilities unless the University has an unconditional right to defer settlement of the liability for at least 12 months after balance date.

Interest rate swaps with a total face value of \$40.0m are in place to hedge the \$83.0m of borrowings drawn at balance date with a fair value of \$176k (2023: \$40.0m face value of interest rate swaps to hedge \$71.0m of borrowings with a fair value of \$1.3m). Future dated interest rate swaps with a total face value of \$20.0m (fair value (\$114k)) are effective post balance date (2023: face value of \$30.0m (fair value \$252k)).

19 RELATED PARTIES

a) Transactions with key management personnel

Key management personnel represent Council members and Te Hiwa (Senior Leadership Team).

Council remuneration includes meeting fees and honoraria paid to Council members, but excludes salaries paid to Council members who are also staff members of the University (including the Vice-Chancellor and two other staff members on Council). There are 12 members of Council.

	CONSOLIDATED/UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Council members (3 FTE)*	245	245
Te Hiwa (10 FTE) 2023 (11 FTE)	3,426	4,172
Total remuneration	3,671	4,417

* Due to the difficulty in determining the full-time equivalent for Council Members, the full-time equivalent figure is taken as the total number of Council Members who received compensation in their capacity as employees of the University.

	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Directors' fees		
Victoria Link Limited (trading as Wellington UniVentures)	37	77
Wellington Uni-Professional Limited	90	90
Total fees	127	167

Loans to related parties

The University has loans with certain 100% controlled subsidiaries as well as accounts payable and accounts receivable.

The University has loans to Victoria Link Limited, 31 December 2024 balance \$1.8m (2023: \$3.3m) and Wellington Uni-Professional Limited, 31 December 2024 balance \$0.5m (2023: \$0.8m). The University has a loan from the Research Trust of Victoria University of Wellington, 31 December 2024 balance \$75.0m (2023: \$70.0m). The interest charged on the intercompany loans are at market rates and range from 4.9% to 5.9% (2023: 4.3% to 6.8%).

20 CONTINGENT LIABILITIES AND COMMITMENTS

Contingent liabilities

Pay Parity

In September 2022, Victoria University of Wellington, jointly with the other seven New Zealand universities (universities) received two pay equity claims (claims) from the New Zealand Tertiary Education Union, New Zealand Public Service Association and Tertiary Institutes Allied Staff Association (unions) covering a wide range of roles across library, and clerical and administration functions. In July 2024, the universities and the unions entered an agreed process to resolve the claims. The claim investigation and assessment phase of the agreed process is ongoing and expected to take another 15 to 18 months to conclude. The analysis on the number and the roles of all affected employees of each university is not yet complete. As a result, as at 31 December 2024, the financial impact of any possible settlement is unable to be quantified.

Commitments

Property, plant, and equipment

Projects for which firm commitments have been made are presented below. Commitments include planned maintenance costs and capital expenditure projects.

	CONSOLIDATED/UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Buildings	60,179	71,507

Non-cancellable leases and other commitments—the Group as lessee

The University has entered into commercial leases on certain land and buildings (remaining terms of between one and 61 years) and equipment (average term of three years) with no renewal option included in the contracts. There are no restrictions placed upon the lessee by entering into these leases. Future minimum rentals payable under non-cancellable operating leases are as follows.

Due not later than 1 year	18,888	20,192
Due between 1–5 years	74,960	72,571
Due later than 5 years	172,607	184,407
Total non-cancellable operating leases the Group as lessee	266,455	277,170

Non-cancellable leases and other commitments—the Group as lessor

Property is leased under operating leases. The majority of these leases have a non-cancellable term of 36 months. The future aggregate minimum lease payments to be collected under non-cancellable operating leases are as follows.

	CONSOLIDATED/UNIVERSITY	
	ACTUAL 2024 \$'000	ACTUAL 2023 \$'000
Due not later than 1 year	2,367	521
Due between 1–5 years	9,052	1,501
Due later than 5 years	7,878	1,902
Total non-cancellable operating leases	19,297	3,924

No contingent rents have been recognised during the current year or last year.

21 EQUITY AND CAPITAL MANAGEMENT

Equity is the community's interest in the Group, measured as the difference between total assets and total liabilities. Equity is made up of the following components:

- ▶ accumulated surplus
- ▶ the cash flow hedging reserve, which reflects the revaluation of derivatives designated as cash flow hedges. It consists of the cumulative effective portion of net changes in the fair value of these derivatives
- ▶ the asset revaluation reserve, which reflects the revaluation of those property, plant and equipment items that are measured at fair value after initial recognition
- ▶ the non-controlling interest is the portion of subsidiaries not 100% owned

The Group's capital is its equity, which is represented by net assets. The Group is subject to the financial management and accountability provisions of the Education and Training Act 2020, which includes restrictions in relation to disposing of assets or interests in assets, ability to mortgage or otherwise charge assets or interests in assets, granting leases of land or buildings or parts of buildings and borrowing. The Group manages its revenues, expenses, assets, liabilities, investments, and general financial dealings prudently, and in a manner that promotes the current and future interests of the community. The objective of managing the Group's equity is to ensure that it effectively and efficiently achieves the goals and objectives for which it has been established, while remaining a going concern.

22 EVENTS AFTER BALANCE DATE

The judgements and estimates made in preparing these financial statements were based on facts and circumstances as at 31 December 2024.

23 EXPLANATIONS OF MAJOR VARIANCES AGAINST BUDGET

Explanations for major variations against the 2024 budget are as follows.

Statement of comprehensive revenue and expense

- ▶ Government funding and Tuition revenue was \$2.9m favourable to budget, due to higher government grants revenue and lower full fee tuition revenue.
- ▶ Research revenue was \$3.4m unfavourable to budget, due to lower research activity.
- ▶ Other revenue was \$6.3m favourable to budget, primarily due to higher insurance claim revenue.
- ▶ People costs were \$3.8m higher than expected, mainly due to higher contractor costs and higher annual leave expense.
- ▶ Operating and occupancy costs were \$3.2m lower than budgeted, mainly due to lower insurance premiums and research-related costs.
- ▶ The Foundation net surplus was \$6.6m favourable to budget, driven by higher investment gains.

Statement of financial position

- ▶ Investments and financial assets were \$27.4m higher than budget, primarily due to a higher level of equity investment and a larger gain on the global equity investment portfolio as at 31 December 2024.
- ▶ Property, plant and equipment (PPE) were \$63.4m lower than budget, primarily due to a revaluation loss on land from the prior year i.e., the 2023 opening balance of PPE was lower.
- ▶ Revenue in advance was \$12.2m higher than budget, driven by the timing of receipts.
- ▶ Total bank borrowings were \$19.1m lower than budget, due to estimating a higher level of drawdowns.
- ▶ Accumulated surplus was \$32.1m higher than budget, driven by the higher surplus for the 2023 financial year, which was primarily due to the insurance claim revenue during that year.
- ▶ Other reserves were \$51.8m lower than budget, due to a revaluation loss on land from the prior year i.e. the 2023 opening balance of other reserves was lower.



FINANCIAL RESPONSIBILITY SUPPLEMENTAL SCHEDULE

For the year ended 31 December 2024

FINANCIAL RESPONSIBILITY SUPPLEMENTAL SCHEDULE

For the year ended 31 December 2024

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
EXPENDABLE NET ASSETS			
A Net assets without donor restrictions	SS1	1,050,904	999,921
B Net assets with donor restrictions	SS1	105,939	–
Secured and Unsecured related party receivables	SS2	–	2,297
C Unsecured related party receivables	SS2	–	2,297
Property, plant and equipment, net (includes Construction in progress)	SS3	1,188,493	1,181,974
D Property, plant and equipment pre-implementation	SS3	1,041,480	1,020,109
Property, plant and equipment post-implementation with outstanding debt for original purchase		–	–
Property, plant and equipment post-implementation without outstanding debt for original purchase	SS3	116,517	131,388
E Construction in progress	SS3	30,496	30,477
Lease right-of-use asset, net		–	–
Lease right-of-use asset, pre-implementation		–	–
Lease right-of-use asset, post-implementation		–	–
Intangible assets	SoFP	13,650	13,595
F Post-employment and pension liabilities	SS4	19,329	19,282
Long-term debt—for long term purposes	SoFP	83,000	83,000
G Long-term debt—for long term purposes pre-implementation		36,000	36,000
Long-term debt—for long term purposes post-implementation		–	–
Line of Credit for Construction in process		–	–
Lease right-of-use asset liability		–	–
Pre-implementation right-of-use asset liability		–	–
Post-implementation right-of-use asset liability		–	–
Annuities with donor restrictions		–	–
Term endowments with donor restrictions		–	–
Life income funds with donor restrictions		–	–
Net assets with donor restrictions: restricted in perpetuity		–	–
Expendible Net Assets (A+B-C-D-E+F+G)		23,679	(129,068)
Total expenses without donor restrictions	SS5	533,971	470,508
Non-Operating and Net Investment (loss)		–	–
Net investment losses		–	–
Pension—related changes other than periodic costs		–	–
Total expenses and Losses without Donor Restrictions		533,971	470,508

FINANCIAL RESPONSIBILITY SUPPLEMENTAL SCHEDULE CONT.

For the year ended 31 December 2024

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
EQUITY RATIO:			
MODIFIED NET ASSETS:			
A Net assets without donor restrictions	SS1	1,050,904	999,921
B Net assets with donor restrictions	SS1	105,939	–
Intangible assets	SoFP	13,650	13,595
Secured and unsecured related party receivables	SS2	–	2,297
C Unsecured related party receivables	SS2	–	2,297
Modified Net Assets (A+B-C)		1,156,843	997,624
A Total assets		1,421,022	1,277,414
Lease right-of-use asset pre-implementation		–	–
Pre-implementation right-of-use asset liability		–	–
Intangible assets	SoFP	13,650	13,595
Secured and unsecured related party receivables	SS2	–	2,297
B Unsecured related party receivables	SS2	–	2,297
Modified Assets (A-B)		1,421,022	1,275,117
NET INCOME RATIO:			
Change in Net Assets Without Donor Restrictions		2,874	(4,712)
Total Revenues and Gains without Donor Restrictions	SS5	536,845	465,796

USDE FORMAT

SUMMARY OF ASSETS AND LIABILITIES

As at 31 December 2024

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
Cash and cash equivalents	SoFP	64,996	28,553
Accounts receivable, net	SS6	13,890	28,865
Prepaid expenses	SS6	22,982	18,369
Related party receivable	SS2	–	2,297
Contributions receivable, net		–	–
Student loans receivable, net		–	–
Investments	SS7	101,001	3,251
Intangible Assets	SoFP	13,650	13,595
Property, plant and equipment, net	SS3	1,188,493	1,181,974
Lease right-of-use asset, net		–	–
Goodwill		–	–
Deposits	9	16,010	510
Total Assets		1,421,022	1,277,414
Line of credit—short term		–	–
Line of credit—short term for CIP		–	–
Accrued expenses/Accounts payable	SS8	86,727	74,127
Deferred revenue	SoFP	86,153	29,867
Post-employment and pension liability	SS4	19,329	19,282
Line of credit—operating		–	–
Other liabilities		–	–
Notes payable		–	–
Lease right-of-use asset liability		–	–
Line of credit for long term purposes	SoFP	83,000	83,000
Total Liabilities		275,209	206,276
Net Assets without Donor Restrictions		1,145,813	1,071,138
NET ASSETS WITH DONOR RESTRICTIONS			
Annuities		–	–
Term endowment		–	–
Life income funds		–	–
Other restricted by purpose and time	6	105,939	–
Restricted in perpetuity		–	–
Total Net Assets with Donor Restrictions		105,939	–
Total Net Assets		1,251,752	1,071,138
Total Liabilities and Net Assets		1,526,961	1,277,414

USDE FORMAT

STATEMENT OF ACTIVITIES

For the year ended 31 December 2024

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS			
OPERATING REVENUE AND OTHER ADDITIONS:			
Tuition and fees, net	SS5	229,842	174,876
Contributions	SS5	203,860	203,822
Investment return appropriated for spending			
Auxiliary enterprises	SS5	105,210	88,285
Net assets released from restriction			
Total Operating Revenue and Other Additions		538,912	466,983
OPERATING EXPENSES AND OTHER DEDUCTIONS:			
Education and research expenses	SS5	373,506	328,029
Depreciation and Amortisation	SS5	55,255	54,194
Interest expense			
Auxiliary enterprises	SS5	105,210	88,285
Total Operating Expenses		533,971	470,508
Change in Net Assets from Operations		4,941	(3,525)
NON-OPERATING CHANGES			
Investments, net of annual spending, gain (loss)			
Other components of net periodic pension costs			
Pension-related changes other than net periodic pension costs			
Change in value of split-interest agreements			
Other gains (losses)	SS5	(2,079)	(1,187)
Sale of fixed assets, gains (losses)	SS5	12	–
Total Non-Operating Charges		(2,067)	(1,187)
Change in Net Assets Without Donor Restrictions		2,874	(4,712)
CHANGE IN NET ASSETS WITH DONOR RESTRICTIONS			
Contributions	SoCRE	15,932	–
Net assets released from restriction	SoCRE	(7,100)	–
Change in Net Assets With Donor Restrictions		8,832	–
Change in Net Assets		11,706	(4,712)
Net Assets, Beginning of Year	SoFP	1,145,137	1,004,633
Net Assets, End of Year	SoFP	1,156,843	999,921



NOTES TO SUPPLEMENTAL SCHEDULE

For the year ended 31 December 2024

These notes to the supplemental schedule have been added to provide a link back to the financial statements.

Note references (FS Ref) are either to a line item within the Statement of Comprehensive Revenue and Expense (SoCRE), Statement of Financial Position (SoFP), or note to the financial statements.

1 RECONCILIATION OF NET ASSETS

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
Net Assets	SoFP	1,156,843	999,921
Foundation Balance as at 31 December	6	105,939	–
Net Assets without Donor Restrictions		1,050,904	999,921

2 RELATED PARTY RECEIVABLES

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
Related party receivables	19	–	2,297
Unsecured related party receivables		–	2,297

3 PROPERTY, PLANT, & EQUIPMENT

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
Property, plant, & equipment (pre-implementation)		1,041,480	1,020,109
Property, plant, & equipment (post-implementation) inc WIP		147,013	161,865
Total Property, plant, & equipment, Net	12	1,188,493	1,181,974
Work in progress—PP&E	12	30,496	30,477
Total Construction in progress		30,496	30,477
Property, plant, & equipment (excl WIP)		1,157,997	1,151,497

4 POST EMPLOYMENT AND PENSION LIABILITY

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
Retirement leave—current	17	1,892	1,888
Retirement leave—non-current	17	17,437	17,394
Total Post Employment and pension liability		19,329	19,282

5 REVENUE AND EXPENSES

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
OPERATING REVENUE AND OTHER ADDITIONS:			
Domestic tuition	SoCRE	94,178	94,178
Full-fee tuition	SoCRE	46,305	46,305
Research	SoCRE	89,359	34,393
Tuition and fee, net		229,842	174,876
Government funding	SoCRE	168,797	168,759
Performance-Based Research Fund (PBRF) funding	SoCRE	35,063	35,063
Contributions (Government Grants)		203,860	203,822
Fees for accommodation and services provided to students	2	59,754	57,217
Commercial	SoCRE	20,283	12,964
Sundry Revenue	2	12,850	6,733
Payments on insurance proceeds	2	5,271	5,271
Donations received	2	3,022	3,022
Interest received	2	4,030	3,078
Auxiliary enterprises		105,210	88,285
Total Operating Revenue and other additions		538,912	466,983
Fair value gain on investments	2	(559)	333
FV Gain on hedging activity	SoCRE	(1,520)	(1,520)
Gain on Revaluation of PP&E	SoCRE	–	–
Other Gains/(Losses)		(2,079)	(1,187)
Sale of Fixed Assets	2	12	–
Total Non-Operating Charges		(2,067)	(1,187)
Total Revenues or Gains without Donor Restrictions		536,845	465,796
Foundation Funds	SoCRE	8,832	–
OPERATING EXPENSES AND OTHER DEDUCTIONS			
People	SoCRE	281,811	259,998
Operating and Occupancy	SoCRE	196,426	151,660
Finance Costs	SoCRE	479	4,656
less: Cost of auxiliary enterprises		105,210	88,285
Education and Research Expenses		373,506	328,029
Depreciation and amortisation	SoCRE	55,255	54,194
Cost of auxiliary enterprises		105,210	88,285
Total expenses without donor restrictions		533,971	470,508

6 ACCOUNTS RECEIVABLE

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
Receivables and accruals	10	14,381	29,506
Other	10	204	36
		14,585	29,542
less: provision for doubtful debts	10	695	677
Accounts receivable, net		13,890	28,865
Prepayments	11	22,982	18,369
Total Prepaid Expenses		22,982	18,369

7 INVESTMENTS

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
Investments in related parties	9	–	3,251
Investments in joint ventures	9	6,055	–
Investments at fair value through profit and loss	9	94,946	–
Total Investments		101,001	3,251

8 ACCRUED EXPENSES/ACCOUNTS PAYABLE

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
Accounts payable	SoFP	66,806	54,500
Employee entitlements—current	17	19,702	19,436
Employee entitlements—non-current	17	19,548	19,473
		106,056	93,409
less: Post employment and pension liability	SS4	19,329	19,282
Total Accrued Expenses/Accounts Payable		86,727	74,127

9 RECONCILIATION OF RIGHT-OF USE-ASSETS AND LONG TERM DEBT

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000
LEASE RIGHT-OF-USE ASSETS			
Lease right-of-use assets—pre-implementation		–	–
Lease right-of-use assets—post-implementation		–	–
Total		–	–
LEASE RIGHT-OF-USE LIABILITIES			
Lease right-of-use liability—pre-implementation		–	–
Lease right-of-use liability—post-implementation		–	–
Total		–	–
NET PROPERTY, PLANT AND EQUIPMENT			
Pre-implementation Property, Plant and Equipment	SS3	1,041,480	1,020,109
Post-implementation Property, Plant and Equipment		116,517	131,388
Vehicles		–	–
Furniture		–	–
Computers		–	–
Construction in Progress	SS3	30,496	30,477
Post-implementation Property, Plant and Equipment			
Total		1,188,493	1,181,974
LONG-TERM DEBT FOR LONG-TERM PURPOSES			
A. Pre-implementation Long-term Debt		–	–
B. Allowable Post-implementation Long-term Debt		–	–
- Property		–	–
- Vehicles		–	–
- Furniture		–	–
- Computers		–	–
C. Construction in Progress		–	–
D. Long-term debt not for the purchase of Property, Plant and Equipment or liability greater than asset value		–	–
Total		1,188,493	1,181,974

10 CALCULATING THE COMPOSITE SCORE

	NOTE	CONSOLIDATED 2024 \$'000	UNIVERSITY 2024 \$'000	
PRIMARY RESERVE RATIO				
Expendable Net Assets		23,679	(129,068)	
Total expenses and losses without Donor Restrictions		533,971	470,508	
Ratio		0.0443	-0.2743	
EQUITY RATIO				
Modified Net Assets		1,156,843	997,624	
Modified assets		1,421,022	1,275,117	
Ratio		0.8141	0.7824	
NET INCOME RATIO				
Change in Net Assets without Donor Restrictions		2,874	(4,712)	
Total Revenue and Gains Without Donor Restrictions		536,845	465,796	
Ratio		0.0054	-0.0101	
	RATIO	STRENGTH FACTOR	WEIGHT	COMPOSITE SCORES (CONSOLIDATED)
RATIO (CONSOLIDATED)				
Primary Reserve Ratio	0.0443	0.4435	40%	0.1774
Equity Ratio	0.8141	3.0000	40%	1.2000
Net Income Ratio	0.0054	1.2677	20%	0.2535
				1.6309
TOTAL Composite Score—Rounded				1.6000
RATIO (UNIVERSITY)				
Primary Reserve Ratio	-0.2743	-1.0000	40%	-0.4000
Equity Ratio	0.7824	3.0000	40%	1.2000
Net Income Ratio	-0.0101	0.7471	20%	0.1494
				0.9494
TOTAL Composite Score—Rounded				0.9000



TE PŪRONGO A TE KAIATĀTARI KAUTE MOTUHAKE INDEPENDENT AUDITOR'S REPORT



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TO THE READERS OF TE HERENGA WAKA VICTORIA UNIVERSITY OF WELLINGTON AND GROUP'S FINANCIAL STATEMENTS, STATEMENT OF SERVICE PERFORMANCE AND FINANCIAL RESPONSIBILITY SUPPLEMENTAL SCHEDULE FOR THE YEAR ENDED 31 DECEMBER 2024

The Auditor-General is the auditor of Victoria University of Wellington (the University) and group. The Auditor-General has appointed me, David Borrie, using the staff and resources of Ernst & Young, to carry out the audit of the financial statements and statement of service performance of the University and group on his behalf.

We have also been requested by the University to audit the financial responsibility supplemental schedule it prepared for the Office of the Inspector General – United States Department of Education, under United States Government Federal Regulations.

Opinion

We have audited:

- ▶ the financial statements of the University and group on pages 30 to 60, that comprise the statement of financial position as at 31 December 2024, the statement of comprehensive revenue and expense, statement of changes in equity and statement of cash flows for the year ended on that date and the notes to the financial statements that include accounting policies and other explanatory information; and
- ▶ the statement of service performance of the University and group on pages 10 to 20; and
- ▶ the financial responsibility supplemental schedule on pages 61 to 69.

In our opinion:

- ▶ the financial statements of the University and group:
 - ▶ present fairly, in all material respects:
 - the financial position as at 31 December 2024; and
 - the financial performance and cash flows for the year then ended; and
 - ▶ comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Reporting Standards; and

- ▶ the statement of service performance:
 - ▶ presents fairly, in all material respects, appropriate and meaningful service performance information in accordance with the University and group's measurement bases or evaluation methods, compared with the forecast outcomes included in the Investment Plan and Annual Management Plan for the year ended 31 December 2024; and
 - ▶ complies with generally accepted accounting practice in New Zealand.
- ▶ the financial responsibility supplemental schedule is prepared, in all material respects, in accordance with Section 668.172(a) and Section 2 of Appendix B to Subpart L of Part 668 of Chapter VI of Subtitle B of Title 34 of the Code of Federal Regulations of the United States Government Federal Regulations.

Our audit was completed on 31 March 2025. This is the date at which our opinion is expressed.

The basis for our opinion is explained below. In addition, we outline the responsibilities of the Council and our responsibilities relating to the financial statements and the statement of service performance, we comment on other information, and we explain our independence.

Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those that, in our professional judgement, were of most significance in our audit of the financial statements and statement of service performance for the current year. These matters were addressed in the context of our audit of the financial statements and statement of service performance as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the responsibilities of the auditor for the audit of the financial statements and statement of service performance section of the audit report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements and statement of service performance. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements and statement of service performance.

Student enrolment, academic results and related Government funding revenue

WHY SIGNIFICANT	HOW OUR AUDIT ADDRESSED THE KEY AUDIT MATTER
<p>The core function of the University is to deliver tertiary education to students at a consistently high level of academic quality.</p> <p>The University recognised \$168.8m of teaching related Government funding revenue, received through the Tertiary Education Commission (TEC), the quantum of which is based on equivalent full-time student enrolments (EFTS) and retention and achievement results.</p> <p>The University reports its actual achievement against enrolment, retention and achievement targets in the statement of service performance. Due to the significance of student enrolment, retention and academic results in assessing the University's overall performance for the period, we view the University's reporting of EFTS, retention and achievement results and the related Government funding revenue as a key audit matter.</p> <p>Disclosures related to government grant revenue are included in Note 2 to the financial statements and information regarding EFTS and student retention and achievement is included in the statement of service performance.</p>	<p>In obtaining our audit evidence we:</p> <ul style="list-style-type: none"> ▶ understood the University's key processes, systems and controls to record accurate EFTS and student achievement performance information; ▶ used our professional judgement to select performance measures relating to student achievement and retention that in our view are significant in terms of assessing the University's performance in the period. Our testing was focused on assessing the accuracy of reported performance against these selected measures; ▶ tested, on a sample basis, controls relevant to the Student Management System from which the reported enrolment, retention and achievement data is extracted; ▶ tested a sample of student enrolments and withdrawals and their recognition within the Student Management System to assess whether EFTS numbers and student achievement have been accurately reported; ▶ tested reported student achievement, on a sample basis, to academic records; ▶ compared the University's actual EFTS results against target EFTS in the Investment Plan agreed with TEC and sought to understand significant variances; ▶ reviewed correspondence and verified a sample of remittances from TEC to assess the appropriateness of Government funding revenue recorded in the financial statements; ▶ compared recorded Government funding revenue with the University's Investment Plan and sought to understand any significant variances; and ▶ considered Government funding revenue financial statement disclosures and the presentation of student enrolment, achievement and retention information in the statement of service performance for compliance with PBE IPSAS 23: Revenue from Non-Exchange Transactions and PBE FRS 48: Service Performance Reporting. <p>We considered the results of the procedures above satisfactory in forming our opinion on the financial statements and statement of service performance as a whole.</p>



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Responsibilities of the Council for the financial statements and the statement of service performance

The Council is responsible on behalf of the University and group for preparing financial statements that are fairly presented and that comply with generally accepted accounting practice in New Zealand.

The Council is also responsible on behalf of the University and group for preparing a statement of service performance that is fairly presented and that complies with generally accepted accounting practice in New Zealand.

The Council is responsible for such internal control as it determines is necessary to enable it to prepare financial statements and a statement of service performance that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements and the statement of service performance, the Council is responsible on behalf of the University and group for assessing the University and group's ability to continue as a going concern. The Council is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the Council intends to liquidate the University and group or to cease operations, or has no realistic alternative but to do so.

The Council's responsibilities arise from the Education and Training Act 2020 and the Crown Entities Act 2004.

The Council is also responsible on behalf of the University and group for preparing the financial responsibility supplemental schedule in compliance with the requirements of Section 668.172(a) and Section 2 of Appendix B to Subpart L of Part 668 of Chapter VI of Subtitle B of Title 34 of the Code of Federal Regulations of the US Government. These requirements include:

- ▶ Each item in the supplemental schedule must have a reference to the statement of financial position, statement of comprehensive revenue and expense, or notes to the financial statements.
- ▶ The amount entered in the supplemental schedule should tie directly to a line item, be part of a line item (if part of a line item it must also include a note disclosure of the actual amount), or a note to the financial statements.
- ▶ Calculation of the specified ratios and composite scores.

Responsibilities of the auditor for the audit of the financial statements and the statement of service performance

Our objectives are to obtain reasonable assurance about whether the financial statements and the statement of service performance, as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Our responsibility is also to audit the financial responsibility supplemental schedule required by Section 668.172(a) and Section 2 of Appendix B to Subpart L of Part 668 of Chapter VI of Subtitle B of Title 34 of the Code of Federal Regulations of the US Government. Our audit included:

- ▶ Agreeing each item in the supplemental schedule to the reference in the audited statement of financial position, statement of comprehensive revenue and expense, or notes to the financial statements.
- ▶ Reconciling the amounts in the supplemental schedule to the notes to the supplemental schedule.
- ▶ Agreeing the amounts in the notes to the supplemental schedule to the applicable line items and/or notes to the audited financial statements.
- ▶ Re-performing the calculations of the ratios specified in the notes to the supplemental schedule.
- ▶ Re-performing the mathematical accuracy of the composite scores.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers taken on the basis of these financial statements and statement of service performance.

For the budget information reported in the financial statements and the statement of service performance, our procedures were limited to checking that the information agreed to the University and group's Council approved budget for the financial statements and the Investment Plan for the statement of service performance.

We did not evaluate the security and controls over the electronic publication of the financial statements and the statement of service performance.

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- ▶ We identify and assess the risks of material misstatement of the financial statements and the statement of service performance, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▶ We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University and group's internal control.
- ▶ We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council.
- ▶ We evaluate the appropriateness and meaningfulness of the reported performance information within the University's framework for reporting its performance.
- ▶ We evaluate whether the service performance information is prepared in accordance with the University's measurement bases or evaluation methods, in accordance with generally accepted accounting practice in New Zealand.
- ▶ We conclude on the appropriateness of the use of the going concern basis of accounting by the Council and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University and group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements and the statement of service performance or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the University and group to cease to continue as a going concern.
- ▶ We evaluate the overall presentation, structure and content of the financial statements and the statement of service performance, including the disclosures, and whether the financial statements and the statement of service performance represent the underlying transactions and events in a manner that achieves fair presentation.
- ▶ We obtain sufficient appropriate audit evidence regarding the financial statements and the statement of service performance of the entities or business activities within the group to express an opinion on the consolidated financial statements and the consolidated

statement of service performance. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Our responsibilities arise from the Public Audit Act 2001.

Other information

The Council is responsible for the other information. The other information comprises the information included on pages 1 to 9, 21 to 29, 75 to 79, but does not include the financial statements and the statement of service performance, and our auditor's report thereon.

Our opinion on the financial statements and the statement of service performance does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the financial statements and the statement of service performance, our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the financial statements and the statement of service performance or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independence

We are independent of the University and group in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1 *International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand)* (PES 1) issued by the New Zealand Auditing and Assurance Standards Board.

Other than the audit, we have no relationship with or interests in the University or any of its subsidiaries.



David Borrie

Ernst & Young
On behalf of the Auditor-General
Wellington, New Zealand





REMUNERATION OF EMPLOYEES

The number of employees whose income was within the specified bands are as follows:

REMUNERATION RANGE	2024	2023
\$100,000 – \$109,999	200	196
\$110,000 – \$119,999	168	159
\$120,000 – \$129,999	150	140
\$130,000 – \$139,999	113	130
\$140,000 – \$149,999	131	119
\$150,000 – \$159,999	94	77
\$160,000 – \$169,999	55	73
\$170,000 – \$179,999	46	49
\$180,000 – \$189,999	45	43
\$190,000 – \$199,999	31	27
\$200,000 – \$209,999	19	19
\$210,000 – \$219,999	13	9
\$220,000 – \$229,999	7	13
\$230,000 – \$239,999	19	20
\$240,000 – \$249,999	11	10
\$250,000 – \$259,999	7	2
\$260,000 – \$269,999	6	5
\$270,000 – \$279,999	1	2
\$280,000 – \$289,999	0	4
\$290,000 – \$299,999	4	3
\$300,000 – \$309,999	6	2
\$310,000 – \$319,999	0	4
\$320,000 – \$329,999	1	0
\$330,000 – \$339,999	3	3
\$340,000 – \$349,999	1	2
\$350,000 – \$359,999	0	1
\$360,000 – \$369,999	0	1
\$370,000 – \$379,999	0	2
\$380,000 – \$389,999	1	1
\$390,000 – \$399,999	1	2
\$400,000 – \$409,999	1	0
\$420,000 – \$429,999	2	0
\$460,000 – \$469,999	1	1
\$570,000 – \$579,999	0	1
\$600,000 plus	1	0

TE RŪNANGA COUNCIL 2024



Back row from left: William Bell-Purchas, David McLean, James Te Puni, Secretary to Council Caroline Ward, Professor Richard Arnold, Professor Brigitte Bönisch-Brednich, David Smol.

Front row from left: Kelly Mitchell, Vice-Chancellor Professor Nic Smith, Pro-Chancellor Hon. Maryan Street, Chancellor John Allen, Pania Gray, Alan Judge.

Meetings and payments

The payments to Council members listed below include attendance at Council and committee meetings during 2024. The Vice-Chancellor, Professor Nic Smith, is not eligible to receive fee payments.

NAME	COUNCIL MEETINGS		COMMITTEE MEETINGS		PAYMENT (\$)
	ELIGIBLE TO ATTEND	ATTENDED	ELIGIBLE TO ATTEND	ATTENDED	
John Allen	9	9	17	13	43,113
Richard Arnold	9	8	7	7	21,560
William Bell-Purchas	9	9	5	5	21,560
Brigitte Bönisch-Brednich	9	9	5	3	21,560
Pania Gray	9	8	5	5	22,296
Alan Judge	9	9	7	7	23,216
David McLean	9	8	7	4	21,560
Kelly Mitchell	9	9	12	10	21,560
Cath Nesus (until June)	5	3	5	5	11,072
Nic Smith	9	9	18	16	N/A
David Smol (from July)	4	3	5	4	11,040
Hon. Maryan Street	9	9	20	17	26,923
James Te Puni	9	7	7	3	21,560

Disclosures—Council 2024

John Allen

- ▶ Chair, Be. Accessible Charitable Trust (until February 2024)
- ▶ Chief Executive, WellingtonNZ
- ▶ Board Member, Koi Tu, Centre for Informed Futures at Auckland University
- ▶ Director, Wellington Uni-Professional
- ▶ Director, Creative HQ (until October 2024)
- ▶ Trustee, Victoria University of Wellington Foundation
- ▶ Chair, Barnardos New Zealand
- ▶ University Advisory Group (since April 2024)

Professor Richard Arnold

- ▶ Member, Tertiary Education Union

William Bell-Purchas

- ▶ Employee, Parliamentary Services

Pania Gray (Ngāpuhi)

- ▶ Managing Director, Korora Consulting
- ▶ Deputy Chair, New Zealand Qualifications Authority (until September 2024)
- ▶ Board Member, New Zealand Film Commission
- ▶ Independent Chair, Education Services Limited
- ▶ Independent Member, Te Mātāwai Audit & Risk Committee (until September 2024)
- ▶ Independent Member, Ministry of Health Risk & Assurance Committee (until June 2024)

Alan Judge

- ▶ Chair/Shareholder, Aquatx Holdings Ltd (until June 2024)
- ▶ Shareholder, Biotelliga Holdings Ltd
- ▶ Chair, Habit Group Holdings Ltd
- ▶ Trustee, The Dame Malvina Major Foundation
- ▶ Trustee, Victoria University of Wellington Foundation
- ▶ Trustee, Maxwell Fernie Trust

David McLean

- ▶ Trustee, Bibi McLean Trustee Limited
- ▶ Member, National Advisory Council on the Employment of Women
- ▶ Chair/Director, Kiwi Group Capital Ltd
- ▶ Chair, KiwiRail Holdings Ltd (until July 2024)
- ▶ Chair, New Zealand Railways Corporation (until September 2024)
- ▶ Chair, NZ Memoria Trust (February 2024)
- ▶ Director, Wheel Holdings Pty Limited (from September 2024)

Kelly Mitchell (Ngāti Māhanga)

- ▶ Committee Member, Youth Movement Fund Aotearoa
- ▶ Member, Tertiary Education Union

Professor Nic Smith

- ▶ Adjunct Professor, Queensland University of Technology
- ▶ Visiting Professor, University of Auckland
- ▶ Trustee, Victoria University of Wellington Foundation
- ▶ Director, New Zealand School of Music Limited

David Smol

- ▶ Director, Contact Energy
- ▶ Director, Cooperative Bank
- ▶ Chair, GNS
- ▶ Board Member, New Zealand Transport Authority
- ▶ Chair, Ministry of Social Development Audit & Risk Committee
- ▶ Chair, Department of Internal Affairs External Advisory Committee
- ▶ Member, Ministry of Housing and Urban Development Strategic Advisory Committee
- ▶ Director, Rimu Road Consulting Ltd
- ▶ Director, Tait Communications (from September 2024)
- ▶ Chair, Victoria Link Ltd

Hon. Maryan Street

- ▶ Director, KiwiRail Holdings Ltd (until July 2024)

James Te Puni (Ngāti Porou)

- ▶ Chair, Barnardos New Zealand
- ▶ Kaiwhakahaere Matua/CEO, Te Ahuru Mowai
- ▶ Director, Switched On Group
- ▶ Trustee, Waikanae Christian Holiday Park
- ▶ Director/Shareholder, Titahi Ltd

Nothing to disclose

Professor Brigitte Bönisch-Brednich



TE HIWA 2024



From left: Director of the Office of the Vice-Chancellor Reece Moors, Deputy Vice-Chancellor (Students) Dr Logan Bannister, Provost Professor Bryony James, Vice-Chancellor Professor Nic Smith, Chief Financial Officer Rachel Bruce, Deputy Vice-Chancellor (Academic) Professor Robyn Longhurst, Deputy Vice-Chancellor (Māori and Engagement) Professor Rawinia Higgins, Chief Operating Officer Tina Wakefield, Deputy Vice-Chancellor (Research) Professor Margaret Hyland, Director, People and Capability Mark Daldorf, Executive Assistant and VC Office Manager Vicki Faint.

Disclosures—Te Hiwa 2024

Current Te Hiwa Members:

Rachel Bruce

- ▶ Trustee, The Research Trust of Victoria University of Wellington (from September 2024)

Mark Daldorf

- ▶ Director, The Rise 2008 Ltd
- ▶ Trustee, Jinju Family Trust
- ▶ Director, Edgewater Dive and Spa Resort
- ▶ Panel Member, EFMD EQUIS Accreditation Peer Review

Professor Rawinia Higgins (Tūhoe)

- ▶ Board Member, Waitangi Tribunal
- ▶ Board member, Nga Pae o te Maramatanga, Centre of Research Excellence
- ▶ Chair, Te Taura Whiri I te Reo (Maori Language Commission)
- ▶ Member, UN Global Taskforce
- ▶ Member, Te Hapai 6-Maori Advisory Board for Te Kawa Mataaho—Public Service Commission
- ▶ Board Member, Reserve Bank of New Zealand
- ▶ Director, Wellington Uni-Professional Ltd

Professor Margaret Hyland

- ▶ Director, Victoria Link Ltd
- ▶ Director, Cirrus Materials Science Limited
- ▶ Director, NIWA
- ▶ Trustee, Karori Sanctuary Trust trading as Zealandia Te Mara a Tane
- ▶ Advisory Member, Scion Crown Research Institute
- ▶ Chair, The Research Trust of Victoria University of Wellington

Professor Bryony James

- ▶ Trustee, The Research Trust of Victoria University of Wellington
- ▶ Director, Victoria Link Ltd
- ▶ Director, Wellington Uni-Professional Ltd

Reece Moors

- ▶ Director, Top 500 Club International Ltd (not active)
- ▶ Director/Shareholder, R M Consulting Ltd
- ▶ Board Advisor, SfTI National Science Challenge (until June 2024)

Professor Nic Smith

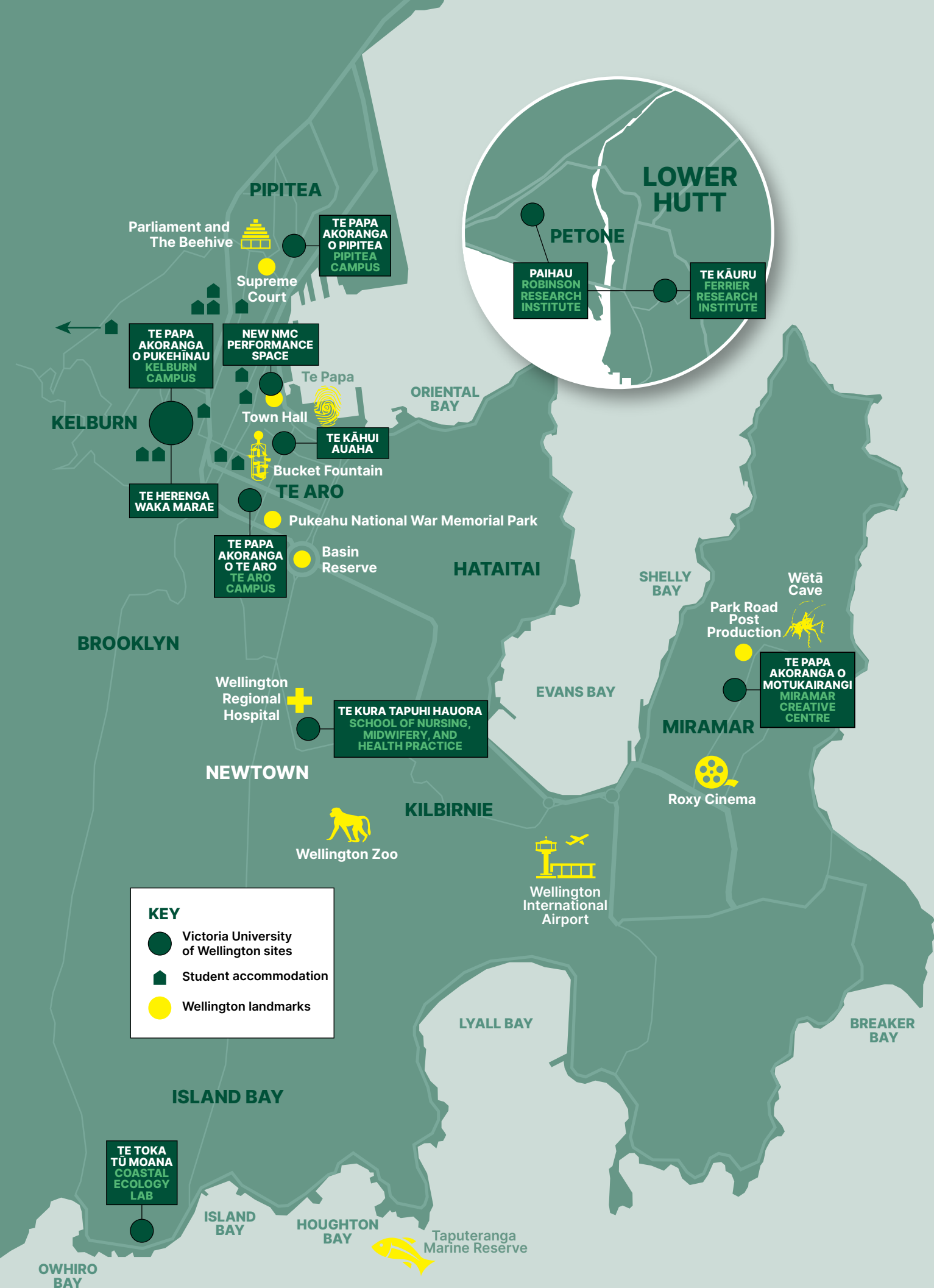
- ▶ Director, New Zealand School of Music Limited
- ▶ Trustee, Victoria University of Wellington Foundation
- ▶ Council Member, Victoria University of Wellington

Tina Wakefield

- ▶ Reviewer, Gateway Reviewer for Treasury for NZ Government Projects
 - ▶ Trustee, Victoria University School of Government (February 2024)
 - ▶ Trustee, Fale Malae Trust (June 2024)
-

Nothing to disclose**Dr Logan Bannister****Professor Robyn Longhurst****Vicki Faint**





Parliament and
The Beehive

PIPITEA

TE PAPA
AKORANGA
O PIPITEA
PIPITEA
CAMPUS

Supreme
Court

TE PAPA
AKORANGA
O PUKEHINAU
KELBURN
CAMPUS

NEW NMC
PERFORMANCE
SPACE

Te Papa

Town Hall

TE KĀHUI
AUAHA

Bucket Fountain

TE ARO

Pukeahu National War Memorial Park

TE PAPA
AKORANGA
O TE ARO
TE ARO
CAMPUS

Basin
Reserve

HATAITAI

BROOKLYN

Wellington
Regional
Hospital

TE KURA TAPUHI HAUORA
SCHOOL OF NURSING,
MIDWIFERY, AND
HEALTH PRACTICE

NEWTOWN

Wellington Zoo

EVANS BAY

SHELLY BAY

Wētā
Cave

Park Road
Post
Production

TE PAPA
AKORANGA O
MOTUKAIRANGI
MIRAMAR
CREATIVE
CENTRE

MIRAMAR

Roxy Cinema

Wellington
International
Airport

KILBURNIE

LYALL BAY

BREAKER
BAY

ISLAND BAY

TE TOKA
TŪ MOANA
COASTAL
ECOLOGY
LAB

ISLAND
BAY

HOUGHTON
BAY

Taputeranga
Marine Reserve

OWHIRO
BAY

