



**NEW ZEALAND RUGBY**  
**ANNUAL REPORT 2025**

# TE ARA RANGA TIRA THE RUGBY WAY

## **BE WELCOMING**

TE POU MAIOHA

## **BE OUR BEST**

TE POU HIRANGA

## **BE PASSIONATE**

TE POU IHIIHI

RUGBY IS A GAME FOR ALL, REGARDLESS OF OUR BACKGROUNDS, BELIEFS, OR IDENTITY

## **PLAY FAIR**

TE POU TIKA

WE STRIVE FOR EXCELLENCE ON AND OFF THE FIELD, DRIVEN BY A BELIEF THAT RUGBY CAN IMPROVE PEOPLE'S LIVES

RUGBY IS MORE THAN JUST A GAME, IT BUILDS COMMUNITIES AND FOSTERS A LIFELONG LOVE OF THE GAME

WE DO WHAT WE SAY WE'LL DO, ACTING WITH HONESTY AND INTEGRITY AT ALL TIMES

# OUR 2025 PARTNERS

## Major Global Partner



## Official Partners



TOYOTA



## Premium Global Partner



TAISHO PHARMACEUTICAL CO., LTD.

## Global Partners



AIR NEW ZEALAND



TUDOR

## Regional Partners



NEW ZEALAND'S FINEST



The Health Food Company



## Other Competition Partners



## Supporters & Suppliers



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三井不動産  
MITSUI FUDOSAN



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# FROM THE CHAIR

Last year, as I wrote my first introduction to the NZR Annual Report, a new board was just setting out on its journey to lead New Zealand Rugby. The game had acted with courage and thoughtfulness to change the appointments criteria and process for the board, and eight new directors were in place.

I will leave it to our Interim CEO to talk about the achievements across the game in 2025 and focus here on the important areas of Board and organisation governance we have prioritised in the last year.

First, and probably most importantly, we worked with management, the Stakeholder Panel and the wider game to agree a new all-of-game strategy. The strategy has four strategic pillars: Teams in Black Winning; A Growing, Thriving Community Game; A Successful, Growing Business and, binding everything together, Aligned and Engaged Stakeholders and Partners.

For each pillar we have defined what success looks like, shared those goals and set about achieving them. You can read about the progress we are making on each pillar in this Annual Report.

We have also streamlined the governance of the commercial side of the game by slimming down the NZRC Board and having just one Audit and Risk committee for the whole organisation.

The NZR Board has clear oversight of the whole organisation and is working well with all our key stakeholders and partners.

2025 has been a very challenging year for NZR management. A number of senior executives departed early in the year and the Chief Executive later in the year. We thank them all for their service to New Zealand Rugby, in particular Mark Robinson for his great care for the game during his six-year tenure as Chief Executive.



The People Committee of the Board worked methodically to appoint replacements, and our new Chief Financial Officer and Chief Commercial Officer were announced in February 2026. We continue to work on finding the next CEO for NZR. In the meantime, Interim CEO Steve Lancaster is doing a great job.

I would like to thank all our staff for the hard work and significant progress we have made in 2025 to build a world class organisation on and off the field. We have more to do, but without doubt we know where we are heading and we are learning what it will take to get there.

A handwritten signature in black ink that reads "David Kirk".

**David Kirk, MBE**  
Chair

# FROM THE INTERIM CEO

**I stepped into the position as the organisation's Interim CEO in December, having been on the Executive team since 2020, and feel privileged to be in the position to reflect on New Zealand Rugby's activity in 2025. As an Executive we have come together strongly to navigate through a period of change for the business and we are focussed on building on progress made over the past 12 months.**

NZR delivered a materially improved financial result in 2025. Reported income reached a record \$304.2m, driven by continued growth in commercial revenue and a one-off settlement of the INEOS contract. This supported ongoing investment into the game, while NZR also maintained a strong overall reserves position.

On an operating basis, NZR achieved \$0.7m result (see page 67 for more detail). The reported net deficit reduced to \$7.5m, compared with \$19.5m in 2024. The 2025 result included some adverse one-off items and non-cash accounting movements which contributed to the reported deficit, while year-end cash was affected by timing differences.

Towards the back of this report, you will find our summary Performance Report, including our summary financial statements and Summary Statement of Service Performance.

## **An all-of-game approach**

With the NZR Board's new strategy for every level of the game in New Zealand, 2025 saw our Executive team focusing on sharing and embedding the four strategic priorities (see page 11 for more detail on the strategy). Fundamental to this work was the Systems and Sustainability Programme, encompassing changes to the rugby system, a long-term financial model for the game, and enhancing stakeholder alignment. Defining the work required and then turning to the execution of those projects was a major priority for the business. It is heartening to observe the number programmes of work finalised, such as the Men's Pathways and Competitions project, a new Collective Agreement in partnership with the Rugby Players Association, the Provincial Union investment model, improved stakeholder engagement, and a new broadcast agreement, including free-to-air coverage.



A dedicated focus to ensure stakeholders are aligned and working together for the good of the game is at the centre of the strategy and the Executive team enjoyed connecting with Provincial Union and Super Rugby Club Boards throughout the year. It was valuable to visit different regions to understand the things that matter to them and how those could inform our strategy execution. We were pleased to bring together representatives from right across the game at the Rugby Summit held in August as we moved some of those workstreams forward. The rugby system in New Zealand has so many interdependencies, having all those pieces aligned allows for the whole game to benefit.

## **Community Rugby**

2025 data shows participation remains strong nationwide, with nearly 140,000 registered players last year and continued strong participation across women and girls. Community team numbers across junior, teenage and senior rugby remained relatively static with a year-on-year variance of less than 1% across the almost 5,000 teams that competed each weekend. Ahead of the 2025 season, we introduced a new registration platform, Rugby Xplorer (RX). RX is purpose-built for rugby and manages registrations, participant profiles and competitions, providing more accurate and consistent participant data. The rollout of RX was a significant system change impacting how participation numbers are recorded. As a result, 2025 data cannot be reliably benchmarked to historic figures, but sets a new baseline. We are confident that data quality will be consistent going forward, enabling meaningful year-on-year comparison again from the end of the 2026 season. We thank Provincial Unions for working with us to adopt the new system and

rolling it out across their communities, and for their ongoing commitment to delivering and growing the game nationwide.

Highlights from the community rugby season came from formats and programmes which serve a diverse playing population. The Under 85kg National Club Cup has grown to the point that we were able to field our first-ever national U85kg side, which toured Sri Lanka. There is a strong passion for the game in that country and selecting a weight-restricted side to take on the Sri Lankan Tuskers offered an incredible opportunity for a group of community rugby players to represent New Zealand. Similarly, the Heartland XV's two-match tour of Samoa rewarded the best players from the Heartland Championship with an international tour experience.

Contact Ready is another highlight, designed to make the game more appealing and safer for young girls. Designed in conjunction with teenage girls, the programme introduces players to contact rugby safely with a focus on having fun with friends. Feedback from the pilot sessions run in 13 Provincial Unions saw that both the rugby and enjoyment goals were achieved. We look forward to rolling this out nationally in 2026.

Over \$687,000 was distributed to the rugby community through the inaugural Legacy Fund grants in December. You can read more about this on page 18. The Fund is a perpetual result of Silver Lake's investment in the game, and we are now seeing that come to fruition in facility upgrades and participation programmes to support the game into the future.

## Teams in Black

At the elite level, it was a year of mixed success across our Teams in Black. The Black Ferns headed to the Women's Rugby World Cup in England as defending champions and while disappointed to not make the final, they made us proud with a clinical win in the bronze medal match. As with the end of many pinnacle event cycles, we have seen a new era begin for the side with Whitney Hansen appointed Head Coach through to 2027 and an expanded international programme.

The All Blacks won 10 of their 13 matches, retaining the Bledisloe Cup for the 23rd successive year and maintaining their historical winning percentage. We know that the margins are tight in international rugby and the 2025 campaign was no exception. As I write now, we've transitioned into a new coaching group and Dave Rennie and his team have the full support of the Board and organisation through to the 2027 Rugby World Cup.

The Black Ferns Sevens continue to be the exemplar of high performance on and off the field, securing both the SVNS World Series title and the World Championship. The All Blacks Sevens had a mixed season in 2025 and are currently rebuilding with a lot of young, exciting talent emerging ahead of the LA Olympics.

Both the All Blacks XV and Black Ferns XV provided valuable international game time for players within our high performance system while helping build our brand overseas. The Māori All Blacks played both in Japan and in Whangārei against Scotland. I attended the Whangārei game and appreciated how the Northland region embraced the occasion including the team spending time on a local marae, highlighting their unique culture and connection. The New Zealand Under 20s side delivered a strong campaign and were narrowly defeated in the World Rugby Junior World Championship final, having earlier defended their U20 Rugby Championship title.

We're blessed with incredibly talented players in New Zealand, and this was reflected in Jorja Miller, Braxton Sorensen-McGee and Fabian Holland all claiming individual World Rugby awards.

## Engaging competitions

It was a great year for our provincial competitions that saw growth across attendance, digital engagement and broadcast viewership. We outline this further in a spotlight on page 15.

My congratulations to Canterbury taking out the NPC title; to Waikato for winning the Farah Palmer Cup Premiership and Otago Spirit for claiming the Championship; and to Mid Canterbury and North Otago for winning the Meads Cup and Lochore Cup respectively. Challenge trophies are a special part of these competitions, and the Ranfurly Shield in particular generated a lot of hype as it changed hands throughout the season.

Super Rugby Pacific hit some impressive milestones on and off the field. In the regular season, 43% of matches produced winning margins of seven points or less, an indication of competitive, entertaining match ups. This clearly appealed to fans with growth across attendance, social media following and viewership – two million viewers tuned into the competition across the season. We introduced Fantasy Super Rugby Pacific, which saw more than 70,000 virtual players from 120 countries engage with the competition in a new

way. Congratulations to the Crusaders who secured their 13th Super Rugby title in what was an exciting season.

Super Rugby Aupiki also drew significant audiences, with 405,000 people watching the final as the Blues Women defeated Matatū. The new Champions Final, played between the winners of Aupiki and Australia's Super W competition, was an indication of the future of women's rugby in the region while a new women's global calendar presented the opportunity for us to rearrange our domestic women's schedule. From 2026, Super Rugby Aupiki will run in a June-August window, aligning competition windows for Black Ferns players and giving much-needed increased time in professional environments.

### **Global lens**

Continuing to build our brands internationally is an important part of delivering the new strategy. A key component was the All Blacks' match against Ireland in Chicago in November, which we've spotlighted on page 16. It marked the second year in a row we have played in the US, and 2026 will see Rugby's Greatest Rivalry in Baltimore presenting an opportunity to continue this momentum in a market that will host two Rugby World Cups and the Olympics in coming years.

New Zealanders contribute to the game on a global scale in many ways. We continue to be represented at World Rugby with Greg Barclay, Bart Campbell and Dame Farah Palmer NZR's representatives, with Bart also sitting on the Executive Committee. In addition, NZR continues to contribute to various World Rugby committees and working groups including Men's, Women's and Sevens High Performance Rugby Committees, Professional Game Committee, Nations Championship Steering Committee, and SANZAR and Oceania Rugby Executive Committees. The high level of our international match officials continues to be acknowledged through high-profile appointments, including Maggie Cogger-Orr refereeing a Rugby World Cup semi-final match, and six Kiwis officiating the British and Irish Lions tour of Australia.

### **More than a game**

Rugby holds a privileged place in the hearts and minds of Kiwis, and this allows us to have great impact off the field. We delivered two programmes designed to increase diversity in the game's governance structures, one specifically for women and another for Māori, in collaboration with the Māori Rugby

Board and the Institute of Directors. We continue to invest in the mental wellbeing of our participants and their communities, highlighted by the "Moment Against Silence" in conjunction with Movember, where a sold-out Eden Park stood to make noise as a commitment to break the silence and stigma around mental health. Off-field initiatives such as these help us ensure that we continue to inspire and unify through rugby.

### **Partner acknowledgement**

We value the support we receive from our commercial partners and had many great moments of connection and activation throughout 2025.

Our sincere thanks to adidas, Altrad, Toyota, Gallagher Insurance and SKY Television, whose ongoing support is critical to the funding, profile and continued growth of the game. We also appreciate the wide network of partners who enable rugby activity nationwide, including the New Zealand Government, Sport New Zealand and High Performance Sport New Zealand; regional and local councils who provide and maintain grounds and infrastructure at the community level; the 26 Provincial Unions; New Zealand Māori Rugby Board; and the Pasifika Rugby Council, whom we were proud to welcome as an Affiliated Body of New Zealand Rugby in December. Our appreciation also extends to ACC, along with the media whose coverage plays an essential role in supporting and promoting the game.

### **Final words**

2025 was another year of change for New Zealand Rugby, but one thing remained – there is a deep love of the game at every level. We see this in sold-out Test matches, in increased viewership across competitions, on social media, and on community grounds. This passion fuels us at NZR, and I'd like to thank all rugby stakeholders, participants and fans for their engagement and energy in 2025.

We are excited to keep moving forward in 2026.



**Steve Lancaster**  
Interim CEO, New Zealand Rugby

# **NEW ZEALAND RUGBY BOARD**

Our Board is charged with setting the strategy, direction and policy for NZR.

## **NEW ZEALAND RUGBY BOARD 2025**



**David Kirk, MBE**  
Chair

David brings a wealth of experience from his extensive career across roles in governance, business, and rugby. David is the Chair and co-founder of Bailador Technology Investments, overseeing investments in high-growth information technology companies. He also serves as Chair of listed company KMD Brands, where he has guided the company's transformation into a multi-brand outdoor apparel group and supported its achievement of B-Corp certification. David also holds leadership roles as Chair of Forsyth Barr and has previously served as Chair of Trade Me and CEO of Fairfax Media. David is a World Cup winning All Black captain.



**Greg Barclay, CNZM**

Greg is a lawyer and governance professional with extensive experience across commercial, legal and sports sectors. A founder of Claymore Partners which is a legal and commercial advisory firm, Greg has built a career combining strategic leadership and business acumen. He is a past or present director and Chair of several public and private companies in New Zealand and Australia, where he has driven growth, innovation and operational excellence. At present he is Chair of Pacific Forest Products and Boffa Miskell and sits on the boards of NZX listed companies, Rakon and Comvita. He is also a former Chair of NZ Cricket and from 2020 to 2024, the Chair of the Dubai-based International Cricket Council.



**Grant Jarrold**

Grant has had over 30 years of combined governance experience in New Zealand in our great game at all levels, from the Chair of the Crusaders, Canterbury Rugby Union and the Belfast Rugby Club during this time. Grant is currently Chair of the Risk, Audit and Investment Committee and NZR's representative on the New Zealand Māori Rugby Board. In other sports governance roles, he is the Chair of Harness Racing New Zealand and a member of the Racing New Zealand Board. Grant is a Special Life Member of the Belfast Rugby Club.

Grant is a Fellow of the Chartered Accountants of Australia and a member of the Institute of Directors in New Zealand and holds a number of Chair and Director positions of private companies in New Zealand.

A 35-year professional career included being a Partner at Deloitte in Christchurch for 25 years specialising in Business Advisory Services, retiring from the firm in 2023 to continue with an already-established governance career.



### **Marise James**

Marise is a professional director with extensive governance experience across a range of industries, including finance, insurance, and primary industries. She served on the Taranaki Rugby Board for eight years and is currently a director of Midlands Funds Management Limited. Previous governance roles include Southern Cross Pet Insurance Limited (Chair), Farmers Mutual Group, Taranaki Health Foundation, TSB Bank, TSB Community Trust, and Fonterra Cooperative Group Limited. A chartered accountant, in those roles Marise has often chaired the Audit and Risk or equivalent committees.



### **Doug Jones**

Doug (Rongowhakaata, Ngāi Tāmanuhiri, Ngāti Kahungunu) has extensive governance and executive experience, a deep understanding of Te Ao Māori, and a passion for rugby and community development. Doug is currently Chief Executive of Trust Tairāwhiti, where he leads regional economic development and tourism, and oversees major assets such as Eastland Generation, Eastland Port and Gisborne Airport. In this role, he has refreshed the organisation's strategic direction and driven cultural and operational transformation.



### **Keven Mealamu, MNZM**

Keven is a respected business leader, community advocate, and former professional rugby player with experience in governance and stakeholder engagement. Since retiring from a 15-year professional rugby career in 2015, Keven has focused on fostering community well-being, business innovation, and sports governance. Keven is a two-time World Cup winning All Black who played a total of 132 Tests.



### **Julia Raue**

Julia is a professional director with extensive experience in New Zealand and Australia across the technology, retail, energy, logistics, insurance, health, television and media sectors. Julia has over 25 years' experience in globally recognised executive roles leading large complex organisations for some of New Zealand's leading companies.

Julia is currently Chair of Move Logistics Limited; an Independent Director of Southern Cross Healthcare Ltd; Asteron Life; and All Blacks Experience; a Trustee of Southern Cross Health Trust; and Trustee & Deputy Chair of NZ Global Women. Julia has previously served on the boards of The Warehouse Group; Jade Software; Television New Zealand and Z Energy. Julia is a Chartered Member of the NZ Institute of Directors, and a Graduate of the Australian Institute of Company Directors. Prior to a full-time governance career, Julia was Chief Information Officer at Air New Zealand.



### **Caren Rangī, ONZM**

Caren is an experienced governance professional with a passion for community focused leadership. Caren is a proud New Zealand-born Cook Islands Māori, a qualified chartered accountant and has built her governance career across public and not-for-profit sectors.

She is currently the Pro-Chancellor of Massey University, Chair of Pacific Homecare and Deputy Chair, Pacific Co-operation Broadcasting Ltd. She also provides support to boards by providing facilitation and governance training services.



### **Catherine Savage**

Catherine has over 30 years' experience in business and investment management and is Managing Director of Savage Group Limited, investing globally across industries. Previously Managing Director of AMP Capital Investors, she oversaw more than NZ\$13 billion.

She has held extensive governance roles in New Zealand and internationally, including Chair of the New Zealand Superannuation Board and the National Provident Fund, and director roles at Kiwibank, Infratil and the Todd Family Office.

She currently serves as an independent director of Kiwi Group Capital and Beca Group, is on the Board of the Pacific Pension Investment Institute, and the Advisory Board of the Institute of Sovereign Investors, and co-Chairs the New Zealand Chapter of Women Corporate Directors.

## Our Patron

The New Zealand Rugby Patron fills an honorary role as the figurehead for the organisation. Throughout the 20th century the Governor General traditionally held the role of Patron.



### Ian Kirkpatrick

Ian Kirkpatrick became Patron of New Zealand Rugby in 2020, acknowledging his deep connection to the game from Heartland through to Teams in Black.

Kirkpatrick has had strong ties to Heartland rugby, starting his representative career in the combined Poverty Bay-Ngāti Porou East Coast team. A dynamic loose forward, Kirkpatrick debuted for the All Blacks in 1967 and went on to play 113 matches, including 43 as captain. In 2003, he was inducted into the IRB (now World Rugby) Hall of Fame.

## President and Vice President

NZR has two Officers: The President and Vice President, who represent NZR and New Zealand at important functions and events, locally and globally. In 2025, the President and Vice President (along with the Chief Executive Officer) attended New Zealand Rugby Board Meetings, although in an observer capacity and did not vote on Board matters. These positions are elected for two-year terms.



### Matthew Cooper

**President (non-voting) since 2024**

Matthew is in his 25th year as Chief Executive of Sport Waikato, following a rugby career spanning 15 years at club, NPC and international levels, and has grown and enhanced his governance experience and strategic influence regionally, nationally and internationally over a long association with the game.

Matthew feels fortunate to have benefitted from an elite sporting pathway and acknowledges that his subsequent career journey has reinforced the importance and value gained through community and building genuine relationships, with mutual respect at the centre.

Matthew has been proud to serve New Zealand Rugby as President since 2024, and previously as Vice President, and considers it an honour and privilege to represent the game and its people.



### Erin Rush

**Vice President (non-voting) since 2024**

A former player, Erin Rush represented Wellington FC and was a long-standing captain of the Wellington Pride before making her Black Ferns debut in 2003.

Erin has continued to contribute to rugby after her playing days. She was appointed the first female president of Centurions Rugby Club and was the first female Citing Commissioner for New Zealand Rugby.

Outside of rugby, Erin is a leading real estate agent for Harcourts, the top salesperson in Wellington City since 2016.

# 2025 EXECUTIVE

NZR's Chief Executive Officer is supported by an Executive Team across functional areas of our business.



**Mark Robinson**  
Chief Executive Officer



**Toni Grimshaw**  
Chief People, Safety and Wellbeing Officer



**Steve Lancaster**  
General Manager Community Rugby



**Chris Lendrum**  
General Manager Professional Rugby and Performance



**Paul Stevens**  
Chief Communications Officer



**John Kirkup**  
Chief Financial Officer (Acting)



**Tom Turton**  
General Counsel

For more information about the Exec, go to [nzrugby.co.nz/about-nzr/who-we-are/](https://nzrugby.co.nz/about-nzr/who-we-are/)

# A STRATEGY FOR ALL OF RUGBY IN NEW ZEALAND

The strategy was developed and adopted by the Board in 2025 to provide direction for all of rugby in New Zealand. It focuses on four key strategic pillars which are interdependent, meaning that to be successful in one we need to be successful in all. The strategy is not time-bound and will instead be adaptive as internal factors and external environment change.

## Our Vision: Inspire & Unify through Rugby

This remains unchanged - we aim to inspire our rugby communities and the next generation, while unifying all fans behind our Teams in Black, in New Zealand and around the world.

## Engage & Align All Stakeholders & Partners

This is a new strategic focus area, to have a clearly articulated strategy that is committed to by the whole game, and a clear delivery model that is accountable for investments made. NZR is committed to meaningful and supportive communications, to build constructive relationships and a positive perception of the game.

## Teams in Black Winning

We will continue to enhance the legacy of our Teams in Black through winning pinnacle events and major series. We will play a style that reflects our identity and culture as a rugby nation. This will be achieved through player and coach development pathways into competitions that bring fans and communities together.

## Maintain & Grow a Thriving Community Game

We believe community rugby enhances the lives of people in New Zealand individually and collectively by creating connected communities where a lifelong love of rugby is fostered. We will focus on making sure our game is the most popular community sport in New Zealand, so as many people as possible can enjoy the benefits of participation and connection.

## A Successful, Growing & Profitable Business

The success of our teams and competitions will continue to drive opportunities to engage and connect with fans both domestically and globally, delivering revenue growth while controlling investment and spend, on a path to profitability.

## VISION: INSPIRE & UNIFY THROUGH RUGBY



# WOMEN AND GIRLS

**2025 was year three on delivering against the Women and Girls in Rugby System Strategy. At the NSO level, NZR conducted activity across community rugby, the professional game and building system capability.**

## Community Rugby

Six targeted initiatives rolled out, in conjunction with Provincial Unions, contributing to the system-wide alignment with the strategy. Together, these reflect NZR's ongoing commitment to growing participation, improving player experiences, and supporting communities across Aotearoa.

- Women's health – Producing podcasts, hosting panels, creating content for clubs, coaches and the rugby system to support the wellbeing of female players in community rugby.
- Participation framework – Strengthening pathways and opportunities across the game that reflect the unique motivations and needs of participants. Guides consistency and alignment across the system.
- Contact Ready – A tailored, evidence-based programme introducing teenage girls to contact rugby safely, with a focus on confidence, skill development and enjoyment. Piloted in 13 Provincial Unions, with more than 320 participants, it supported Unions in recruiting and retaining young female players and strengthening coach capability.
- Ako Wāhine – Growth, retention, and celebration of women coaching in community rugby, strengthening confidence, capability and leadership. 2025 focused on women-only NZR Foundation Coaching Courses, delivered in partnership with Provincial Unions.
- Women & Girls Connect – Bringing together PU Women & Girls Leads to align and support our stakeholders through collaboration. Priority topics included the participation pathway framework, player transitions, player retention, and youth rugby experiences.
- Website hub – Creation of resources, guidance, and inspiration for community rugby to support the women and girls' game. Designed for volunteers, coaches, referees, and administrators, the hub provides a 'one-stop shop' for strengthening and growing women's rugby.

## High Performance

### Campaigns

- Black Ferns Sevens winning 35/37 games to claim both the HSBC SVNS Series and World Championship titles.
- Black Ferns reclaim the Pacific Four title and retain the O'Reilly Cup.
- Black Ferns secure a bronze medal at the Rugby World Cup, short of their goal to defend the title, but rallied well after the disappointment of not making the final.
- Whitney Hansen appointed Black Ferns Head Coach. Her appointment reflects the strength of the high performance pathway and the progression of coaches through the system.

### Competitions

- Inaugural Super Rugby Champions Final between Super Rugby Aupiki winners (Blues) and Australia's Super XV champions (NSW Waratahs), showing collaboration between NZR and Rugby Australia for increased playing opportunities.
- A new global calendar with aligned regional and international windows that provide increased opportunity for performance and commercial outcomes in the women's game.
- Super Rugby Aupiki schedule realignment to fit with the new global structure. The June-August window supports a longer pre-season, strengthening the professional environment and creating better international preparation for athletes.

### Pathways

- More than 200 new-to-rugby athletes attended a regional Next Ferns combine, with 22 invited to the national combine. Athletes were then introduced to various levels of the high performance system, with an eye to the 2029 Rugby World Cup and 2032 Olympics.
- Black Ferns XV tour to South Africa gave a wider group of athletes international campaign experience and grew depth in the system.

- An Under 18 North v South fixture was the culmination of a six-day camp attended by 50 players. This programme was the first time NZR has held a high performance camp for this age bracket, a major development in the teenage girls' pathway.
- Ignite 7s re-established, with 48 players across four women's development teams, with a focus on talent identification for the 2028 LA Olympics.

### Accelerate Women in Rugby Conference

Held in May and presented alongside NZR's partner Bupa, the conference was designed to develop, celebrate and accelerate women in rugby, and people working in the women's game. Attendees heard from women in CEO and governance roles, a high performance coaches panel and women's health experts, to share knowledge and experience across the diverse group.

As kaitiaki of the game, NZR took an intentional leadership role in bringing the rugby system together for connection and upskilling, with the intent to foster alignment and collaboration to continue momentum at every level of women's rugby.

**84.5%**

of Contact Ready players feel confident they have the skills to start contact rugby

**90%**

of Contact Ready participants say they will now start playing contact rugby

**100%**

of parents feel more confident that their child has the necessary skills to start contact rugby

**162**

Ako Wāhine participants

**98.8%**

rated the workshop content as high quality

**98.8%**

rated the workshop environment welcoming and inclusive

**18**

Provincial Unions represented at the Women and Girls Connect.

**5**

referee scholarship candidates selected, Heartland Union represented for the first time (South Canterbury).



# PASIFIKA

**2025 was the second year of delivery against our Pasifika Action Plan, with NZR leading a number of workstreams to encourage more Pasifika people into non-playing roles across rugby (community, high performance and within NZR).**

**Key initiatives delivered include:**

## **Coaching Pathways Pilot Programme**

This programme was designed to support Pasifika progression into non-playing roles by creating culturally-responsive entry points for community coaches into NZR & World Rugby-aligned pathway options, while recognising the cultural contexts in which Pasifika coaches operate. NZR partnered with Auckland Rugby to pilot the programme with Auckland Samoan and Cook Islands Rugby. Workshops covered 'Coaching Rugby' course content and RugbySmart accreditation, and were delivered using culturally-familiar facilitation approaches and community-based settings. Pasifika facilitators and role models supported Cook Islands, Samoan, Tongan, and other Pasifika communities within the pilot design.

## **Cultural Competency**

Grounded in Culture, Growing in Game: Developed in collaboration with Moana Connect, this programme uses facilitated, interactive workshops to strengthen cultural capability across rugby environments, supporting more meaningful engagement with Pasifika players, staff, whānau and communities.

NZR piloted these workshops in 2025 with South Canterbury and Horowhenua Kapiti Rugby Unions, and staff in our Auckland office. Attendees represented a cross-section of roles across both PUs and NZR. The workshops provided a safe and practical learning space and informed the development of resources for wider rollout across the rugby system from 2026.

## **NZR Pasifika Organisational Guidelines**

These guidelines are designed to support the Strategy and complement the Cultural Competency programme in providing clear, practical expectations for rugby organisations to support improved trust, inclusion, and performance across the rugby system, enabling Pasifika peoples to belong, contribute, and lead at all levels of the game.

Their intent is to shift the system from informal, individual-led approaches toward consistent, culturally grounded and accountable practice across all levels of the game.

The Guidelines were developed through an evidence-based, talanoa-informed process, drawing on interviews with stakeholders nationwide, findings from the NZR Pasifika Responsiveness Survey (conducted in December 2024), prior Pasifika research, cultural leadership, and community advocacy.

They address consistent themes raised in the survey, such as Pasifika being under-represented in leadership, governance, and paid roles; variable cultural responsiveness and capability across organisations; fragmented and transactional engagement with Pasifika communities; overreliance on a small number of Pasifika staff to carry cultural and relational responsibilities, and limited access to structured mentoring and leadership development pathways.

In 2026, focus will turn to supporting implementation of the Guidelines and facilitating cultural competency workshops to further grow cultural capability across the rugby system.

**“We got 21 coaches out of that Samoan coaching course, people who would never have taken it without something made for that community.”**

Facilitator of the Coaching Pathways pilot programme

# DOMESTIC COMPETITIONS

The National Provincial Championship, Farah Palmer Cup and Heartland Championship are a special time in the rugby calendar. Every winter, communities across the country rally behind their teams, bringing the noise, colour and pride that come with seeing their local heroes pull on their provincial colours and hoops.

2025 was a record-breaking year for our domestic competitions, continuing the strong momentum of recent seasons. Digital engagement, broadcast audiences and match-day attendance all grew, supported by an unforgettable Ranfurly Shield season. The Shield was held by five different Provincial Unions, travelling over 2,000 kilometres, in what has become one of the most dramatic Shield seasons in recent memory.

The JJ Stewart Trophy and Bill Osborne Taonga also added to the hype. Waikato Women held the JJ Stewart Trophy with pride throughout the Farah Palmer Cup season, while Horowhenua Kāpiti claimed the Bill Osborne Taonga early in the Heartland Championship, and defended it for the remainder of the season. Both trophies are becoming important traditions and helping deepen rivalries across these two competitions.

Our domestic competitions play a vital role in the rugby system, creating pathways and development for players and coaches, while strengthening the connections between unions, clubs and communities.

We thank the Provincial Unions and their staff for their dedication across the season and the results they have helped deliver.

## DIGITAL GROWTH

**30,000+**

new followers joined our Provincial Rugby channels.

Impressions rose 27.5% to over

**56 million**

## BROADCAST | SKY NZ BROADCAST

**1.34 million**

viewers watched the regular NPC season (up 9% from 2024).

Including finals, total viewership reached

**1.46 million** (up 8% year-on-year).

## BROADCAST | SKY DIGITAL PLATFORMS

**524,000**

viewers followed the NPC season (up 6%).

## ATTENDANCE

**9.5%**

increase in NPC match attendance from 2024.

**Strong support for the women's game, especially at double-header matches.**



# GLOBAL LENS – CHICAGO

**In November, Chicago’s Soldier Field was home to the Gallagher Cup – The Rematch, a hotly anticipated redux of the historic 2016 encounter in Chicago, where Ireland triumphed over New Zealand for the first time in 111 years. The rivalry between the two sides has only grown since that result, and while fans were excited for the on-field occasion, the fixture also presented a great opportunity to build our brands in a key commercial market not just for NZR but also World Rugby.**

The US will host both a men’s (2031) and women’s (2033) Rugby World Cup in the next decade, and the match was a chance to grow the visibility of the game stateside. Similar to the All Blacks’ match against Fiji in San Diego in 2024, we saw incredible geographic diversity in ticket purchases – all 50 US states were represented, and fans travelled to Chicago from 43 countries.

We took the opportunity to continue NZR’s long-term international growth strategy through traditional media, digital

activity and collaborations, fan activations and professional networking events. More than 40 players, coaches, All Blacks Ambassadors and NZR administrators were featured across 60 interviews over eight days, previewing the match and promoting the All Blacks and rugby in New Zealand. On social channels, the All Blacks featured alongside Las Vegas Raiders (NFL), Chicago Blackhawks (NHL) and Chicago Bulls (NBA), who have 16m followers on Instagram alone. This positioned us with other global sporting brands and exposed our brand to new fans around the world.

The inaugural All Blacks Conference was an opportunity for nearly 200 leaders from across sport, government and a range of corporate industries to come together for learning and connection utilising senior leadership development content from All Blacks Performance Labs. We also hosted commercial partners from Japan, Germany, Amsterdam, London, and New Zealand at the conference and match day.

With a sellout crowd of more than 61,000 and an All Blacks win, it was a successful week on and off the field. Our continued investment overseas is paying off, with international brand awareness and recognition for the All Blacks continuing to grow year-on-year, with an increase of 9% in the USA.



# DHL SUPER RUGBY PACIFIC

**The 2025 DHL Super Rugby Pacific season delivered compelling outcomes both on and off the field, reinforcing the strong connection fans have to the competition. Rising viewership, record digital engagement and increased match attendance all pointed to a product that resonated deeply, with supporters choosing to engage across multiple platforms.**

Across the season, more than two million viewers tuned in, including over 1.83 million in New Zealand alone via Sky Sport and Sky Open, while digital viewership on Sky Go and Sky Sport Now grew by more than 19%. Even with seven fewer games in the regular season, match attendance increased 6% year-on-year.

On the field, the rugby matched the momentum off it. The regular season averaged 57.8 points per game, with 8.2 tries per match and heightened unpredictability and

entertainment shown through an average of 4.1 lead changes per game, delivering competitive contests and tight margins week after week.

Fan engagement was taken to a new level with the launch of Fantasy Super Rugby Pacific, attracting more than 70,000 players from 120 countries and generating over four million transfers during the season. On social media, Super Rugby Pacific became the world's first domestic rugby competition to reach a total audience of 2.5 million followers, driven by 25% year-on-year growth.

When the season ended with the Crusaders securing their 13th title, we celebrated a thriving, fan-focused competition that connected with audiences around the world. Our thanks and appreciation to the Super Rugby clubs for their hard work in promoting and delivering the competition.

*Data provided by Professor Dimitri Perrin, Co-Director QUT Centre for Data Science and Queensland Reds Head of Data Science.*



# LEGACY FUND

**One of the highlights for rugby in 2025 was the distribution of the first round of the Legacy Fund grants, helping to support grassroots rugby projects and initiatives across the country.**

A key element of Silver Lake’s investment into rugby in New Zealand, the Fund distributes the annual earnings on a \$60m perpetual fund held by New Zealand Rugby to projects designed to have an intergenerational impact on the game. The New Zealand Rugby Legacy Fund Charitable Trust is a registered charity (CC64244), given its focus on leaving an enduring legacy for future generations.

The Legacy Fund supports grassroots rugby to fund ideas that strengthen communities, spark innovation, and honour the past by investing in the future.

The first round of applications opened in August and closed in October, with over 140 submissions received from right across

Aotearoa. The shortlisting process was conducted through the Legacy Fund Advisory Group, made up of representatives from NZR’s Board and management, Provincial Unions, Māori rugby, Pasifika rugby, and Sport New Zealand.

12 projects were ratified by the New Zealand Rugby Board, as Trustees of the Legacy fund, in December, with distributions from the first round totalling \$687,438. Seven of the 12 projects requested support to develop or upgrade changing room facilities to account for growing women and girls’ participation. Other supported projects include general clubroom facility and turf development, and programmes enabling non-traditional participation, such as neurodiverse youth and Chinese families.

The Legacy Fund will have two application rounds in 2026 and beyond, allowing for even more impact on the legacy and sustainability of grassroots rugby.

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**The successful entities for the first round of Legacy Fund grants:**

**Auckland Asian Rugby Club**

Accessible rugby programmes

**Greytown Rugby Football Club**

Women & Girls facilities

**Hamilton Old Boys RSC**

Turf development

**Helensville District Rugby Football Club**

Women & Girls facilities

**Kaierau RFC**

Women & Girls facilities

**Kaikoura Rugby Club**

Turf development

**Methven Rugby Football Club**

Women & Girls facilities

**Sense Rugby**

Accessible rugby programmes

**Southbridge Rugby Football Club**

Facility upgrade

**Te Kauwhata Rugby Sports Club**

Women & Girls facilities

**Te Puke Sports & Rec Club**

Women & Girls facilities

**Waitete Rugby Football Club**

Women & Girls facilities

# DIVERSITY, EQUITY AND INCLUSION

**In 2025 we progressed our Diversity, Equity and Inclusion priorities with a strong focus on women's leadership, cultural capability, and system connection, supporting a more representative and inclusive rugby environment.**

A major highlight was the inaugural Accelerate Women in Rugby Conference, held in Auckland in May. The two-day event brought together more than 120 women and male champions from across governance, high performance, community rugby and professional sport. The conference delivered targeted professional development, strengthened cross-system networks, and celebrated the people doing vital mahi to advance the women's game. Feedback reflected strong impact, with more than 90% of participants reporting improved connection, confidence and encouragement to pursue leadership roles.

Alongside the conference, we continued to invest in leadership and capability building initiatives. Te reo Māori learning was supported through three sponsored cohorts, strengthening bicultural competency and encouraging the everyday use of te reo across the organisation. We also progressed our Women

in Leadership initiatives, including piloting and expanding access to the Powrsuit digital leadership platform to support women earlier in their leadership journeys.

NZR continued to work alongside Sense Rugby, supporting inclusive experiences for children with disabilities, including opportunities to attend matches, connect with players and experience rugby behind the scenes. Sense Rugby were also a recipient of a Legacy Fund grant in December.

In the Rainbow inclusion space, NZR demonstrated visible support by sponsoring and presenting at the Rainbow Excellence Awards, recognising innovation and progress toward more inclusive and welcoming environments.

We partnered with the New Zealand Māori Rugby Board and the Institute of Directors to pilot a Māori Governance Development Programme, strengthening governance capability and leadership pathways for Māori in rugby.

Looking ahead to 2026, we will build on these foundations by delivering the Women in Governance programme, deepening cultural capability, and continuing to invest in inclusive leadership across the rugby system.

# CULTURAL CAPABILITY

## Throughout 2025, we continued to build on our partnership with Māori Rugby Board.

We introduced support to grow Māori leadership through the Māori Governance Programme, which was delivered, in partnership with the Institute of Directors, to Māori leaders working across our Provincial Unions. Participants built deep connections, engaged in whakawhanaungatanga, explored governance practices grounded in te ao Māori values and shared aspirations for Māori in rugby. Core governance learning was interwoven with cultural safety, lived experience, and real rugby case studies, creating a meaningful environment for reflection, growth, and shared aspiration.

We are progressing work to develop a Kaihautu Māori role, replacing Matua Luke who passed away late in 2024. This role will report into the CEO and provide strategic guidance and insight into all of rugby.

We are seeing increased demand for cultural advice into our Commercial team and in 2025 we developed the Kaitiaki Framework - a principle-based tool that aims to help NZR make good decisions when seeking to utilise or engage with Māori cultural elements. The word kaitiaki means guardian or steward and this framework helps to ensure we act as proper stewards of Māori culture.





**ACKNOWLEDGEMENTS**

# RECOGNITION OF BEREAVEMENTS



**Dave Gillespie**  
All Black #586  
27 Feb 2025, aged 90



**Alex "Grizz" Wyllie**  
MBE  
All Black #688  
22 March 2025, aged 80



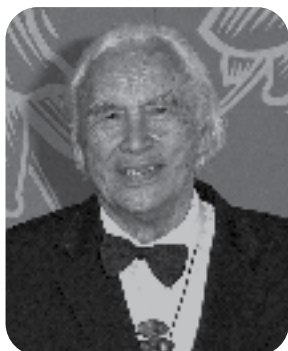
**John "Doc" Mayhew**  
ONZM  
Former All Blacks  
Team Doctor  
9 April 2025, aged 70



**Sarah Player**  
(née Huxford)  
Black Fern #47  
26 April 2025, aged 53



**Bill McCaw**  
All Black #527  
6 May 2025, aged 97



**Fred Graham CNZM**  
Māori All Black  
9 May 2025, aged 96



**Ernest "Tuppy" Diack**  
All Black #602  
18 May 2025, aged 94



**Stu Wilson**  
All Black #772  
8 June 2025, aged 70



**Robbie Stuart**  
All Black #780  
26 June 2025, aged 78



**Don McIntosh**  
All Black #575  
17 July 2025, aged 94



**Lloyd Ashby**  
All Black #593  
18 August 2025, aged 94



**Dr Keith Nelson**  
All Black #631  
21 August 2025, aged 86



**Denis Cameron**  
All Black **#614**  
22 August 2025, aged 86



**Alec Wilson**  
Māori All Black  
22 August 2025, aged 92



**Shane Christie**  
Māori All Black,  
All Blacks Sevens  
26 August 2025, aged 39



**William Stuart "Stu"  
Freebairn**  
All Black **#554**  
21 September 2025,  
aged 93



**Theo Kipa**  
Māori All Black  
20 October 2025, aged 97



**Paul Macfie**  
Test Referee #59  
23 October 2025, aged 69



**Selwyn "Mick"  
Bremner**  
All Black **#545**  
29 October 2025,  
aged 95



**Thomas Eruera  
Whanaupani (Tom)  
Mulligan, MNZM**  
Former NZRU Council  
Member, NZRU Board  
Member, Chair of the  
New Zealand Māori  
Rugby Board.  
17 August 2025, aged 88

## ACKNOWLEDGEMENTS

# 2025 NEW ZEALAND RUGBY AWARDS

### Sky TV Fans Try of the Year

Winner: Matt Fleming (Westlake Boys High School)

Finalists: Lucas Casey (Otago)  
Damian McKenzie (All Blacks)

### DHL Super Rugby Pacific Player of the Year

Winner: Ardie Savea (Moana Pasifika)

Finalists: Will Jordan (Crusaders)  
Du'Plessis Kirifi (Hurricanes)

### Sky Super Rugby Aupiki Player of the Year

Winner: Portia Woodman-Wickliffe (Blues)

Finalists: Amy du Plessis (Matatū)  
Braxton Sorensen-McGee (Blues)

### Richard Crawshaw Memorial All Blacks Sevens Player of the Year

Winner: Tone Ng Shiu

Finalists: Dylan Collier  
Frank Vaenuku

### Black Ferns Sevens Player of the Year

Winner: Jorja Miller

Finalists: Michaela Brake  
Risi Pouri-Lane

### New Zealand Rugby Age Grade Player of the Year

Winner: Braxton Sorensen-McGee (Auckland)

Finalists: Oli Mathis (Waikato)  
Dylan Pledger (Otago)

### Bunnings Warehouse Rugby Club of the Year

Winner: Waimate Rugby Football Club  
(South Canterbury)

Finalists: Hunterville Rugby Football Club (Whanganui)  
Rangataua Sports and Cultural Club  
(Bay of Plenty)

### Charles Monro Volunteer of the Year

Winner: Jodi Taylor (Strath Taieri Rugby Club, Otago)

Finalists: Glen Devenie (Auckland Rugby Referee  
Association, Auckland)  
Stacey Kobus (Cambridge Junior Rugby and  
Community Sports Club, Waikato)

### Te Hāpai Community Impact Award

Winner: Peter Hastings (Bay of Plenty)

Finalists: Cian Byrne-Hansen (Counties Manukau)  
Sosoli Talawadua (Whanganui)

### Duane Monkley Medal (Bunnings Warehouse NPC Player of the Year)

Winner: Josh Jacomb (Taranaki)

Finalists: Sam Darry (Canterbury)  
Folau Fakatava (Hawke's Bay)

### Fiao'o Faamausili Medal (Farah Palmer Cup presented by Bunnings Warehouse Player of the Year)

Winner: Taufa Bason (Auckland)

Finalists: Grace Houpapa-Barrett (Waikato)  
Holly Williams (North Harbour)

### Ian Kirkpatrick Medal (Bunnings Warehouse Heartland Championship Player of the Year)

Winner: Keanu Taumata (Poverty Bay)

Finalists: Declan McCormack (Mid Canterbury)  
Sam Walton-Sexton (Wairarapa Bush)

### New Zealand Rugby Referee of the Year

Winner: Maggie Cogger-Orr (Auckland)

Finalists: James Doleman (Otago)  
Ben O'Keefe (North Harbour)

### ASB National Men's Coach of the Year

Winner: Rob Penney (Crusaders)

Finalists: Marty Bourke (Canterbury)  
Mark Brown (Otago)

**adidas National Men's Team of the Year**

**Winner:** Crusaders  
**Finalists:** Canterbury  
Mid-Canterbury

**ASB National Women's Coach of the Year**

**Winner:** Willie Walker (Blues)  
**Finalists:** Matt Direen (Otago)  
Reuben Samuel (Waikato)

**adidas National Women's Team of the Year**

**Winner:** Blues  
**Finalists:** Otago Spirit  
Waikato

**ASB New Zealand Coach of the Year**

**Winner:** Cory Sweeney

**adidas New Zealand Team of the Year**

**Winner:** Black Ferns Sevens

**Tom French Memorial Māori Player of the Year**

**Winner:** Portia Woodman-Wickliffe (Ngāpuhi,  
Ngāti Kahu ki Whaingaroa, Ngāti Porou)  
**Finalists:** Kurt Eklund (Ngāti Kahu)  
Quinn Tupaea (Ngaati Tiipa, Ngaati Amaru)

**All Blacks Player of the Year**

**Winner:** Ardie Savea  
**Finalists:** Fabian Holland  
Cam Roigard  
Quinn Tupaea

**Black Ferns Player of the Year**

**Winner:** Braxton Sorensen-McGee  
**Finalist:** Jorja Miller  
Kaipo Olsen-Baker  
Georgia Ponsonby

**Kelvin R Tremain Memorial Player of the Year**

**Winner:** Ardie Savea



## ACKNOWLEDGEMENTS

# OTHER RECOGNITION

### 2025 World Rugby Awards

**HSBC Women's Sevens Player of the Year**

Jorja Miller

**World Rugby Men's 15s Breakthrough Player of the Year**

Fabian Holland

**World Rugby Women's 15s Breakthrough Player of the Year**

Braxton Sorensen-McGee

**World Rugby Women's 15s Dream Team of the Year**

Jorja Miller, Kaipō Olsen-Baker, Sylvia Brunt,  
Braxton Sorensen-McGee

**World Rugby Men's 15s Dream Team of the Year**

Cam Roigard, Will Jordan

**International Rugby Players Association Special Merit Award**

Dan Carter

### 2025 King's Birthday Honours

**Officer of the New Zealand Order of Merit**

Mr Murray Graham Mexted, of Mount Maunganui.

For services to rugby.

Mrs Portia Louise Woodman-Wickliffe, of Mount Maunganui.

For services to rugby.

**Member of the New Zealand Order of Merit**

Ms Pauline-Jean Henrietta Luyten, of Timaru.

For services to rugby and the Pacific community.

**King's Service Medal**

Mr Ross Melville Cooper, of Waihi.

For services to rugby.

### 2025 Māori Sports Awards

**Ngā Ika ā Whiro | Māori Sports Team of the Year**

Mareikura U18 Wāhine Māori Team

**Te Tama-ā-Ranginui | Junior Māori Sportsman of the Year**

Dylan Pledger (Ngāti Tūwharetoa)

**Te Tamāhine-ā-Papatūānuku | Junior Māori Sportswoman of the Year**

Braxton Sorensen-McGee (Ngāpuhi, Ngāti Wai)

**Te Maru ō Tūmatauenga | Māori Sports Coach of the Year**

Marty Bourke (Waikato Tainui)

**Te Aratitāia | Māori Sports Umpire/Referee of the Year**

Ben O'Keeffe (Ngāpuhi, Ngāti Whātua)

**Te Kunenga ki Pūrehuroa | Massey University Scholarship**

Te Maia Sweetman (Rangitāne ki Tāmaki Nui a Rua)

### 2026 New Year Honours

**Companion of the New Zealand Order of Merit**

Mr Gregor John Barclay, of Auckland.

For services to sports governance.

**Member of the New Zealand Order of Merit**

Mr Eroni Clarke, of Auckland.

For services to the Pacific community and rugby.

Mr Roger Bruce Douglas Drummond, of Wellington.

For services to rugby and Māori.

**King's Service Medal**

Mr David John Jurlina, of Kaitaia.

For services to rugby and the community.

Mrs Nada Linda Jurlina, of Kaitaia.

For services to rugby and the community.

### Best Awards (Design)

**All Blacks and Black Ferns Brand Identity Project**

Silver for Large Brand Identity

Bronze for Design Craft



## TEAMS AND RESULTS

# ALL BLACKS

### 2025 SEASON

#### Lipovitan-D July Series

05 July	Dunedin
All Blacks 31	27 France
12 July	Wellington
All Blacks 43	17 France
19 July	Hamilton
All Blacks 29	19 France

#### Lipovitan-D Rugby Championship

17 August	Córdoba
All Blacks 41	24 Argentina
24 August	Buenos Aires
All Blacks 23	29 Argentina
06 September	Auckland
All Blacks 24	17 South Africa
13 September	Wellington
All Blacks 10	43 South Africa

#### Bledisloe Cup

27 September	Auckland
All Blacks 33	24 Australia
04 October	Perth
All Blacks 28	14 Australia

#### The Gallagher Cup – The Rematch

02 November	Chicago
All Blacks 26	13 Ireland

#### Northern Tour

09 November	Edinburgh
All Blacks 25	17 Scotland
16 November	London
All Blacks 19	33 England
23 November	Cardiff
All Blacks 52	26 Wales





**Anton Lienert-Brown 1153**

Waikato, Chiefs

**Ardie Savea 1147**

Wellington, Moana Pasifika

**Beauden Barrett 1115**

Taranaki, Blues

**Billy Proctor 1215**

Wellington, Hurricanes

**Brodie McAlister 1223\***

Canterbury, Chiefs

**Caleb Clarke 1187**

Auckland, Blues

**Cameron Roigard 1210**

Counties Manukau, Hurricanes

**Codie Taylor 1143**

Canterbury, Crusaders

**Cortez Ratima 1214**

Waikato, Chiefs

**Christian Lio-Willie 1228\***

Otago, Crusaders

**Dalton Papali'i 1176**

Counties Manukau, Blues

**Damian McKenzie 1154**

Waikato, Chiefs

**Du'Plessis Kirifi 1225\***

Wellington, Hurricanes

**Emoni Narawa 1208**

Bay of Plenty, Chiefs

**Ethan de Groot 1197**

Southland, Highlanders

**Fabian Holland 1222\***

Otago, Highlanders

**Finlay Christie 1196**

Tasman, Blues

**Fletcher Newell 1205**

Canterbury, Crusaders

**George Bell 1217**

Canterbury, Crusaders

**George Bower 1194**

Otago, Crusaders

**Jordie Barrett 1159**

Taranaki, Hurricanes

**Josh Lord 1199**

Taranaki, Chiefs

**Kyle Preston 1229\***

Wellington, Crusaders

**Leicester Fainga'anuku 1200**

Tasman, Crusaders

**Leroy Carter 1230\***

Bay of Plenty, Chiefs

**Luke Jacobson 1183**

Waikato, Chiefs

**Noah Hotham 1216**

Tasman, Crusaders

**Ollie Norris 1224\***

Waikato, Chiefs

**Pasilio Tosi 1219**

Bay of Plenty, Hurricanes

**Patrick Tuipulotu 1133**

Auckland, Blues

**Peter Lakai 1222**

Wellington, Hurricanes

**Quinn Tupaea 1193**

Waikato, Chiefs

**Rieko Ioane 1156**

Auckland, Blues

**Ruben Love 1223**

Wellington, Hurricanes

**Sam Darry 1220**

Canterbury, Blues

**Samipeni Finau 1211**

Waikato, Chiefs

**Samisoni Taukei'aho 1198**

Waikato, Chiefs

**Simon Parker 1227\***

Northland, Chiefs

**Scott Barrett 1155**

Taranaki, Crusaders

**Sevu Reece 1182**

Southland, Crusaders

**Tamaiti Williams 1209**

Canterbury, Crusaders

**Tevita Mafleo**

Bay of Plenty, Hurricanes

**Timoci Tavatavanawai 1226\***

Tasman, Highlanders

**Tupou Vaa'i 1188**

Taranaki, Chiefs

**Tyrel Lomax 1180**

Tasman, Hurricanes

**Wallace Sititi 1218**

North Harbour, Chiefs

**Will Jordan 1191**

Tasman, Crusaders

## MANAGEMENT

**Scott Robertson**

Head Coach

**Scott Hansen**

Assistant Coach

**Jason Ryan**

Assistant Coach

**Jason Holland**

Assistant Coach

**Tamaiti Ellison**

Assistant Coach

**Bryn Evans**

Set Piece Coach

**David Hill**

Kicking Coach

**Corey Flynn**

Throwing Coach

**Wayne Smith**

Performance Coach

**Nicholas Gill**

Head of Performance

**Jamie Hamilton**

Head Performance

Analyst

**Al Beeton**

Assistant Performance

Analyst

**Jon Gardner**

Assistant Performance

Analyst

**Vaea Peterson**

Assistant Performance

Analyst

(until Northern Tour)

**Simon Barbour**

Assistant Performance

Analyst (for Northern Tour)

**Ceri Evans**

Head of Leadership &

Mental Performance

**Adam Hay**

Performance Scientist

**Katrina Darry**

Nutritionist

**Martin Swan**

Team Doctor

**Karl McDonald**

Lead Physiotherapist

**Teresa Te Tamaki**

Assistant Physiotherapist

**Paul McLaughlin**

Team Manager

**Megan Compain**

Business Manager

**James Iversen**

Logistics Manager

**Paula Powelsland**

Team Services Manager

**Juliet Calder**

Communications

Manager

**Bianca Thiel**

Operations Manager

## TEAMS AND RESULTS

# BLACK FERNS

### 2025 SEASON

#### Pacific Four Series

10 May	Newcastle
<b>Black Ferns 38</b>	<b>12 Australia</b>
17 May	Christchurch
<b>Black Ferns 27</b>	<b>27 Canada</b>
24 May	Auckland
<b>Black Ferns 79</b>	<b>14 USA</b>

#### Black Ferns v Black Ferns XV

05 July	Whangārei
<b>Black Ferns 45</b>	<b>12 Black Ferns XV</b>

#### 2025 O'Reilly Cup Presented by Bupa

12 July	Wellington
<b>Black Ferns 37</b>	<b>12 Australia</b>

#### Women's Rugby World Cup

25 August	York
<b>Black Ferns 54</b>	<b>08 Spain</b>
01 September	Exeter
<b>Black Ferns 62</b>	<b>19 Japan</b>
08 September	Brighton and Hove
<b>Black Ferns 40</b>	<b>00 Ireland</b>
13 September	Exeter
<b>Black Ferns 46</b>	<b>17 South Africa</b>
20 September	Bristol
<b>Black Ferns 19</b>	<b>34 Canada</b>
27 September	Twickenham
<b>Black Ferns 42</b>	<b>26 France</b>



\* denotes Black Ferns debutant in 2025.



## BLACK FERNS®

**Alana Bremner 223**

Canterbury, Matatū

**Alena Saili 197**

Black Ferns Sevens

**Amy Du Plessis 220**

Canterbury, Matatū

**Amy Rule 230**

Canterbury, Matatū

**Ariana Bayler 228**

Waikato, Chiefs Manawa

**Atlanta Lolohea 261**

Canterbury, Blues

**Awhina Tangen-Wainohu 243**

Waikato, Blues

**Ayesha Leti'I'iga 201**

Wellington, Hurricanes Poua

**Braxton Sorensen-McGee 262\***

Auckland, Blues

**Chelsea Bremner 218**

Canterbury, Matatū

**Chryst Viliko 254**

Auckland, Blues

**Dhys Faleafaga 224**

Black Ferns Sevens

**Georgia Ponsonby 232**

Canterbury, Matatū

**Hannah King 260\***

Canterbury, Matatū

**Holly-Rae Mete**

Manawatū, Matatū

**Iritana Hohaia 248**

Taranaki, Hurricanes Poua

**Jaymie Kolose**

Counties Manukau, Blues

**Jorja Miller 264\***

Black Ferns Sevens

**Kaipō Olsen-Baker 233**

Manawatū, Matatū

**Kate Henwood 245**

Bay of Plenty, Chiefs Manawa

**Katelyn Vaha'akolo 247**

Auckland, Blues

**Kelly Brazier 153**

Bay of Plenty, Chiefs Manawa

**Kelsey Teneti 234**

Black Ferns Sevens

**Kennedy Tukuafu 210**

Waikato, Chiefs Manawa

**Krystal Murray 226**

Northland, Chiefs Manawa

**Laura Bayfield 267\***

Canterbury, Matatū

**Layla Sae 256**

Manawatū, Hurricanes Poua

**Liana Mikaele-Tu'u 227**

Auckland, Blues

**Logo-I-Pulotu Lemapu Atai'i**

**(Sylvia) Brunt 239**

Auckland, Blues

**Luka Connor 207**

Bay of Plenty, Chiefs Manawa

**Maama Mo'onia**

**Vaipulu 259**

Auckland, Blues

**Maia Joseph 258**

Otago, Matatū

**Maiakawakaulani Roos 231**

Auckland, Blues

**Marcelle Parkes 203**

Canterbury, Matatū

**Mererangi Paul 246**

Counties Manukau, Chiefs Manawa

**Mia Anderson**

Waikato, Chiefs Manawa

**Portia Woodman-Wickliffe 172**

Northland, Blues

**Renee Holmes 221**

Waikato, Chiefs Manawa

**Risaleaana Pouri-Lane 265\***

Black Ferns Sevens

**Ruahei Demant 196**

Auckland, Blues

**Ruby Tui 235**

Counties Manukau,

Chiefs Manawa

**Santo Taumata 244**

Bay of Plenty, Chiefs Manawa

**Stacey Waaka 183**

Black Ferns Sevens

**Tanya Kalounivale 237**

Waikato, Chiefs Manawa

**Taufa Bason**

Manawatū, Blues

**Theresa Setefano 194**

Black Ferns Sevens

**Veisia Mahutariki-Fakalelu**

**263\***

Waikato, Chiefs Manawa

**Vici-Rose Green 266\***

Waikato, Chiefs Manawa

## MANAGEMENT

**Allan Bunting**

Director of Rugby

**Nelly Strickland**

Team Manager

**Tony Christie**

Rugby Lead and Attack Coach

**Steve Jackson**

Defence Coach

**Dan Cron**

Forward Coach

**Riki Flutey**

Backs and Skills Coach

**Shane Fletcher**

Campaign Manager

**Dr Alyse Cameron**

Doctor

**Brad Anderson**

Lead Physical Performance

**Joel Marshall**

Assistant Physical Performance

**Iain Saunders**

Mental Skills

**Ryan Runciman**

Performance Analyst

**Jayson Ross**

Performance Analyst Support

**Lauren Cournane**

Commercial Manager

**Logan Posthumus**

Nutritionist

**Gabby McCullough**

Lead Physiotherapist

**Sian Northey**

Assistant Physiotherapist - PAC4

**Lauren McDonald**

Assistant Physiotherapist -

WRWC

## TEAMS AND RESULTS

# ALL BLACKS SEVENS

### 2024/25 SEASON

#### HSBC World Rugby SVNS Series

30 Nov-01 December	Dubai
<b>4th Place</b>	<b>All Blacks Sevens</b>
07-08 December	Cape Town
<b>6th Place</b>	<b>All Blacks Sevens</b>
24-26 January	Perth
<b>9th Place</b>	<b>All Blacks Sevens</b>
21-23 February	Vancouver
<b>6th Place</b>	<b>All Blacks Sevens</b>
28-30 March	Hong Kong
<b>5th Place</b>	<b>All Blacks Sevens</b>
05-06 April	Singapore
<b>8th Place</b>	<b>All Blacks Sevens</b>
03-04 May	Los Angeles
<b>3rd Place</b>	<b>All Blacks Sevens</b>



\*denotes All Blacks Sevens debutant in 2025.

**Akuila Rokolisoa 290**

Counties Manukau

**Amanaki Nicole 289**

Southland

**Andrew Knewstubb 279**

Horowhenua Kapiti

**Brady Rush 301**

Northland

**Codemeru Vai 310**

Bay of Plenty

**Dylan Collier 260**

Waikato

**Frank Vaenuku 319\***

Bay of Plenty

**Jack Gray 314\***

Tasman

**Jayden Keelan 312\***

Manawatū

**Joe Webber 223**

Bay of Plenty

**Joey Taumateine 316\***

Counties Manukau

**Kitiona Vai 302**

Bay of Plenty

**Lewis Ormond 261**

Taranaki

**Maloni Kunawave 320\***

Tasman

**Ngarohi McGarvey-Black  
288**

Bay of Plenty

**Oli Mathis 315\***

Waikato

**Regan Ware 264**

Bay of Plenty

**Rob Rush 317**

Northland

**Roderick Solo 304**

Bay of Plenty

**Sam Howling 321**

Auckland

**Sione Molia 270**

Counties Manukau

**Sofi Maka 313**

North Harbour

**Tone Ng Shiu 277**

Tasman

**Xavier Tito-Harris 309**

Auckland

## MANAGEMENT

**Tomasi Cama**

Head Coach

**Willie Rickards**

Assistant Coach

**Dave Ormrod**

Team Manager

**Craig Twentyman**

Strength and Conditioning Coach

**Ronan Gogarty-Watson**

Analyst

**Rachel Lambert**

Physiotherapist

**TEAMS AND RESULTS**

# BLACK FERNS SEVENS

## 2024/25 SEASON

### HSBC World Rugby SVNS Series

- 30 Nov-01 December *Dubai*  
**2nd Place** ● **Black Ferns Sevens**
- 07-08 December *Cape Town*  
**1st Place** ● **Black Ferns Sevens**
- 24-26 January *Perth*  
**2nd Place** ● **Black Ferns Sevens**
- 21-23 February *Vancouver*  
**1st Place** ● **Black Ferns Sevens**
- 28-30 March *Hong Kong*  
**1st Place** ● **Black Ferns Sevens**
- 05-06 April *Singapore*  
**1st Place** ● **Black Ferns Sevens**
- 03-04 May *Los Angeles*  
**1st Place** ● **Black Ferns Sevens**



\* denotes Black Ferns Sevens debutant in 2025.



**BLACK FERNS®  
SEVENS**

**Alena Saili 72**

Southland

**Dhys Faleafaga 79**

Wellington

**Jaymie Kolose 92**

Counties Manukau

**Jazmin Felix-Hotham 82**

Waikato

**Jorja Miller 83**

Canterbury

**Justine McGregor 88**

Wellington

**Katelyn Vahaakolo 87\***

Auckland

**Kelsey Teneti 85**

Waikato

**Le'Oxeayn Maiu'u 91\***

Auckland

**Mahina Paul 81**

Bay of Plenty

**Maia Davis 90**

Manawatū

**Manaia Nuku 84**

Bay of Plenty

**Michaela Brake 55**

Bay of Plenty

**Olive Watherston 89\***

Bay of Plenty

**Risaleana Pouri-Lane 77**

Bay of Plenty

**Sarah Hirini 34**

Manawatū

**Stacey Waaka 67**

Waikato

**Theresa Setefano 66**

Auckland

**MANAGEMENT**

**Cory Sweeney**

Head Coach

**Ed Cocker**

Assistant Coach

**Jess Jones**

Team Manager

**Matthew Long**

Strength and Conditioning Coach

**Jess Chittenden**

Analyst

**Lauren McDonald**

Physio

TEAMS AND RESULTS

# MĀORI ALL BLACKS

## 2025 SEASON

- 28 June Tokyo  
Māori All Blacks 53 • 20 Japan XV
- 05 July Whangārei  
Māori All Blacks 26 • 29 Scotland



\*denotes Māori All Black debutant in 2025.



**Antonio Shalfoon\***  
(Whakatōhea)  
Tasman, Crusaders

**Bailyn Sullivan**  
(Ngāti Kahungunu)  
Waikato, Hurricanes

**Benet Kumeroa**  
(Te Aitihaunui a Pāpārangī)  
Bay of Plenty, Chiefs

**Caleb Delany**  
(Ngāti Tūwharetoa)  
Wellington, Hurricanes

**Cole Forbes**  
(Ngāti Awa)  
Bay of Plenty, Blues

**Corey Evans**  
(Te Aupouri, Ngāti Kahu)  
Northland, Blues

**Cullen Grace**  
(Ngāti Whakauae)  
Canterbury, Crusaders

**Daniel Rona**  
(Te Ātiawa)  
Taranaki, Chiefs

**Gideon Wrampling\***  
(Ngāti Hine, Ngāpuhi)  
Waikato, Chiefs

**Isaia Walker-Leawere**  
(Ngāti Porou)  
Hawke's Bay, Hurricanes

**Jacob Devery\***  
(Te Aitanga a Mahaki)  
Hawke's Bay, Hurricanes

**Jahrome Brown\***  
(Ngāti Porou)  
Waikato, Chiefs

**Jared Proffit\***  
(Ngāti Porou)  
Taranaki, Chiefs

**Jonah Lowe**  
(Ngāti Pīkiao)  
Hawke's Bay, Highlanders

**Kade Banks\***  
(Ngāpuhi, Ngāti Whātua)  
North Harbour, Hurricanes

**Kaleb Trask**  
(Ngāpuhi)  
Bay of Plenty, Chiefs

**Kemara Hauiti-Parapara\***  
(Ngāi Tai, Ngāti Porou)  
Auckland

**Kershaw Sykes-Martin\***  
(Ngāti Porou)  
Tasman, Crusaders

**Kurt Eklund**  
(Ngāti Kahu)  
Bay of Plenty, Blues

**Laghan McWhannell**  
(Ngāti Kahungunu)  
Waikato, Blues

**Mason Tupaea\***  
(Ngaati Tiipa, Ngaati Amaru)  
Waikato, Blues

**Nikora Broughton**  
(Ngā Rauru, Ngāti Ruanui)  
Bay of Plenty, Highlanders

**Pouri Rakete-Stones**  
(Ngāpuhi)  
Hawke's Bay, Hurricanes

**Rivez Reihana**  
(Ngāi Tahu, Ngāti Hine,  
Ngāpuhi, Ngāti Tūwharetoa)  
Northland, Crusaders

**Sam Nock**  
(Ngāpuhi)  
Northland, Blues

**Te Kamaka Howden**  
(Tūhoe)  
Manawatū, Hurricanes

**Xavi Taele\***  
(Ngāi Tahu)  
Auckland, Blues

**Zach Gallagher\***  
(Te Ātiawa)  
Canterbury, Hurricanes

**Zarn Sullivan**  
(Ngāti Kahungunu)  
Hawke's Bay, Blues

## MANAGEMENT

**Ross Filipo**  
(Muaōpoko)  
Head Coach

**Roger Randle**  
(Ngāti Awa)  
Assistant Coach

**Greg Feek**  
(Ngāti Kahungunu)  
Assistant Coach

**Brad Te Haara**  
(Ngāpuhi, Ngāti Rangī)  
Team Manager

**Christos Argus**  
S&C Coach

**Jayson Ross**  
(Ngāti Kahungunu)  
Performance Analyst

**Thomas Warehaugh**  
Physiotherapist

**Rawiri Durie**  
Team Doctor

**Ben Fisher**  
Campaign Manager

**Ezra Iupeli**  
Team Administrator

**Te Wehi Wright**  
(Te Awara, Ngāruahine,  
Ngāti Whitiāupeka,  
Ngāti Kahungunu ki Te Wairoa,  
Ngāti Raukawa)  
Cultural Advisor

TEAMS AND RESULTS

# ALL BLACKS XV

## 2025 SEASON

### All Blacks XV Tour

- 02 November *Brentford*  
**All Blacks XV 33** • **19 Barbarians**
- 09 November *Bath*  
**All Blacks XV 31** • **14 England A**
- 16 November *France*  
**All Blacks XV 45** • **21 Uruguay**





**Benet Kumeroa**  
Bay of Plenty, Chiefs

**Bradley Slater**  
Auckland, Blues

**Braydon Ennor**  
Canterbury, Crusaders

**Brodie McAlister**  
Canterbury, Crusaders

**Caleb Tangitau**  
Auckland, Highlanders

**Chay Fihaki**  
Canterbury, Crusaders

**Christian Lio-Willie**  
Otago, Crusaders

**Dallas McLeod**  
Canterbury, Crusaders

**Dalton Papali'i**  
Auckland, Blues

**Daniel Rona**  
Taranaki, Chiefs

**David Havili**  
Tasman, Crusaders

**Devan Flanders**  
Hawkes Bay, Hurricanes

**Etene Nanai-Seturo**  
Counties Manukau, Chiefs

**Folau Fakatava**  
Hawke's Bay, Highlanders

**George Dyer**  
Waikato, Chiefs

**Isaia Walker-Leawere**  
Hawke's Bay, Hurricanes

**Jack Taylor**  
Southland, Highlanders

**Jacob Ratumaitavuki-  
Kneepkens**  
Taranaki, Highlanders

**Josh Beehre**  
Auckland, Blues

**Josh Fusitua**  
Auckland, Blues

**Josh Jacomb**  
Taranaki, Chiefs

**Kaylum Boshier**  
Taranaki, Chiefs

**Kyle Preston**  
Wellington, Crusaders

**Luke Jacobson**  
Waikato, Chiefs

**Naitoa Ah Kuoi**  
Bay of Plenty, Chiefs

**Rivez Reihana**  
Northland, Crusaders

**Sean Withy**  
Southland, Highlanders

**Sevu Reece**  
Southland, Crusaders

**Siale Lauaki**  
Wellington, Hurricanes

**Te Kamaka Howden**  
Manawatū, Highlanders

**Xavier Numia**  
Wellington, Hurricanes

**Xavier Roe**  
Waikato, Chiefs

## MANAGEMENT

**Jamie Joseph**  
Head Coach

**Jamie Mackintosh**  
Forwards Coach

**David Hill**  
Skills Coach

**Cory Jane**  
Defence Coach

**Mike Ferguson**  
Team Manager

**Andrew Beardmore**  
Strength &  
Conditioning Coach

**Adam Foy**  
Performance Analyst

**Theo Dorfling**  
Team Doctor

**Neil Tucker**  
Team Physio

**TEAMS AND RESULTS**

# BLACK FERNS XV

**2025 SEASON**

**Black Ferns v Black Ferns XV**

05 July Whangārei  
Black Ferns XV 12 • 45 Black Ferns

**South Africa Tour**

26 July Cape Town  
Black Ferns XV 34 • 26 Springbok Women

02 August Cape Town  
Black Ferns XV 24 • 41 Springbok Women





## **BLACK FERNS<sup>®</sup> XV**

### **Ashley Palu**

Canterbury, Matatū

### **Cheyenne Tuli-Fale**

Auckland, Blues

### **Elinor-Plum King**

Manawatū, Hurricanes Poua

### **Fiaali'i Solomona**

Tasman, Matatū

### **Grace Leaso Gago**

Counties Manukau, Blues

### **Hannah King**

Canterbury, Matatū

### **Harono Te Iringa**

Counties Manukau, Blues

### **Holly Greenway**

Bay of Plenty, Blues

### **Hollyrae Mete-Renata**

Manawatū, Matatū

### **Jaymie Kolose**

Counties Manukau, Blues

### **Jordan Tihore**

Bay of Plenty

### **Justine McGregor**

Wellington

### **Kaea Nepia**

Waikato, Matatū

### **Keira Su'a Smith**

Wellington, Hurricanes Poua

### **Kelsey Teneti**

Waikato

### **Leilani Hakiwai**

Hawke's Bay, Hurricanes Poua

### **Lucy Jenkins**

Canterbury, Matatū

### **Luka Connor**

Bay of Plenty, Chiefs Manawa

### **Maama Vaipulu**

Auckland, Blues

### **Maddi Robinson**

Canterbury, Matatū

### **Marcelle Parkes**

Canterbury, Matatū

### **Mererangi Paul**

Counties Manukau,  
Chiefs Manawa

### **Mia Anderson**

Waikato, Chiefs Manawa

### **Reese Anderson**

Waikato, Chiefs Manawa

### **Sam Taylor**

Manawatū, Hurricanes Poua

### **Tara Turner**

Northland, Blues

### **Taufa Bason**

Manawatū, Blues

### **Winnie Palamo**

Canterbury, Matatū

## **MANAGEMENT**

### **Willie Walker**

Head Coach

### **Carlos Spencer**

Assistant Coach

### **Simon Kneebone**

Assistant Coach

### **Charmaine McMenamin**

Assistant Coach

### **Amy Courtney**

Team Manager

### **Nic Groube**

Strength & Conditioning  
Coach

### **Brad Sherwood**

Analyst

### **Tayla Darrah**

Team Doctor

### **Sian Northey**

Team Physio

## TEAMS AND RESULTS

# NEW ZEALAND U20

### 2024 SEASON

#### Under 20 Rugby Championship

- 01 May *Gqeberha*  
NZU20 29 ● 29 Australia U20
- 06 May *Gqeberha*  
NZU20 75 ● 21 Argentina U20
- 11 May *Gqeberha*  
NZU20 48 ● 45 South Africa U20

#### World Rugby Under 20 Championship

- 30 June *Calvisano*  
NZU20 14 ● 05 Italy U20
- 05 July *Viadana*  
NZU20 38 ● 19 George U20
- 10 July *Calvisano*  
NZU20 69 ● 22 Ireland U20
- 15 July *Viadana*  
NZU20 34 ● 26 France U20
- 20 July *Rovigo*  
NZU20 23 ● 15 South Africa U20

**Aio Keith**  
Auckland, Blues

**Aisake Vakasiuola**  
Bay of Plenty, Chiefs

**Caleb Woodley**  
Auckland, Blues

**Charlie Sinton**  
Bay of Plenty, Chiefs

**Cooper Roberts**  
Tasman, Crusaders

**Dane Johnston**  
Taranaki, Chiefs

**Dylan Pledger**  
Otago, Highlanders

**Eli Oudenryn**  
Tasman, Crusaders

**Finn McLeod**  
Canterbury, Crusaders

**Frank Vaenuku**  
All Blacks Sevens

**Harlyn Saunoa**  
Auckland, Blues

**Harry Irving**  
Wellington, Hurricanes

**Israel Time**  
Wellington

**Jack Wiseman**  
Taranaki, Chiefs

**Jai Tamati**  
Manawatū, Hurricanes

**James Cameron**  
Canterbury, Crusaders

**Jayden Sa**  
Taranaki, Chiefs

**Josh Tengblad**  
Otago, Highlanders

**Logan Wallace**  
Manawatū, Hurricanes

**Maloni Kunawave**  
Tasman, Crusaders

**Manumaua Letiu**  
Canterbury, Crusaders

**Micah Fale**  
Waikato, Chiefs

**Moses Bason**  
Manawatū, Hurricanes

**Oli Mathis**  
Waikato, Chiefs

**Ollie Burra**  
Canterbury

**Randall Baker**  
Auckland, Blues

**Rico Simpson**  
Auckland, Blues

**Riley Tofilau**  
North Harbour, Blues

**Robson Faleafa**  
Auckland, Blues

**Shaun Kempton**  
Southland, Highlanders

**Sika Pole**  
Auckland, Blues

**Stanley Solomon**  
Wellington, Hurricanes

**Tamiano Ahloo**  
Auckland, Blues

**Taniela Maisiri**  
Bay of Plenty, Chiefs

**Tayne Harvey**  
Southland, Highlanders

**Will Cole**  
Hawke's Bay, Hurricanes

**Xavier Treacy**  
Canterbury, Crusaders

## MANAGEMENT

**Milton Haig**  
Head Coach

**Alex Robertson**  
Assistant Coach

**Jarrad Hoata**  
Assistant Coach

**Craig Dunlea**  
Assistant Coach

**Huw Beynon**  
Manager

**Matt Sexton**  
Campaign Manager

**Dave Dillon**  
Assistant Coach  
(World Championship)

TEAMS AND RESULTS

# NEW ZEALAND HEARTLAND XV

## 2025 SEASON

### Heartland XV v Manumā Samoa

- 04 November Samoa  
Heartland XV 31 ● 14 Manumā Samoa
- 08 November Samoa  
Heartland XV 31 ● 14 Manumā Samoa



\*denotes Heartland XV debutant in 2025.



**New Zealand  
HEARTLAND  
XV**

**Adam Williamson**  
Mid Canterbury

**Alekesio Vakarorogo\***  
Whanganui

**Anthony Amato**  
South Canterbury

**Cameron Dromgool**  
Thames Valley

**Declan McCormack**  
Mid Canterbury

**Ethan Robinson**  
Whanganui

**Hugh Mitchell Cameron\***  
Mid Canterbury

**Hunter Stewart\***  
Mid Canterbury

**Jackson Lewis Donlan**  
Mid Canterbury

**Kaleb Foote**  
King Country

**Kelepi Funaki\***  
North Otago

**Kenan Gillson\***  
Thames Valley

**Kristian Gent-Standen**  
King Country

**Lesen Huiarangi\***  
Thames Valley

**Liam Rowlands**  
King Country

**Logan Allen\***  
Thames Valley

**Manasa Samo\***  
Mid Canterbury

**Mataitini Feke\***  
North Otago

**Quinn Collard**  
Thames Valley

**Sailimalo Kahn Fotualii\***  
Horowhenua Kapiti

**Sam Walton-Sexton\***  
Wairarapa Bush

**Sione Etoni**  
Thames Valley

**Thomas Reekie**  
Mid Canterbury

**Toetu Touli\***  
Mid Canterbury

**Tom Ryan\***  
King Country

**Tupou Lea'aemanu\***  
Wairarapa Bush

**Uluifalefisi Junior  
Fakatoufifita**  
North Otago

**MANAGEMENT**

**David Harrison**  
Head Coach

**Aarin Dunster**  
Assistant Coach

**Matai'a Aleni Feagaiga**  
Assistant Coach

**Tommy Zimmerman**  
Team Manager

**Josh Willoughby**  
Campaign Manager

**Richard Barlow**  
Physio

**Stevie Waerea**  
Trainer

TEAMS AND RESULTS

# NEW ZEALAND UNDER 85KG

2025 SEASON

NZU85 v Sri Lanka Tuskers

- 04 May Sri Lanka  
NZU85 50 ● 10 Sri Lanka Tuskers
- 10 May Sri Lanka  
NZU85 32 ● 06 Sri Lanka Tuskers





**Adam Preston**

Tawa Ducks, Wellington

**Ben Biggelaar**

Pakuranga Black Panthers,  
Auckland

**Ben Megson**

Grammar TEC Old Boys, Auckland

**Ben Scott**

High School Old Boys Light Bears,  
Canterbury

**Callum Nimmo**

High School Old Boys Light Bears,  
Canterbury

**Campbell Busby**

Auckland University Squids,  
Auckland

**Eamon Reily**

Ponsonby Hustlers, Auckland

**Francis Morrison**

Pakuranga Black Panthers,  
Auckland

**Frazer Harrison**

Auckland University Squids,  
Auckland

**Jack Laity**

Auckland University Slugs,  
Auckland

**Jackson Ephraims**

Takapuna Bombers, North Harbour

**Jamie Pefford**

Pakuranga Black Panthers,  
Auckland

**Jarred Percival**

High School Old Boys Light Bears,  
Canterbury

**Jeandre Du Toit**

Pakuranga Black Panthers,  
Auckland

**Josh Gellert**

Auckland University Slugs,  
Auckland

**Josh Purdon**

High School Old Boys Light Bears,  
Canterbury

**Lewis Craik**

Morrinsville Majestic Pukekos,  
Waikato

**Luke Eyre**

Massey Rock n Rumble,  
North Harbour

**Matt Treeby**

Tawa Ducks, Wellington

**Ned Milne**

High School Old Boys Light Bears,  
Canterbury

**Pasia Asiata**

Poneke Wanderers, Wellington

**Pieter Swarts**

East Coast Bays Badgers,  
North Harbour

**Ridgley Paxton**

Karaka Razzlers,  
Counties Manukau

**Rory Cavanagh**

Pakuranga Black Panthers,  
Auckland

**Simon Sia**

Morrinsville Majestic Pukekos,  
Waikato

**Taine Cordell-Hull**

High School Old Boys Light Bears,  
Canterbury

**Tom Rowland**

Eden Lizards, Auckland

**Tyler Koning**

High School Old Boys Light Bears,  
Canterbury

**MANAGEMENT**

**Ngatai Walker**

Head Coach

**Will Henry**

Assistant Coach

**Ben Sinnamon**

Assistant Coach

**Grant Wilson**

Manager

**Kara Thomas**

Physiotherapist

**Tayla Darrah**

Team Doctor

## TEAMS AND RESULTS

# NEW ZEALAND REFEREES

### 2025 SEASON

#### HSBC World Sevens Series

30 November 2024 - 04 May 2025

#### World Sevens Challenger Series

01 March - 4 May

#### Six Nations

31 January - 15 March

#### Six Nations Under 20s

30 January - 14 March

#### DHL Super Rugby Pacific

14 February - 21 June

#### Sky Super Rugby Aupiki

01 March - 12 April

#### Super Rugby U20s

15 - 22 March

#### Women's Six Nations

22 March - 27 April

#### Super Rugby Champions Final

17 April

#### SANIX Secondary Schools – Japan

28 April - 05 May

#### Pacific Four

03 - 24 May

#### British and Irish Lions Tour of Australia

28 June - 2 August

#### World Rugby U20 Championship

29 June - 19 July

#### Bunnings Warehouse National Provincial Cup

31 July - 25 October

#### Farah Palmer Cup

#### presented by Bunnings Warehouse

09 August - 04 October

#### World Rugby Pacific Nations Cup

23 August - 21 September

#### Lipovitan-D Rugby Championship

16 August - 4 October

#### Bunnings Warehouse Heartland Championship

16 August - 19 October

#### Women's Rugby World Cup

22 August - 27 September

Two NZR referees at Women's Rugby World Cup

**Maggie Cogger-Orr**

**Natarsha Ganley**

#### World Rugby Pacific Nations Cup

23 August - 20 September

#### Oceania Sevens

31 October - 01 November



**Andrew Matthews**  
Tasman

**Angus Mabey**  
Auckland

**Ben Alexander**  
Tasman

**Ben Brownlie**  
Waikato

**Ben O'Keeffe**  
Auckland

**Ben Woolerton**  
Waikato

**Caleb Neilson**  
Otago

**Cassie Watt**  
Southland

**Chloe Sampson**  
Taranaki

**Dan Moore**  
Canterbury

**Erin Doherty**  
Otago

**Fraser Hannon**  
Otago

**Georgia Mason**  
Southland

**Hannah Russell**  
Auckland

**Hayley Hutana**  
Canterbury

**Jackson Henshaw**  
South Canterbury

**James Doleman**  
Otago

**Liam Sargent**  
Counties Manukau

**Maggie Cogger-Orr**  
Auckland

**Marcus Playle**  
Auckland

**Matt Aistle**  
King Country

**Matt Thomas**  
Wellington

**Matt McEwen**  
Manawatū

**Mike Winter**  
Waikato

**Nick Hogan**  
Hawke's Bay

**Paul Williams**  
Taranaki

**Sam Adam**  
Auckland

**Sam Fellows**  
Bay of Plenty

**Sean Curragh**  
Bay of Plenty

**Stu Catley**  
Hawke's Bay

**Stu Curran**  
Manawatū

**Taneika Uerata**  
Canterbury

**Tarsh Ganley**  
North Harbour

**Tiana Ngawati Anderson**  
Bay of Plenty

**Tim Olliff**  
Auckland

**Todd Petrie**  
Auckland

**Warwick Lahmert**  
Taranaki

**Will Day**  
Canterbury

**Will Johnston**  
Taranaki

**Will Todd**  
Canterbury

TEAMS AND RESULTS

# DHL SUPER RUGBY PACIFIC



Final

21 June Christchurch  
 Crusaders 16 • 12 Chiefs



Team	Played	Win	Draw	Loss	F	A	BP	Points
Chiefs	14	11	0	3	550	319	7	51
Crusaders	14	11	0	3	471	371	5	49
ACT Brumbies	14	9	0	5	448	361	8	44
Hurricanes	14	8	1	5	448	342	5	39
Queensland Reds	14	8	0	6	425	371	6	38
Blues	14	6	0	8	377	330	9	33
Moana Pasifika	14	6	0	8	405	544	4	28
NSW Waratahs	14	6	0	8	317	451	2	26
Western Force	14	4	1	9	358	472	5	23
Fijian Drua	14	4	0	10	317	465	4	20
Highlanders	14	3	0	11	332	422	8	20

TEAMS AND RESULTS

# SKY SUPER RUGBY AUIPIKI



Final

12 April Auckland  
Blues 26 ● 19 Matatū

Women's Super Rugby Champions Final

17 April Auckland  
Blues 36 ● 5 NSW Waratahs



Team	Played	Win	Draw	Loss	F	A	BP	Points
Blues	6	5	0	1	216	123	4	24
Matatū	6	4	0	2	169	141	3	19
Chiefs Manawa	6	3	0	3	169	127	4	16
Hurricanes Poua	6	0	0	6	81	244	0	0

## TEAMS AND RESULTS



# BUNNINGS WAREHOUSE NATIONAL PROVINCIAL CHAMPIONSHIP

### Final

25 October Christchurch  
Canterbury 36 • 28 Otago

### Semi Finals

17 October Dunedin  
Otago 41 • 17 Bay of Plenty

18 October Christchurch  
Canterbury 43 • 19 Hawke's Bay

### Quarter Finals

10 October Dunedin  
Otago 44 • 41 Waikato

11 October Tauranga  
Bay of Plenty 27 • 7 Tasman

11 October Napier  
Hawke's Bay 26 • 12 Taranaki

12 October Christchurch  
Canterbury 23 • 15 Counties Manukau

Team	Played	Win	Draw	Loss	F	A	BP	Points
Canterbury	10	8	1	1	326	168	8	42
Otago	10	8	0	2	338	248	9	41
Bay of Plenty	10	7	0	3	320	178	8	36
Hawke's Bay	10	7	0	3	322	226	7	35
Taranaki	10	6	0	4	318	229	8	32
Tasman	10	5	0	5	324	290	10	30
Waikato	10	6	0	4	324	291	5	29
Counties Manukau	10	5	0	5	335	318	7	27
Northland	10	5	1	4	222	234	3	25
Wellington	10	3	0	7	321	337	9	21
Manawatū	10	3	0	7	247	403	6	18
Auckland	10	2	0	8	253	379	8	16
Southland	10	3	0	7	211	366	4	16
North Harbour	10	1	0	9	206	310	6	10

**TEAMS AND RESULTS**



# FARAH PALMER CUP PRESENTED BY BUNNINGS WAREHOUSE

**Premiership Final**

04 October *Hamilton*  
Waikato 19 ● 13 Canterbury

**Championship Final**

21 September *Dunedin*  
Otago Spirit 37 ● 12 Northland Kauri

**Premiership Semi Finals**

27 September *Christchurch*  
Canterbury 39 ● 22 Manawatū Cyclones

27 September *Hamilton*  
Waikato 36 ● 29 Auckland Storm

**Championship Semi Finals**

13 September *Whangārei*  
Northland Kauri 29 ● 24 Wellington Pride

13 September *Dunedin*  
Otago Spirit 31 ● 22 North Harbour Hibiscus

**Farah Palmer Cup Presented by Bunnings Warehouse Premiership**

Team	Played	Win	Draw	Loss	F	A	BP	Points
Waikato	6	5	0	1	246	106	6	26
Canterbury	6	5	0	1	273	85	5	25
Manawatū Cyclones	6	4	0	2	195	142	5	21
Auckland Storm	6	4	0	2	313	129	5	21
Counties Manukau Heat	6	3	0	4	238	200	5	13
Bay of Plenty Volcanix	6	1	0	5	140	388	3	7
Hawke's Bay Tui	6	0	0	6	58	413	0	0

**Farah Palmer Cup Presented by Bunnings Warehouse Championship**

Team	Played	Win	Draw	Loss	F	A	BP	Points
Otago Spirit	5	5	0	0	239	101	5	25
Northland Kauri	5	4	0	1	149	107	4	20
Wellington Pride	5	3	0	2	182	71	5	17
North Harbour Hibiscus	5	2	0	3	143	135	5	13
Tasman	5	1	0	4	99	179	2	6
Taranaki Whio	5	0	0	5	66	285	1	1

## TEAMS AND RESULTS

# BUNNINGS WAREHOUSE HEARTLAND CHAMPIONSHIP



### Final – Meads Cup

18 October Ashburton  
Mid Canterbury 21 • 18 Thames Valley

### Final – Lochore Cup

19 October Maheno  
North Otago 64 • 47 Horowhenua Kapiti

### Semi Finals – Meads Cup

11 October Ashburton  
Mid Canterbury 21 • 19 Wairarapa Bush

11 October Timaru  
South Canterbury 31 • 61 Thames Valley

### Semi Finals – Lochore Cup

11 October Oamaru  
North Otago 48 • 46 Poverty Bay

11 October Whanganui  
Whanganui 18 • 40 Horowhenua Kapiti



Team	Played	Win	Draw	Loss	F	A	BP	Points
Mid Canterbury	8	8	0	0	368	186	8	40
South Canterbury	8	5	0	3	297	239	9	29
Thames Valley	8	5	0	3	335	172	9	29
Wairarapa Bush	8	5	0	3	290	226	8	28
Whanganui	8	5	0	3	258	220	6	26
North Otago	8	5	0	3	279	290	6	26
Poverty Bay	8	4	0	4	249	247	9	25
Horowhenua Kapiti	8	4	0	4	242	221	5	21
King Country	8	3	0	5	259	234	7	15
West Coast	8	4	0	4	268	203	8	9
Buller	8	1	0	7	129	378	3	7
Ngāti Porou East Coast	8	0	0	8	112	470	1	1

## TEAMS AND RESULTS

# CHALLENGE TROPHIES

### Ranfurly Shield

First played for in 1904, the Ranfurly Shield is contested by Provincial Unions through the domestic rugby season. It was donated by the Earl of Ranfurly, a former Patron of NZR and Governor of New Zealand.

11 June	New Plymouth	Taranaki 78	07 King Country
19 July	Manaiā	Taranaki 97	00 Thames Valley
02 August	New Plymouth	Taranaki 23	03 Northland
23 August	New Plymouth	Taranaki 22	23 Waikato
31 August	Hamilton	Waikato 10	25 Southland
06 September	Invercargill	Southland 14	54 Canterbury
14 September	Christchurch	Canterbury 31	25 Tasman
20 September	Christchurch	Canterbury 36	38 Otago
27 September	Dunedin	Otago 41	26 North Harbour

### JJ Stewart Trophy

The JJ Stewart in the Farah Palmer Cup recognises former All Black coach John Joseph Stewart who was a strong supporter of women's rugby. It was first contested in 1995.

17 August	Hamilton	Waikato 27	26 Counties Manukau Heat
31 August	Hamilton	Waikato 28	17 Canterbury
13 September	Cambridge	Waikato 15	10 Manawātū Cyclones

### Bill Osborne Taonga

Honouring a former All Black and former NZR President with a strong connection to Heartland rugby, since 2021 teams in the Heartland Championship have competed for the Bill Osborne Taonga.

23 August	Taupō	King Country 47	26 Poverty Bay
06 September	Te Kuiti	King Country 36	46 Horowhenua Kapiti
13 September	Levin	Horowhenua Kapiti 27	26 West Coast
27 September	Levin	Horowhenua Kapiti 22	21 Wairarapa Bush

● denotes trophy changing hands.

## GOVERNANCE

# 2025 BOARD MEMBER REMUNERATION

In 2025, the previous NZR Board were in place until the new directors began their tenure as of 01 February.

The maximum annual remuneration for NZR Directors was again \$660,000 in aggregate for 2025, approved at the 2025 Annual General Meeting.

The table below shows remuneration for NZR Board Members for the year ended 31 December 2025.

### Current Board

Name	Board	Rugby Committee	People Committee	Risk, Investment and Audit Committee	New Zealand Māori Rugby Board	Total remuneration
David Kirk (Chair)	123,750					123,750
Greg Barclay	53,167					53,167
Grant Jarrold	53,167			6,416	5,250	64,833
Marise James	46,722					46,722
Doug Jones	53,167					53,167
Keven Mealamu	53,167					53,167
Julia Raue	53,167		6,416			59,583
Caren Rangī	53,167					53,167
Catherine Savage	58,000					58,000
<b>Total</b>	<b>547,474</b>	<b>0</b>	<b>6,416</b>	<b>6,416</b>	<b>5,250</b>	<b>565,556</b>

### Departed Board

Name	Board	Rugby Committee	People Committee	Risk, Investment and Audit Committee	New Zealand Māori Rugby Board	Total remuneration
Dame Patsy Reddy (Chair)	11,250					11,250
Ajit Balasingham	4,833	584				5,417
Dame Farah Palmer	6,208				584	6,792
Stuart Mather	4,833					4,833
Bailey Mackey	6,208					6,208
Wayne Young	4,833					4,833
Rowena Davenport	4,833		584			5,417
<b>Total</b>	<b>42,998</b>	<b>584</b>	<b>584</b>	<b>0</b>	<b>584</b>	<b>44,750</b>
<b>Grand Total</b>	<b>590,472</b>	<b>584</b>	<b>7,000</b>	<b>6,416</b>	<b>5,834</b>	<b>610,306</b>

## SUSTAINABILITY

# 2025 EMISSIONS SUMMARY

In 2025, NZR's emissions continued to be dominated by Scope 3 emissions, which represented 99.5% of total emissions, reflecting the central role of travel and freight in delivering rugby across Aotearoa New Zealand and internationally. Scope 1 emissions declined during the year following a reduction in contracted lease vehicles, while Scope 2 emissions were impacted by an increase in leased office space, building energy efficiency initiatives and the procurement of NZECS Renewable Energy Certificates. Air travel emissions increased by approximately 25%, including emissions associated with charter flights, which remain essential for competition integrity, player welfare, and safe, timely travel—particularly for Heartland, FPC and NPC competitions where commercial travel options are limited. Encouragingly, stadia significantly reduced landfill waste while increasing recycling and composting, improving waste outcomes despite small associated processing emissions.

Name	2022 (base year)	2023	2024	2025
Total GHG Inventory Emissions	9,703	10,019	9,776	12,359
Total Scope 1	167	153	101	41
Total Scope 2	16	14	14	17
Total Scope 3	9,520	9,852	9,661	12,301

Third-party verified by Toitū Envirocare.





**NZR SUMMARY  
PERFORMANCE  
REPORT 2025**

# STATEMENT OF SERVICE PERFORMANCE

This Statement of Service Performance (SSP) for New Zealand Rugby (NZR) has been prepared in accordance with the New Zealand standard PBE FRS 48 - Service Performance Reporting as a Tier 1 Public Benefit Entity. The NZR Board believes that the statements contained in this report accurately reflect the overall performance of NZR for the year ended 31 December 2025. The SSP describes NZR's progress towards our strategic goals, and is comprised of:

- Our vision, purpose and values
- Our objectives - What NZR intended to achieve and how
- Our progress - How NZR performed this year against these objectives

## **Our Purpose**

The New Zealand Rugby Union Incorporated (known as New Zealand Rugby, or NZR) was formed in 1892 to administer the game of rugby union at the national level. We lead, support, grow and promote rugby in Aotearoa in partnership with, and on behalf of, our members: The 26 Affiliated Provincial Unions (PUs), the New Zealand Māori Rugby Board (NZMRB), the New Zealand Pasifika Rugby Council (NZPRC), our Associate Members (schools and other organisations that provide rugby or rugby-related services), and Life Members.

As an incorporated society, the **New Zealand Rugby Union Constitution (December 2025)** sets out what we do and how we operate. The Objects, or purposes, of the NZRU as per the Constitution are to:

- a. promote, foster and develop rugby throughout New Zealand and the world and to control rugby throughout New Zealand;
- b. arrange and participate in international, trial and other rugby matches and tours both within New Zealand and overseas;
- c. represent New Zealand rugby on World Rugby and to submit any amendments to the Laws of the Game and the by-laws and regulations of World Rugby, to World Rugby that the NZRU considers to be in the best interests of New Zealand rugby;
- d. subject to domestic safety law variations adopted by the NZRU, comply with the Laws of the Game and the by-laws, regulations and resolutions of World Rugby and to require Members to similarly comply;
- e. form and manage New Zealand representative rugby teams;
- f. foster rugby matches between Affiliated Unions;
- g. encourage participation in, and support for, rugby by all participants in, and supporters of, the game and at all levels (including by way of example, administrators, players, coaches, referees, match officials and supporters); and
- h. do all such other things to promote the interests of rugby as the NZRU may determine from time to time.

## Our Vision

# To inspire and unify through rugby.

## Our Values

Te Ara Ranga Tira (the way that unites people): A shared set of values based on four pou:

- Te Pou Maioha – Be Welcoming
- Te Pou Hiranga – Be Our Best
- Te Pou Ihiihi – Be Passionate
- Te Pou Tika – Play Fair

## Our Objectives

In 2025 a new strategy for rugby in New Zealand was adopted by NZR and our partners across the rugby system. Four key strategic goals are supported by long-term outcomes that guide annual planning by NZR and other rugby organisations.

Strategic Goal	System Outcomes
Maintain and grow a thriving community game	Increased junior-level participation.
	Increased teenage player retention.
	Increased club playing, coaching, refereeing and administration numbers.
	Popular, well-supported, financially sustainable provincial and club competitions.
	Improved club health across the rugby system.
Teams in Black winning	Teams in Black consistently winning pinnacle events and major series and maintaining and enhancing historic winning percentages.
	Teams in Black style of play reflects our identity as a rugby nation.
	Teams from New Zealand express and celebrate the culture of Aotearoa New Zealand.
	Player and coach development pathways and competitions attract tribal fans, are financially successful, and keep our professional players and coaches in New Zealand.
	Rugby continues to contribute to our national identity, bring communities together, express our culture, and promote youth development.
New Zealand plays a leadership role in shaping the global game.	

<b>A successful, growing and profitable business</b>	NZR is renowned for the quality of its sports governance and management.
	Strong and sustainable revenue growth across the media rights and sponsorship cycle.
	Sustainable annual cashflow, sufficient to fund annual operations and investment for the future.
	The All Blacks & Black Ferns are the No. 1 global rugby brands with the highest number of engaged fans.
	NZR maintains a roster of sponsors, media and commercial partners of the highest quality.
	The business has a strong balance sheet.
<b>Engage and align all stakeholders and partners</b>	All important business relationships are healthy and constructive.
	A clearly articulated and well-understood strategic plan, committed to by the whole game.
	Agreed operating models (how we work together), investment plans and outcomes – whenever we invest money, we have a clear understanding of the financial and/or social return we expect to achieve.
	Regular, meaningful and supportive communication between all stakeholders and partners.
	Healthy and constructive relationships with commercial partners and the media.
A highly positive public perception of the game.	

## Our progress

Strategic Goal	Progress indicator	2025	2024
<b>Maintain and grow a thriving community game</b>	Total participation in community rugby <sup>^</sup>	153,952 registrations	170,371 registrations
	Female participation in community rugby <sup>^</sup>	34,105 registrations	36,874 registrations
	Mental health and wellbeing knowledge and capability improvements through Mind Set Engage <sup>^</sup>	Average 25.3% improvement in pre-/post-workshop evaluation scores	Average 31.3% improvement in pre-/post-workshop evaluation scores
	ACC serious injury claims from rugby	1-3 claims received by ACC	1-3 claims received by ACC

<b>Teams in Black winning</b>	All Blacks annual match win record*	10 from 13, or 76.9%	10 from 14, or 71.4%
	Black Ferns annual match win record*	8 from 10, or 80%	4 from 8, or 50%
	All Blacks Sevens annual tournament win record*	1 from 7, or 14.3%	2 from 9, or 22.2%
	Black Ferns Sevens annual tournament win record*	5 from 7, or 71.4%	6 from 9, or 66.7%
	Pinnacle Events won by Teams in Black^	Women's Rugby World Cup: 0 from 1	Men's/Women's Sevens, 2024 Olympics: 1 from 2
	All Blacks world ranking^	Highest ranking - #1 Median weekly ranking - #2	Highest ranking - #3 Median weekly ranking = #3
	Black Ferns world ranking^	Highest ranking - #3 Median weekly ranking - #3	Highest ranking - #2 Median weekly ranking - #2
	<b>A successful, growing and profitable business</b>	NZR Staff engagement score^	72%
NZR gender pay gap*		+16.7%	+19.0%
NZR reserves as a percentage of operating expenses*		51.1%	57.6%
NZR Adjusted Operating Result*		\$0.7m	-\$8.7m
NZR and Teams in Black social media audiences^		+41% on 2024	+59% on 2023
		+10.6% on 2024	+15% on 2023
Contactable fans*		up 12% on 2024	New measure from 2025
<b>Engage and align all stakeholders and partners</b>	Approved Legacy Fund grants*	\$687,438	Fund established from 2025

\* new measure for 2025, to reflect new strategy

^ existing measure revised for 2025 – See Disclosures

## Maintain and Grow a Thriving Community Game

### Changes in community rugby participation

Significant changes have been implemented across community rugby, designed to better support the modern grassroots game. Together these mean our participation data looks different for 2025, compared to previous years.

Rugby Xplorer (RX) was introduced for 2025 to enable greater flexibility and functionality across our community rugby registration and competition management systems. The new, mostly online system requires participants (or their caregivers) to create a profile and register themselves. This change particularly affected PU-led primary school engagements, which used an alternative mixture of paper and online forms to register participants on the National Rugby Database (NRD) for 2025. Secondary schools were less impacted with teenagers able to create their own profiles. Some participants or organisations may also have opted not to register through the new system for 2025. Development and rollout will continue in 2026.

The underlying model for participation measurement in community rugby was also revised for 2025 onwards. The new model is designed to more closely reflect the New Zealand rugby system, and provide a more accurate understanding of those in it. Players are now counted when assigned to a team, and roles have been standardised across the system with more flexibility for people to choose the role(s) that best describes their activity. The registration season also moved from an October-September to calendar-year cycle to reflect the increasingly year-round game, with the transitional 2025 season being three months longer (October 2024-December 2025).

The continued rollout of changes to the junior rugby development model, Small Blacks, means more junior teams stayed smaller, for longer (requiring a different mix of coaches, team managers and referees to players) and age-group eligibility has also been standardised to 1 April.

### Total participation in community rugby

2025 saw a total of 153,952 registrations in community rugby across the core roles of player, coach, team manager and referee (a person counts once per registration type),

below 2024's total of 170,371 registrations. For 2025, the most significant change was in our junior (5-12 year old) players. Primary schools and PUs are both facing ongoing capacity issues that make it more challenging to offer playing opportunities for this age group, and some also likely ran events without using RX, so are not captured in our registration numbers. The number of teenage (13-18 year old) players increased and seniors (19+ years) decreased slightly. In the non-playing roles, numbers were down slightly overall, with a notable shift from Coach to Team Manager roles, and fewer male referees registering. Given the level of change in the system, further participation data from 2026 onwards will be needed to confirm any emerging differences.

### Female participation in community rugby

34,105 women and girls registered across community rugby in 2025, our second-highest result ever. The most change was again seen in fewer primary school age players, however more teenage girls and seniors registered this year. The number of women taking up non-playing roles continued to increase.

### Managing player health, safety and wellbeing

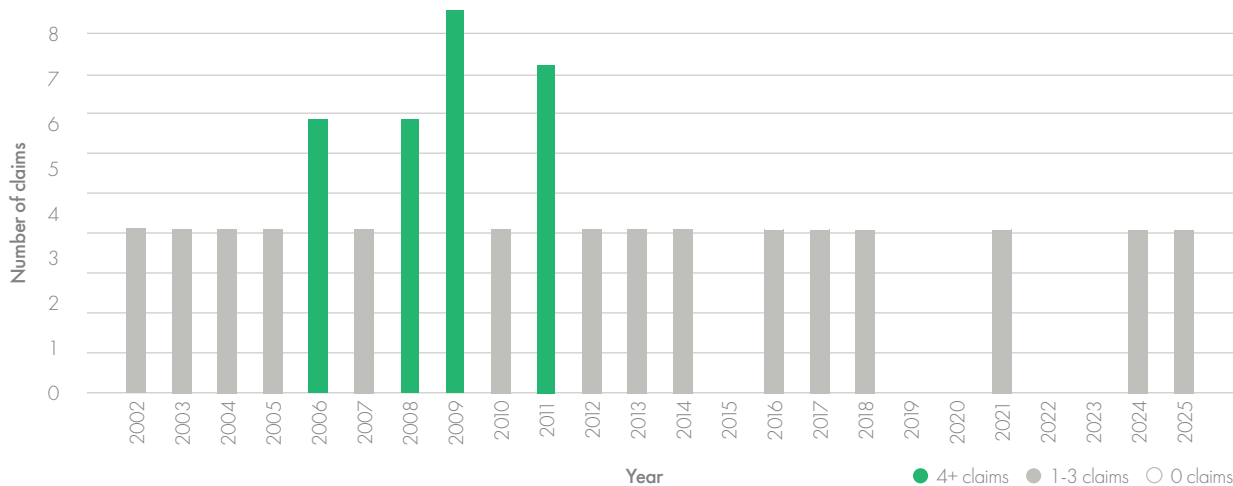
#### Improved mental health and wellbeing knowledge and capability in community rugby through Mind Set Engage<sup>1</sup>

Mind Set Engage (MSE) is NZR's flagship Mental Health and Wellbeing (MHAW) programme, incorporating the delivery of mental health workshops for both players and staff in school, community and contracted rugby environments.

In 2025 the programme included the delivery of 62 community-based workshops reaching 1,853 attendees across several regions, funded by Te Whatu Ora. This was up from 38 workshops in 2024, and the biggest year since the programme was launched in 2017. Comparison of pre- and post-evaluation scores for those attending these funded workshops showed an average 25% improvement in knowledge of mental health and wellbeing, knowledge of support pathways, and confidence among participants to support themselves and others within the rugby community with mental health and wellbeing challenges.<sup>1</sup> This means the workshops are effectively building both personal wellbeing capability and peer-support confidence. MSE continued to reach its priority audiences and reflect those that participate in rugby, with the 2025 cohort 29% female (up from 9% in 2024).

<sup>1</sup> A total of 963 individual survey responses were received from 1853 workshop attendees (52% response rate), of which 861 completed both the pre- and post-workshop surveys.

## Number of ACC serious injury claims from rugby



Given the small numbers involved, data is supplied to us as banded for privacy where necessary.

In 2025, between one and three new claims classed as serious injury related to rugby were accepted by ACC<sup>2</sup>. While any serious injury is significant, the numbers remain low and consistent with previous years. NZR continues to develop and implement initiatives to prevent injuries and minimise harm where possible.

## Teams in Black Winning

### Teams in Black maintaining or enhancing win records

#### All Blacks annual Test match win record for 2025 - 76.9%<sup>3\*</sup>

The New Zealand men's side opened their 2025 season with a clean sweep at home against France. South Africa won the Rugby Championship for 2025 with a dominant performance in Wellington. The All Blacks retained the Bledisloe Cup over Australia and won against Ireland in Chicago. The end of year Northern Tour concluded with wins over Scotland and Wales and a loss to England. The team's 10 wins from 13 Tests means they finished the year with a 76.9% success rate (up from 71.4% in 2024), and enhanced their all-time test win record to 76.7%.

#### Black Ferns annual Test match win record for 2025 - 80.0%\*

The women's international calendar for 2025 was dominated by the World Cup, played in August-September. The Black Ferns season provided the ideal buildup, claiming both the Pacific Four series and the O'Reilly Cup presented by Bupa against Australia. The Black Ferns record of eight wins from 10 games or 80% for the year is well above 2024's four wins from eight, but just below their all-time test win record which is now 82.1%.

#### All Blacks Sevens annual tournament win record - 14.3% for 2025\*<sup>4</sup>

2025 Results: 1 tournament won of 7 played across the calendar year, made up of:

- 24-25 SVNS series: 0 tournament wins from 5 played
- 25-26 SVNS series: 1 from 2

The premier men's team continued to struggle against intense opposition this year, making the podium twice in seven tournaments, however had a strong showing in the Dubai and

2 New accepted injury claims registered by ACC as occurring within the 12 months 1 Jan-31 Dec, and classified by ACC as a 'Serious Injury' caused by playing rugby. This classification describes claimants with specific types of serious injury who are likely to have complex and long-term injury-related needs, and includes moderate-to-severe traumatic brain injuries, spinal cord injuries or other comparable injuries, that have the potential to result in permanent disablement. Data is provided suppressed/banded by ACC where necessary to avoid potentially identifying patients. The data reflects known accepted claims at a single point in time and may differ if re-run in future.

3 Fifteens results from <https://stats.allblacks.com/>; Tests won of Tests played for All Blacks 1903-2025, Black Ferns 1991-2025; calculated as 1 point for match win, 0 points for draw or loss.

4 Sevens results from World Rugby - Results from World Rugby, Olympic and Commonwealth Games events for All Blacks Sevens 1993-2025, Black Ferns Sevens 2009-2025; calculated as 1 point for tournament win/0 points for other placing.

Cape Town legs at the end of 2025. Their 2025 results have brought their all-time tournament win record down slightly, from 33.6% to 33.0% as at 31 December 2025.

### **Black Ferns Sevens annual tournament win record - 71.4% for 2025\***

2025 Results: 5 tournaments won of 7 played across the calendar year, made up of:

- 24-25 SVNS series: 4 tournament wins from 5 played
- 25-26 SVNS series: 1 from 2

The Black Ferns Sevens continue to excel on the world stage with five wins from seven tournaments this year, and podium finishes from all but one tournament in the last three years. This year's five wins lifted their all-time tournament win record from 62.3% at the end of 2024, to 63.2% overall.

### **Teams in Black winning pinnacle events^**

#### **Pinnacle Events won, of those played – 0 from 1 (placed third)**

The Women's 2025 Rugby World Cup was the pinnacle event of this year's rugby calendar. The Black Ferns achieved third place with wins against Spain, Japan, Ireland and South Africa in pool play. They were beaten by Canada 34-19 in the semi-final but won the bronze medal match 42-26 over France.

### **All Blacks and Black Ferns world rankings**

#### **All Blacks world ranking – median 2, highest 1^5**

The All Blacks held the #1 men's ranking for four weeks of the 2025 season, for a median ranking of #2 across the year. South Africa started and finished the year as #1, with New Zealand and Ireland not far behind. The men's rankings continue to be tightly contested, with the top five men's teams often separated by less than five ranking points.

### **Black Ferns – median 3, highest 3^**

With their World Cup win in September, England pulled away at the top of the women's World Rugby rankings. At the end of December, the Red Roses were 6.56 points ahead of second-ranked Canada, with the Black Ferns only 1.68 points behind in third.

## **A Successful, Growing and Profitable Business**

### **High-quality governance and management**

#### **NZR Staff engagement - 72%^**

NZR aims for our staff engagement score to be amongst the top quartile (highest 25%) of all New Zealand companies. This year's result of 72%^ is higher than the current NZ median engagement score (67%) but just outside this year's top quartile score of 75%.

The annual engagement survey for 2025 reflected a busy year for NZR staff. Results and feedback from the survey informed development of an action plan for 2026, focussed on re-aligning corporate structure, and organisational planning and prioritisation.

#### **NZR gender pay gap - 16.7%<sup>7\*</sup>**

Our 2025 pay equity assessment showed NZR's gender pay gap reducing to 16.7%, compared with the national average of 13.7%. The remaining pay gap is largely driven by the distribution of men and women across the organisation, particularly at entry-level and senior roles. When we compare pay for women and men doing similar roles at the same job level (horizontal pay gap), NZR's average gap in 2025 is within the current New Zealand benchmark of around 2.7%. Addressing this remains a focus of our workforce and talent planning.

5 <https://www.world.rugby/rankings>, Men's and Women's

6 Engagement score calculated across individuals' responses to five specific 'engagement index' questions (<https://www.cultureamp.com/blog/employee-engagement-survey-questions>); response rates 90% (2025), 93% (2024), and 91% (2023); and compared to the engagement scores of all NZ organisations surveyed by Culture Amp in the 12 months to July 2025.

7 Vertical gender pay gap calculated amongst eligible non-Executive corporate staff in May 2025 as part of our annual remuneration cycle, based on total fixed remuneration, following the Korn Ferry-Hay method, and compared to Korn Ferry's average NZ pay gap to March 2025.

## Sustainable cashflow and revenue growth

### NZR operating expenses held in reserves – 51.1%\*

The NZR Cash Reserves Policy required NZR to maintain operating reserves<sup>8</sup> above 50% of annual operating expenses<sup>9</sup> for 2025. Holding appropriate reserves supports sufficient cashflows and maintains our ability to meet fixed cost obligations, withstand financial shocks, and protect future investment. This measure tracks performance against the policy as

part of regular financial management reporting. 2025 operating expenses of \$283.3m were matched by reserves of \$144.7m as at 31 December 2025, or 51.1%, which satisfied the policy.

### NZR Adjusted Operating Result for the year ended 31 December 2025 - \$0.7m<sup>10\*</sup>

Our management reporting also monitors the Adjusted Operating Result before Project Future items as a non-GAAP measure. This is useful as it shows the core operating result, separate from the Project Future items listed.

Statutory \$m	2025	2024
Income	304.4	285.2
Expenditure	(311.9)	(304.8)
Statutory Loss per NZ IFRS	(7.5)	(19.5)
<i>less</i>		
Significant Project Future Items:		
Transaction Costs	1.0	2.3
Commercial Growth Initiatives <sup>11</sup>	11.7	11.5
Compound Instrument Fair Value	(4.4)	(2.9)
2025 Adjusted Operating Profit	0.7	(8.7)

8 NZR Operating Reserves include cash and cash equivalents, deposits, equities, other managed funds, and tradeable securities; less benevolent and welfare funds; medical provision; any player payment pool variation ledger owing; PU variation ledger owing; NZMRB stakeholder incentive; tagged deferred subscription investment; tagged Legacy Fund; and other funds held in trust for other parties, not within NZR's control.

9 Operating expenditure figure used is as per monthly financial management reporting, which may differ from the annual financial statements.

10 This non-GAAP (Generally Accepted Accounting Principles) financial measure is intended to aid understanding, and supplement rather than substitute for the GAAP or IFRS measures included in the financial statements. As this measure is not defined according to a specific accounting standard, they may differ from other assessments made by stakeholders.

11 Expenditure incurred on commercial growth initiatives funded from tagged Deferred Subscription investment.

## International growth in digital fans and engagement

### NZR and Teams in Black social media audiences<sup>12^a</sup>

NZR's corporate social media accounts gained 41% more followers across our core platforms in 2025. Of these, Facebook and Instagram again showed strong growth, adding more than 67,000 followers. Our specific Teams in Black accounts (All Blacks, Black Ferns and Sevens) are well-established on social media and continue to deliver steady growth with a global audience, up 10.6% on 2024. Pages on Facebook and Instagram alone now have over 9.5 million followers. Our focus on the Black Ferns in their World Cup year, including a new, dedicated YouTube channel, attracted 550,000 more BFs followers across the key platforms, up more than 60% on 2024. Black Ferns video content was viewed more than 53 million times.

### Contactable fans\*

These are fans we can contact directly, through email or push notifications. In 2025 we added 12% more opted-in email subscribers, through gamification-based fan acquisition campaigns, and with growth from external ticketing and retail licensing sources.

## Engage and Align All Stakeholders and Partners

### A clear strategic plan and strong stakeholder engagement

The NZR Board has adopted a new system-wide strategy for rugby in New Zealand for 2025 and beyond, that emphasises the importance of stakeholder engagement and alignment in achieving outcomes for rugby in Aotearoa.

### Rugby and our community

#### Approved Legacy Fund grants of \$687,438\*

The Legacy Fund was established to support the grassroots rugby community to deliver intergenerational impact and protect rugby as a taonga for future generations. NZR provides administrative, investment and operational support to the Trust, with annual investment earnings from the Fund available for distribution. The Fund was established in 2025 and had \$900,000 available for distribution in the first round.

This first round, opening in August, received 140 applications. 16 of these applications were shortlisted for presentation to the Legacy Fund Advisory Group (LFAG) in November for consideration, and from these, 12 were recommended for approval to the NZR Board, as sole corporate trustee of the Legacy Fund Trust. These 12 were all approved to progress, awarding total funding of \$687,438 or 76% of the available \$900,000.

<sup>12</sup> As at 31 December 2025, and compared to the previous 31 December:

a) NZ Rugby followers across core social media platforms (Facebook, Instagram, LinkedIn, TikTok and X);

b) All Blacks, Black Ferns, NZ Sevens followers across core social media platforms (Facebook, Instagram, TikTok, YouTube subscribers, X)

## Disclosures to the Statement of Service Performance

### Changes to existing performance measures for 2025

Measure	2025 definition	2025 Change(s)
Total Participation; Female Participation	A count of valid community rugby registrations in NZR's National Rugby Database (NRD) for the current season, in the specific roles of player, coach, team manager and/or referee, as at 31 December. A person counts only once per role, but may be registered with (and counted under) multiple roles within a season. This differs from the number of individual participants, and reflects the depth of involvement individuals have across the system as well as aligning with existing reporting. Includes primary school engagements; excludes volunteer administrator roles other than those specified.	Measure name and definition updated for clarity, but not otherwise changed from 2024. System changes within Community Rugby (like Small Blacks changes, registration season dates) mean that our actual registration profile is different for 2025, and is also assessed differently under a new model of participation measurement (differences in roles and the point at which participation is counted) and via new technology (Rugby Xplorer) which also changes how people register and interact with the system.
Increase in players retained within rugby over a 3-year period	n/a	Discontinued as a measure
Improved mental health and wellbeing knowledge and capability in community rugby through Mind.Set. Engage	Average percentage-point improvement pre-/post-workshop, for community players and staff attending Mind.Set.Engage Programme workshops held August 2024 to July 2025, that were funded by Te Whatu Ora (Health NZ) and evaluated by Nicholson Consulting. Other workshops were also held.	Measure name amended to reflect breadth of workshop attendees, and definition updated to reflect the change in funder (was Te Aka Whai Ora) and the time period covered.
Pinnacle Events won by Teams in Black	Pinnacle Events (PEs) are significant, non-annual international rugby tournaments, tours or series for Teams in Black (All Blacks, Black Ferns, All Blacks Sevens, or Black Ferns Sevens); generally 15s and 7s World Cup tournaments, Olympic Games, or other highlights; specifically by year: <ul style="list-style-type: none"> <li>• 2023 – 1 PE (Men's Rugby World Cup)</li> <li>• 2024 - 2 PEs (Paris Olympics - Men's/Women's 7s)</li> <li>• 2025 - 1 PE (Women's RWC)</li> </ul>	Pinnacle Events for each year updated to reflect the latest international match calendar
All Blacks world ranking; Black Ferns world ranking	For each team - a) reaching #1 as highest rank during the year; and b) median weekly ranking across the current calendar year, compared to previous year	The measure previously tracked number of weeks at #1 for each team
NZR Staff Engagement	Result compared to upper quartile (top 25%) of NZ organisations as reported by Culture Amp	The measure previously tracked performance against the NZ median, as reported by Culture Amp

Percent female directors on the NZR Board	n/a	Discontinued as a measure
NZR and Teams in Black social media audiences	No change	Under Teams in Black, a new @blackferns account is now tracked as well as @allblacks on YouTube.



## SUMMARY PERFORMANCE REPORT

# SUMMARY INCOME STATEMENT

for the year ended 31 December 2025	GROUP	
	2025 \$000	2024 \$000
<b>Income</b>		
Broadcast rights	95,205	100,390
Sponsorship and licensing	142,214	125,818
Matchday	33,849	32,013
Other income	9,969	9,351
Interest income	10,490	14,371
Managed funds fair value gains	3,762	149
Gain on derivative financial instruments	4,323	-
Equity accounted surplus of associates and joint ventures	58	235
Fair value gain on compound instrument derivatives	4,375	2,920
<b>Total income</b>	<b>304,245</b>	<b>285,247</b>
<b>Expenditure</b>		
Game development	50,956	44,435
Teams in Black	86,688	83,758
Competitions	129,185	126,529
Administration	28,373	27,887
Interest expense	11,497	12,285
Foreign exchange losses	5,030	1,650
Foreign exchange losses – ineffective hedge	-	7,810
Transaction costs	35	429
<b>Total expenditure</b>	<b>311,764</b>	<b>304,783</b>
Income tax	-	-
<b>Net deficit</b>	<b>(7,519)</b>	<b>(19,536)</b>
<b>Net deficit attributable to:</b>		
Stakeholders of the parent	(7,519)	(19,536)
	<b>(7,519)</b>	<b>(19,536)</b>

# SUMMARY COMPREHENSIVE INCOME STATEMENT

for the year ended 31 December 2025	GROUP	
	2025 \$000	2024 \$000
<b>Net deficit</b>	<b>(7,519)</b>	<b>(19,536)</b>
<b>Other comprehensive income</b>		
<i>Items that may be reclassified to profit or loss:</i>		
Net (loss)/gain on cash flow hedges	(5,381)	(2,254)
Net (loss)/gain on equity investments	1,453	(289)
Net gain arising from translation of foreign operations	268	83
<b>Total comprehensive income</b>	<b>(11,179)</b>	<b>(21,996)</b>
<b>Total comprehensive income attributable to:</b>		
Stakeholders of the parent	(11,179)	(21,996)
	<b>(11,179)</b>	<b>(21,996)</b>

## SUMMARY PERFORMANCE REPORT


# SUMMARY BALANCE SHEET

as at 31 December 2025	GROUP	
	2025 \$000	2024 \$000
<b>Current assets</b>		
Cash and cash equivalents	66,637	83,249
Investments	85,000	125,667
Trade and other receivables	39,264	29,887
Prepayments	8,473	4,782
Loans and advances	59	-
Provincial union funding variation ledger	-	5,015
Forward foreign exchange contracts	1,365	1,077
<b>Total current assets</b>	<b>200,798</b>	<b>249,677</b>
<b>Non-current assets</b>		
Loans and advances	1,810	1,130
Other investments	92,553	46,022
Property, plant and equipment	2,589	2,659
Intangible assets	2,501	7,609
Investment in other entities	2,752	2,426
Forward foreign exchange contracts	1,594	2,929
<b>Total non-current assets</b>	<b>103,799</b>	<b>62,775</b>
<b>Total assets</b>	<b>304,597</b>	<b>312,452</b>
<b>Current liabilities</b>		
Trade and other payables	18,589	18,871
Income in advance	22,070	23,839
Benevolent and welfare fund	2,921	2,638
Provision for medical costs	914	976
Player payment variation account	13,407	5,139
Forward foreign exchange contracts	6,401	4,476
Provision for short term stakeholder payment	2,244	2,229
<b>Total current liabilities</b>	<b>66,546</b>	<b>58,168</b>
<b>Non-current liabilities</b>		
Trade and other payables	691	2,073
Income in advance	8,106	6,055
Provision for medical costs	3,474	3,664
Compound instrument - host contract perpetual debt	146,069	145,152
Compound instrument - holder call option derivative	99,271	103,647
Forward foreign exchange contracts	4,096	6,170
<b>Total non-current liabilities</b>	<b>261,707</b>	<b>266,761</b>
<b>Total liabilities</b>	<b>328,253</b>	<b>324,929</b>
<b>Net assets</b>	<b>(23,656)</b>	<b>(12,477)</b>

## SUMMARY PERFORMANCE REPORT

	GROUP	
	2025 \$000	2024 \$000
<b>Equity</b>		
Cash flow hedge reserve	(4,638)	743
Foreign currency translation reserve	377	109
Non-controlling interest	6,840	6,840
Revaluation reserve - equity investments	3,292	1,839
Retained earnings	(29,527)	(22,008)
<b>Total equity</b>	<b>(23,656)</b>	<b>(12,477)</b>

For and on behalf of the Board who authorised the issue of the financial statements on 9th April 2026.



**David Kirk**  
Chair



**Grant Jarrold**  
Chair – Risk, Investment and Audit Committee

## SUMMARY STATEMENT OF CHANGES IN EQUITY

	GROUP					
	CASH FLOW HEDGE RESERVE	FOREIGN CURRENCY TRANSLATION RESERVE	REVALUATION RESERVE – EQUITY INVESTMENTS	NON- CONTROLLING INTEREST	RETAINED EARNINGS	TOTAL EQUITY
for the year ended 31 December 2025	\$000	\$000	\$000	\$000	\$000	\$000
<b>Balance as at 31 December 2023</b>	<b>2,997</b>	<b>26</b>	<b>2,128</b>	<b>5,741</b>	<b>(2,472)</b>	<b>8,421</b>
B partnership units issued	-	-	-	1,099	-	1,099
Net deficit for the 2024 year	-	-	-	-	(19,536)	(19,536)
<b>Other comprehensive income</b>						
Movement in cash flow hedges	(2,254)	-	-	-	-	(2,254)
Net gain on equity investments	-	-	(289)	-	-	(289)
Exchange differences from translation of foreign operations	-	83	-	-	-	83
<b>Total comprehensive income, net of tax</b>	<b>(2,254)</b>	<b>83</b>	<b>(289)</b>	<b>-</b>	<b>(19,536)</b>	<b>(21,996)</b>
<b>Balance as at 31 December 2024</b>	<b>743</b>	<b>109</b>	<b>1,839</b>	<b>6,840</b>	<b>(22,008)</b>	<b>(12,477)</b>
Net deficit for the 2025 year	-	-	-	-	(7,519)	(7,519)
<b>Other comprehensive income</b>						
Movement in cash flow hedges	(5,381)	-	-	-	-	(5,381)
Net gain on equity investments	-	-	1,453	-	-	1,453
Exchange differences from translation of foreign operations	-	268	-	-	-	268
<b>Total comprehensive income, net of tax</b>	<b>(5,381)</b>	<b>268</b>	<b>1,453</b>	<b>-</b>	<b>(7,519)</b>	<b>(11,179)</b>
<b>Balance as at 31 December 2025</b>	<b>(4,638)</b>	<b>377</b>	<b>3,292</b>	<b>6,840</b>	<b>(29,527)</b>	<b>(23,656)</b>

## SUMMARY PERFORMANCE REPORT

# SUMMARY CASH FLOW STATEMENT

for the year ended 31 December 2025	GROUP	
	2025 \$000	2024 \$000
<b>Operating activities</b>		
Receipts from broadcasting, sponsorship and licensing, and matchday	254,057	261,400
Interest income	14,467	12,462
Other income	9,969	8,368
Payments to suppliers and employees	(276,778)	(262,469)
Interest expense	(10,500)	(10,379)
<b>Operating cash flows</b>	<b>(8,785)</b>	<b>9,382</b>
<b>Investing activities</b>		
Purchase of term investments	(95,000)	(137,495)
Maturity of term investments	134,500	165,000
Purchase of managed funds	(41,316)	(41,148)
Loans and advances issued	(677)	-
Purchase of property, plant and equipment	(1,072)	(914)
Purchase of intangible assets	-	(3,189)
<b>Investing cash flows</b>	<b>(3,565)</b>	<b>(17,746)</b>
<b>Financing activities</b>		
Issue of partnership units	-	62,500
<b>Financing cash flows</b>	<b>-</b>	<b>62,500</b>
<b>Net increase/(decrease) in cash held</b>	<b>(12,350)</b>	<b>54,136</b>
Effect of exchange rate change on foreign currency balances	(4,262)	(1,339)
Cash and cash equivalents at start of the year	83,249	30,452
<b>Cash and cash equivalents at end of the year</b>	<b>66,637</b>	<b>83,249</b>

## SUMMARY PERFORMANCE REPORT

# NOTES TO THE SUMMARY FINANCIAL STATEMENTS

This is a summary of the New Zealand Rugby Union Incorporated's (New Zealand Rugby) audited consolidated financial statements for the year ended 31 December 2025, which were extracted from the full consolidated financial statements authorised for issue by the Board of Directors on 09 April 2026.

An unmodified audit report on the full consolidated financial statements was issued on 09 April 2026.

The summary financial statements have been prepared in accordance with PBE FRS-43 Summary Financial Statements.

The full consolidated financial statements have been prepared in accordance with New Zealand Generally Accepted Accounting Practice (NZ GAAP) and comply with Public Benefit Entity (PBE) Standards as appropriate for Tier 1 Not-for-Profit entities.

The summary financial statements are presented in New Zealand dollars, which is the New Zealand Rugby functional and presentation currency, with all values rounded to thousands (\$000) unless otherwise stated.

The summary financial statements do not include all the disclosures provided in the full consolidated financial statements and therefore cannot be expected to provide a complete understanding as provided by the full consolidated financial statements and accompanying notes.

A copy of the full consolidated financial statements can be obtained from our website [www.nzrugby.co.nz](http://www.nzrugby.co.nz) or by writing to New Zealand Rugby at PO Box 2172, Wellington 6140.

## GOING CONCERN

The financial statements have been prepared on the basis that the Group is a going concern which assumes the Group will be able to realise its assets and discharge its liabilities in the normal course of business for the foreseeable future.

The group has negative equity of \$23.7m as at 31 December 2025 (2024: negative equity of \$12.5m).

The B partnership units issued by the Group to Silver Lake have been accounted for as a compound hybrid instrument with non-current liability components totaling \$245.3m as at 31 December 2025 (2024: \$248.8m). The B partnership units are only able to be converted into A partnership units and as such there is no contractual obligation to settle these non-current liabilities in cash.

The Board has assessed that the negative equity position does not cast significant doubt on the ability of the Group to operate as a going concern when taking into account the terms of the compound hybrid instrument and the future forecast cashflows of the Group.

# ESTABLISHMENT OF THE COMMERCIAL ENTITY AND ISSUANCE OF THE PARTNERSHIP UNITS

New Zealand Rugby Commercial LP (NZR Commercial LP) was established to separate and operate the commercial activities of New Zealand Rugby Union Incorporated (New Zealand Rugby) on a stand-alone basis to leverage and expand the New Zealand Rugby brand. The business and affairs of NZR Commercial LP are managed by the General Partner (New Zealand Rugby Commercial GP Limited), a company incorporated for this purpose.

Silver Lake, a Private Equity Investor, was selected by the New Zealand Rugby Board as the preferred partner to invest capital into NZR Commercial LP against criteria of both capital and capability.

Silver Lake invested in NZR Commercial LP by contributing \$100m on 30 June 2022 (Tranche 1), \$100m on 30 June 2023 (Tranche 2) and \$62.5m on 11 January 2024 (Tranche 3).

In exchange for these contributions, Silver Lake was issued "B1" Partnership Units ("B PUs"). B PUs are entitled to a 4% coupon and don't share in the profits of NZR Commercial LP.

## RECOGNITION OF THE INSTRUMENT

The B PUs are classified as compound instruments with both a liability/debt component and an equity component. These instruments also contain embedded derivatives for the conversion options held by the holder and issuer.

The B PUs are complex instruments, containing a number of distinct elements, each represented on the summary balance sheet as:

- A host contract, which is a perpetual debt instrument with a fixed interest of 4%;
- A holder call option and an issuer put option derivative representing the options to convert which are embedded derivatives not closely related to the host contract and therefore recognised separately for accounting purposes;
- A residual equity component on initial recognition of the hybrid debt instrument.

## SUMMARY PERFORMANCE REPORT

## CONTENT HUB

NZR Commercial LP has created a content hub, branded as NZR+. NZR+ is a key platform for viewing NZR content and includes archived content as well as original content.

In prior years, the content held on the content hub was assessed as meeting the requirements for capitalisation, which include being identifiable, controlled and generating future economic benefits.

For 2025, the future economic benefit test was insufficient to support capitalisation due to a change in the expected use.

As a result, the existing capitalised content has been derecognised and expensed in 2025.

## SIGNIFICANT ESTIMATES AND JUDGEMENTS

There are a number of significant judgements in respect of the convertible instrument that have an impact on the accounting treatment.

Specifically determining that the instrument is a compound instrument – that is it contains a liability component (being the perpetual debt feature), embedded derivatives and an equity component (which in this case is the benefit attributable largely to the below market interest rate on the perpetual debt and which is viewed in substance as a contribution by an owner for the additional equity-like rights (such as voting) over-and-above what a bond-holder or option-holder would normally have). In addition there are a number of key estimates made in accounting for the compound instrument:

- the initial valuation of the perpetual debt: The perpetual debt is valued initially at fair value by estimating a market rate of interest that would normally be required by a debt provider for a loan of similar term and credit risk.
- valuation of the embedded derivatives: The call option has been modelled using a binomial option pricing model, which estimates a fair value based on an expected distribution of stock prices over time. The put option held by NZR has been assessed as having nil value at inception given there is negligible value in exercising the option.

A significant input into the binomial option pricing model used to value both the embedded derivatives and the forward contract is the business valuation of NZR Commercial LP. NZR Commercial LP prepared the valuation model in-house to estimate the equity value required to remeasure all compound instrument derivatives at fair value as at 31 December 2025.

Based on this analysis, the model concluded that the equity value of NZR Commercial LP on 31 December 2025 falls within a range of \$3,225m to \$3,625m. NZR Commercial LP adopted the midpoint of this range, \$3,425m as a key input in valuing the derivatives as at 31 December 2025. This is a key judgement.

## SUBSEQUENT EVENTS

New Zealand Rugby Management Limited Partnership was established effective 01 January 2026. A company, New Zealand Rugby Management Limited (NZRM), was incorporated to act as the sole general partner. NZRM will employ all NZR and NZRC staff (excluding rugby union players), and NZR will be the sole shareholder of NZRM and the sole limited partner of the partnership.



## Independent Auditor's Report on the Summary Consolidated Performance Report

### To the Members of New Zealand Rugby Union Incorporated

<b>Opinion</b>	<p>The summary consolidated performance report of New Zealand Rugby Union Incorporated ('NZ Rugby') and its subsidiaries (the 'Group') comprises the summary consolidated financial statements on pages 72 to 76 and the summary consolidated statement of service performance on pages 60 to 70. The complete set of summary consolidated financial statements comprises the summary consolidated balance sheet as at 31 December 2025, and the summary consolidated income statement, summary consolidated statement of comprehensive income statement, summary consolidated statement of changes in equity and summary consolidated cash flow statement for the year then ended, and related notes. The summary consolidated performance report is derived from the audited consolidated financial statements of the Group for the year ended 31 December 2025.</p> <p>In our opinion, the accompanying summary consolidated performance report, on pages 60 to 76, is consistent, in all material respects, with the audited consolidated performance report, in accordance with PBE FRS 43: <i>Summary Financial Statements</i> issued by the New Zealand Accounting Standards Board.</p>
<b>Summary consolidated performance report</b>	<p>The summary consolidated performance report does not contain all the disclosures required by Public Benefit Entity Standards. Reading the summary consolidated performance report and the auditor's report thereon, therefore, is not a substitute for reading the audited consolidated performance report and the auditor's report. The summary consolidated performance report and the audited consolidated performance report do not reflect the effects of events that occurred subsequent to the date of our report on the audited consolidated performance report.</p>
<b>The audited consolidated performance report and our report thereon</b>	<p>We expressed an unmodified audit opinion on the audited consolidated performance report in our report dated 9 April 2026.</p>
<b>Directors' responsibilities for the summary consolidated performance report</b>	<p>The Directors are responsible on behalf of the Group for the preparation of the summary consolidated performance report in accordance with PBE FRS 43: <i>Summary Financial Statements</i>.</p>
<b>Auditor's responsibilities</b>	<p>Our responsibility is to express an opinion on whether the summary consolidated performance report is consistent, in all material respects, with the audited consolidated performance report based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) ('ISA (NZ)') 810 (Revised): <i>Engagements to Report on Summary Financial Statements</i>.</p> <p>Other than in our capacity as auditor, we have no relationship with or interests in NZ Rugby or any of its subsidiaries, except that partners and employees of our firm deal with NZ Rugby and its subsidiaries on normal terms within the ordinary course of trading activities of the business of NZ Rugby and its subsidiaries.</p>
<b>Restriction on use</b>	<p>This report is made solely to the Members, as a body. Our audit has been undertaken so that we might state to the Members 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 Members as a body, for our audit work, for this report, or for the opinions we have formed.</p>

*Deloitte Limited*

Wellington, New Zealand  
9 April 2026

This audit report relates to the summary consolidated performance report of New Zealand Rugby Union ('NZ Rugby') and its subsidiaries (the 'Group') for the year ended 31 December 2025 included on NZ Rugby's website. The Directors are responsible for the maintenance and integrity of NZ Rugby's website. We have not been engaged to report on the integrity of NZ Rugby's website. We accept no responsibility for any changes that may have occurred to the summary consolidated performance report since they were initially presented on the website. The audit report refers only to the summary consolidated performance report named above. It does not provide an opinion on any other information which may have been hyperlinked to/from the summary consolidated performance report. If readers of this report are concerned with the inherent risks arising from electronic data communication, they should refer to the published hard copy of the summary consolidated performance report and related audit report dated 9 April 2026 to confirm the information included in the summary consolidated performance report presented on this website.

# NEW ZEALAND RUGBY UNION AFFILIATED BODIES (VOTING MEMBERS)

## Provincial Unions

### NORTHERN REGION

Auckland RU

Bay of Plenty RFU

Counties Manukau RFU

King Country RFU

North Harbour RFU

Northland RFU

Thames Valley RFU

Waikato RU

### CENTRAL REGION

East Coast RFU

Hawke's Bay RFU

Horowhenua Kapiti RFU

Manawatū RFU

Poverty Bay RFU

Taranaki RFU

Wairarapa Bush RFU

Whanganui RFU

Wellington RFU

### SOUTHERN REGION

Buller RFU

Canterbury RFU

Mid Canterbury RFU

North Otago RFU

Otago RFU

Rugby Southland

Tasman RU

South Canterbury RFU

West Coast RFU

### New Zealand Māori Rugby Board

### New Zealand Pasifika Rugby Council

# DIRECTORY

*As at 31 December 2025*

## **New Zealand Rugby Life Members**

Richie Guy  
Andy Leslie  
Rob Fisher  
Sir Graham Henry  
John Sturgeon  
Mike Eagle  
Sir Bryan Williams  
Graham Mourie

## **New Zealand Representatives to World Rugby**

Greg Barclay  
Bart Campbell  
Dame Farah Palmer

## **New Zealand Representatives to SANZAAR**

Steve Lancaster  
Greg Barclay  
Doug Jones

## **New Zealand Representative to Oceania Rugby**

Carl Moon

## **Appeal Council**

Stephen Ward  
Pamela Andrews  
Michael Heron, KC

## **Citing Commissioners**

Sarah Persico  
Erin Rush  
Amal Prasad  
John Wootton  
Tony Duffin  
Mike O'Leary  
Ian Dallas  
Keith Brown

## **Judicial Officers**

Aminiasi Kefu  
Robin Bates  
Michael Heron, KC  
Nigel Hampton, KC  
Roger Drummond  
Helen Morgan  
Judge Mike Mika  
Tania Sharkey  
Chris Smith  
Catherine Ure  
Giuliana Petronelli  
Keith Binnie  
Willie Hamilton

## **Auditors**

Deloitte, Wellington

## **Solicitors**

Simpson Grierson, Wellington

## **Associate Members**

New Zealand Colleges of Education Rugby Football Federation  
New Zealand Deaf Rugby Football Union  
New Zealand Defence Force Sports Committee  
New Zealand Marist Rugby Football Federation (Inc)  
New Zealand Rugby Foundation (Inc)  
The New Zealand Schools' Rugby Union Inc  
New Zealand Universities Rugby Football Council (Inc)  
Rugby Museum Society of New Zealand (Inc)  
New Zealand Barbarian Rugby Club (Inc)



**Published by New Zealand Rugby**

Wellington  
+64 4 499 4995  
PO Box 2172  
Wellington 6140

Auckland  
+64 9 300 4995  
PO Box 2453  
Shortland Street

[nzrugby.co.nz](http://nzrugby.co.nz)  
[allblacks.com](http://allblacks.com)  
[blackferns.com](http://blackferns.com)  
[@nzrugbyofficial](https://www.instagram.com/nzrugbyofficial)