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PŪHORO CHARITABLE TRUST

2023-2024

ANNUAL REPORT

Tēnei te waka e kawē ana i te reo pōhiri e tau nei
He waka eke noa
He waka kotahi
He waka mō ngā rangatira o āpōpō

Behold the canoe has landed, one that
carries and beckons for paddlers
The canoe for all
The canoe that unites
The canoe for tomorrow's leaders.

Māia te Mātauranga,
Pūhoro haka



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Foreword

He mihi: Te Kāhui Poari

9(2)(a)

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Emerging from a period of change, Pūhoro has become grounded in its mission and vision. A refreshed strategic direction has enabled the kaupapa to continue on a growth trajectory, while being innovative in our approach to leading Māori STEMM success.

We have witnessed much of the foundational work laid down in 2023/24 come to life, which has allowed us to welcome two new regions, 19 new schools, and 750 new taura. Our partnership portfolio has expanded into new areas, and our operating model now includes a research arm, all of which are critical in ensuring the kaupapa remains sustainable. Sustainability has been at the forefront of our priorities, and we are confident in our financial position and our projections for ongoing growth, both of which are reinforced by impact reporting that brings Pūhoro's economic influence to life.

It is important we acknowledge our kaimahi, who have remained steadfast through this period of change while staying agile and resilient in their approach to the evolving needs of the organisation, our rangatahi, the education sector, and STEMM industries.

This year, our board went through some changes, farewelling Dr Meika (Te Ātiawa, Ngāti Mutunga) as Trustee. Dr Meika served in this capacity since the inception of our Charitable Trust, and her expertise and wealth of knowledge in STEMM have helped guide our strategic direction and develop our kaupapa over the years.

Jymal Morgan (Ngāi Tahu, Te Whakatōhea) has joined our board as a new Trustee. Jymal is passionate about advancing Aotearoa's social, cultural, and economic prosperity. He is an experienced executive with over 15 years of contribution to science, research, and innovation. Jymal has built a career working alongside Māori organisations at the interface of the wider economy to create sustainable futures, and we know the kaupapa will benefit immensely from his expertise.

We move with confidence into the new year and look forward to seeing more rangatahi Māori, guided by their unique Māori worldview, become leaders in STEMM and role models for generations to come.

Robin Hapi (CNZM) & Dr. Will Edwards (ONZM) - Co-Chairs

Growth and sustainability have been at the forefront for Pūhoro over the past year. As the kaupapa has matured, we have been fortunate to focus on expansion across new regions, programmes, and partnerships.

As part of this growth, we welcomed two new rōpū of tauira from the Whanganui and Horowhenua/Kāpiti regions. These new areas were a natural progression for Pūhoro, given their prior engagement with our kaupapa and their high concentration of rangatahi Māori. Through this expansion, and growth in our existing regions, we are now supporting more than 2,600 rangatahi. This growth has been made possible by the continued commitment of the Ministry of Education. With Māori projected to make up 20% of our population by 2040, it is increasingly important that our kaupapa expands its model of support.

This past year, we also welcomed a new research arm to the Pūhoro team. As successful recipients of the Ministry of Business, Innovation, and Employment's He Aka Ka Toro research fund, we were able to bring on board leading Māori researchers, Dr Margaret Forster and Dr Felicity Ware. Their research will create opportunities for rangatahi to collaborate with local community practitioners, broadening their understanding of mātauranga and exploring its contemporary applications in STEMM spaces. The objective is to prepare rangatahi to revolutionise the sector and develop solutions that improve the lives of their whānau and communities.

To achieve our vision of supporting 6,000 rangatahi by 2027, we must diversify both our programme of work and our partnerships. This will ensure a range of avenues and pathways for Pūhoro rangatahi to enter into STEMM careers and will create long-term sustainability for our organisation.

We are proud to have partnered with leading global STEM organisations, Fonterra and Trimble. Pūhoro also officially partnered with AgResearch, a Crown Research Institute, Engineering NZ, through the Matatā initiative, and Ngā Tāngata Tiaki o Whanganui, a Whanganui iwi collective that has been instrumental in our expansion into this region.

Wānanga continue to be a highlight of our calendar and are growing year on year. We are now delivering wānanga across 10 different locations each term. Last year, our wānanga were attended by 3,210 high school students, with 19 external partners participating in 37 sessions over 26 days.

Of note our long-standing partnerships with the Our Land and Water and High-Value Nutrition National Science Challenges have naturally ended, and we want to acknowledge the legacy of support they have provided Pūhoro, which has enabled us to grow and develop into what we are today.





As the National Science Challenges conclude, it is vital that we consider how we can contribute to the new science system landscape which will be implemented in due course, thus ensuring that Māori representation and Māori workforce development in the sciences remains a critical priority.

Kemp Reweti - Manahautū CE

As Pūhoro's strategic framework enters its second year, it continues to serve as the pivotal guideline that ensures our rangatahi remain at the heart of everything we do.

Building on the foundation laid in 2023, the evolution of this framework strengthens our confidence in decision-making, aligning our programmes of work to our core purpose.

Each programme and partnership have been designed to connect back to our overarching mission, vision, and values, ensuring that we remain steadfast in our commitment to empowering Māori youth in STEMM pathways. This clarity enables us to stay on course as we work toward our long-term goals and the continued success of our rangatahi.

This year, we continued to realise our strategic vision of 'Leading Māori STEMM success' by expanding into new regions, schools, and cohorts; offering fresh STEMM experiences through Wānanga Pūrau and excursions; removing barriers through scholarships and high school transition workshops; and building on our existing programmes, solidifying Pūhoro's role as a transformative force in the STEMM landscape.

**“Uhi tū, Uhi pae
Uhi tapu hei aha
Hei whakarei i ngā tohū rangatira”**

“With the chisels of
Te Urunga Tū
Te Urunga Pae
and Te Urunga Tapu
We will carve out the markings of a chief”

9(2)(a)



Tauheretanga



Ūkaipōtanga



Māuitanga



Ngākau Pono

OUR VISION

Leading Māori STEMM success

OUR PURPOSE

Growing a leading Māori STEMM community guided by their unique Māori worldview

OUR VALUES

Tauheretanga

We build meaningful and purposeful relationships to support collective impact

Ūkaipōtanga

We work to ensure Māori have a strong sense of belonging in STEMM

Māuitanga

We encourage curiosity and innovation to create opportunities for social, cultural and economic impact

Ngākau Pono

We act with sincerity and are guided by good practice in governance, management and all our relationships

New Partner Spotlights

Fonterra, Ngā Tangata Tiaki o Whanganui,
AgResearch, Engineering NZ Foundation

In a move towards fostering diversity and inclusivity in STEMM fields, Fonterra, Aotearoa's largest dairy co-operative joined our partnership whānau.

This partnership enhances Māori representation in STEMM careers within Fonterra, building upon the successful groundwork laid by the existing collaboration between Pūhoro and the Palmerston North based, Fonterra Research and Development Centre (FRDC).

The aim of the partnership is to augment Māori representation across Fonterra's Early Careers pathways, including graduate programmes and apprenticeships.

Pūhoro rangatahi will be connected into new pathways with one of the largest companies in Aotearoa, paving the way to a fulfilling career.

Rangatahi will be exposed to opportunities with Fonterra from as early as Year 11. Since the formation of the partnership, Fonterra has run Wānanga workshops, and held site visits at their research and development centre based in Palmerston North, and provided scholarship and graduate employment opportunities.

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We have continued to build off our existing partnership with AgResearch, solidifying our relationship through the signing of a new agreement in 2023.

AgResearch is a Crown Research Institute who are responsible for delivering innovative science and research outcomes specifically for the agricultural sector. As a community centric kaupapa, they acknowledge the value of fresh young minds with new energy and ideas, particularly from a Te Ao Māori lens, which ultimately led to the desire to more formally partner together.

This formal partnership will enable AgResearch to offer more STEMM opportunities for Pūhoro rangatahi, scholarships, career networks and meaningful opportunities in the sector.

A new partnership with Ngā Tangata Tiaki o Whanganui has enabled Pūhoro to expand its Te Urunga Tū (high school phase) kaupapa into the new region of Whanganui. The expansion will see Pūhoro work with more than 80 rangatahi Māori across 6 high schools, delivering targeted STEM support through in-school sessions, termly wānanga and networking and mentoring opportunities.

Through this iwi collective partnership, Pūhoro can ensure our delivery model is relevant to the unique needs of these rangatahi. Te Whawhaki, the development arm of Ngā Tangata Tiaki o Whanganui, has worked with Pūhoro to create opportunities for rangatahi to engage in STEMM in a way that is targeted and connects back to their whakapapa.

Ngā Tangata Tiaki o Whanganui are eager to provide new experiences for their rangatahi to develop and grow, ensuring they are equipped with the skills to navigate an ever-changing world. This is emphasised through their commitment to STEMM in maintaining and strengthening the health and wellbeing of Te Awa Tupua.

The Matatā Initiative, set up in the Engineering NZ Foundation, was created through the generosity of Dick Earle and his late wife Mary. The initiative aspires to support more Māori and pasifika young people into professional careers in engineering and technology.

Pūhoro was successful in becoming a partner of the Engineering NZ Foundation, to support rangatahi through the Matatā initiative. Enabling Pūhoro to run Wānanga Pūrau, the initiative will also result in key tutoring being made available for rangatahi who are to pursue higher education in engineering. Furthermore, the initiative will create opportunities for scholarships as well as important introductions into the professional engineering network, in industry and universities.

This year, Pūhoro secured funding from the newly established He Aka Ka Toro initiative. This fund, managed by the Ministry of Business, Innovation and Employment, is dedicated to empowering iwi, hapū, and hāpori to strengthen their internal capabilities in engaging with Māori knowledge within their rohe, where it is actively practised by local experts and practitioners.

This opportunity for Pūhoro enables us to further develop an evidence-driven approach to nurturing the next wave of STEMM professionals, deeply rooted in mātauranga. The research will create pathways for rangatahi to engage with community experts, broadening their comprehension of mātauranga and exploring its modern-day relevance in STEMM fields.

Our aim is to equip rangatahi with the skills to innovate within the sector and create solutions that positively impact their whānau and communities.

To help realise this innovation, we have brought on 9(2)(a) and Dr 9(2)(a) into the team, two esteemed Māori researchers, both of whom have substantial experience in higher education, to lead this initiative.

9(2)(a), who hails from Rongomaiwahine and Ngāti Kahungunu ki Te Wairoa, is a Māori scientist with expertise in kaitiakitanga and tauheretanga.

9(2)(a), of Ngāpuhi descent, is an authority on rangatahi research, Māori parenting, and hauora.

Their combined experience in working with Māori communities and bridging the gap between mātauranga and science positions us to make a lasting impact on how we shape future STEMM leaders.

This project represents a critical advancement in ensuring Pūhoro's long-term sustainability and its ability to swiftly adapt in preparing our rangatahi for the future demands of STEMM. Additionally, it plays a key role in fulfilling a strategic priority, driving transformational change and pioneering new opportunities for Māori within STEMM.

9(2)(a)

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Pūhoro is a provider for the regionally-allocated Professional Learning & Development (PLD) programme through the Ministry of Education. This initiative supports the professional learning needs of kaiako in kura, kāhui Ako, and school clusters. The programme ensures education aligns with the diverse needs of ākonga, enhancing the quality of teaching and leadership they receive.

As a PLD facilitator, Pūhoro has delivered workshops to Kura Kaupapa Māori, with the primary goal of developing and elevating the STEMM curriculum in relation to NCEA Level 1 under both the New Zealand Curriculum and Te Marautanga o Aotearoa.

Ani Ruwhiu, Pou Mātauranga (Senior Advisor Māori Medium), and Apiata Tipene, Pou Tikanga (Senior Māori Advisor), have been accredited as Pūhoro's facilitators by the Ministry of Education. They will provide students with enhanced opportunities to explore mātauranga Māori with a focus on STEMM knowledge and understandings.

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9(2)(a)

In 2023 we developed a collection of STEMM posters that reinforce the way these disciplines are inherently interwoven through Te Ao Māori. The posters acknowledge the evolution of our tūpuna who used the key principles of STEM to discover, develop, create, evolve, overcome and exist under the challenging environmental conditions they had to navigate. These posters were disseminated for display to Pūhoro partner schools.

The posters also reinforce our choice to include the extra M for mātauranga Māori in STEMM, not to state that mātauranga Māori belongs with STEM, but to categorically declare, that STEM exists within mātauranga.

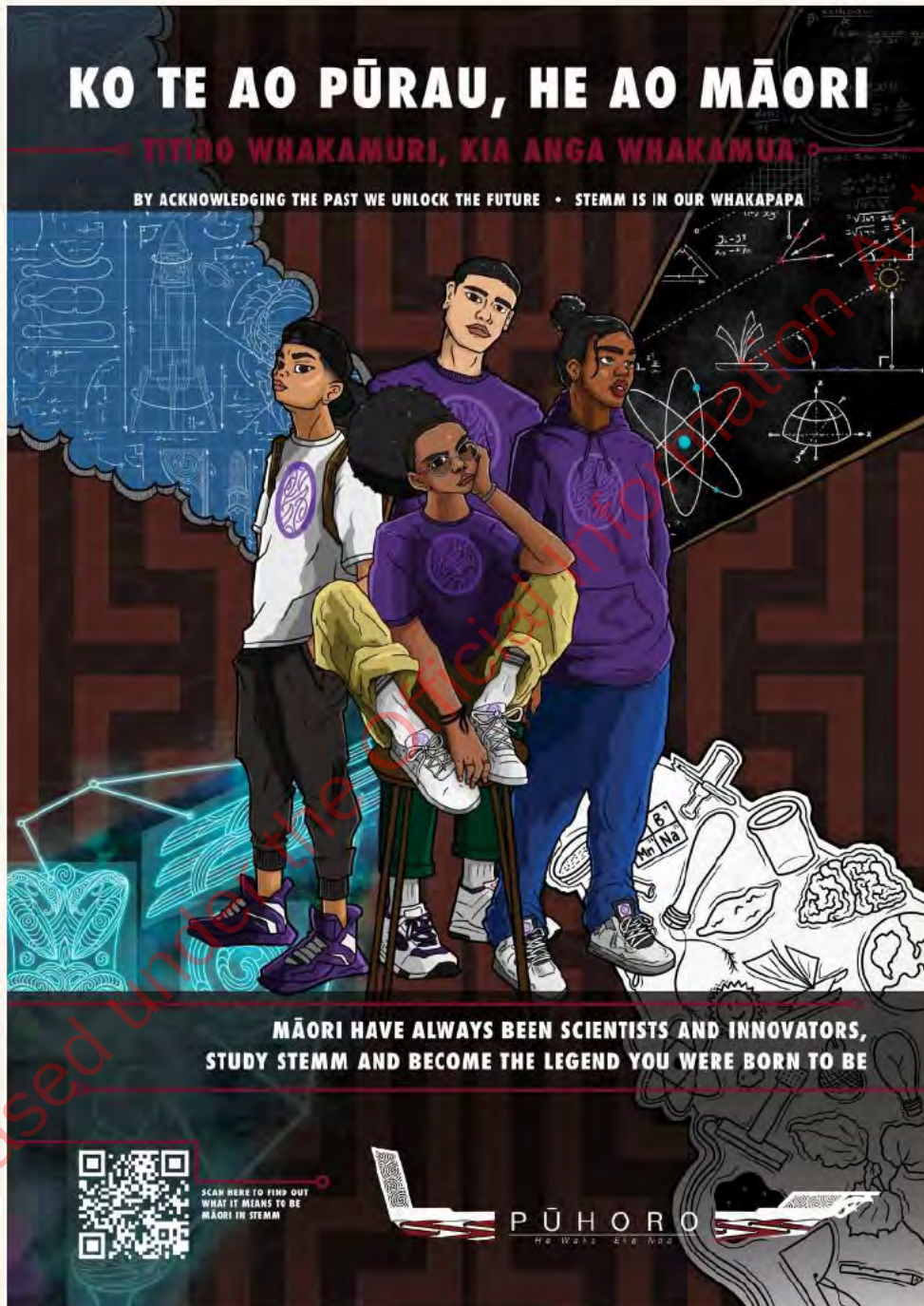
SCIENCE: Māori science was rooted in observation, intuition, innovation and a deep connection with nature and the environment. This scientific approach is what led to practices such as rongoā (medicine and healing), mātai arorangi (astronomy), mātai huarere (meteorology), ahuwheua (agriculture) and ahumāra (horticulture) becoming part of everyday life for Māori.

TECHNOLOGY: Technology traditionally showcased the ingenuity and innovativeness of Māori. Māori were able to create tools that reflected their deep understanding of the environment, natural resources and sustainability. In acknowledging these traditional practices, we can adapt and apply them in the development of new technologies to create more thoughtful and environmentally sustainable approaches.

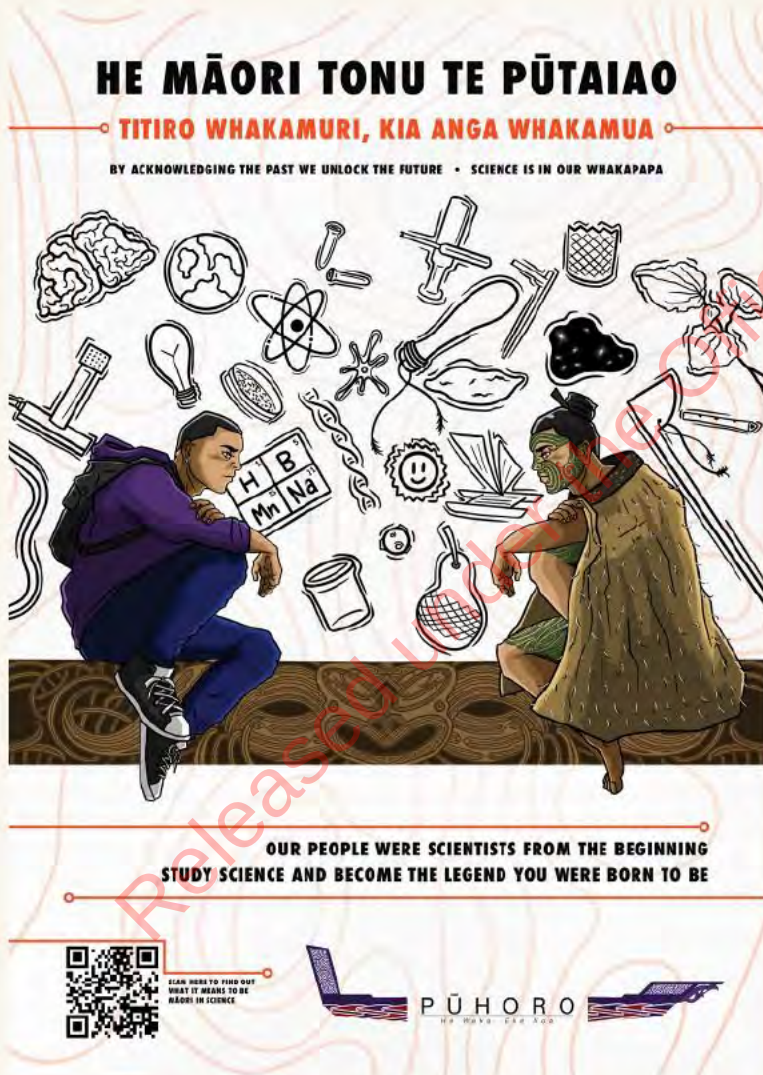
ENGINEERING: Traditional Māori engineering showcased a deep respect for the environment, and ability to harmonise cultural heritage with practical innovation to create functional and durable structures. The construction of pā sites demonstrated knowledge of strategic planning using natural defensive features like ditches and palisades for protection. The degree of engineering used to create structures such as agricultural terraces for cultivation also demonstrated Māori expertise in land management and sustainability.

MATHEMATICS: Māori mathematics includes various numeric systems and geometrical principles. Notably, the understanding of patterns and symmetries within art and design, and the environment, are demonstrated through aspects such as whakairo, kōwhaiwhai, raranga and whatu. Māori also developed numerous counting techniques for practical uses, such as fishing, farming and trading. Navigation, using celestial bodies, showcased Māori ability and understanding of astronomy and geometry, the mathematical concepts applied in the construction of both wharenuī and pā sites highlights Māori expertise in spatial arrangements and measurements.

MĀTAURANGA: Mātauranga Māori refers to collective knowledge systems passed down as taonga tuku iho through the generations that aid how Māori interact with, and connect to, their environments. Mātauranga holds deep knowledge of te taiao, traditional practices, history, genealogy, spirituality, arts and so much more. Mātauranga combines navigation, healing, environmental management and ecological knowledge, with concepts such as whakapapa and tikanga, to help generate deeper connections. However, it is more than just historical knowledge, it is a dynamic body of knowing – always evolving, changing and adapting to the needs of its people. It is also an integral part of the Māori identity, which guides Māori in their actions and decision making processes – connecting our present with our past, with a mind to create a better future.



Mātauranga Māori STEMM Poster



Pūtaiao STEMM Poster
(Science)



Hangarau STEMM Poster
(Technology)

HE MĀORI TONU TE PŪKAHA

• TITIRO WHAKAMURI, KIA ANGA WHAKAMUA •

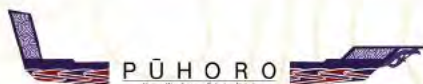
BY ACKNOWLEDGING THE PAST WE UNLOCK THE FUTURE • ENGINEERING IS IN OUR WHAKAPAPA



OUR PEOPLE WERE ENGINEERS FROM THE BEGINNING
STUDY ENGINEERING AND BECOME THE LEGEND YOU WERE BORN TO BE



SCAN HERE TO FIND OUT
WHAT IT MEANS TO BE
MAORI IN ENGINEERING



Pūkaha STEMM Poster
(Engineering)

HE MĀORI TONU TE PĀNGARAU

• TITIRO WHAKAMURI, KIA ANGA WHAKAMUA •

BY ACKNOWLEDGING THE PAST WE UNLOCK THE FUTURE • MATHEMATICS IS IN OUR WHAKAPAPA



OUR PEOPLE WERE MATHEMATICIANS FROM THE BEGINNING
STUDY MATHEMATICS AND BECOME THE LEGEND YOU WERE BORN TO BE



SCAN HERE TO FIND OUT
WHAT IT MEANS TO BE
MAORI IN MATHEMATICS



Pāngarau STEMM Poster
(Mathematics)

Tell us about your journey with Pūhoro:

9(2)(a)

Pūhoro has offered me so many opportunities which have filled my kete mātauranga to now be able to share my learnings and experiences with whānau and others.

What does the future hold for you?

9(2)(a)

I would love to develop Māori frameworks, incorporating mātauranga Māori and rongoā.

What advice do you have for other rangatahi getting into STEMM?

Be true to yourself and your values. Always hold your why near for those days when you feel things start to get heavy. You'll pick yourself up and be reminded of your purpose and continue to strive to get there. Be that tipuna who your future mokopuna will continue to share stories about how you did it.

How has Pūhoro helped you grow as a Māori in STEMM?

Pūhoro has helped me grow immensely, I've been able to attend many different kaupapa and make connections with cool people. I've gained confidence to be able to speak and share my kōrero with others too. I feel more certain about my career pathway in STEMM and the positive impacts this will have for myself, my whānau, my community and my hapū.

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Achievement Data & Impact

Pūhoro Student Achievement

The collection of graphs below highlights Pūhoro's significant impact on student achievement.

All achievement data is externally sourced directly from NZQA, as per our current data Memorandum of Understanding.

How are our rangatahi progressing through NCEA?

Figure 1: 2023 NCEA Certificate and UE Attainment Rates



- NCEA Certificate attainment across Levels 1-3 showed that Pūhoro students not only achieved a higher pass rate than that of Māori nationally, but they also exceed the national achievement pass rates for non-Māori.
- University Entrance (UE) data showed that Pūhoro students achieved a significantly higher attainment rate than that of Māori nationally, and the Pūhoro UE attainment level is only six percentage points lower than the national non-Māori UE attainment rate (45% vs 51%).



Figure 2: NCEA Certificate and UE Attainment for 2021-2023 Cohort



- NCEA pass rates across Levels 1-3 and UE attainment for our latest Year 13 cohort.
- Our most recent Pūhoro cohort achieved their NCEA Levels 1-3 at significantly higher rates than both Māori and non-Māori nationally.

Figure 3: Cumulative Attainment for Numeracy

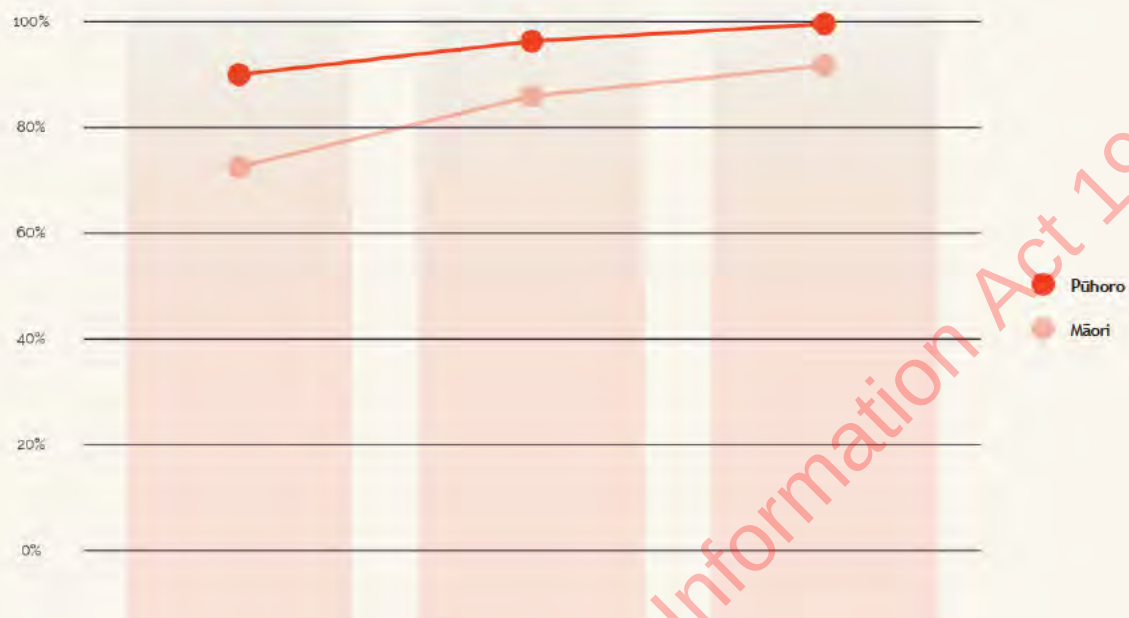


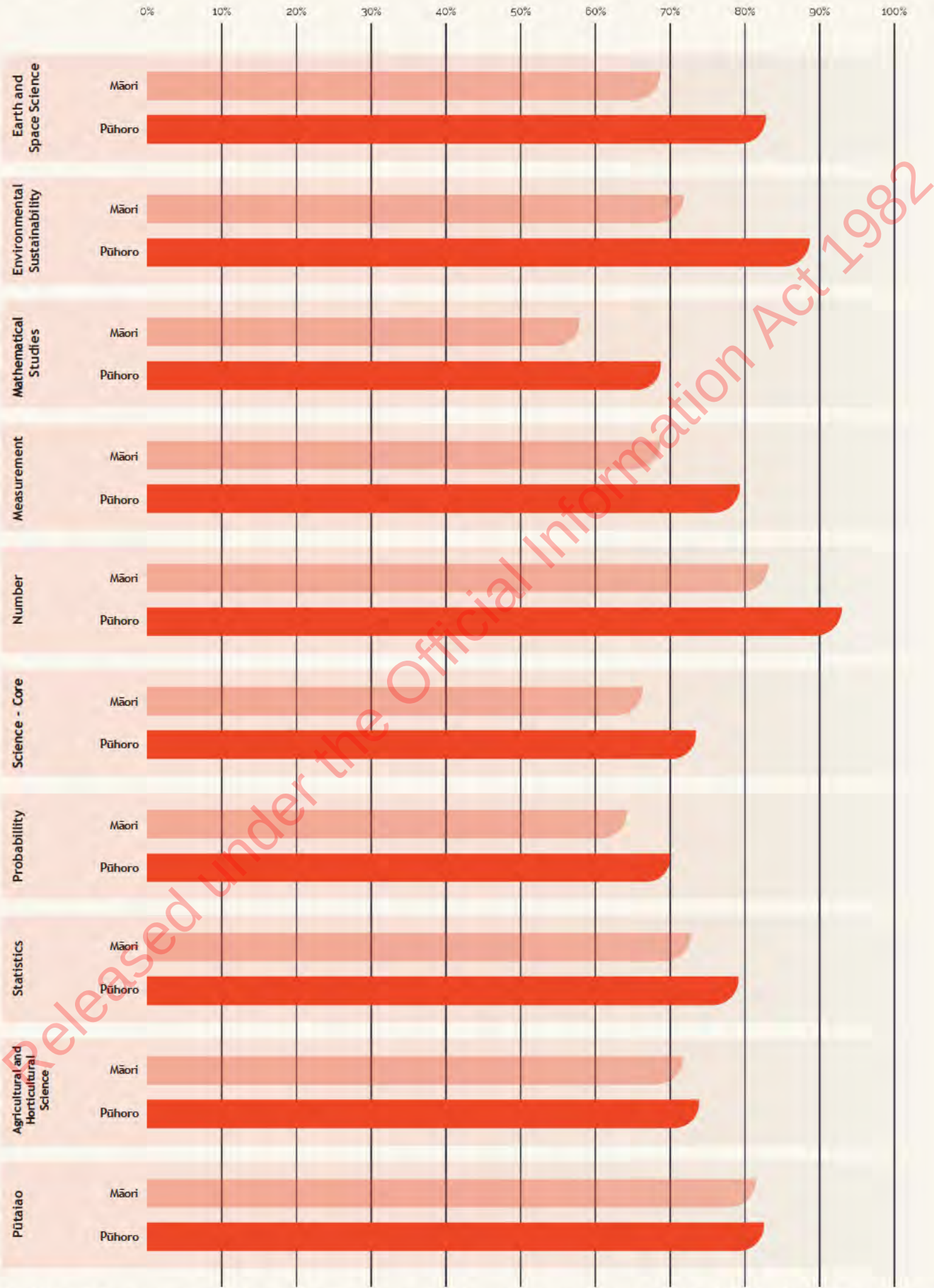
Figure 4: Cumulative Attainment for Literacy



- Pūhoro attainment rates for Numeracy and Literacy far exceed those for Māori nationally.

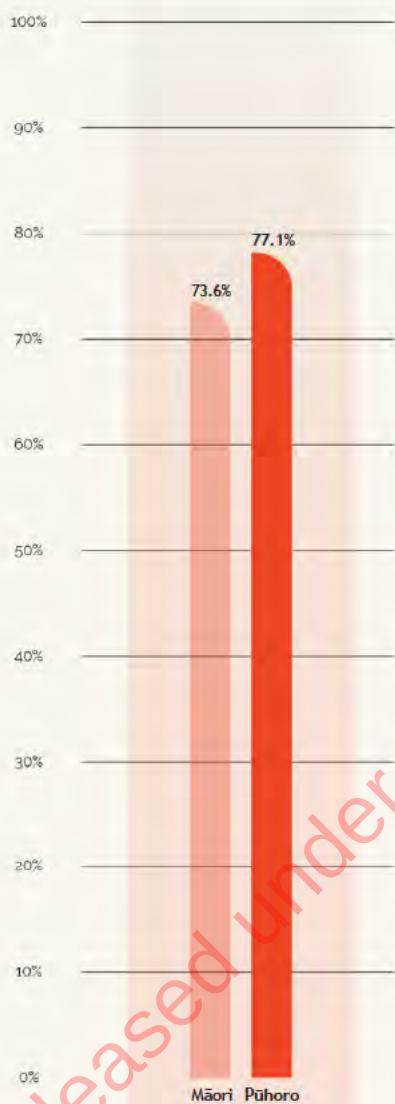
In what subjects did our rangatahi improve by the most?

Figure 5: 2023 Top 10 STEMM Subjects Based on Increase in Subject Pass Rate in Pūhoro Partner Schools



- Significant improvements in pass rates were achieved across a range of subjects by Pūhoro rangatahi within our partner schools, including Core Science, Statistics, and Maths and Environmental related subjects.

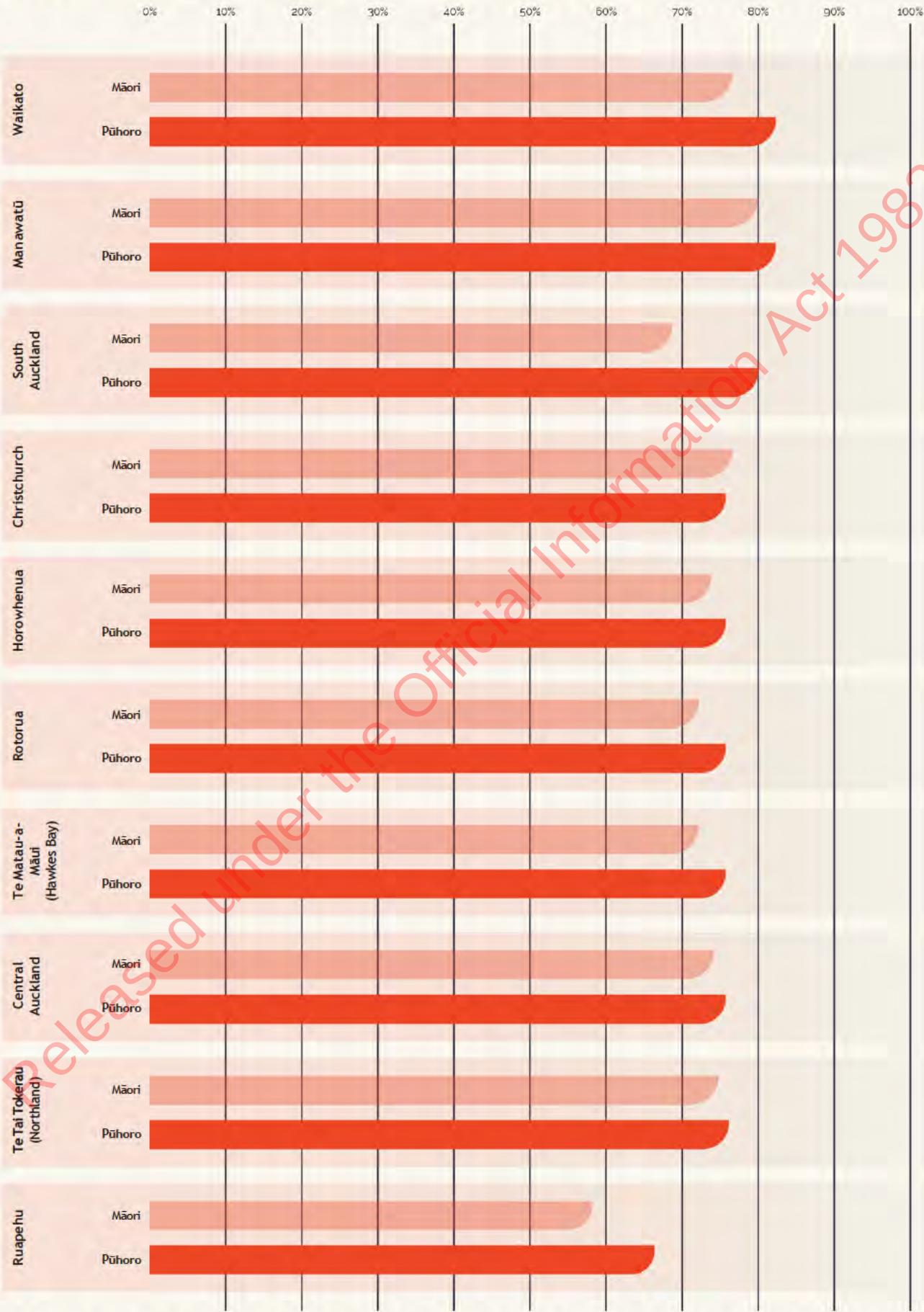
Figure 6: 2023 NCEA STEM Standard Achievement in Pūhoro Partner Schools (overall)



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- Pūhoro students achieved NCEA STEM standards at a higher rate than other Māori rangatahi within the same schools.

Figure 7: 2023 NCEA STEM Standard Achievement in Pūhoro Partner Schools (by region)



- At a regional level, Pūhoro rangatahi NCEA STEM pass rates improved significantly in our partner schools for the Waikato, South Auckland and Ruapehu regions.

9(2)(a)

Tell us about your journey with Pūhoro?

9(2)(a) Pūhoro always considers our cultural views. I'm being supported as a Māori wahine through STEMM and it makes me feel more confident. Our Kaihautū, Pā Riwai, always tries to find opportunities and resources that are going to help us achieve the goals. He is very caring and invested in our journeys. Being a part of Pūhoro has encouraged me to do what I love in an environment where I feel culturally and spiritually safe. They have helped me develop a strong passion and commitment to helping make the world a better place for all our rangatahi Māori.

9(2)(a): I've had a really good experience with Pūhoro. It's an environment where I feel comfortable, and I love being around other Māori who are also interested in STEMM. I want to share my knowledge and the experiences I've gained with Pūhoro to help inspire other rangatahi to get involved and achieve their goals in STEMM.

How has Pūhoro helped you prepare for life after high school?

9(2)(a) It's much easier to prepare for something when you get opportunities to experience how it feels first hand. There are always opportunities like this within Pūhoro - they take us on trips all the time and we get these experiences every term at Wānanga. Every Wānanga is different and there are always sessions to inspire us and help us decide what career path we want to take. After I finish high school, I want to become a 9(2)(a) 9(2)(a)

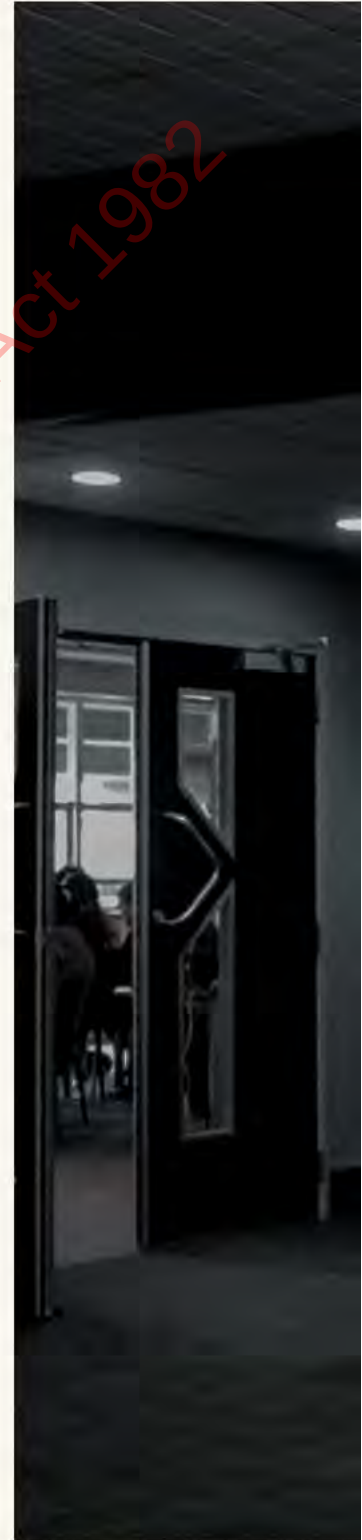
9(2)(a): For one of our trips, Pūhoro took us to a nursing simulation. It was a huge eye opening experience for me. Now I want to become a 9(2)(a)

9(2)(a) session at Wānanga - particularly when they talked about the process of med school and all of the different areas you can specialise in. It really solidified in my mind that this is the career path I want to pursue.

How has Pūhoro made you feel more confident as a Māori?

9(2)(a): They make us feel comfortable about who we are as Māori and they come on the journey with us so even if you're the only Māori in the room Pūhoro is always there with you reminding you of your value. I love being around like-minded people and around Kaihautū that actually believe in me and are supportive of my dreams.

9(2)(a): They also share success stories with us. We've met other Māori who came through the Pūhoro programme and are now studying at university, some of them are on big scholarships and have internships with the big STEMM organisations. Knowing there are people similar to me who have been successful going through this process helps keep me motivated. Being around like-minded Māori that are dedicated and motivated to succeed in STEMM is very inspiring and it makes me want to do it. They share their own experiences, which helps me to feel more comfortable.



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Programmes

Te Urunga Tū
Secondary phase

Rangatahi Spotlight
9(2)(a)

Te Urunga Pae
Tertiary phase

Te Urunga Tapu
Workforce phase

Rangatahi Spotlight
9(2)(a)



9(2)(a)

9(2)(a)

The Te Urunga Tū programme has experienced significant growth. This past year, we expanded into two new regions—Horowhenua/Kāpiti and Whanganui—and extended our reach to Year 12 students in Te Tai Tokerau and Year 13 students in Rotorua and Te Pūtahī o Tāmaki. We now support over 2,600 rangatahi Māori across 85 schools in 12 regions.

Our engagement model has also grown, allowing us to connect with more rangatahi than ever before. In 2023/24, we ran 36 events across Aotearoa, delivered 3,612 sessions in schools, 2,435 Kaihautū sessions, 1,177 Pūhoro-led tutorials, and 170 STEMM workshops, with over 3,100 rangatahi engagements at our termly Wānanga.

We know that 69 of our Year 13 students who graduated in 2023 have commenced tertiary studies in 2024. We have focused resources on easing the transition from the Te Urunga Tū programme (secondary) to the Te Urunga Pae programme (tertiary), helping students navigate StudyLink, renting, utility bills, and providing support with applications, grants, and scholarships.

Our collaboration with LearnCoach, an AI tutoring app aligned with the NZ curriculum, continues to enhance the academic support provided by our Kaihautū and tutors. Pūhoro students have spent over 4,000 hours studying through LearnCoach, engaging in 24,386 activities including videos, quizzes, and exam questions.

This past year, we awarded 2,241 micro-badges in tuakiri (Māori identity) and 21st-century skills (employability). These badges have become a unique addition to our rangatahi's CVs, equipping them with the soft skills necessary to be confident in their identity and their value as Māori in STEMM.

We have now launched our highly anticipated VEX Robotics Club, with a group of Year 11 and Year 12 rangatahi in Waikato. VEX, an international robotics competition, has shown a 95% increase in students pursuing STEM-related careers. As part of our Waikato cohort, rangatahi were tasked with building robots from scratch, applying key mechanical engineering principles. Once complete, they held mock competitions for groups of over 20 students as part of our Wānanga programme, which received overwhelmingly positive feedback. These sessions effectively combine STEM and engineering skills with the excitement of competition.

We continue to expand our digital tech offering, with our kaimahi participating in upskilling sessions to ensure that the tech-specific support and career guidance we provide remain up-to-date.

Next year, our goal is to expand into two new regions. It is of critical importance to ensure that this growth does not impact our quality of care and that we are well-resourced to support the needs of new rangatahi entering the kaupapa.

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What does the future hold for you?

When I was younger all I wanted to be was a pro basketball player, but since being in the Pūhoro kaupapa I now want to become a Software Engineer. I have a lot of whānau and friends in tech and they have been really supportive and helpful. There aren't much Māori in this area, and I think it would be cool to see more Māori step up to the challenge, that's something I want to be a part of. Māori are naturally creative and good at solving problems, these are important skills to have in tech.

Tell us about your journey with Pūhoro and your relationship with your Kaihautū?

None of the opportunities I've had would have been possible without Pūhoro. They've given me so many opportunities to learn new skills and work towards my career aspirations. I don't think I'd be as eager to become a Software Engineer if it wasn't for the help of Pūhoro. The sessions and Wānanga have helped me see how important it is for more Māori to get into STEMM.

Having 9(2) as a Kaihautū has made it easier to get involved in Pūhoro and show up to all the sessions, he's someone I can connect with easily. He is always helping me out and putting in the good word for me to ensure I get access to new opportunities and experiences.

What advice do you have for other rangatahi considering pursuing a career in STEMM?

Just keep going. It can be really confusing to start off with, but the more you stick to it the easier it is to understand, and once it gets easier, it also gets way more fun. Being in Pūhoro is so cool, and you'll get to participate in heaps of new experiences.



9(2)(a)



9(2)(a)
Term 3 Wānanga.

9(2)(a)



9(2)(a) Internship 9(2)(a)

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This year, Te Urunga Pae has focused on streamlining the support we offer to rangatahi, ensuring that it adds value to their experience within Pūhoro and on their individual pathways to success. By refining our processes, we aim to provide more targeted, impactful support that empowers students throughout their journeys.

Thanks to the ongoing support of new and existing partners through the formation of new partnerships, we were able to distribute funds to a considerable number of Te Urunga Pae rangatahi who have demonstrated exceptional commitment to Pūhoro and to advancing Māori participation in STEMM. Scholarships have become a key component of our work programme, with a further two new scholarships in development. This year, we also developed a scholarship pānui (e-newsletter) that is distributed to more than 800 rangatahi each month. As part of our commitment to our scholarship partners, Pūhoro manages the application process, selection, distribution of funds, mentoring, and pastoral care. We also support our rangatahi through the application process, providing references where necessary.

The Te Urunga Pae team is always seeking opportunities for rangatahi to grow, excel, and broaden their horizons, helping them pursue their aspirations with confidence. External engagement opportunities and relationships have been critical in helping us achieve this. We continue to build our relationships with whare wānanga across Aotearoa to ensure we can advocate for our rangatahi and provide a support service that is unique from what tertiary institutions already offer. This past year, we were fortunate to attend a number of external engagement opportunities including the Our Land and Water Symposium, ESR Genomics Bootcamp, and Te Hapori Matihiko, Technology Awards.

The transition phase between secondary school and tertiary studies continues to be a priority area for Te Urunga Pae. We have increased our presence in secondary schools, running three school visits per term throughout Terms 1-3. We also held sessions with Year 13s at Wānanga and took a rōpū of Year 13s on a site visit to Massey University. A key focus of these sessions has been on pathway planning, by upskilling them in StudyLink, RealMe, study application processes, apprenticeships, and careers in the Defence Force. These sessions also covered life skills and preparation for living away from home, such as managing finances, renting, bills, and insurance. Early engagement has been identified as an effective tool to build trust with our rangatahi and to ensure they are familiar with the programme before transitioning. Increasing and enhancing the contact points we have with Year 13 students is helping strengthen the rate of transition into TUP, and more importantly, into higher education and impactful career paths.

It has been a busy year establishing new systems, processes, and programmes of work that will enable us to be more efficient and effective in the delivery of Te Urunga Pae as we progress into the year ahead.

Our keystone internship programme continues to equip our rangatahi with the technical and soft skills necessary for employability as they transition into the workforce. This programme is crucial for maintaining engagement with rangatahi pursuing tertiary studies and ensuring we provide opportunities that lead to impactful employment in STEM industries.

Transitioning from tertiary education into employment has been identified as a key challenge for our rangatahi. Our internship programme is specifically designed to help them navigate this challenge with confidence and gain a competitive edge in the job market.

The programme provides our rangatahi with opportunities to learn directly from STEM leaders. In turn host organisations are able to learn and benefit from the unique Māori world view our rangatahi bring

Networking has emerged as a key benefit, with many rangatahi strengthening industry relationships through this experience. We have seen these relationships lead to additional internships, employment offers, research opportunities, and scholarships.

This year, a strategic reduction in the number of internships allowed us to enhance and sustain the quality of support provided. We hosted 56 interns across 28 leading STEM organisations, working on a variety of projects ranging from health equity and agriculture predator detection to GIS and LIDAR mapping.

Now in its fifth year, some rangatahi are undertaking their third or fourth internship with Pūhoro. We have observed substantial personal growth, particularly in their confidence in their career direction and their role as Māori in STEM. The variety of projects has exposed them to new career paths and refined their skills based on their strengths and interests. For some, this has led to new opportunities in post-graduate study or a shift in career direction.

9(2)(a)

9(2)(a)

9(2)(a)

“Before this experience, I didn’t consider myself an outdoors person, but the opportunity to get out of my comfort zone has changed this and opened my mind to other career prospects.”

—9(2)(a) 9(2)(a)

“It’s so refreshing having young people in the workspace. If you’ve got the capacity and capability to bring a Pūhoro intern into your organisation, there is so much you can learn from them.”

—9(2)(a) 9(2)(a)

“I am considering going into research now, and my intern supervisor has discussed how I can use my project as part of a Master’s or a PhD. Rather than just going into a dental practice after my degree, I can now consider research, which I think will be an awesome opportunity for my future.”

9(2)(a)

“As part of my internship, we went on a trip to Te Urewera and learned how technology can help sustain the ngāhere. It was an awesome experience to gain a Te Ao Māori perspective on a STEM programme.”

—9(2)

Rangatahi Spotlight

9(2)(a)

Tell us about your journey with Pūhoro:

Coming into Pūhoro as a 9(2)(a) I hadn't been exposed to science a whole lot in kura beforehand. I also wasn't the brightest kid throughout my first years in high school, taking a while to adjust to the high school curriculum. This is from a taura who came from a bilingual unit where I spent most of my time doing Māori and kapa haka. It wasn't until year 10 when I started to enjoy and finally understand science. This enjoyment increased once joining Pūhoro. Now in my final year of my undergraduate, I've been lucky enough to undertake 9(2)

(a)

What does the future hold for you:

I'm planning on going into 9(2)(a)

How has Pūhoro helped you grow as a Māori in STEM?

Before Pūhoro I mostly associated science as a western form of knowledge, not giving any thought to the possibility of it also being a Māori thing. But by going through Pūhoro I began to realise that our tūpuna did apply science, just under a different name usually referred to as mātauranga. This opened my eyes to the possibilities of using mātauranga in these spaces, and the value it possesses.

Why is it important more Māori pursue careers in STEM?

I think that the more Māori we get into STEMM careers the better outcomes we can create for our people. This isn't just in the form of higher paying jobs but also getting more Māori representation in governance, helping to bring Māori issues to the forefront. Overall, we want to create equitable spaces not just for our generation but also our tamariki and mokopuna.

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[Redacted text block]

9(2)(a)

[Redacted text block]

Events

Keystone Events, Wānanga Statistics & Innovations

Released under the Official Information Act 1982



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Released under the Official Information Act 1982

Termly Wānanga

Wānanga remain a cornerstone of our annual events, featuring hands-on, practical STEMM workshops designed to entice rangatahi into STEMM pathways. These events offer exposure to field leaders and opportunities to connect with like-minded rangatahi from other schools. This year, excluding Term 1's newly established Wānanga Pūrau and Health-focused wānanga events, Pūhoro delivered 137 workshops, engaging over 2,000 rangatahi. The sustained engagement reflects our regional expansion and growth in newly established regions, including Te Tai Tokerau, Whanganui, and Horowhenua, enhancing our reach and impact in fostering STEMM interest among rangatahi.

Yr12 & 13 Camps

In 2024, 80 Year 12 and 13 were exposed to the New Zealand Defence Force through two camps organised in partnership with, the Ohakea Air Force and Devonport Navy Bases. These camps provided our rangatahi with first-hand exposure to the diverse STEM-based careers within the NZDF, preparing them for potential military careers. Our rangatahi engaged in hands-on activities such as welding, parachute making, and 3D printing, while exploring military technology, avionics, and life-saving techniques. Chosen for their interest in defence careers, our rangatahi were able to further develop their leadership and teamwork skills, through interactive workshops and networking with NZDF personnel.

9(2)(a)

9(2)(a)

Graduations

In 2023, 167 Year 13s graduated from our Te Urunga Tū programme. We celebrated this achievement across five graduation ceremonies in our regional hubs. These events are an opportunity to showcase our rangatahi's achievements to their whānau and friends, and share their aspirations for the future.

As part of graduation one student from each region receives an Aupiki Ake Award. These standout individuals are selected by their Kaihautū based on their commitment to the kaupapa and the way in which they embody the Pūhoro values - Tauheretanga, Ūkaipōtanga, Māuitanga and Ngākau Pono.

Congratulations to our 2023 recipients:

9(2)(a) [REDACTED], Manawatū

9(2)(a) [REDACTED] Waikato

9(2)(a) [REDACTED], Ōtautahi

9(2)(a) [REDACTED], Te Matau-a-Māui

9(2)(a) [REDACTED] Te Tai Tonga o Tāmaki Makaurau

9(2)(a) [REDACTED], Te Pūtahi o Tāmaki Makaurau

9(2)(a)

Internship Whakatau

This year, 56 Pūhoro interns gathered for a two-day noho at Te Pūtahi-a-Toi for the launch of the 2023-2024 Pūhoro Summer Internship programme. The event featured workshops on te reo, summership essentials, and a debate on Māori opportunities in education and employment. Interns benefited from insights shared by STEMM industry experts and a panel of past Pūhoro interns who discussed their experiences in STEMM. This year's programme highlighted the progression of rangatahi into influential roles within STEMM industries, reinforcing their development as culturally-grounded leaders.

Pō Whakanui

Pō Whakanui celebrated the completion of the 2023-2024 summer internship programme, highlighting the achievements and innovation of our Pūhoro interns. The event featured research poster displays from a variety of different professions in STEMM, where interns shared their project outcomes and professional growth. Like previous years, Pō Whakanui placed great focus on incorporating Māori perspectives within research, and this was evident in the research poster displays, which showcased new approaches to societal challenges. The gathering also served as a key networking opportunity, connecting interns with industry professionals, fostering job opportunities, and encouraging future collaborations in STEMM fields.

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Wānanga, 9(2)

Wānanga

Pūhor o Wānanga Statistics, 2024

3210 Rangatahi Māori engaged at Wānanga.

28 Wānanga.

10 Different locations.

201 Sessions delivered.

66 Sessions ran by external partner organisations.

34%
Engagements compared to previous year.

Rangatahi Feedback:

“I always look forward to our end of term Wānanga because they’re so fun and engaging. It makes me feel grateful to be a part of Pūhoro because we get to do things like this and get so many opportunities to experience things and learn from heaps of people from throughout NZ. Thank you.”

– Year 13, Tuakau College

“This experience helped me broaden my knowledge around different STEMM career paths and it helped me meet new people and experienced people.”

– 9(2)(a)

“I loved it and wish we had them more often. Much better than my actual science class, and I learn more and feel much more engaged rather than bored.”

– 9(2)(a)

“It was good learning new things and meeting new people and hanging out with people from different schools and my cousins from different schools”

– 9(2)(a)

9(2)(a)

Wānanga, 9/2/24

OLW Symposium

In May, nine Pūhoro rangatahi attended the 2-day Our Land and Water symposium alongside our Manahautū, Kemp Reweti. Chosen for their environmental-focused studies, our rangatahi engaged in networking opportunities and explored career possibilities in the environmental sector. They participated in discussions on land use, sustainability, and mātauranga Māori in the context of climate change and farming. Our rangatahi and Kemp Reweti spoke on stage sharing their perspectives on the future of land and water use in Aotearoa, highlighting the significance of mātauranga Māori in advancing the future of climate change and the environmental sector in Aotearoa.

Health Sciences | Hauora Wānanga Christchurch

In Term 2 of 2024, Year 13 rangatahi from Ōtautahi engaged in a Hauora Wānanga at Te Puna Wānaka, exploring the links between mātauranga, health and te taiao. The wānanga included whakawhanaungatanga, a pūrākau related to Ngā Kete o Te Wānanga, and a discussion around the Māori health model, Te Whare Tapa Whā. Pūhoro also introduced the Te Urunga Pae programme, focusing on hauora career opportunities as our Year 13 rangatahi look to transition out of school next year. The event concluded with an immersive experience at the International Antarctic Centre, deepening their understanding of te taiao and its connection to health. The wānanga successfully provided a holistic perspective on hauora.

9(2)(a)



9(2)(a)

Wānanga, 9/2/24

Health Sciences | Hauora Wānanga - Auckland

Year 12 and 13 rangatahi from Auckland engaged in a Health Wānanga at Ngā Kete Wānanga Marae, as part of a series of health-focused kaupapa led by Pūhoro. This wānanga was organised alongside our partners Pūtahi Manawa, and introduced our rangatahi to health science opportunities at the University of Auckland. Five sessions, led by esteemed faculty members, covered health and medical sciences, biomedical engineering, Māori public health, neuroscience, and university preparation. Rangatahi feedback was positive, highlighting the engaging sessions and the valuable insights gained for future health studies, particularly in neuroscience, the maramataka and biomedical engineering.

Wānanga, 9(2)(a)

ESR - Genomics Bootcamp, 9(2)

9(2)(a)

ESR Genomics Bootcamp

Pūhoro rangatahi with an interest in chemistry-related subjects were fortunate this year to engage in a Genomics Bootcamp at ESR Kenepuru Science Centre. The bootcamp offered a hands-on experience in DNA sequencing, data sovereignty, coding, and data analysis, supported by Oxford Nanopore and ESR. Over three days, rangatahi conducted experiments on kaimoana contamination, processed DNA samples, and used sequencing machines for analysis. Rangatahi also practiced coding skills to analyse sequence data, investigating whether separate contamination events were connected. The bootcamp provided valuable insights into potential genomics study and career paths, emphasising increased opportunities for Māori in this field.

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Internship 9(2)
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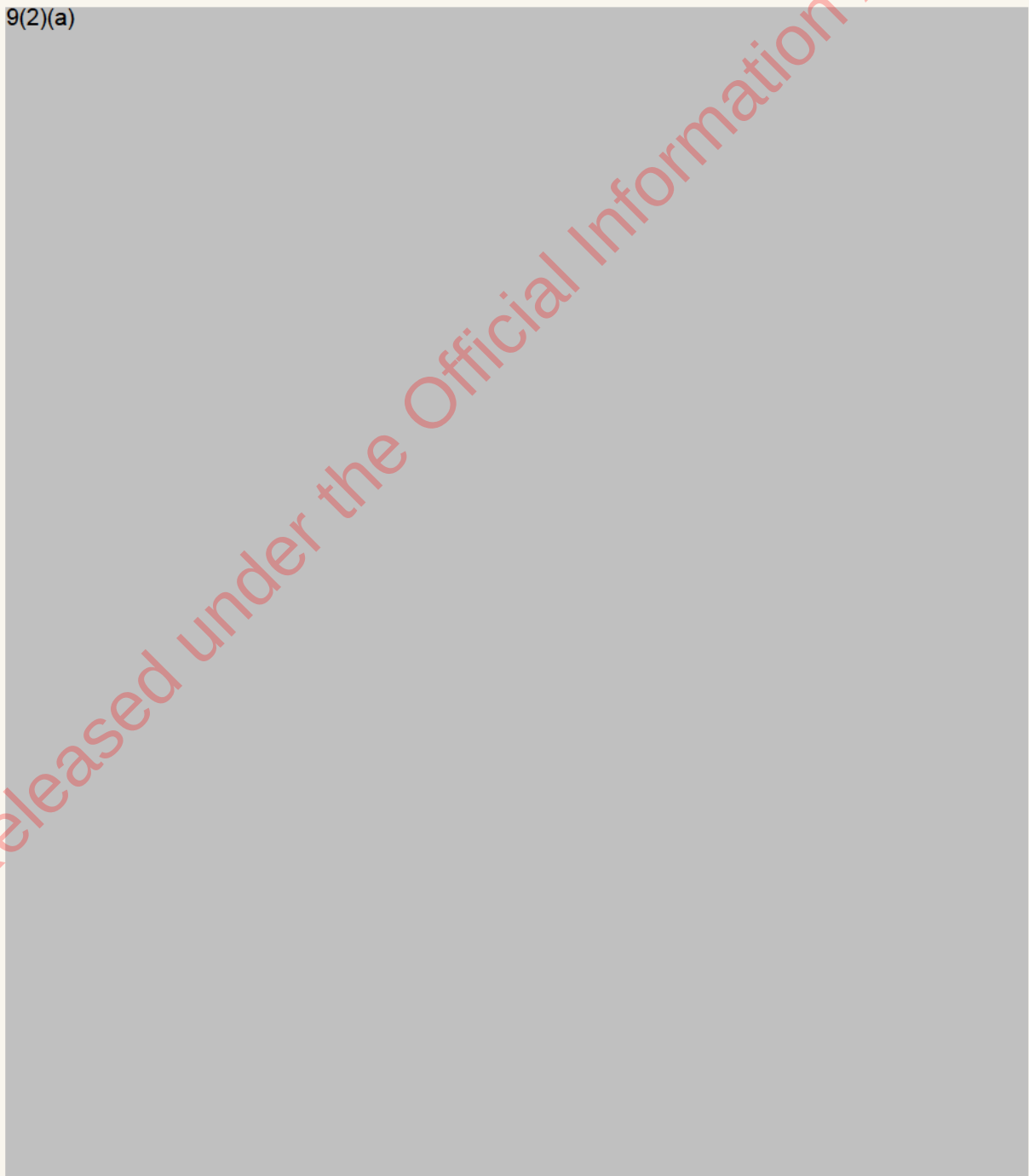
NZAGRC Wānanga Workshops

Pūhoro successfully delivered two STEMM-focused workshops in partnership with NZAGRC as part of our Wānanga series. These workshops were focused on greenhouse gas emissions and climate change, and blended scientific concepts with mātauranga Māori. The “Solar Cars” workshop provided rangatahi with hands-on experience building solar-powered cars, linking physics with the pūrākau Māui me te Rā to understand solar energy and its impact on emissions. The second workshop, Te Mauri o te Taiao, combined engineering and coding, tasking rangatahi with designing automatic seed-planters. This workshop emphasised the intimate connection between people and the environment from a te ao Māori perspective, reinforcing kaitiakitanga and innovative solutions in STEMM.

Wānanga Pūrau - Matatā Initiative Engineering NZ

This year Pūhoro introduced Wānanga Pūrau, a new event format featuring STEMM-based challenges rooted in pūrākau that build a connection between Māori, STEM and mātauranga. Three pūrākau workshops were delivered: including the construction of hydraulic arms inspired by the pūrākau Rona me te Marama; programming digital stories of Matariki using Micro-technology; and building wind-powered Strandbeest models to explore physics concepts related to Tāwhirimātea. These activities allowed rangatahi to engage deeply with STEMM subjects, while connecting to their whakapapa, and recognising their tūpuna as scientists. Wānanga Pūrau were a success, reaching 961 rangatahi across eight of our rohe. These wānanga were supported through a new partnership with the Engineering NZ Foundation in an initiative called the Matatā Initiative.

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Wānanga, 9(2)(a)

Partner Spotlights

Our Partners & Funders

Pūhoro Partners:

Healthy Hearts for Aotearoa New Zealand - Pūtahi Manawa
Massey University - Te Kunenga ki Pūrehuroa
University of Otago
Hei Āhuru Mōwai
Plant and Food Research
Te Whatu Ora - Te Pae Hauora o Ruahine o Tararua
University of Auckland
Malaghan Institute of Medical Research
Wakatū Incorporation
Scarlatti
Riddet Institute
Manaaki Whenua - Landcare Research
NIWA
Biolumic
Fonterra Research and Development Centre
Fisher & Paykel Healthcare
Te Mauri AIO Ltd
HERA
Horizons Regional Council
Hexion NZ Ltd
Royal Australasian College of Surgeons (RACS)
Awanui Labs
Scion
Ara Institute of Technology
Tennet Brown Architects
Te Wānanga o Raukawa
Toi Ohomai
Tonkin + Taylor
BECA
Poutama Trust
Medtech
GHD Engineering
UCOL
Christchurch NZ

Funders:

Ministry of Education (Keystone Funder)
AgResearch (National Funder)
Auckland University of Technology (AUT)
Engineering NZ Foundation - Matatā Initiative
ESR (National Funder)
Fisher & Paykel Healthcare Foundation
Fonterra
Foundation North
Genesis Energy
High-Value Nutrition Science Challenge (National Funder)
Ministry of Business, Innovation and Employment (MBIE) - He Aka Toro Initiative
New Zealand Agricultural Greenhouse Gas Research Centre (NZAGRC) (National Funder)
New Zealand Qualifications Authority (NZQA) (National Funder)
Our Land and Water National Science Challenge (National Funder)
Schneider Foundation
Spark Foundation (National Funder)
Te Aka Whai Ora, Māori Health Authority (National Funder)
Te Puni Kōkiri
Te Whawhaki Trust - Nga Tāngata Tiaki o Whanganui
The Tindall Foundation
University of Otago - Healthier Lives National Science Challenge (He Oranga Hauora)
University of Waikato - School of Computing & Mathematical Sciences

9(2)(a)

Annual Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

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Released under the Official Information Act 1982

INDEPENDENT AUDITORS REPORT

To the Trustees of Pūhoro Charitable Trust

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Pūhoro Charitable Trust on pages 8 to 20 and the statement of service performance on page 7. The financial statements comprise the statement of financial position as at 30 June 2024, and the statement of comprehensive revenue and expense, statement of changes in net assets/equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion:

In our opinion, the accompanying financial report presents fairly, in all material respects:

- a) the service performance for the year ended 30 June 2024 in that the service performance information is appropriate and meaningful and prepared in accordance with the entity's measurement bases or evaluation methods;
- b) the financial position of the Trust as at 30 June 2024, and its financial performance and its cash flows for the year then ended in accordance with Tier 2 Not-For-Profit PBE Reduced Disclosure Regime issued by the New Zealand Accounting Standards Board.

Basis for Opinion

We conducted our audit of the financial statements in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)) and the audit of the service performance in accordance with the ISAs (NZ) and New Zealand Auditing Standard (NZ AS) 1 (Revised) *The Audit of Service Performance Information*. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the entity in accordance with Professional and Ethical Standard 1 *International Code of Ethics for Assurance Practitioners (including International Independence Standards (New Zealand))* issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, the Trust.

Trustees Responsibilities for the Financial Statements

The preparation, and fair presentation of the financial report in accordance with the Public Benefit Entity Standards Reduced Disclosure Regime issued by the New Zealand Accounting Standards Board;

- The selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods that present service performance information that is appropriate and meaningful in accordance with the applicable financial reporting framework;
- The preparation and fair presentation of service performance information in accordance with the entity's measurement bases or evaluation methods, in accordance with the applicable financial reporting framework;
- The overall presentation, structure and content of the service performance information in accordance with the applicable financial reporting framework; and
- Such internal control as Those Charged with Governance determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial statements, those charged with governance are responsible on behalf of the Trust for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless those charged with governance either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Auditors Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and NZ AS 1 (Revised) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate or collectively, they could reasonably be expected to influence the decisions of users taken on the basis of this financial report..

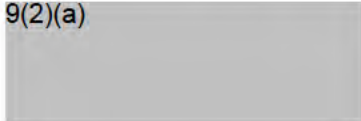
A further description of the auditor's responsibilities for the audit of the financial statements is located at the XRB's website at:

<http://www.xrb.govt.nz/standards-for-assurance-practitioners/auditors-responsibilities/audit-report-14/>

Restriction on Distribution or Use

This report is made solely to the trustees, as a body, in accordance with section 42F of the Charities Act 2005. Our audit work has been undertaken so that we might state to the trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the trustees as a body, for our audit work, for this report, or for the opinions we have formed.

9(2)(a)



Cameron Town
Silks Audit Chartered Accountants Ltd
Whanganui, New Zealand

Date: 22 November 2024

Entity Information

Pūhoro Charitable Trust

For the year ended 30 June 2024

Nature of business

Education and Training

Charities commission number

CC58703

Postal address

PO Box 5073

Palmerston North 4144

Board of Trustees

Dr William Edwards (Co-Chair)

Robin Hapi (Co-Chair)

Professor Tahu Kukutai

Sir Mark Solomon

Jymal Morgan (Started May 2024)

Dr Meika Foster (Resigned May 2024)

Accountants

GHA Ltd

Chartered Accountants

PO Box 1712

Rotorua

Auditors

Silks Audit Chartered Accountants Ltd

156 Guyton Street

Whanganui

Statement of Service Performance

Pūhoro Charitable Trust

For the year ended 30 June 2024

Description of Entity's Outcomes

The Pūhoro Charitable Trust is a by Māori, for Māori and with Māori capability building pipeline for rangatahi Māori into STEMM (Science, Technology, Engineering, Mathematics, Mātauranga) related fields. Pūhoro supports rangatahi Māori with transitions from secondary school to tertiary programmes, internships, scholarships, industry opportunities and employment in the STEMM sector.

Description and Quantification of the Entity's Outputs

The Pūhoro Charitable Trust provides key deliverables for rangatahi across Aotearoa, New Zealand. Pūhoro has 2877 (2108 in 2023) rangatahi Māori in the programme. Pūhoro delivers its programmes across 12 different regional locations in Aotearoa, New Zealand namely; Te Tai Tokerau, Auckland Central, South Auckland, Waikato, Rotorua, Ruapehu, Hawke's Bay, Whanganui, Manawatū, Horowhenua, Kāpiti, and Christchurch. Rangatahi in the Pūhoro programme affiliate and whakapapa to 131 iwi and 95 hapū from across Aotearoa, New Zealand. Over the July 2023 to June 2024 period, Pūhoro has delivered multiple STEMM wānanga hosted at partner tertiary institutes, providing 201 STEMM (Science, Technology, Engineering, Mathematics and Mātauranga Māori) focussed workshops for rangatahi. Pūhoro works with 87 (68 in 2023) partner schools and delivered 1176 (906 in 2023) science tutorials and 2372 (1783 in 2023) kaihautū mentoring/21st century skills sessions – these sessions include career exposure opportunities, tuakiri and identity sessions, micro-credential aligned activities and other pertinent sessions which develop rangatahi STEMM competencies. Pūhoro provided 70 summer internship and scholarship opportunities which actively supports rangatahi in tertiary and employment in the STEMM industry sector. During this period Pūhoro has commenced a Professional Learning Development (PLD) programme with one Kura Kaupapa Māori which is a new innovation for the Pūhoro programme and is now expanding its outreach efforts. Pūhoro has also extended into research through a new research arm. The goal for both of these new elements in the programme will be to enhance educational practices in STEMM and expand kaupapa Māori research practice for the benefit of our rangatahi. Our mission is to continue to bring and increase equitable opportunities for rangatahi to engage, participate and thrive in STEMM.

Statement of Comprehensive Revenue and Expense

Pūhoro Charitable Trust

For the year ended 30 June 2024

	Notes	2024 \$	2023 \$
Revenue			
<i>Revenue from exchange transactions</i>			
Government contract revenue	5	3,245,000	1,919,221
Interest Income		79,209	-
Total revenue from exchange transactions		3,324,209	1,919,221
<i>Revenue from non-exchange transactions</i>			
Other contract revenue	6	3,080,772	2,660,301
Donations	7	100,000	445,000
Other revenue	8	301,834	544,062
Total revenue from non-exchange transactions		3,482,606	3,649,363
Total revenue		6,806,815	5,568,584
Expenses			
Administration expenses	9	214,933	390,298
Depreciation of property, plant and equipment	17	61,863	110,946
Office lease expenses	10	154,995	146,000
Operating expenses	11	1,055,666	1,357,179
Other expenses	12	50,455	25,712
Personnel expenses	13	3,488,212	3,377,390
Total expenses		5,026,124	5,407,525
Surplus/(deficit) for the year		1,780,691	161,060
Total comprehensive revenue and expense for the year		1,780,691	161,060

Statement of Financial Position

Pūhoro Charitable Trust

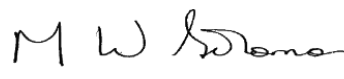
As at 30 June 2024

	Notes	2024 \$	2023 \$
Assets			
Current assets			
Cash and cash equivalents	14	3,039,967	1,014,851
Short Term Investments	15	750,000	-
Receivables from exchange transactions	16	581,548	141,450
Accrued Interest		16,690	-
Prepayments		36,646	-
Bond		4,000	4,000
Total Current assets		4,428,852	1,160,301
Non-current assets			
Property, plant and equipment	17	81,500	131,720
Intangibles	18	1,951	3,902
Total Non-current assets		83,451	135,622
Total assets		4,512,303	1,295,923
Liabilities			
Current liabilities			
Payables from exchange transactions	19	246,865	158,668
Goods and services tax		116,772	68,879
Employee benefits liability		190,812	166,475
Income in advance	20	1,545,333	270,000
Total current liabilities		2,099,782	664,022
Total liabilities		2,099,782	664,022
Net assets		2,412,520	631,901
Net assets/equity			
Accumulated revenue and expense		2,412,592	631,901
Total net assets/equity		2,412,592	631,901

For and on behalf of the Board of Trustees:



Trustee



Trustee

Date: 22 November 2024

Statement of Changes in Net Assets/Equity

Pūhoro Charitable Trust

As at 30 June 2024

	Accumulated revenue and expense	Total net assets/equity
	\$	\$
Opening balance 1 July 2023	631,901	631,901
Total comprehensive revenue and expense for the year	1,780,691	1,780,691
Closing equity 30 June 2024	2,412,592	2,412,592
Opening balance 1 July 2022	470,841	470,841
Total comprehensive revenue and expense for the year	161,060	161,060
Closing equity 30 June 2023	631,901	631,901

Statement of Cash Flows

Pūhoro Charitable Trust

For the year ended 30 June 2024

	Notes	2024	2023
		\$	\$
Cash flows from operating activities			
Government contract revenue		3,395,875	1,054,995
Other contract revenue		3,665,132	2,584,570
Donations		200,000	445,000
Other revenue		301,834	513,848
Interest income		62,519	-
Payments to suppliers and other operating activities		(1,547,187)	(2,083,279)
Payments to employees		(3,339,307)	(3,221,914)
Net GST		47,893	329,306
Total Cash flows from operating activities		2,786,759	(377,474)
Cash flows from investing activities			
Purchase of property, plant and equipment		(11,643)	-
Investment in Term Deposits		(750,000)	-
Total Cash flows from investing activities		(761,643)	-
Net Increase/ (Decrease) in Cash and Cash Equivalents		2,025,116	(377,474)
Cash Balances			
Cash and cash equivalents at beginning of the year	14	1,014,851	1,392,325
Cash and cash equivalents at end of the year	14	3,039,967	1,014,851
Net change in cash for the year		2,025,116	(377,474)

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

1 Reporting entity

Pūhoro Trust is a charitable trust registered with Charities services on 03 February 2021 under the Charities Act 2005.

The principal activity for Pūhoro Trust is the advancement of education in science, technology, engineering and mathematics.

These financial statements were authorised for issue by the Trustees on 22 November 2024.

2 Basis of preparation

(a) Statement of compliance

The financial statements have been prepared in accordance with New Zealand Generally Accepted Accounting Practice ("NZ GAAP"). They comply with the Public Benefit Entity Standards Reduced Disclosure Regime ("PBE Standards RDR") as appropriate for Tier 2 not for-profit public benefit entities, for which all reduced disclosure regime exemptions have been adopted.

(b) Measurement basis

The financial statements have been prepared on the historical cost basis except for assets and liabilities that have been measured at fair value.

(c) Functional and presentation currency

The financial statements are presented in New Zealand dollars (\$) which is the Trust's functional currency.

There has been no change in the functional currency of the Trust during the year.

3 Use of judgements and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from those estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

(a) Judgements

Judgements made in applying accounting policies that have had the most significant effects on the amounts recognised in the consolidated financial statements include the following:

- Classification of lease arrangements

Determining whether a lease is a finance lease or an operating lease requires judgement as to whether the lease transfers substantially all the risks and rewards of ownership to the Trust. Judgement is required on various aspects that include, but are not limited to, the fair value of the leased asset and the economic life of the lease asset.

- Provision for doubtful debts

Analysis of the provision for doubtful debts requires a judgement by way of assessment of the Trust's receivables and the likelihood of non payment of those receivables. Judgement is required in determining an appropriate level for the provision of doubtful debts and monitoring its receivables.

- Recognition of grants

Determining whether the conditions of a grant have been met so that it can be recorded as revenue requires judgement. The Trust must assess whether the all or some conditions have been met so that the grant can be recognised as revenue within the related accounting period.

(b) Estimates

Estimates made in applying accounting policies that have had the most significant effects on the amounts recognised in the consolidated financial statements include the following:

- Depreciation

Determining the provision for depreciation requires estimation with respect to the economic life and residual value. For each item of Property, Plant and Equipment the Trust must estimate its economic life as well as any residual value at the end of its economic life.

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

4 Significant accounting policies

The financial statements have been prepared using the significant accounting policies and measurement bases summarised below.

(a) Revenue

Revenue is recognised when the amount of revenue can be measured reliably and it is probable that economic benefits will flow to the Trust, and measured at the fair value of consideration received or receivable.

The following specific recognition criteria in relation to the Trust's revenue streams must also be met before revenue is recognised.

(i) Revenue from exchange transactions

Rendering of services

Revenue from services rendered is recognised in surplus or deficit in proportion to the stage-of-completion of the transaction at the reporting date. The stage of completion is assessed by reference to achievement of contracted service goals.

Contract income

Revenue from government contracts is provided as funding for services that the Trust provides to education and training in science, technology, engineering and mathematics.

(ii) Revenue from non-exchange transactions

Non-exchange transactions are those where the Trust receives an inflow of resources (i.e. cash and other tangible or intangible items) but provides no (or nominal) direct consideration in return.

With the exception of services-in-kind, inflows of resources from non-exchange transactions are only recognised as assets where both:

- It is probable that the associated future economic benefit or service potential will flow to the entity, and
- Fair value is reliably measurable.

Inflows of resources from non-exchange transactions that are recognised as assets are recognised as non-exchange revenue, to the extent that a liability is not recognised in respect of the same inflow.

Liabilities are recognised in relation to inflows of resources from non-exchange transactions when there is a resulting present obligation as a result of the non-exchange transactions, where both:

- It is probable that an outflow of resources embodying future economic benefit or service potential will be required to settle the obligation, and
- The amount of the obligation can be reliably estimated.

The following specific recognition criteria in relation to the Trust's non-exchange transaction revenue streams must also be met before revenue is recognised.

Contract income

Revenue from contacts is provided as funding for services that the Trust provides to education and training in science, technology, engineering and mathematics.

Grants and donations

The recognition of non-exchange revenue from Grants & Donations depends on the nature of any stipulations attached to the inflow of resources received, and whether this creates a liability (i.e. present obligation) rather than the recognition of revenue.

Stipulations that are 'conditions' specifically require the Group to return the inflow of resources received if they are not utilised in the way stipulated, resulting in the recognition of a non-exchange liability that is subsequently recognised as non-exchange revenue as and when the 'conditions' are satisfied.

Stipulations that are 'restrictions' do not specifically require the Group to return the inflow of resources received if they are not utilised in the way stipulated, and therefore do not result in the recognition of a non-exchange liability, which results in the immediate recognition of non-exchange revenue.

(b) Employee Benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries and annual leave in the period that the related service is rendered at the undiscounted amount of the benefits expected to be paid in exchange for that service.

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

4 Significant accounting policies - continued

(c) Financial instruments

Financial instruments are initially recognised when the Trust becomes a party to the contractual provisions of the instrument.

Financial instruments are initially measured at fair value, plus for those financial instruments not subsequently measured at fair value through surplus or deficit, directly attributable transaction costs.

Subsequent measurement is dependent of classification of the financial instrument, and is specifically detailed in the accounting policies below.

Financial assets

Financial assets within the scope of PBE IPSAS 29 *Financial Instruments: Recognition and Measurement* are classified as loans and receivables at initial recognition.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial recognition, these are measured at amortised cost using the effective interest method, less any allowance for impairment. The Trust's cash and cash equivalents and debtors fall into this category.

Cash & cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Financial liabilities

The Trust's financial liabilities include trade and other creditors (excluding GST), employee entitlements, loan and borrowings and deferred income (in respect to grant whose conditions are yet to be complied with).

All financial liabilities are initially recognised at fair value (plus transaction cost for financial liabilities not at fair value through surplus or deficit) and are measured subsequently at amortised cost using the effective interest method except for financial liabilities at fair value through surplus or deficit.

(d) Property, plant and equipment

(i) Recognition and measurement

Items of property, plant and equipment are initially recorded at cost and subsequently measured under Cost model: cost, less accumulated depreciation and impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of assets includes the following:

- The cost of materials and direct labour
- Costs directly attributable to bringing the assets to a working condition for their intended use
- When the Trust has an obligation to remove the asset or restore the site, an estimate of the costs of dismantling and removing the items and restoring the site on which they are located, and
- Capitalised borrowing costs.

Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Any gain or loss on disposal of an item of property, plant and equipment (calculated as the difference between the net proceeds from disposal and the carrying amount of the item) is recognised in surplus or deficit.

(ii) Subsequent expenditure

Subsequent expenditure is capitalised only when it is probable that the future economic benefits associated with the expenditure will flow to the Trust. Ongoing repairs and maintenance is expensed as incurred.

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

4 Significant accounting policies - continued

(iii) Depreciation

Depreciation is based on the cost of an asset less its residual value. Depreciation is recognised in surplus or deficit on a diminishing value basis over the estimated useful lives of each component of an item of property, plant and equipment. The diminishing value depreciation rates are:

Building Improvements	0-20% DV
Office Equipment	10-40% DV
Information Communication Technology	25-67% DV

Depreciation methods, useful lives, and residual values are reviewed at reporting date and adjusted if appropriate.

(e) Operating leases

Operating leases are not recognised in the statement of financial position. Payments made under operating leases are recognised in surplus or deficit on a straight-line basis over the term of the lease. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

(f) Intangible Assets

Intangible assets acquired separately are measured on initial recognition at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange.

Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses. Internally generated intangibles, excluding capitalised development costs, are not capitalised and the related expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred.

The useful lives of intangible assets are assessed as either finite or indefinite. Intangible assets with finite lives are amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired.

The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits or service potential embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates.

The amortisation expense on intangible assets with finite lives is recognised in surplus or deficit within other expenses.

Intangible assets with indefinite useful lives are not amortised, but are tested for impairment annually. The assessment of indefinite life is reviewed annually to determine whether the indefinite life continues to be supportable. If not, the change in useful life from indefinite to finite is made on a prospective basis.

Gains or losses arising from de-recognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in surplus or deficit when the asset is derecognised.

(i) Amortisation

Amortisation is recognised in surplus or deficit on a diminishing value basis over the estimated useful lives of each amortisable intangible asset.

The estimated useful lives diminishing value amortisation rates are:

Systems Manager	5 years (2023 X 5/50%)
Website	5 years (2023 X 5/50%)

Amortisation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

(g) Taxation

(i) Income Tax

Pūhoro Charitable Trust is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

(ii) Goods and Services Tax (GST)

The Trust is registered for GST. All amounts are stated exclusive of goods and services tax (GST) except for accounts payable and accounts receivable which are stated inclusive of GST.

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

	Notes	2024	2023
		\$	\$
5 Government contract revenue			
Mid Central District Health Board		20,000	-
Ministry of Business, Innovation & Employment		125,000	516,850
Ministry of Education		2,970,000	1,268,288
Te Puni Kōkiri		130,000	134,083
Total government contract revenue		3,245,000	1,919,221
6 Other contract revenue			
AgResearch		427,000	365,000
ARA Institute		-	37,500
AUT		50,000	37,500
ESR		75,000	100,000
Fonterra		25,000	-
Fisher and Paykel Foundation		50,000	100,000
Foundation North		400,000	650,000
Genesis Energy		65,000	160,000
HERA		2,000	52,000
Manaaki Whenua - Landcare Research		10,000	10,000
Matt Ocko		-	50,000
Ministry of Primary Industries		-	72,801
NZQA		50,000	50,500
Schneider Foundation		10,000	-
Spark		171,772	120,000
Te Aka Whai Ora		1,525,000	425,000
Te Pūkenga		-	150,000
University of Auckland - HVN		200,000	200,000
Waikato University		20,000	80,000
Total other contract revenue		3,080,772	2,660,301
7 Donations			
Tindall Foundation		100,000	445,000
Total donations		100,000	445,000
8 Other revenue			
Internship Programme Funding		73,000	-
Google		-	30,214
Koha Received		560	-
Matatā Initiative		45,000	-
Scholarships Funding		129,500	507,109
Sundry income		53,774	6,739
Total other revenue		301,834	544,062

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

	Notes	2024	2023
		\$	\$
9 Administration expenses			
Accountancy fees		62,488	59,951
Audit fees		9,794	6,500
Bank Fees		532	-
Consulting		38,203	155,000
General administration expenses		46,474	42,057
Insurance		4,259	3,459
IT expenses		34,792	31,349
Legal expenses		3,551	68,926
Telephone expenses		14,839	23,056
Total administration expenses		214,933	390,298
10 Office lease expenses			
Cleaning and hygiene		1,176	1,310
Light, power and heating		5,098	3,239
Rates		17,966	9,988
Rent	21	130,754	128,966
Repairs and maintenance		-	2,497
Total office lease expenses		154,995	146,000
11 Operating expenses			
Catering and hospitality		5,912	3,506
Events		363,564	341,691
Fuel		33,203	22,422
He Aka Ka Toro Contractor		65,931	-
Mātauranga Māori Team		4,502	-
Merchandise		10,077	-
Office equipment and software expenses		8,138	4,516
Resources TUT North		63	-
Scholarships & internships		421,504	841,226
Team Planning		1,670	-
Travel and accommodation		48,820	49,700
TUP Expenses		17,336	4,822
Vehicle/ Lease costs	21	74,946	89,297
Total operating expenses		1,055,666	1,357,179
12 Other expenses			
Advertising costs		550	3,034
Amortisation		1,951	3,902
Bad debts		-	(27,500)
Kaihautu resources		46,770	43,940
Koha		1,184	2,336
Total other expenses		50,455	25,712
13 Personnel expenses			
ACC levies		8,181	1,893
Kiwisaver employer contributions		90,620	86,158
Staff benefits		12,467	10,549
Training and Development/ Planning		39,218	23,868
Trustee fees	22	62,733	60,833
Wages and salaries		3,274,993	3,194,089
Total personnel expenses		3,488,212	3,377,390



Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

	Notes	2024	2023	
		\$	\$	
14 Cash and cash equivalents				
Cash at bank - NZD		1,775,851	1,014,851	
Term deposits - 90 days or less		1,250,000	-	
Credit Cards		14,116	-	
Total cash and cash equivalents		3,039,967	1,014,851	
15 Short term investments				
Term deposits		750,000		
Short term investments		750,000	-	
16 Receivables from exchange transactions				
Trade receivables from exchange transactions		581,548	141,450	
Total receivables from exchange transactions		581,548	141,450	
17 Property, plant and equipment				
	Building Improvements	Office equipment	Information Communication Technology	Total
Cost or valuation	\$	\$	\$	\$
Balance at 30 Jun 2023	2,881	33,397	291,152	327,430
Additions	-	-	11,642	11,642
Balance at 30 Jun 2024	2,881	33,397	302,794	339,072
Balance at 30 Jun 2022	2,881	26,986	273,423	303,290
Additions	-	6,411	17,729	24,140
Balance at 30 Jun 2023	2,881	33,397	291,152	327,430
Accumulated depreciation				
Balance at 30 Jun 2023	884	10,585	184,240	195,709
Depreciation expense	400	5,069	56,394	61,863
Balance at 30 Jun 2024	1,284	15,654	240,634	257,572
Balance at 30 Jun 2022	384	3,442	80,936	84,762
Depreciation expense	499	7,143	103,304	110,946
Balance at 30 Jun 2023	884	10,585	184,240	195,709
Net book value at 30 Jun 2023	1,998	22,812	106,912	131,720
Net book value at 30 Jun 2024	1,598	17,743	62,160	81,500
18 Intangibles				
	Manager Licence	System Licence	Website	Total
	\$	\$	\$	\$
Balance at 30 Jun 2023	2,215	1,688		3,902
Amortisation expense	1,107		844	1,951
Balance at 30 Jun 2024	1,107		844	1,951
Balance at 30 Jun 2022	4,429		3,375	7,804
Amortisation expense	2,215		1,688	3,902
Balance at 30 Jun 2023	2,215		1,688	3,902

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

	Notes	2024	2023
		\$	\$
19 Payables from exchange transactions			
Trade payables		106,405	46,642
Accrued expenses		76,494	64,219
ANZ Credit Card		8,425	13,616
PAYE Payable		55,541	34,191
Total Payables from exchange transactions		246,865	158,668
Trade payables are unsecured and are usually paid within 30 days of recognition.			
20 Income in advance			
Ag Research		43,000	20,000
Ag Research NZARGC		40,000	-
Auckland University of Technology		50,000	-
ESR		25,000	-
Fisher & Paykel		50,000	-
Foundation North		450,000	250,000
Genesis Energy		65,000	-
Healthier Lives		50,000	-
Māori Workforce Dvpt - Te Whatu Ora		140,000	-
Ngā Tangata Tiaki o Whanganui		50,000	-
MBIE -He Aka Ka Toro		125,000	-
Spark		33,333	-
Te Aka Whai Ora		50,000	-
Te Pūnaha Ātea - Space Institute		14,000	-
Tindall Foundation		100,000	-
University of Auckland		200,000	-
University of Waikato		60,000	-
Total income in advance		1,545,333	270,000

Income from government contracts, other contracts and donations have been carried forward for services and benefits not yet rendered. The timing of receiving the income and deliverables in relation to that income cross over to the next financial reporting period.

21 Operating lease commitments

The Trust as a lessee

Leasing arrangements

Operating leases relate to:

On 10 August 2021, the Trust signed a lease for a building on Broadway Avenue in Palmerston North for 3 years. The annual lease payable is \$79,237. The lease has been renewed at 10 August 2024, rent increasing to 85,820 annually with a final expiry date of 9 August 2027. Market rent is reviewed annually.

Lease with Hastings Hive for HWB office, Lease value per month 2,145, periodic requiring one month notice to terminate

On the 20th of March 2023 the Trust entered into a lease agreement for a building at 2C 105 Gasson Street, Sydenham. The lease has an initial term of 2 years with rights of renewal on 20 March 2025 and 20 March 2027. Market rent reviewed upon lease renewal. Annual rate \$14,580.

On 15 June 2022, the Trust signed a lease for rental of office space in HERA House for 1 year. The annual lease payable is \$10,000 with monthly payments of \$833.33. Tenancy requires one month notice to terminate.

On 23 July 2021, the Trust signed an operating lease for five motor vehicles with Toyota. On 11 August 2021 three more vehicles were added to the fleet. These lease agreements have been extended until April/May 2025

Payments recognised as an expense are disclosed in Note 10 and Note 11



Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2024

21 Operating lease commitments - continued

<i>Non-cancellable operating lease commitments</i>	Buildings	Motor Vehicles	2024	2023
Not later than 1 year	132,472	27,690	160,162	93,340
Later than 1 year and not later than 5	181,280	-	181,280	15,553
Total Non-cancellable operating lease commitments	313,752	27,690	341,442	108,893
			Notes	2024
				2023

22 Related party transactions

Key Management Personnel are made up of the Trustees and the Senior Management Team.

Trustee fees and Board Expenses

The following trustee fees were paid during the year

	62,733	60,833
Number of trustees	6	6

Key management personnel

Senior management	642,269	650,911
Number of FTEs	5	6

Key management personnel did not receive any remuneration or compensation other than in their capacity as key management personnel (2023: \$Nil).

23 Financial Instruments

Assets

Cash and cash equivalents	3,039,967	1,014,851
Receivables	581,548	141,450
Total financial assets at amortised cost	3,621,515	1,156,301

Liabilities

Employee Entitlements	190,812	166,475
Payables	246,865	158,668
Total financial liabilities at amortised cost	437,677	325,143

24 Commitments for expenditure

There were no commitments for capital expenditure at year end (2023: \$Nil).

25 Contingent Liabilities

There were no contingent liabilities at year end (2023: \$Nil).

26 Events after the balance date

There were no material events after balance date that would affect these financial statements (2023: \$Nil).

Released under the Official Information Act 1982

