

A group of New Zealand women's rugby players celebrating their victory. They are wearing black jerseys with 'NEW ZEALAND' and 'BLACK FERNS' text, and green lanyards with gold medals. One player is holding a large silver trophy aloft, and others are cheering with their arms raised. The background is a blue and yellow pattern.

NEW ZEALAND RUGBY

ANNUAL REPORT 2022

DIRECTORY

As at 31 December 2022

New Zealand Rugby Life Members

Richie Guy

Andy Leslie

Rob Fisher

Sir Graham Henry

John Sturgeon

Mike Eagle

Sir Bryan Williams

New Zealand Representatives to World Rugby

Mark Robinson

Bart Campbell

Dr Deborah Robinson

New Zealand Representatives to SANZAAR

Mark Robinson

Bailey Mackey

New Zealand Representative to Oceania Rugby

Steve Lancaster

Appeal Council

Rob Fisher

Pamela Andrews

Michael Heron, QC

Citing Commissioners

Sarah Persico

Erin Rush

Amal Prasad

John Wootton

Tony Duffin

David Gray

Mike O'Leary

Martin Harris

Ian Dallas

Keith Brown

Judicial Officers

Aminiasi Kefu

Robin Bates

Michael Heron, KC

Nigel Hampton, KC

Roger Drummond

Chris Morris

Helen Morgan

Judge Mike Mika

Judge Phil Recordon

Tania Sharkey

Chris Smith

Auditors

Deloitte, Wellington

Solicitors

Simpson Grierson, Wellington

AJ Park, Wellington

New Zealand Māori Rugby Board

Dr Farah Palmer (Chair)

Andre Baker

Andre Thompson

Doug Jones

Merewaakana Kingi

Rob Clarke

Anne-Marie Jackson

Arran Pene

Warren Alcock

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)

New Zealand Schools Rugby Council

New Zealand Universities Rugby
Football Council (Inc)

Rugby Museum Society of New
Zealand (Inc)

New Zealand Barbarian Rugby Club
(Inc)

OUR 2022 PARTNERS

Tier One Partners



INEOS

Premium Global Partners



Global Partners



REPLAY



Regional Partners



POWERADE



ASB



JOCKEY



Supporters



wattbike

STATSports

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FROM THE CHAIR AND CEO

We are proud to present our Annual Report for 2022, looking back on what was a big year on and off the field.



The 2022 financial result achieved record income through new global sponsorships, uplift in broadcast and increased match activity. Our operating expenses were impacted by increased costs incurred under COVID protocols, investment in Women and Girls, Rugby World Cup 21 (played in 2022) and managing inflationary pressures. Completing the landmark Silver Lake partnership has enabled us to spend a further \$37m in the game through Strategic Stakeholder Payments and close the year with strong cash reserves.

It was a busy rugby calendar in 2022, which started under COVID restrictions. The first edition of DHL Super Rugby Pacific and the inaugural Sky Super Rugby Aupiki competition were both heavily impacted by the Omicron outbreak. Although teams were in 'bubbles' with no fans in attendance for the early rounds, it was testament to the commitment of players, management, referees and operations teams to ensure both competitions persisted through these challenges. Welcoming Moana Pasifika and Fijian Drua and their passionate fans to Super Rugby Pacific was a highlight, as was seeing the dawn of a new chapter in the women's game with Super Rugby Aupiki.

After our provincial competitions were heavily impacted by COVID the previous year, it was pleasing to see uninterrupted seasons for the Bunnings Warehouse NPC, Farah Palmer Cup and Heartland competitions. The pride connected to these teams is an indication of how deeply Kiwis' passion for rugby runs right throughout the country.

The Omicron outbreak also influenced the community rugby season, with participant numbers falling given the gathering restrictions in place at the time of registrations. Significant work was done on 'ways to play' at community level under these restrictions, meaning while it looked different than normal, there was a way for everyone to play the game. The growth of the U85kg National Club Cup is a great example of rugby being at the heart of our communities, and to have the final played before an All Blacks Test at FMG Stadium was an unforgettable experience for those club players.

After a year's delay, Rugby World Cup 2021 (played in 2022) captured the imagination of rugby fans around the world. It was our hope that the tournament would supercharge the women's game, and seeing the way Kiwis embraced the teams on and off the field is something that will long stay with those who witnessed it. Who can forget the emotion as the Black Ferns ran out on to a sold-out Eden Park in the opening match, or poi swirling in the crowds at Waitākere and Whangārei? The feel-good atmosphere of the family-friendly tournament translated to record breaking broadcast numbers, unprecedented interest in women's rugby, and culminated in a heart-stopping final. The journey of the Black Ferns throughout 2022 to become Rugby World Cup champions is something we are immensely proud of, and we know has inspired a wave of new fans and players across the country.

In a year that proved how competitive international rugby can be, the All Blacks faced some challenges throughout the season as every nation looks ahead to Rugby World Cup 2023 in France. The team rallied to retain the Bledisloe Cup and Rugby Championship titles, and went undefeated on the Northern Tour. Our Sevens teams had a big year, with two pinnacle events as well as competing on the world circuit. Both the All Blacks Sevens and Black Ferns Sevens came away with bronze medals from the Birmingham Commonwealth Games, and each went one better at the Rugby World Cup Sevens in Cape Town, securing silver. Some of the Black Ferns Sevens players featured in the Black Ferns Rugby World Cup side, capping off an impressive year.

The Māori All Blacks split their two-match series with the touring Irish side, which was a great addition to the mid-year series. The creation of the All Blacks XV offered more opportunity for the next tier of players – including some of the Māori All Blacks – to be exposed to international opponents and tours, which only strengthens our player base as we look towards the Rugby World Cup.

We were excited to launch Strategy 2025 mid-year, our ambitious roadmap to reimagine rugby. We are committed to being bold to ensure the game is well-positioned for any future challenges. It also marked an opportunity to demonstrate our bicultural journey, as we presented our strategy alongside the Māori Rugby Board for the first time.

A significant strategic priority was achieved as we saw a resolution to Project Future at the Special General Meeting in June. We were thrilled to partner with Silver Lake, who have expressed a strong interest in the holistic health of rugby in New Zealand. The process was robust and ensured that all our stakeholders understood the benefits on offer to the whole game. The partnership saw the creation of the New Zealand Rugby Commercial entity, which spent the second half of the year establishing structure and processes, as well as planning out next steps for the commercial success of rugby.

Off the field, we have made great strides in ensuring rugby is a safe and welcoming environment for everyone involved in the game. Our Equity, Diversity and Inclusion Strategy led the way on initiatives such as Rainbow Ready Rugby and signing the Pride

Pledge, work which was acknowledged with three Rainbow Excellence Awards. An Inclusive Governance Hui brought the rugby community together to promote and enable diverse boards. We were pleased to add two women to our own Board at April's AGM, raising our overall Board diversity to 50%.

Finally, we are immensely proud of the work happening in player welfare. Much of the work underway around the world in this space has been led in New Zealand. The instrumented mouthguard study is the biggest of its kind, involving players from provincial level through to the Black Ferns. A teenage concussion campaign focused on an app-based return-to-play approach, and our Teams in Black were involved modelling good behaviour in concussion management. Throughout the community rugby season, trials were held for a change in tackle height (below the sternum), which allowed us to confirm the change for 2023. There were no serious injuries in New Zealand rugby in 2022, a figure we will aim for every year. Coupled with our ongoing mental health programmes, we are committed to providing holistic support for every person involved in the game.

Sponsor acknowledgement

NZR is grateful for the support of our commercial partners, especially adidas and SKY Television whose support is vital for the funding, promotion and strengthening of the game. We thank the New Zealand Government, Sport New Zealand, and High Performance Sport New Zealand; the many regional and local Councils who maintain grounds and infrastructure at a local level for rugby in New Zealand; the 26 Provincial Unions around the country; and our key partner ACC, as well as the media for their coverage of the game.

To rugby players and fans, your passion for the game is at the heart of everything we do. Your support at every level – from your local club through to the Teams in Black – is unmatched, and much appreciated. We look forward to cheering alongside you throughout 2023.

Finally, we are immensely proud of the work happening in player welfare. Much of the work underway around the world in this space has been led in New Zealand. The instrumented mouthguard study is the biggest of its kind ever undertaken in sport, involving players from community rugby through to provincial level and Black Ferns. A teenage concussion campaign focused on supporting work to develop national concussion management guidelines for New Zealand schools. Throughout the community rugby season, trials were held for a change in tackle height to below the sternum, which allowed us to confirm the change for 2023 across the entire community game. There were no serious injuries in New Zealand rugby in 2022, a figure we will aim for every year. Coupled with our ongoing mental health programmes, we are committed to providing holistic support for every person involved in the game.



Dame Patsy Reddy
Chair, New Zealand Rugby



Mark Robinson
Chief Executive Officer, New Zealand Rugby

THE RUGBY WAY



BE WELCOMING
TE POU MAIOHA

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



BE OUR BEST
TE POU HIRANGA

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



BE PASSIONATE
TE POU IHIIHI

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



PLAY FAIR
TE POU TIKA

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

THE BOARD

Our Board is charged with setting the strategy, direction and policy for NZR, and is ultimately responsible for the decisions and actions of management and staff.

For more information about the Board, visit nzrugby.co.nz/about-nzr/governance/our-board/.



Stewart Mitchell
Chair – Nominated Board Member
NZR Board member since 2014



Dame Farah Palmer
Deputy Chair – Nominated Board Member (Māori representative)
NZR Board member since 2016



Ajit Balasingham
Elected Board Member
NZR Board member since 2021



Bart Campbell
Appointed Board Member
NZR Board member since 2020



Rowena Davenport
Appointed Board Member
NZR Board member since 2022



Mark Hutton
Appointed Board Member
NZR Board member since 2022



Bailey Mackey
Elected Board Member
NZR Board member since 2020



Dame Patsy Reddy
Appointed Board Member
NZR Board member since 2022



Wayne Young
Elected Board Member
NZR Board member since 2022

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. The President and Vice President (along with the Chief Executive Officer) attend New Zealand Rugby Board Meetings, although attend in an observer capacity and may not vote on Board matters.

These positions are elected for two-year terms. Max Spence became President in 2022, when Matthew Cooper was elected as Vice President.



Max Spence
President



Matthew Cooper
Vice President

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 has been Patron since 2020.



Ian Kirkpatrick
Patron

2022 EXECUTIVE

Prior to 1 July 2022, NZR was made up of eight teams: Professional Rugby and Performance, Community Rugby, People, Safety and Wellbeing, Corporate Services, Communications and Brand, Commercial, Technology and All Blacks, headed by a Chief Executive Officer (CEO), who is supported by an Executive Team (known as 'The Exec'), Leadership Team and other management.

As of 1 July 2022, the Commercial and Technology teams moved under the New Zealand Rugby Commercial umbrella.

For more information about the Exec, visit nzrugby.co.nz/about-nzr/who-we-are/

NEW ZEALAND RUGBY



Mark Robinson
Chief Executive Officer



Andrea Brunner
Chief People, Safety and Wellbeing Officer



Steve Lancaster
General Manager Community Rugby



Chris Lendrum
General Manager Professional Rugby and Performance



Charlotte McLauchlan
Chief Communications and Brand Officer



Jo Perez
Chief Financial Officer



Darren Shand
All Blacks Manager

NEW ZEALAND RUGBY COMMERCIAL



Richard Thomas
Chief Executive Officer – Commercial



Angela Nash
Chief Information and Technology Officer

NEW ZEALAND RUGBY COMMERCIAL

Project Future

On 2 June 2022 at a Special General Meeting, the Provincial Unions gave majority approval of the Project Future investment proposal, which saw US technology investment firm Silver Lake partner with NZR and the New Zealand Rugby Players Association (NZRPA) to establish a new entity 'New Zealand Rugby Commercial LP' (NZRC).

Silver Lake agreed to invest \$200m in NZRC for a minority ownership percentage, of which \$7.5m was distributed to rugby clubs, \$2m into Māori Rugby, and \$20m into Provincial Unions. Another \$60m of the total raised funds is scheduled to kick-start a new Legacy Fund focused on investing into the community game, with the balance of funds supporting NZR reserves to safeguard the future of the game.

For more information on the partnership, visit nzrugby.co.nz/silver-lake-partnership.

New Zealand Rugby Commercial

Silver Lake agreed to invest \$200m in NZRC for a minority ownership percentage, with an additional co-investment later offered to New Zealand-based institutional investors. A minimum of \$62.5m will be offered, and Silver Lake will underwrite the institutional syndication if it is not fully subscribed.

The NZRC Board consists of nine directors:

- An independent Chair
- Five NZR representatives, including the NZR CEO
- A New Zealand Rugby Players Association representative
- Two Silver Lake representatives

REIMAGINING RUGBY



To view this video above, visit youtube.com/watch?v=VR8DQcvLf7w.

2022 saw the launch of our five year plan to reimagine rugby. It's our future-focused roadmap for how rugby can evolve through to 2025 and beyond.

Our vision remains the same – to inspire and unify through rugby.

Our strategic pillars



WINNING WITH MANA

Our Teams in Black will be enabled to win with mana, bringing together on- and off-field support structures to allow for optimal performance. We aim to create an aligned, world-leading professional rugby and performance environment with effective investment in identification, development, pathways, competitions and areas of competitive advantage. This will be concurrent with work and investment that ensures our environments enhance care and connection for all people involved.



RUGBY AT THE HEART OF OUR COMMUNITIES

We know that the strength of the grassroots flows throughout all levels of rugby, and we want to continue to cultivate a strong community game. We aim to leverage the success and legacy of the Rugby World Cup 2021 (played in 2022) by supercharging women and girls' participation, focusing on creating inclusive and welcoming environments. Through supporting our Provincial Unions to deliver a participant centred approach and providing upskilling opportunities for referees and coaches, we intend to future proof all parts of the rugby delivery system.



LOVED GAME, LOVED BRANDS

Our goal is to ensure our game and brands shine locally and on the global stage. Teams across New Zealand are loved passionately here at home and admired overseas, and through increased understanding of our fans and customers, we know we can create world-class sporting experiences and lifelong attachments to our teams and brands. We aim to build genuine and direct relationships with fans, understanding their preferences and desires, cementing our place in the hearts and minds of rugby fans around the world.



UNLEASHING RUGBY'S COMMERCIAL POTENTIAL

To do all we've outlined in our strategy, we must seek increased investment and develop a sustainable operating model for the future. The opportunity to leverage our brands and create innovative partnerships will allow revenues to flow through all of rugby. We will use content, customer data and global connectivity to maximise the unique value of our brands and supercharge revenue streams.

We'll enable success through



ENHANCING PLAYER WELFARE

It is important to us as an organisation that everyone who plays rugby is safe and well. We aim to prioritise the holistic wellbeing of our players at every turn, through increased support, resource and education from the elite level through to grassroots. We continue to review the laws and structures of the game to safeguard players, and to invest in research that helps us apply best practice as it evolves, especially as the female game continues to grow.



THRIVING PEOPLE, THRIVING GAME

We currently run and will continue to develop programmes which enable a world-leading sports organisation and engaging, diverse and inclusive environments across rugby. We know that thriving people at all levels help make rugby a welcoming and positive space for all. Through every touchpoint, from recruitment to internal capability, to equitable and inclusive pathways within the game and the organisation, we know we can support and enable people to be the best they can be. Working closely with the Māori Rugby Board and our newly-formed Pasifika Advisory Group will help us build our cultural responsiveness and provide great rugby experiences.



LEADING THROUGH TECHNOLOGY

We have our sights set on becoming the most technologically-enabled rugby organisation. We intend to harness technology wherever possible to chase innovation, be it providing for our elite programmes, connecting regional networks or enhancing the fan experience. There is incredible potential in the power of data and analytics which can help inform business decisions, driving both on- and off-field competitive advantage and excellence.

This year for the first time, we have produced a Statement of Service Performance in line with our financial reporting requirements, which is a formal measure of how we have performed in relation to our stated strategic priorities. A full Performance Report on the financials and progress we're making against our Service Performance measures can be found later in this Annual Report.

2022: YEAR OF WOMEN AND GIRLS IN RUGBY

With the excitement of hosting Rugby World Cup 2021 (played in 2022) in Aotearoa New Zealand, there was the opportunity to generate more awareness, engagement and participation to grow the women and girls' game.



From full time contracts for the Black Ferns to regional festivals at Heartland level, there was a focus on women's rugby right across the country. Provincial Unions drove participation and education sessions in their local communities through the Female Activator programme, encouraging wāhine to get involved as players, coaches, referees, managers or spectators. The first season of Sky Super Rugby Aupiki persisted through the challenges of COVID, opening the door on a new era of women's professional rugby. Consultation sessions took place with a variety of stakeholders to inform and co-design a strategy to best support the next 10 years of women and girls' rugby, making sure the momentum of 2022 continues.

NZR's commercial partners also supported the kaupapa. Bunnings Warehouse, sponsor of the National Provincial Championship and Farah Palmer Cup, used their Bunnings Rugby Assist programme to invest \$300,000 into female facilities in clubs around the country. Sky came on board to back the first season of Super Rugby Aupiki, and adidas and ASB were passionate supporters of the Black Ferns as they undertook their Rugby World Cup journey. Altrad, INEOS Taisho and SAP were Rugby World Cup 2021 tournament partners. It is wonderful to be partnered with people who share our vision for the women's game.

The year culminated in the amazing Rugby World Cup win by the Black Ferns, who showed what's possible when we all support wāhine in rugby. A trophy tour shared the victory with Kiwis around the country, inspiring the next generation to get involved and enjoy rugby at every level.

ACKNOWLEDGEMENTS

RECOGNITION OF BEREAVEMENTS

New Zealand Rugby shares its condolences to the whānau and friends of the members of the rugby community who passed away in 2022.



David Rhodes
Former NZR President

28 January 2022
aged 71



Frank McAtamney
All Black **#577**

6 February 2022
aged 87



Joeli Vidiri
All Black **#973**

23 February 2022
aged 48



Va'aiga Tuigamala
All Black **#900**

24 February 2022
aged 52



John Creighton
All Black **#624**

6 April 2022
aged 85



Kevin Meates
All Black **#543**

17 April 2022
aged 92



Richard Conway
All Black **#601**

25 May 2022
aged 87



Russell Watt
All Black **#584**

25 June 2022
aged 86



Brian Molloy
All Black **#588**

31 July 2022
aged 91



Dick Littlejohn
New Zealand Rugby Life
Member

12 September 2022
aged 91

ACKNOWLEDGEMENTS

2022 ASB RUGBY AWARDS

New Zealand Rugby Referee of the Year

Winner: Ben O'Keeffe
Horowhenua-kapiti

Nominees: Maggie Cogger-Orr
Auckland

Brendon Pickerill *North Harbour*

Charles Monro Rugby Volunteer of the Year

Winner: Cathy Charles *Otago*

Nominees: Andrew Gemmell
Tairāwhiti

Allen Grainger *Waikato*

New Zealand Rugby Age Grade Player of the Year

Winner: Peter Lakai *Wellington*

Nominees: Payton Spencer
Auckland

George Bell *Canterbury*

Steinlager Salver – Outstanding contribution to New Zealand Rugby

Winner: Dr Deb Robinson

Ian Kirkpatrick Medal

Winner: Sam Parkes *Ngati Porou East Coast*

Nominees: Siu Kakala *South Canterbury*

Semi Vodosese
Whanganui

Duane Monkley Medal

Winner: Bryn Gatland *North Harbour*

Nominees: Emoni Narawa *Bay of Plenty*

Peter Lakai *Wellington*

Fiao'o Fa'amausili Medal

Winner: Maia Joseph *Otago*

Nominees: Luka Connor *Bay of Plenty*

Charmaine Smith
Northland

ASB National Men's Coach of the Year

Winner: Scott Robertson
Crusaders

Nominees: Leo Crowley *Wellington*

Nigel Walsh *South Canterbury*

ASB National Women's Coach of the Year

Winner: Blair Baxter *Canterbury*

Nominees: Allan Bunting *Chiefs Manawa*

Blair Cross *Hawke's Bay*

ASB New Zealand Coach of the Year

Winner: Wayne Smith *Black Ferns*

DHL Super Rugby Pacific Player of the Year

Winner: Will Jordan *Crusaders*

Nominees: Stephen Perofeta *Blues*

Ardie Savea *Hurricanes*

Sky Super Rugby Aupiki Player of the Year

Winner: Luka Connor *Chiefs Manawa*

Nominees: Liana Mikaele-Tu'u
Blues

Joanah Ngan-Woo
Hurricanes

Sky Try of the Year

Winner: Stacey Fluhler *Black Ferns v England*

Nominees: Sam Blackburn *Petone v Hutt Old Boys Marist*

Will Jordan *All Blacks v Australia*

Tom French Memorial Māori Player of the Year

Winner: Ruahei Demant *Te Whānau ā Apanui / Te Whakatōhea / Ngāti Awa*

Nominees: Stacey Fluhler *Ngai Tahu*

TJ Perenara *Ngati Rangitahi / Te Arawa*

Richard Crawshaw Memorial All Blacks Sevens Player of the Year

Winner: Ngarohi McGarvey-Black

Nominees: Sam Dickson

Caleb Tangitau

Black Ferns Sevens Player of the Year

Winner: Michaela Blyde

Nominees: Sarah Hirini

Risaleaana (Risi) Pouri-Lane

Black Ferns Player of the Year

Winner: Ruahei Demant

Nominees: Theresa Fitzpatrick

Stacey Fluhler

Sarah Hirini

All Blacks Player of the Year

Winner: Ardie Savea

Nominees: Jordie Barrett

Samisoni Taukei'aho

Sam Whitelock

adidas National Men's Team of the Year

Winner: Wellington
Nominees: Crusaders
Ngāti Porou East Coast
South Canterbury

adidas National Women's Team of the Year

Winner: Canterbury
Nominees: Chiefs Manawa
Hawke's Bay

adidas New Zealand Team of the Year

Winner: Black Ferns

Kelvin R Tremain Memorial Player of the Year

Winner: Ruahei Demant
Auckland

ACKNOWLEDGEMENTS

OTHER RECOGNITION

2022 WORLD RUGBY AWARDS

World Rugby Women's 15s Player of the Year

Ruahei Demant

World Rugby Coach of the Year

Wayne Smith

World Women's Breakthrough Player of the Year

Ruby Tui

Vernon Pugh Award for Distinguished Service

Dr Farah Palmer

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

Sam Whitelock, Will Jordan

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

Ruahei Demant, Ruby Tui, Theresa Fitzpatrick, Portia Woodman

NEW YEAR HONOURS 2022

Dame Companion of the New Zealand Order of Merit

Professor Farah Rangikoepe Palmer, ONZM, of Palmerston North. *For services to sport, particularly rugby.*

Member of the New Zealand Order of Merit

Mrs Cheryl Smith (Ngāpuhi) of Northland. *For services to rugby.*

NEW ZEALAND RAINBOW EXCELLENCE AWARDS 2022

ASB Emerging Award

Grant Thornton Innovation Award

Partners Life Supreme Award

2022 MĀORI SPORTS AWARDS - TE TOHU TĀKARO O AOTEAROA CHARITABLE TRUST

Māori Sports Administrator Recipient – Māui Tikitiki a Taranga

Bailey Mackey (Ngāti Porou, Ngāi Tūhoe, Rongowhakaata)

TEAMS & RESULTS

ALL BLACKS

13

8

1

4

GAMES

WON

DRAWN

LOST

Players

#1112 Aaron Smith Manawātū, Highlanders	#1202 Aidan Ross* Bay of Plenty, Chiefs	#1166 Akria Ioane Auckland, Blues	#1175 Angus Ta'avao Auckland, Chiefs	#1153 Anton Lienert-Brown Waikato, Chiefs
#1147 Ardie Savea Wellington, Hurricanes	#1115 Beauden Barrett Taranaki, Blues	#1140 Brad Weber Hawke's Bay, Chiefs	#1184 Braydon Ennor Canterbury, Crusaders	#1110 Brodie Retallick Hawke's Bay, Chiefs
#1187 Caleb Clarke Auckland, Blues	#1143 Codie Taylor Canterbury, Crusaders	#1176 Dalton Papali'i Counties Manukau, Blues	#1117 Dane Coles Wellington, Hurricanes	#1161 David Havili Tasman, Crusaders
#1197 Ethan de Groot Southland, Highlanders	#1196 Finlay Christie Tasman, Blues	#1205 Fletcher Newell* Canterbury, Crusaders	#1203 Folau Fakatava* Hawke's Bay, Highlanders	#1194 George Bower Otago, Crusaders
#1186 Hoskins Sotutu Counties Manukau, Blues	#1159 Jordie Barrett Taranaki, Hurricanes	#1171 Karl Tu'inukuafe North Harbour, Blues	#1200 Leicester Fainga'anuku* Tasman, Crusaders	#1207 Mark Telea* North Harbour, Blues
#1139 Nepo Laulala Counties Manukau, Blues	#1150 Ofa Tu'ungafasi Northland, Blues	#1133 Patrick Tuipulotu Auckland, Blues	#1201 Pita Gus Sowakula* Taranaki, Chiefs	#1193 Quinn Tupaea Waikato, Chiefs
#1167 Richie Mo'unga Canterbury, Crusaders	#1156 Rieko Ioane Auckland, Blues	#1204 Roger Tuivasa-Sheck Auckland, Blues	#1113 Sam Cane Bay of Plenty, Chiefs	#1198 Samisoni Taukei'aho Waikato, Chiefs
#1104 Samuel Whitelock Canterbury, Crusaders	#1155 Scott Barrett Taranaki, Crusaders	#1182 Sevu Reece Tasman, Crusaders	#1172 Shannon Frizell Tasman, Highlanders	#1206 Stephen Perofeta* Taranaki, Blues
#1132 TJ Perenara Wellington, Hurricanes	#1188 Tupou Vaa'i Taranaki, Chiefs	#1180 Tyrel Lomax Tasman, Hurricanes	#1191 Will Jordan Tasman, Crusaders	

* Denotes All Black debutant in 2022

Coaches & Staff

Ian Foster Head Coach and Selector	Joe Schmidt Assistant Coach (Backs) & Selector	Jason Ryan Assistant Coach (Forwards) & Selector	Scott McLeod Assistant Coach (Defence)	Greg Feek Scrum Coach
Darren Shand Manager – Business and Operations	Gilbert Enoka Manager – Leadership	John Plumtree Assistant Coach (Forwards) & Selector (Steinlager Series)	Brad Mooar Assistant Coach (Backs) (Steinlager Series)	Grant Fox Selector (Steinlager Series)

Results

STEINLAGER SERIES

ALL BLACKS	42 19	IRELAND
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2 July, 2022 Eden Park, Auckland

ALL BLACKS	22 32	IRELAND
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16 July, 2022 Sky Stadium, Wellington

ALL BLACKS	12 23	IRELAND
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9 July, 2022 Forsyth Barr Stadium, Dunedin

LIPOVITAN D RUGBY CHAMPIONSHIP

SOUTH AFRICA	26 10	ALL BLACKS
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6 August, 2022 Mbombela Stadium, Nelspruit

ALL BLACKS	18 25	ARGENTINA
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27 August, 2022 Orangetheory Stadium, Christchurch

SOUTH AFRICA	23 35	ALL BLACKS
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13 August, 2022 Emirates Airline Park, Johannesburg

ALL BLACKS	53 3	ARGENTINA
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27 August, 2022 FMG Stadium Waikato, Hamilton

BLEDISLOE CUP

AUSTRALIA	37 39	ALL BLACKS
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15 September, 2022 Marvel Stadium, Melbourne

ALL BLACKS	40 14	AUSTRALIA
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24 September, 2022 Eden Park, Auckland

LIPOVITAN D CHALLENGE CUP

JAPAN	31 38	ALL BLACKS
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29 October, 2022 National Stadium, Tokyo

HEALTHSPAN ELITE NORTHERN TOUR

WALES	23 55	ALL BLACKS
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5 November, 2022 Principality Stadium, Wales

ENGLAND	25 25	ALL BLACKS
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19 November, 2022 Twickenham, London

SCOTLAND	23 31	ALL BLACKS
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13 November, 2022 Murrayfield, Scotland

TEAMS & RESULTS

BLACK FERNS

12

12

0

0

GAMES

WON

DRAWN

LOST

Players

#223 Alana Bremner Canterbury, Matatū	#230 Amy Rule Canterbury, Matatū	#220 Amy du Plessis Canterbury, Matatū	#236 Angel Mulu* Bay of Plenty, Chiefs Manawa	#228 Ariana Bayler Waikato, Chiefs Manawa
#208 Arihiana Marino-Tauhinu Counties Manukau, Chiefs Manawa	#243 Awhina Tangen-Wainohu* Waikato, Chiefs Manawa	#201 Ayesha Leti-I'iga Wellington, Hurricanes Poua	#174 Charmaine McMenamin Auckland, Blues	#218 Chelsea Bremner Canterbury, Matatū
#173 Chelsea Semple Waikato, Chiefs Manawa	#215 Cheyelle Robins-Reti Waikato, Hurricanes Poua	#232 Georgia Ponsonby Canterbury, Matatū	#222 Grace Steinmetz Canterbury, Matatū	#163 Hazel Tubic Counties Manukau, Chiefs Manawa
#209 Joanah Ngan-Woo Wellington, Hurricanes Poua	#233 Kaipo Olsen-Baker* Manawatū, Hurricanes Poua	#234 Kelsey Teneti* Waikato	#142 Kendra Cocksedge Canterbury, Matatū	#219 Kendra Reynolds Bay of Plenty, Matatū
#210 Kennedy Simon Waikato, Chiefs Manawa	#226 Krystal Murray Northland, Blues	#198 Leilani Perese Counties Manukau, Hurricanes Poua	#227 Liana Mikaele-Tu'u Auckland, Blues	#241 Lucy Anderson* Canterbury, Matatū
#207 Luka Connor Bay of Plenty, Chiefs Manawa	#231 Maia Roos (Maiakawanakaulani Roos) Auckland, Blues	#240 Natalie Delamere* Bay of Plenty, Matatū	#179 Phillipa Love Canterbury, Matatū	#172 Portia Woodman Northland, Chiefs Manawa
#221 Renee Holmes Waikato, Matatū	#157 Renee Wickliffe Bay of Plenty, Chiefs Manawa	#196 Ruahei Demant Auckland, Blues	#235 Ruby Tui* Counties Manukau, Chiefs Manawa	#244 Santo Taumata* Bay of Plenty, Chiefs Manawa
#189 Sarah Hirini Manawatū, Hurricanes Poua	#183 Stacey Fluhler Waikato, Chiefs Manawa	#239 Sylvia Brunt* Auckland	#238 Tafito Lafaele* Auckland, Blues	#237 Tanya Kalounivale* Waikato, Chiefs Manawa
#194 Theresa Fitzpatrick Auckland, Blues	#242 Tyla Nathan-Wong* Northland, Blues			

* Denotes Black Fern debutant in 2022

Coaches & Staff

Wayne Smith Director of Coaching	Wesley Clarke Assistant Coach	Whitney Hansen Assistant Coach	Mike Cron Resource Coach	Sir Graham Henry Selector
Lauren Cournane Manager	Allan Bunting Manager (Leadership and Culture)			

Results

PACIFIC FOUR SERIES

BLACK FERNS	23 10	AUSTRALIA
6 June, 2022 The Domain, Tauranga		
BLACK FERNS	50 6	USA
18 June, 2022 Semenoff Stadium, Whangārei		
BLACK FERNS	28 0	CANADA
12 June, 2022 Waitākere Stadium, Auckland		

O'REILLY CUP

BLACK FERNS	52 5	AUSTRALIA
20 August, 2022 Orangetheory Stadium, Christchurch		
AUSTRALIA	14 22	BLACK FERNS
27 August, 2022 Adelaide Oval, Adelaide		

RUGBY WORLD CUP 2021 WARM-UP

BLACK FERNS	95 12	JAPAN
24 September, 2022 Eden Park, Auckland		

RUGBY WORLD CUP 2021

BLACK FERNS	41 17	AUSTRALIA
8 October, 2022 Eden Park, Auckland		
BLACK FERNS	57 0	SCOTLAND
22 October, 2022 Northland Events Centre, Whangārei		
BLACK FERNS	56 12	WALES
16 October, 2022 Waitākere Stadium, Auckland		
BLACK FERNS	55 3	WALES
29 October, 2022 Northland Events Centre, Whangārei		
BLACK FERNS	25 24	FRANCE
8 October, 2022 Eden Park, Auckland		
BLACK FERNS	34 31	ENGLAND
12 November, 2022 Eden Park, Auckland		

TEAMS & RESULTS

ALL BLACKS SEVENS

Players

#289 Akuila Rokolisoa Counties Manukau	#289 Amanaki Nicole Southland	#279 Andrew Knewstubb Horowhenua-Kapiti	#301 Brady Rush* Northland	#303 Caleb Tangitau* Auckland
#305 Che Clark* Auckland	#260 Dylan Collier Waikato	#223 Joe Webber Bay of Plenty	#302 Kitiona Vai* Bay of Plenty	#198 Kurt Baker Hawke's Bay
#261 Lewis Ormond Taranaki	#299 Moses Leo North Harbour	#288 Ngārohi McGarvey-Black Ngāti Porou East Coast	#264 Regan Ware Bay of Plenty	#304 Roderick Solo* Bay of Plenty
#241 Sam Dickson Canterbury	#216 Scott Curry Bay of Plenty	#270 Sione Molia Counties Manukau	#306 Tepaea Cook-Savage* Waikato	#277 Tone Ng Shiu Auckland
#278 Trael Joass Bay of Plenty				

* Denotes All Black Seven debutant in 2022

Coaches & Staff

Clark Laidlaw Head Coach	Euan Mackintosh Assistant Coach	Tomasi Cama Assistant Coach	David Ormrod Manager
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Results

HSBC SINGAPORE SEVENS

9 - 10 April 2022

ALL BLACKS SEVENS	12 10	ARGENTINA
ALL BLACKS SEVENS	19 7	SCOTLAND
ALL BLACKS SEVENS	43 5	WALES

HSBC LANGFORD SEVENS

16 - 17 April 2022

ALL BLACKS SEVENS	40 14	JAPAN
ALL BLACKS SEVENS	38 5	WALES
ALL BLACKS SEVENS	31 24	SAMOA

QUARTER-FINAL

ALL BLACKS SEVENS	22 14	SAMOA
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QUARTER-FINAL

ALL BLACKS SEVENS	12 19	AUSTRALIA
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SEMI-FINAL

ALL BLACKS SEVENS	22 19	IRELAND
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SEMI-FINAL FOR 5TH

ALL BLACKS SEVENS	34 5	ENGLAND
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FINAL

ALL BLACKS SEVENS	17 28	FIJI
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FINAL FOR 5TH

ALL BLACKS SEVENS	15 17	SOUTH AFRICA
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HSBC TOULOUSE SEVENS

20 - 21 May 2022

ALL BLACKS SEVENS	19 0	SCOTLAND
ALL BLACKS SEVENS	19 17	USA
ALL BLACKS SEVENS	14 29	AUSTRALIA

QUARTER-FINAL FOR 9TH

ALL BLACKS SEVENS	28 0	WALES
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SEMI-FINAL

ALL BLACKS SEVENS	36 7	SPAIN
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FINAL FOR 9TH

ALL BLACKS SEVENS	42 7	SCOTLAND
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BIRMINGHAM COMMONWEALTH GAMES 2022 - COVENTRY

29 - 31 July 2022

ALL BLACKS SEVENS	63 5	SRI LANKA
ALL BLACKS SEVENS	19 17	SAMOA
ALL BLACKS SEVENS	20 0	ENGLAND

QUARTER-FINAL

ALL BLACKS SEVENS	31 0	KENYA
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SEMI-FINAL

ALL BLACKS SEVENS	14 19	FIJI
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FINAL FOR 3RD

ALL BLACKS SEVENS	26 12	AUSTRALIA
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HSBC LONDON SEVENS

28 - 29 May 2022

ALL BLACKS SEVENS	24 19	AUSTRALIA
ALL BLACKS SEVENS	36 7	FRANCE
ALL BLACKS SEVENS	40 14	CANADA

QUARTER-FINAL

ALL BLACKS SEVENS	17 7	IRELAND
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SEMI-FINAL

ALL BLACKS SEVENS	22 19	FIJI
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FINAL

ALL BLACKS SEVENS	14 19	AUSTRALIA
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HSBC LOS ANGELES SEVENS

27 - 28 August 2022

ALL BLACKS SEVENS	26 5	CANADA
ALL BLACKS SEVENS	33 12	USA
ALL BLACKS SEVENS	17 14	SOUTH AFRICA

QUARTER-FINAL

ALL BLACKS SEVENS	29 14	IRELAND
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SEMI-FINAL

ALL BLACKS SEVENS	28 26	SAMOA
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FINAL

ALL BLACKS SEVENS	28 21	FIJI
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RUGBY WORLD CUP SEVENS 2022 CAPE TOWN

9 - 11 September 2022

ALL BLACKS SEVENS	43 5	SCOTLAND
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QUARTER-FINAL

ALL BLACKS SEVENS	12 5	ARGENTINA
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SEMI-FINAL

ALL BLACKS SEVENS	17 10	IRELAND
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FINAL

ALL BLACKS SEVENS	12 29	FIJI
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EMIRATES DUBAI SEVENS

2 - 3 December 2022

ALL BLACKS SEVENS	28 31	ARGENTINA
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ALL BLACKS SEVENS	24 7	FIJI
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ALL BLACKS SEVENS	35 5	URUGUAY
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QUARTER-FINAL

ALL BLACKS SEVENS	20 0	FRANCE
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SEMI-FINAL

ALL BLACKS SEVENS	19 26	SOUTH AFRICA
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FINAL FOR 3RD

ALL BLACKS SEVENS	31 12	USA
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HSBC HONG KONG SEVENS

4 - 6 November 2022

ALL BLACKS SEVENS	0 24	SAMOA
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ALL BLACKS SEVENS	28 14	HONG KONG
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ALL BLACKS SEVENS	17 24	AUSTRALIA
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QUARTER-FINAL FOR 9TH

ALL BLACKS SEVENS	43 0	KENYA
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SEMI-FINAL FOR 9TH

ALL BLACKS SEVENS	24 7	SPAIN
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FINAL FOR 9TH

ALL BLACKS SEVENS	33 5	CANADA
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HSBC CAPE TOWN SEVENS

9 - 11 December 2022

ALL BLACKS SEVENS	10 14	SPAIN
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ALL BLACKS SEVENS	31 5	KENYA
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ALL BLACKS SEVENS	21 15	ARGENTINA
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QUARTER-FINAL

ALL BLACKS SEVENS	50 0	URUGUAY
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SEMI-FINAL

ALL BLACKS SEVENS	33 17	USA
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FINAL

ALL BLACKS SEVENS	7 12	SAMOA
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TEAMS & RESULTS

BLACK FERNS SEVENS

Players

#72 Alena Saili Bay of Plenty	#82 Jazmin Felix-Hotham Waikato	#83 Jorja Miller* Canterbury	#46 Kelly Brazier Bay of Plenty	#85 Kelsey Teneti* Waikato
#81 Mahina Paul Bay of Plenty	#84 Manaia Nuku* Waikato	#55 Michaela Blyde Bay of Plenty	#65 Niall Williams Auckland	#36 Portia Woodman Northland
#77 Risaleaana Pouri-Lane Bay of Plenty	#34 Sarah Hirini Manawatū	#33 Shakira Baker Wellington	#53 Shiray Kaka Waikato	#67 Stacey Waaka Waikato
#71 Tenika Willison Waikato	#68 Terina Te Tamaki Waikato	#66 Theresa Fitzpatrick Auckland	#37 Tyla Nathan-Wong Northland	#86 Tyscha Ikenasio* Auckland

* Denotes Black Fern Seven debutant in 2022

Coaches & Staff

Cory Sweeney Head Coach	Jess Jones Manager	Stuart Ross Assistant Coach	Edwin Cocker Assistant Coach
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Results

HSBC LANGFORD SEVENS

30 April - 1 May 2022

BLACK FERNS SEVENS	31 0	ENGLAND
BLACK FERNS SEVENS	36 0	USA
BLACK FERNS SEVENS	12 12	FIJI

QUARTER-FINAL

BLACK FERNS SEVENS	38 0	CANADA
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SEMI-FINAL

BLACK FERNS SEVENS	26 14	FRANCE
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FINAL

BLACK FERNS SEVENS	17 21	AUSTRALIA
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HSBC TOULOUSE SEVENS

20 - 21 December 2022

BLACK FERNS SEVENS	45 0	SCOTLAND
BLACK FERNS SEVENS	29 0	SPAIN
BLACK FERNS SEVENS	17 0	CANADA

QUARTER-FINAL

BLACK FERNS SEVENS	41 0	BRAZIL
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SEMI-FINAL

BLACK FERNS SEVENS	24 14	FIJI
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FINAL

BLACK FERNS SEVENS	21 14	AUSTRALIA
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BIRMINGHAM COMMONWEALTH GAMES 2022 - CONVENTRY
29 - 31 July 2022

BLACK FERNS SEVENS	45 7	CANADA
BLACK FERNS SEVENS	60 0	SRI LANKA
BLACK FERNS SEVENS	38 7	ENGLAND

SEMI-FINAL

BLACK FERNS SEVENS	12 17	AUSTRALIA
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BRONZE FINAL

BLACK FERNS SEVENS	19 12	CANADA
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EMIRATES DUBAI SEVENS
2 - 3 December 2022

BLACK FERNS SEVENS	19 12	GREAT BRITAIN
BLACK FERNS SEVENS	25 5	BRAZIL
BLACK FERNS SEVENS	31 12	FRANCE

QUARTER-FINAL

BLACK FERNS SEVENS	22 5	GREAT BRITAIN
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SEMI-FINAL

BLACK FERNS SEVENS	36 0	USA
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FINAL

BLACK FERNS SEVENS	19 26	AUSTRALIA
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RUGBY WORLD CUP SEVENS 2022 - CAPE TOWN
9 - 11 September 2022

BLACK FERNS SEVENS	47 5	COLUMBIA
BLACK FERNS SEVENS	28 0	IRELAND

SEMI-FINAL

BLACK FERNS SEVENS	28 7	FRANCE
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FINAL

BLACK FERNS SEVENS	22 24	AUSTRALIA
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HSBC CAPE TOWN SEVENS
9 - 11 December 2022

BLACK FERNS SEVENS	31 7	BRAZIL
BLACK FERNS SEVENS	19 7	GREAT BRITAIN
BLACK FERNS SEVENS	26 21	FIJI

QUARTER-FINAL

BLACK FERNS SEVENS	50 5	CANADA
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SEMI-FINAL

BLACK FERNS SEVENS	14 7	IRELAND
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FINAL

BLACK FERNS SEVENS	31 14	AUSTRALIA
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TEAMS & RESULTS

MĀORI ALL BLACKS

2	1	0	1
GAMES	WON	DRAWN	LOST

Players

Alex Nankivell Ngāti Pīkiao Tasman, Chiefs	Bailyn Sullivan* Ngāti Kahungunu Waikato, Hurricanes	Billy Harmon Ngāi Tahu Canterbury, Highlanders	Billy Proctor Ngāi Te Rangī / Ngāpuhi Wellington, Hurricanes	Brad Weber Ngāti Porou Hawke's Bay, Chiefs
Caleb Delany* Ngāti Tūwharetoa Wellington, Hurricanes	Cameron Suafoa* Ngāpuhi North Harbour, Blues	Connor Garden-Bachop* Ngāti Awa Wellington, Highlanders	Cullen Grace* Ngāti Whakaue / Ngāti Raukawa Canterbury, Crusaders	Isaia Walker-Leawere Ngāti Porou Hawke's Bay, Hurricanes
Jermaine Ainsley* Te Rārawa / Te Arawa Otago, Highlanders	Josh Dickson Ngāi Tahu Otago, Highlanders	Josh Ioane Te Rārawa Otago, Chiefs	Josh Moorby* Ngāti Maniapoto Northland, Hurricanes	Kurt Eklund Ngāti Kahu Bay of Plenty, Blues
Leni Apisai Ngāti Awa Auckland	Manaaki Selby-Rickit Ngāti Raukawa / Ngāti Tūwharetoa Bay of Plenty, Highlanders	Marcel Renata Ngāti Whānaunga / Ngāi Takoto Auckland, Blues	Max Hicks* Ngāti Rangīnui / Ngāi te Rangī Tasman, Highlanders	Ollie Norris Ngāpuhi Waikato, Chiefs
Rameka Poihipi Ngāti Whakaue Canterbury, Chiefs	Reed Prinsep Te Rārawa Canterbury, Hurricanes	Ruben Love* Te Atiawa Wellington, Hurricanes	Sam Nock Ngāpuhi Northland, Blues	Shaun Stevenson Ngāpuhi North Harbour, Chiefs
TJ Perenara* Ngāti Rangitīhi Wellington, Hurricanes	Tamaiti Williams Ngāpuhi Canterbury, Crusaders	Te Kamaka (TK) Howden* Ngāi Tūhoe Manawatū, Hurricanes	Tyrel Lomax Muaupoko / Ngāi Tūhoe Tasman, Hurricanes	Tyrone Thompson* Ngāi Tāmanuhiri / Ngāti Rangiwewehi Hawke's Bay, Chiefs
Zarn Sullivan* Ngāti Kahungunu Auckland, Blues				

* Denotes Māori All Black debutant in 2022

Coaches & Staff

Clayton McMillan Head Coach Ngāi Te Rangī / Ngāi Tamawhariua/Te Rangaihouhiri	Roger Randle Assistant Coach (Backs) Ngāti Awa	Chris Gibbes Assistant Coach (Forwards) Tainui	Tony Ward Manager	Luke Crawford Kaumātua Ngāti Tūwharetoa / Ngāti Porou
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Results

MĀORI ALL BLACKS V IRELAND 2022

MĀORI ALL BLACKS	32 17	IRELAND	MĀORI ALL BLACKS	24 30	IRELAND
29 June, 2022 FMG Stadium Waikato, Hamilton			12 July, 2022 Sky Stadium, Wellington		

TEAMS & RESULTS

ALL BLACKS XV

2	1	0	1
GAMES	WON	DRAWN	LOST

Players

AJ Lam Auckland, Blues	Aidan Ross Bay of Plenty, Chiefs	Alex Nankivell Tasman, Chiefs	Andrew Makalio Tasman, Highlanders	Angus Ta'avao ² Auckland, Chiefs
Asafo Aumua ¹ Wellington, Hurricanes	Bailyn Sullivan Waikato, Hurricanes	Billy Harmon ¹ Canterbury, Highlanders	Brad Weber Hawke's Bay, Chiefs	Braydon Ennor Canterbury, Crusaders
Brodie McAlister Canterbury, Crusaders	Bryce Heem Auckland, Blues	Bryn Gatland ² North Harbour, Chiefs	Cam Roigard Counties Manukau, Hurricanes	Christian Lio-Willie Otago, Crusaders
Cortez Ratima Waikato, Chiefs	Damian McKenzie Waikato, Chiefs	Dominic Gardiner Canterbury, Crusaders	Finlay Brewis Canterbury, Crusaders	George Bell ² Canterbury, Crusaders
Josh Dickson Otago, Highlanders	Josh Ioane Otago, Chiefs	Leicester Fainga'anuku Tasman, Crusaders	Levi Aumua Tasman, Moana Pasifka	Luke Jacobson Waikato, Chiefs
Marino Mikaele-Tu'u Hawke's Bay, Highlanders	Mark Telea ¹ North Harbour, Blues	Oli Jager ² Canterbury, Crusaders	Patrick Tuipulotu (Captain) Auckland, Blues	Pouri Rakete-Stones Hawke's Bay, Hurricanes
Roger Tuivasa-Sheck Auckland, Blues	Ruben Love Wellington, Hurricanes	Shaun Stevenson North Harbour, Chiefs	TJ Perenara Wellington, Hurricanes	Tamaiti Williams Canterbury, Crusaders
Tevita Mafileo Bay of Plenty, Hurricanes	Tom Christie Canterbury, Crusaders	Tyrone Thompson Hawke's Bay, Chiefs	Zach Gallagher Canterbury, Crusaders	

¹ Named in squad but did not assemble due to call up to All Blacks squad.

² Named in squad, did not assemble due to injury.

Coaches & Staff

Leon MacDonald Head Coach	Clayton McMillan Assistant Coach (Forwards)	Scott Hansen Assistant Coach (Backs)	Martyn Vercoe Manager
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Results

ALL BLACKS XV NORTHERN TOUR

ALL BLACKS XV	47 19	IRELAND A	ALL BLACKS XV	31 35	BARBARIANS
5 November, 2022 RDS Arena, Dublin			14 November, 2022 Tottenham Stadium, London		

TEAMS & RESULTS

NEW ZEALAND UNDER 20

3 3 0 0
GAMES WON DRAWN LOST

Players

Adam Lennox Taranaki, Chiefs	Cameron Millar Otago, Highlanders	Cody Nordstrom ¹ Waikato, Chiefs	Fabian Holland Otago, Highlanders	Finn Hurley Otago, Highlanders
George Bell Canterbury, Crusaders	Harry Godfrey Hawke's Bay, Hurricanes	Hayden Michaels Southland, Highlanders	Jake Te Hiwi Otago, Highlanders	Jamie Hannah Canterbury, Crusaders
Joe Brial Canterbury, Crusaders	Joel Lam Canterbury, Crusaders	Jone Rova Canterbury, Crusaders	Josh Bartlett Bay of Plenty, Chiefs	Josh Beehre Auckland, Blues
Lucas Cashmore Bay of Plenty, Chiefs	Macca Springer Tasman, Crusaders	Mason Tupaea Waikato, Chiefs	Monu Moli Tasman, Crusaders	Nik Vivena Tasman, Crusaders
Noah Hotham Tasman, Highlanders	Oliver Haig Otago, Highlanders	Peter Lakai Wellington, Hurricanes	Raymond Tuputupu ² Manawatū, Hurricanes	Riley Higgins Wellington, Hurricanes
Seb Calder Canterbury, Crusaders	Siale Lauaki Wellington, Hurricanes	Tahlor Cahill Canterbury, Crusaders	Viliami Napa'a ¹ Tasman, Crusaders	Wallace Sititi Auckland, Blues

¹ Did not appear in Oceania Tournament.
² Named in squad, did not assemble due to injury.

Coaches & Staff

Tom Donnelly Head Coach	Cory Jane Assistant Coach	Scott Hansen Assistant Coach	Martyn Vercoe Manager
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Results

2022 OCEANIA RUGBY UNDER 20 CHAMPIONSHIP

NEW ZEALAND UNDER 20	74 5	FIJI
1 July, 2022 Sunshine Coast Stadium, Queensland		
NEW ZEALAND UNDER 20	32 9	ARGENTINA
5 July, 2022 Sunshine Coast Stadium, Queensland		
NEW ZEALAND UNDER 20	69 12	AUSTRALIA
10 July, 2022 Sunshine Coast Stadium, Queensland		

TEAMS & RESULTS

NEW ZEALAND HEARTLAND XV

1	1	0	0
GAMES	WON	DRAWN	LOST

Players

Zac Saunders South Canterbury	Adam Williamson Mid Canterbury	Cam Russell South Canterbury	Connor McVerry Thames Valley	Cruise Dunstar King Country
Dane Whale (Vice Captain) Whanganui	Hakarangi Tichborne Ngāti Porou East Coast	Harry Lafituanai Thames Valley	Hayden Todd North Otago	Henry Bryce South Canterbury
Junior Fakatoufifita North Otago	Kaleb Foote King Country	Liam Rowlands King Country	Lindsay Horrocks Whanganui	Nick Strachan (Captain) South Canterbury
Paula Fifita South Canterbury	Roman Tutauha Whanganui	Saimone Samate North Otago	Timoci Seruwalu Whanganui	Todd Doolan Thames Valley
Tokomaata Fakatava South Canterbury	Vaka Taelega South Canterbury	Willie Wright South Canterbury		

Coaches & Staff

Nigel Walsh Head Coach	Jason Hamlin Assistant Coach	Thomas Zimmerman Manager	Shay O’Gorman Assistant Manager	Coll Campbell Team Doctor
Geoff Thompson Team Physio	Slade King Team Trainer			

Results

NZ HEARTLAND XV V NZ POLICE

NZ HEARTLAND XV	84 14	NZ POLICE
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6 November, 2022 Owen Delany Park, Taupō

NEW ZEALAND REFEREES

Referees

Andrew Morton Bay of Plenty	Angus Mabey Auckland	Ben O'Keeffe Horowhenua-Kapiti	Ben Woolerton Waikato	Brendon Pickerill North Harbour
Cameron Stone Taranaki	Cassie Watt Southland	Dan Moore Canterbury	Dan Waenga Hawke's Bay	Erin Doherty Otago
Fraser Hannon Otago	George Haswell Canterbury	Georgia Mason Southland	Jackson Henshaw South Canterbury	James Doleman Otago
Jono Bredin Otago	Larissa Woolerton Waikato	Lauren Jenner Counties Manukau	Maggie Cogger-Orr Auckland	Marcus Playle Auckland
Mike Fraser Wellington	Mike Winter Waikato	Nick Briant Bay of Plenty	Nick Hogan Hawke's Bay	Paul Williams Taranaki
Stu Catley Hawke's Bay	Stu Curran Manawatū	Taneika Uerata Canterbury	Tarsh Ganley North Harbour	Tiana Ngawati Bay of Plenty
Will Johnston Taranaki				

Tournaments

Six Nations

5 February - 19 March 2022

DHL Super Rugby Pacific

18 February - 18 June 2022

Sky Super Rugby Aupiki

10 - 20 March 2022

Women's Six Nations

26 March - 30 April 2022

World Sevens Series

April - December 2022

Oceania Sevens

24 - 26 June 2022

Scotland in Argentina

2 - 16 July 2022

England in Australia

2 - 16 July 2022

Georgia v Italy

9 July 2022

Farah Palmer Cup presented by Bunnings Warehouse

16 July - 10 September 2022

Commonwealth Games Sevens

29 - 31 July 2022

Bunnings National Provincial Championship

5 August - 22 October 2022

Lipovitan-D Rugby Championship

7 August - 25 September 2022

Bunnings Warehouse Heartland Championship

20 August - 22 October 2022

Rugby World Cup Sevens

9 - 11 September 2022

Rugby World Cup 2021

8 October - 12 November 2022

Heartland XV v NZ Police

6 November 2022

Rugby World Cup 2023 Qualifier

18 November 2022

End of Year Test matches

6 - 19 November 2022

TEAMS & RESULTS

DHL SUPER RUGBY PACIFIC

DHL SUPER RUGBY PACIFIC FINAL

CRUSADERS	21 7	BLUES
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18 June, 2022 Eden Park, Auckland

DHL SUPER RUGBY PACIFIC STANDINGS

TEAM	PLAYED	WIN	DRAW	LOSS	FOR	AGAINST	BP	PTS
Blues	14	13	0	1	472	284	6	58
Crusaders	14	11	0	3	470	268	8	52
Chiefs	14	10	0	4	453	348	5	45
ACT Brumbies	14	10	0	4	404	306	4	44
Hurricanes	14	8	0	6	441	330	7	39
NSW Waratahs	14	8	0	6	365	317	6	38
Queensland Reds	14	8	0	6	342	327	3	35
Highlanders	14	4	0	10	348	345	7	23
Western Force	14	4	0	10	326	443	7	23
Melbourne Rebels	14	4	0	10	320	469	4	20
Fijian Drua	14	2	0	12	261	518	4	12
Moana Pasifika	14	2	0	12	267	514	2	10

TEAMS & RESULTS

SKY SUPER RUGBY AUIKI

SKY SUPER RUGBY AUIKI FINAL ROUND

BLUES WOMEN	0 35	CHIEFS MANAWA
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20 March, 2022 FMG Stadium Waikato, Hamilton

MATATŪ	6 18	HURRICANES POUA
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20 March, 2022 FMG Stadium Waikato, Hamilton

SKY SUPER RUGBY AUIKI STANDINGS

TEAM	PLAYED	WIN	DRAW	LOSS	FOR	AGAINST	BP	PTS
Chiefs Manawa	3	3	0	0	81	23	2	14
Hurricanes Poua	3	1	1	1	26	25	0	6
Blues Women	3	1	1	1	21	45	0	6
Matatū	3	0	0	4	31	56	1	1

TEAMS & RESULTS

RANFURLY SHIELD

HAWKE'S BAY

HAWKE'S BAY	38 20	SOUTH CANTERBURY
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29 June, 2022 McLean Park, Napier

HAWKE'S BAY	33 32	COUNTIES MANUKAU
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12 August, 2022 McLean Park, Napier

HAWKE'S BAY	69 24	SOUTHLAND
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10 September, 2022 McLean Park, Napier

WELLINGTON

WELLINGTON	34 6	WAIKATO
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24 September, 2022 Sky Stadium, Wellington

HAWKE'S BAY	95 22	POVERTY BAY
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30 July, 2022 McLean Park, Napier

HAWKE'S BAY	25 23	NORTH HARBOUR
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27 August, 2022 McLean Park, Napier

HAWKE'S BAY	12 19	WELLINGTON
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17 September, 2022 McLean Park, Napier

TEAMS & RESULTS

BUNNINGS WAREHOUSE NATIONAL PROVINCIAL CHAMPIONSHIP

FINAL

CANTERBURY	18 26	WELLINGTON
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22 October, 2022 Orangetheory Stadium, Christchurch

SEMI-FINAL

CANTERBURY	24 10	BAY OF PLENTY	WELLINGTON	54 19	AUCKLAND
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15 October, 2022 Orangetheory Stadium, Christchurch

14 October, 2022 Sky Stadium, Wellington

TEAM	PLAYED	WIN	DRAW	LOSS	FOR	AGAINST	BP	PTS
Odds Conference								
Wellington	10	8	0	2	299	240	6	38
Waikato	10	7	1	2	301	208	6	36
Bay of Plenty	10	6	0	4	325	232	10	34
Hawke's Bay	10	5	1	4	294	234	9	31
Otago	10	5	0	5	274	269	7	27
Counties Manukau	10	3	0	7	256	335	8	20
Southland	10	1	0	9	229	430	5	9
Evens Conference								
Canterbury	10	9	0	1	389	208	10	46
North Harbour	10	6	0	4	390	245	8	32
Auckland	10	6	0	4	282	247	6	30
Northland	10	6	0	4	212	265	3	27
Tasman	10	4	0	6	282	282	8	24
Taranaki	10	3	0	7	193	270	3	15
Manawatū	10	0	0	10	212	473	5	5

TEAMS & RESULTS

FARAH PALMER CUP PRESENTED BY BUNNINGS WAREHOUSE

Premiership

PREMIERSHIP FINAL

CANTERBURY	41 14	AUCKLAND
10 September, 2022 Christchurch Rugby Park, Christchurch		

PREMIERSHIP SEMI-FINAL

WAIKATO	21 26	AUCKLAND
4 September, 2022 FMG Stadium Waikato, Hamilton		
CANTERBURY	31 3	WELLINGTON
4 September, 2022 Orangetheory Stadium, Christchurch		

Championship

CHAMPIONSHIP FINAL

OTAGO	20 24	HAWKE'S BAY
10 September, 2022 Clutha Showgrounds, Balclutha		

CHAMPIONSHIP SEMI-FINAL

OTAGO	42 17	NORTH HARBOUR
4 September, 2022 Forsyth Barr Stadium, Dunedin		
HAWKE'S BAY	28 19	NORTHLAND
3 September, 2022 McLean Park, Napier		

TEAM	PLAYED	WIN	DRAW	LOSS	FOR	AGAINST	BP	PTS
Premiership								
Canterbury	6	6	0	0	210	140	6	30
Waikato	6	5	0	1	173	96	4	24
Auckland	6	3	0	3	132	131	6	18
Wellington	6	2	0	4	122	162	5	13
Bay of Plenty	6	2	0	4	110	136	4	12
Counties Manukau	6	2	0	4	126	159	2	10
Manawatū	6	1	0	5	125	174	3	7
Championship								
Otago	5	5	0	0	215	76	5	25
Hawke's Bay	4	3	0	1	131	81	3	17
Northland	5	3	0	2	112	119	3	15
Tasman	4	2	0	2	86	100	1	11
North Harbour	5	1	0	4	86	149	1	5
Taranaki	5	0	0	5	72	177	0	0

BUNNINGS WAREHOUSE HEARTLAND CHAMPIONSHIP

Meads Cup

MEADS CUP FINAL

SOUTH CANTERBURY	47 36	WHANGANUI
22 October, 2022 Pleasant Point Rugby Club, Pleasant Point		

MEADS CUP SEMI-FINAL

WHANGANUI	25 18	THAMES VALLEY	SOUTH CANTERBURY	76 9	KING COUNTRY
15 October, 2022 Cooks Gardens, Whanganui			15 October, 2022	Pleasant Point Rugby Club, Pleasant Point	

Lochore Cup

LOCHORE CUP FINAL

NGĀTI POROU EAST COAST	25 20	MID CANTERBURY
23 October, 2022 Whakarua Park, Ruatoria		

LOCHORE CUP SEMI-FINAL

NORTH OTAGO	15 31	MID CANTERBURY	HOROWHENUA-KAPITI	30 37	NGĀTI POROU EAST COAST
15 October, 2022 Whitestone Contracting Std., Oamaru			15 October, 2022 Levin Domain, Levin		

TEAM	PLAYED	WIN	DRAW	LOSS	FOR	AGAINST	BP	PTS
South Canterbury	8	8	0	0	368	122	7	39
Whanganui	8	7	0	1	352	142	8	36
Thames Valley	8	5	0	3	247	189	7	27
King Country	8	5	0	3	218	201	5	25
North Otago	8	4	0	4	315	201	7	23
Horowhenua-Kapiti	8	4	0	4	218	298	4	20
Ngāti Porou East Coast	8	4	0	4	155	242	2	18
Mid Canterbury	8	3	0	5	214	249	6	18
Buller	8	3	0	5	216	386	5	17
Poverty Bay	8	3	0	5	183	242	4	16
Wairarapa Bush	8	2	0	6	199	297	5	13
West Coast	8	0	0	8	185	301	7	7

BOARD COMPOSITION AND TENURE

The current Board comprises Board Members with a mix of qualifications, skills and experience appropriate to New Zealand Rugby's operations and strategic direction. Qualifications and experience of individual Board Members can be found on New Zealand Rugby's website at nzrugby.co.nz/about-nzr/governance/our-board/.

The Constitution provides that the size of the Board shall consist of not more than nine Members. Board Members are elected for a three-year term and can serve a maximum of three consecutive terms unless the Board is satisfied that exceptional circumstances warrant election or appointment for a further term.

Board Members are appointed in one-of-three ways:

- Elected – A person elected to the Board following a vote by all Provincial Unions and the New Zealand Māori Rugby Board.
- Nominated – A person appointed to the Board by the Appointments and Remuneration Committee having been nominated by a Provincial Union or the New Zealand Māori Rugby Board.
- Appointed – A person appointed to the Board by the Appointments and Remuneration Committee having applied for appointment.

NAME		ORIGINALLY APPOINTED	LAST REAPPOINTED/ELECTED
Stewart Mitchell	Nominated		30 April 2020
Dame Farah Palmer	Nominated (Māori)	13 December 2016	29 April 2021
Brent Impey*	Appointed	3 February 2012	17 April 2019
Jennifer Kerr*	Appointed	29 April 2021	
Shaun Nixon*	Elected	29 April 2021	
Ajit Balasingham	Elected	29 April 2021	
Mark Hutton	Appointed	29 April 2021	
Bailey Mackey	Elected	30 April 2020	
Bart Campbell	Appointed	30 April 2020	

* Prior to 2022 AGM.

NAME	TERM 1	TERM 2	TERM 3	TERM 4
Stewart Mitchell				
Dame Farah Palmer				
Brent Impey*				
Jennifer Kerr*				
Shaun Nixon*				
Ajit Balasingham				
Mark Hutton				
Bailey Mackey				
Bart Campbell				

* Prior to 2022 AGM.

Dame Patsy Reddy, Rowena Davenport and Wayne Young joined the Board from 28 April 2022.

Pauline Luyten joined the Board as an Emerging Director in June 2022 and attended her first meeting on 23 June 2022.

BOARD COMMITTEES

The Board maintains three committees that focus on particular areas. The committees have no decision making ability but all committees operate under Terms of Reference which define their purpose, membership, powers, and frequency of meetings.

Committee Chairs are from time-to-time rotated to ensure Board Member development.

Committee membership changed following the AGM on 28 April 2022, these changes are outlined in the table below.

COMMITTEE	ROLES AND RESPONSIBILITIES	MEMBERSHIP		MEETINGS
Rugby Committee	Oversee Provincial Unions, Super Rugby Clubs, Injury prevention and management.	Consists of not less than three and up to five members of the Board, plus the Chair of the Board and at the Board's discretion up to two co-opted members. Prior to AGM: Dame Farah Palmer, Stewart Mitchell, Shaun Nixon, Ajit Balasingham, Jennifer Kerr. Post AGM: Dame Farah Palmer, Stewart Mitchell, Wayne Young, Ajit Balasingham, Rowena Davenport.		At least four times per year.
Commercial and Technology Committee	Commercial, brand and revenue generation matters, as well as Technology current and future optimisation opportunities.	Up to two co-opted members. Prior to AGM: Bailey Mackey, Stewart Mitchell, Dame Farah Palmer, Bart Campbell, Brent Impey, Mark Hutton, Karl Budge, Melissa Davies. Post AGM: The Commercial Committee was disbanded following the establishment of NZ Rugby Commercial.		At least four times per year.
Risk, Investment and Audit Committee (formerly Audit, Risk, People and Capability Committee)	Assist the Board through oversight of the financial resources, compliance and risk management in relation to New Zealand Rugby.	Prior to AGM: Shaun Nixon, Stewart Mitchell, Ajit Balasingham, Mark Hutton, Dame Farah Palmer, Jennifer Kerr, Bart Campbell. Post AGM: Mark Hutton, Stewart Mitchell, Ajit Balasingham, Dame Farah Palmer, Bart Campbell, Dame Patsy Reddy, Rowena Davenport, Bailey Mackey.		At least three times per year.
People Committee (from 26 October 2022)	Oversee Human Resources of NZR and NZRC in particular around Health, Safety and Wellbeing, Culture and Diversity, Remuneration and Performance, Talent Succession and Board Effectiveness.	The People Committee was formed out of the previous Audit, Risk, People and Capability Committee with the inaugural meeting held on 26 October 2022. Members - Dame Patsy Reddy, Dame Farah Palmer, Bart Campbell, Stewart Mitchell.		At least three times per year.

NAME	BOARD	RUGBY COMMITTEE	COMMERCIAL & TECHNOLOGY COMMITTEE	RISK, INVESTMENT & AUDIT	PEOPLE, SAFETY & CAPABILITY
				COMMITTEE	COMMITTEE
Number of meetings	19	5	2	5	2
Stewart Mitchell Chair	19	5	2	5	2
Dame Farah Palmer Deputy Chair	19	5	2	2	2
Brent Impey	6	-	1	-	-
Jennifer Kerr	5	2	-	1	-
Shaun Nixon	6	2	-	1	-
Ajit Balasingham	19	-	-	5	-
Mark Hutton	17	-	2	5	2
Bailey Mackey	6	2	-	-	-
Bart Campbell	16	-	2	5	1
Post AGM					
Dame Patsy Reddy	13	-	-	1	2
Rowena Davenport	11	3	-	4	-
Wayne Young	13	3	-	-	-

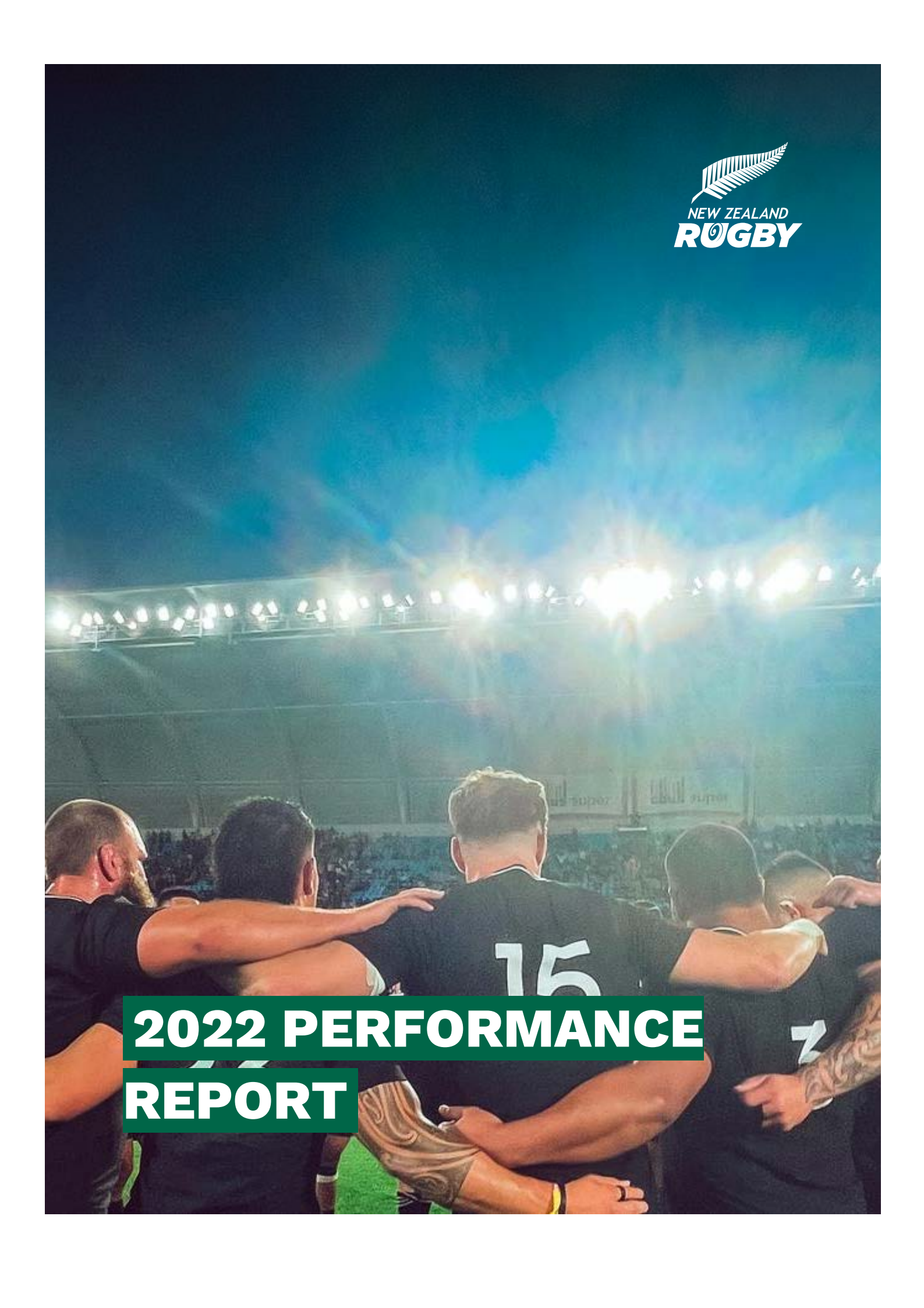
BOARD MEMBER REMUNERATION

Maximum annual remuneration for Board Members of \$660,000 in aggregate was approved at the 2022 Annual General Meeting.

The table below shows remuneration by Board Members for the year ended 31 December 2022.

NAME	BOARD	RUGBY COMMITTEE	COMMERCIAL & TECHNOLOGY COMMITTEE	RISK, INVESTMENT & AUDIT COMMITTEE	PEOPLE, SAFETY & CAPABILITY COMMITTEE	NEW ZEALAND MĀORI RUGBY BOARD	TOTAL REMUNERATION
Stewart Mitchell <i>Chair</i>	\$140,000	-	-	-	-	-	\$140,000
Ajit Balasingham	\$55,850	-	-	-	-	-	\$55,850
Mark Hutton	\$55,850	-	-	\$4,667	-	-	\$60,517
Brent Impey	\$17,183	-	-	-	-	-	\$17,183
Bart Campbell	\$55,850	-	-	-	-	-	\$55,850
Jennifer Kerr	\$17,183	-	-	-	-	-	\$17,183
Bailey Mackey	\$55,850	-	\$4,917	-	-	-	\$60,767
Shaun Nixon	\$17,183	-	-	\$3,000	-	-	\$20,183
Dame Farah Palmer <i>Deputy Chair</i>	\$77,517	\$6,667	-	-	-	\$6,667	\$90,850
Dame Patsy Reddy	\$38,667	-	-	-	\$1,750	-	\$40,417
Rowena Davenport	\$38,667	-	-	-	-	-	\$38,667
Wayne Young	\$38,667	-	-	-	-	-	\$38,667
Pauline Luyten <i>Emerging Director</i>	\$5,000	-	-	-	-	-	\$5,000
Total NZR Board Remuneration	\$613,467	\$6,667	\$4,917	\$7,667	\$1,750	\$6,667	\$641,134

Richard Dellabarca received \$12,500 for his involvement in the Project Future Steering Committee.

A photograph of rugby players in black jerseys huddled together at night. The scene is illuminated by bright stadium lights, creating a hazy, atmospheric effect. The players' arms are around each other, and the number "15" is visible on the back of one player's jersey.

2022 PERFORMANCE REPORT

STATEMENT OF SERVICE PERFORMANCE REPORT

for the year ended 31 December 2022

This is the first year New Zealand Rugby (NZR) has reported a Statement of Service Performance Report. The purpose of this report is for NZR to describe what it has achieved throughout the year against its broad aims and objectives. It is designed to help communicate key achievements, and demonstrate value and accountability to members, funders and the public.

The statement has three levels of information:

- Our purpose – Why NZR exists.
- Our Strategy 2025 objectives – What NZR intends to achieve.
- Our progress – How NZR performed.

NZR is New Zealand's largest national sports organisation in terms of financial turnover and registered participation. The organisation has been formed by its Affiliate members to be a world-leading sports organisation, helping all of rugby in New Zealand to be the best it can be.

The Statement of Service Performance Report has been structured to be aligned with NZR's 'Strategy 2025'. This strategy was launched in 2022 and provides a post-pandemic reset to reimagine rugby by looking at every aspect of the game and ensure it is enjoyable, sustainable and well-positioned for any future challenges.

NZR's performance against 'Strategy 2025' is described in the achievements for the year under each of the strategic objectives and through measures selected to demonstrate long term progress. 2022 itself was a year of organisational transformation with the game agreeing to partner with Silver Lake to establish a focused commercial entity. This has set in motion several workstreams that will determine future service performance measures to reflect progress against certain strategic objectives and long-term progress of the organisation.

2022 PERFORMANCE REPORT

OUR PURPOSE

New Zealand Rugby is New Zealand's largest national sporting organisation, made up of 166 staff across the country, committed to its vision of inspiring and unifying through rugby.

NZR's purpose is to be a world-leading sports organisation, helping all of rugby in New Zealand to be the best it can be. This is constituted through the requirement for NZR to do the following:

- promoting, fostering and developing rugby in New Zealand,
- encouraging participation in and support for rugby at all levels,
- forming and managing New Zealand representative rugby teams,
- arranging and managing competitions between Affiliated Unions,
- arranging and participating in international matches,
- representing New Zealand at World Rugby forums,
- complying with the laws, regulations and resolutions of World Rugby and requiring Members to do the same,
- do all such other things to promote the interests of rugby in New Zealand.

The Affiliated Union members of NZR are the 26 Provincial Unions (the Unions). NZR works with, for and on behalf of these Unions, while the Unions manage their representative teams and provide rugby administration and services to the clubs and schools in their region.

NZR leads, supports, grows and promotes rugby in New Zealand, striving for teams in black that are unrivalled, a high-performance system that produces the world's best talent, competitions that fans love, and a community game at the heart of the sport that is strong.

OUR PROGRESS

SERVICE PERFORMANCE MEASURES	2022	2021 (UNAUDITED)	
Teams in Black winning pinnacle events.	1 of 5	1 of 2	-
Black Ferns ranked #1 in the world within the year, by number of weeks.	0 / 52	0 / 52	✗
All Blacks ranked #1 in the world within the year, by number of weeks.	0 / 52	4 / 52	✗
Increase the total number of rugby participants.	147,847	158,409	✗
Increase the total number of female rugby participants.	25,298	27,562	✗
Number of serious injuries in rugby in New Zealand.	0	<=3	✓
Staff engagement survey satisfaction score above the New Zealand average.	-2%	+5%	✗
40% female directors on the NZR Board.	33%	22%	✗

Definitions and Judgements:

- Pinnacle events are World Cup tournaments, Olympic and Commonwealth Games.
- International rugby ranking points are calculated and reported weekly by World Rugby.
- Rugby participants includes players, coaches and referees registered in the NZR registration database.
- Serious injury is a claims classification that ACC has created for identifying claimants with specific types of serious injury who are likely to have complex and long-term injury related needs. It includes moderate to severe traumatic brain injuries, spinal cord injuries or comparable injuries.
- Staff engagement satisfaction score is the average across five engagement index questions in the annual staff engagement survey. It is a standard used by the industry staff survey provider across many organisations to provide a New Zealand average.
- Female directors are self-identifying female members on the NZR Board as at 31 Dec 2022. It excludes NZRC Board and Co-opted or Emerging Directors.

OUR STRATEGY 2025 OBJECTIVES

Winning with mana

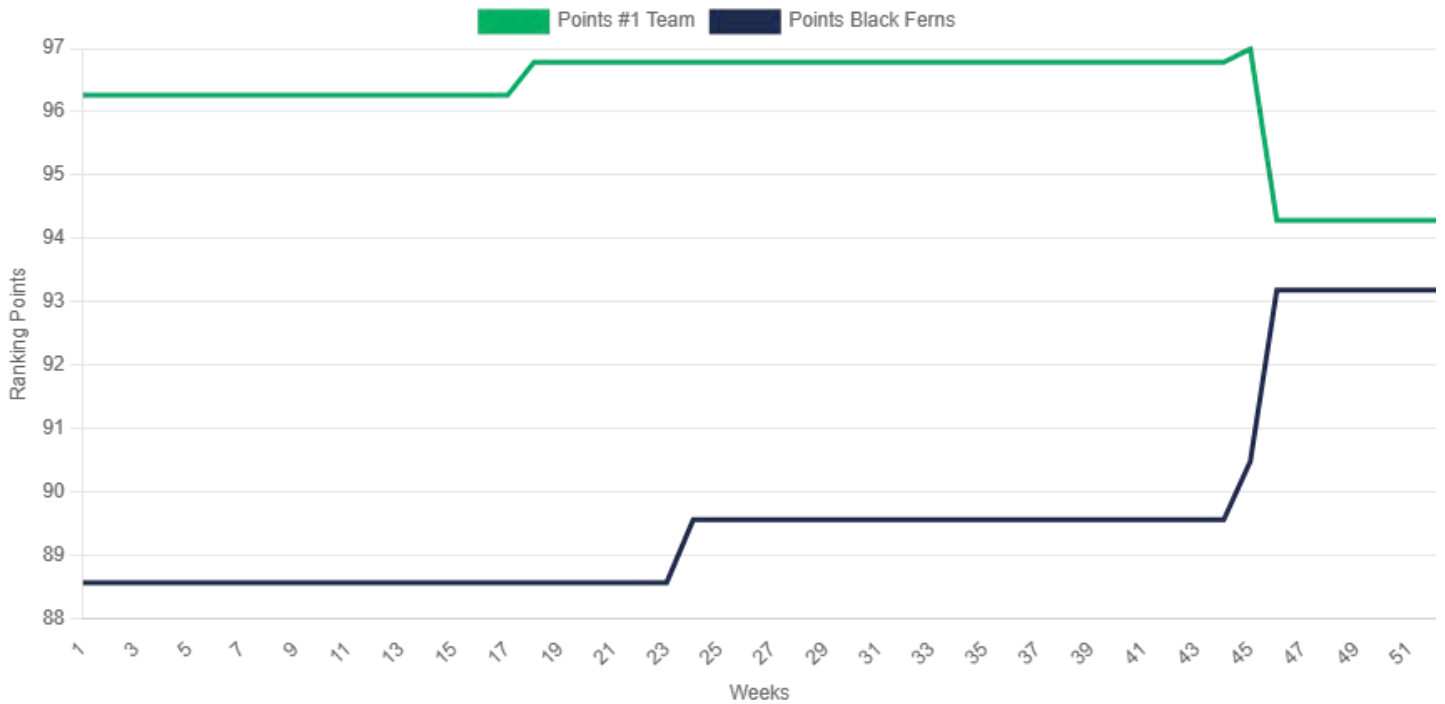
Our goal is to win pinnacle events and enhance the mana and legacy of rugby in New Zealand.

2022 was a busy year with teams in black involved in five pinnacle events through the year. The Black Ferns were involved in RWC21 which was postponed from 2021 due to COVID-19, and the Black Ferns Sevens and All Blacks Sevens each had the Commonwealth Games and Sevens Rugby World Cup.

The highlight of 2022 was RWC21 held in New Zealand and the incredible result of the Black Ferns in winning the tournament. Although it was the only pinnacle event that was won by a New Zealand team in 2022 out of the five on offer, the fact the tournament was held here in Aotearoa, the timing for women's sport and the incredible performance of the team, made this an extremely important achievement for NZR.

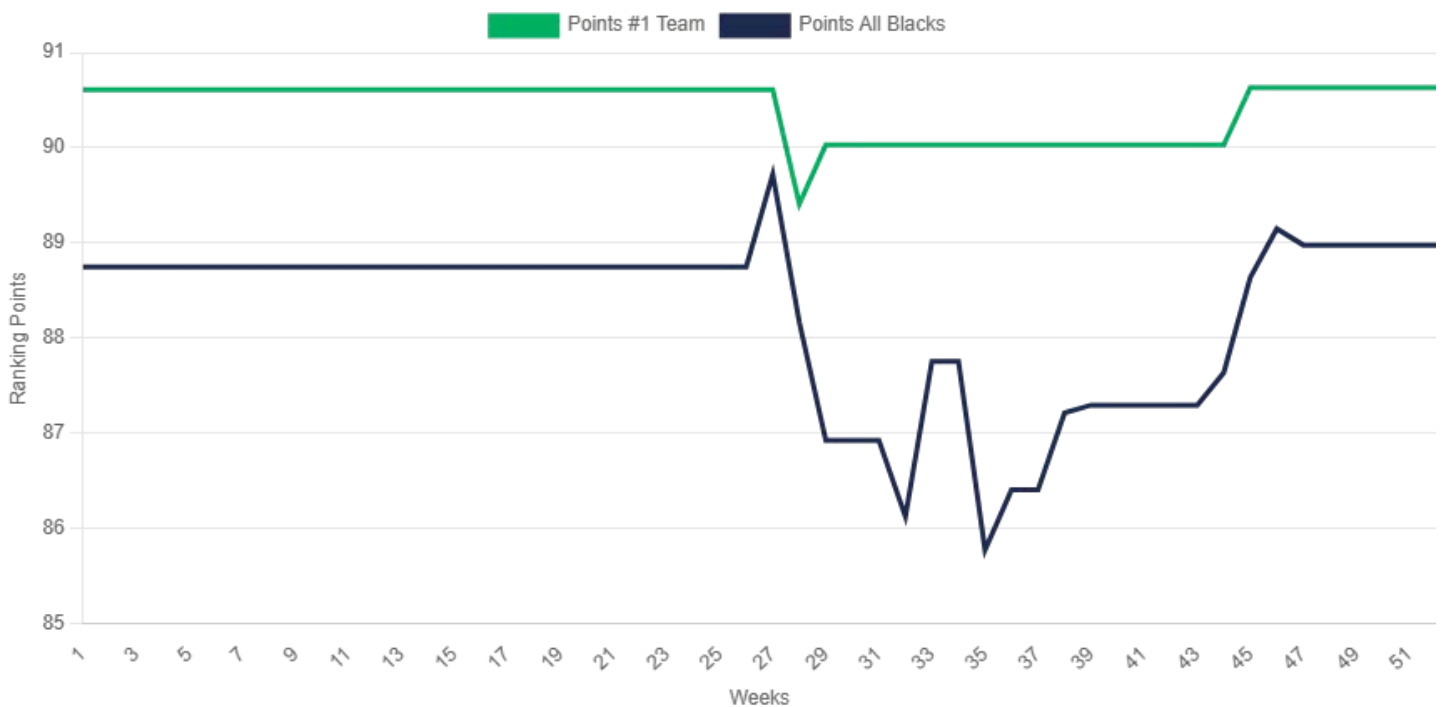
Both Sevens teams won bronze medals in Birmingham at the Commonwealth Games after close defeats in the semi-finals. However, they went one better at the Rugby World Cup Sevens in Cape Town, making it through to the final, with the All Blacks Sevens ultimately losing out to Fiji and the Black Ferns Sevens to Australia.

BLACK FERNS RANKED #1 IN THE WORLD WITHIN 2022



In terms of World Rugby rankings, despite the Black Ferns winning RWC21, the English team who had been dominant over the past four years maintained their #1 ranking, although the Black Ferns closed the gap after their World Cup win.

ALL BLACKS RANKED #1 IN THE WORLD WITHIN 2022

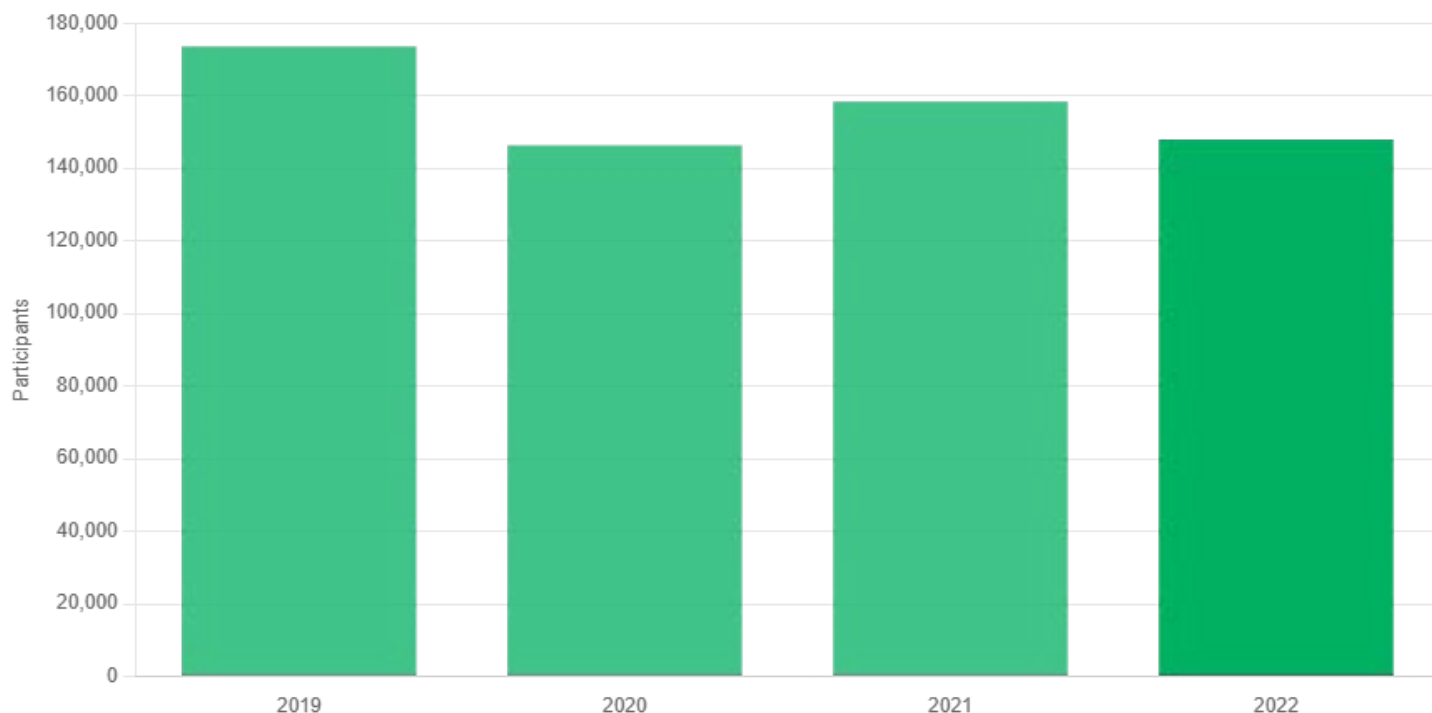


The All Blacks had a turbulent year with an early home Steinlager Series loss to Ireland, followed by winning a strongly contested Lipovitan D Rugby Championship, retaining the Bledisloe Cup and an unbeaten Healthspan Elite Northern Tour. While not reaching the #1 ranking in 2022, the competitiveness between the top ranked nations is demonstrated by the fact that the All Blacks finished year ranked 3rd but with slightly more ranking points than at the start of the year when they were ranked #2 in the world.

Rugby at the heart of our communities

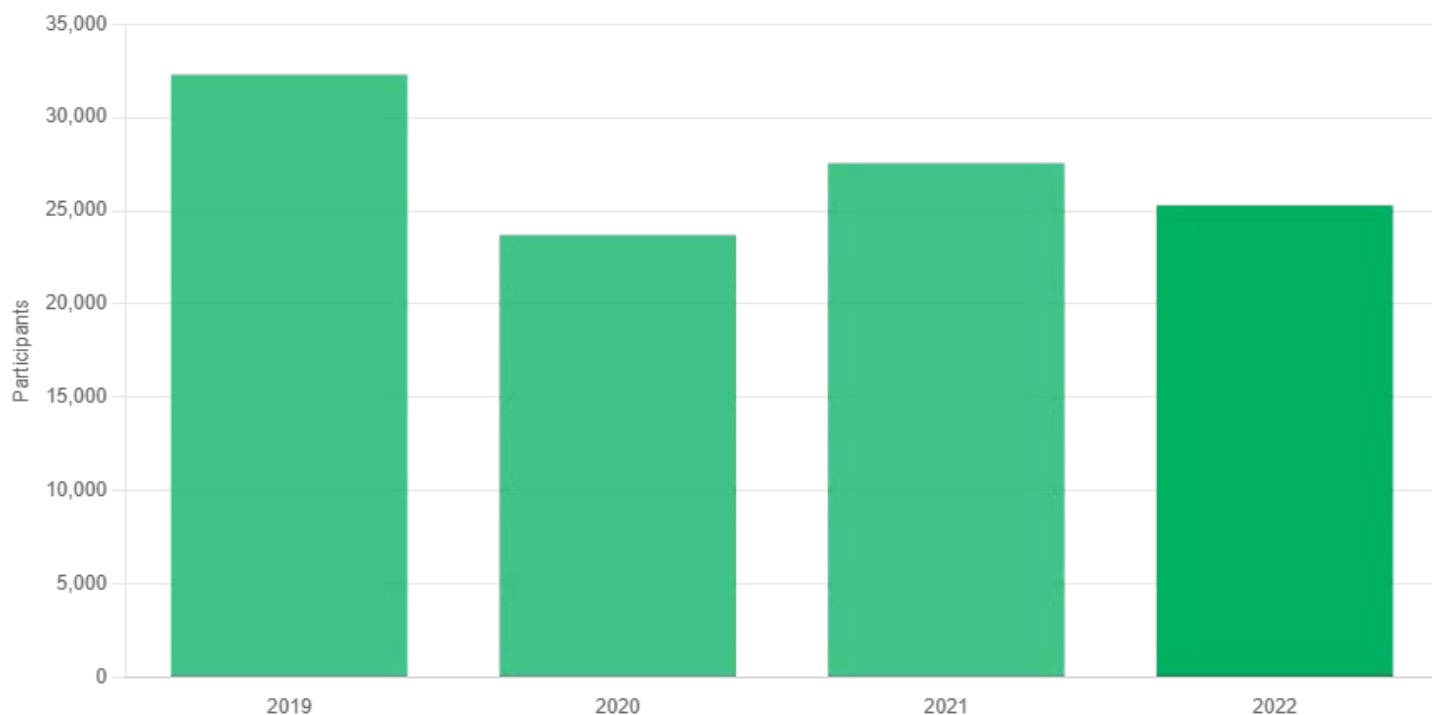
Our goal is for rugby to be at the heart of our communities, and communities at the heart of rugby.

TOTAL RUGBY PARTICIPANTS 2019 - 2022



COVID-19 continued to have an impact on community sport into 2022, with some of the recovery in participant numbers in 2021 lost due to the disruption caused by COVID-19 restrictions when clubs and schools were registering players in the early part of the season. This decrease in total participant numbers from 2021 also included a decrease in female participants, as recruitment and competitions were disrupted.

TOTAL FEMALE RUGBY PARTICIPANTS 2019 - 2022



During 2022 the 'Women & Girls in Rugby Strategy' was completed with wide consultation across the rugby landscape. This strategy sets out five interlinked key focus areas to build the rugby system for women and girls over the next 10 years. These key focus areas are:

- Culture – an open-minded and inclusive culture across rugby.
- System – focused rugby system collaboration, investment, roles, resourcing and accountability.
- Participation – Women & girls participation growth and pathways fostered through innovation and flexibility.
- Transitions – Women & girls entry and retention in rugby through safe, supported and confident transitions.

- Performance – Balanced and sustainable performance outcomes for women and girls rugby – high-performance, fans and commercial.

A programme that was piloted in 2022 to support this system build was the Ako Wahine female rugby educator programme. Its aim is to develop female rugby educators from clubs, schools and Provincial Unions to give them the skills and confidence to create opportunities for females in their own environments. The programme was successful in having 31 female educators complete the course in 2022.

Another focus area for the community game is teenage rugby which has been under pressure from participant decline for several years. 2022 saw rugby increase its presence at the Secondary Schools Tournaments weeks, with Sevens offered in the summer window, and 10s and XVs in the winter. The offering is for both boys and girls, and aims to encourage participation by players who may not be part of the schools top level programmes.

The community game received a significant investment in 2022 through the provision of funds to Provincial Unions and community clubs resulting from the Silver Lake commercial deal. \$20m was made available for Unions to strengthen their reserves and \$7.5m to community clubs for investment in capital projects or programmes to increase participation.

Loved game, loved brands

Our goal is to ensure our game and our brands shine locally and on the global stage.

New Zealanders were once again inspired and unified through rugby with the journey of the Black Ferns success at RWC21. Over 40,000 fans filled Eden Park to cheer on the team in the final in front of a TV audience in excess of 1.2 million viewers. Many of these fans were new to rugby and were attracted by the brand of rugby the Black Ferns were playing and the personable connection with the players. The tournament itself broke records for women's rugby fixtures and surpassed previous women's Rugby World Cup attendances.

According to the NZ Rugby Fan Monitoring research performed by Kantar in Dec 22, interest in rugby was relatively stable across the year, and while interest in the Black Ferns was also static at the start of the year, once RWC21 began and as the team advanced, interest saw a sharp increase. This increase was most significant in female fans, with interest in attending matches featuring the Black Ferns up for younger age groups.

In 2022 NZR developed its Environmental Sustainability Strategy that will guide the organisation on reducing its impact on the environment. There is a growing expectation from fans, funders and commercial partners for NZR to have a strong position on environmental issues. The Environmental Sustainability Strategy includes a Carbon Inventory Report to be completed in 2023 to baseline emissions and will form part of a multi-year implementation plan. Measures from this will be included in future service performance reports to track progress.

Unleashing rugby's commercial potential

Our goal is to unleash rugby's commercial potential and invest sustainably in the game.

2022 was arguably the most significant year commercially for NZR in its 130 year history due to new global sponsors coming on board and the completion of the Silver Lake deal that valued the new company New Zealand Rugby Commercial (NZR Commercial) at \$3.5bn.

In June 2022 NZR's stakeholders voted in favour of partnering with Silver Lake, a global leader in technology and sports industry investment, to establish NZR Commercial. The primary objectives of this deal was to build capital and capability in rugby in New Zealand and leverage off the globally recognised NZR brands by focusing on commercial growth opportunities.

The capital investment from the deal has allowed NZR and its stakeholders to rebuild their reserves that were impacted by COVID-19, provide investment funding for NZR Commercial's growth strategy and provide seed investment for a Legacy Fund to be established. The Legacy Fund will be an endowment fund that will support initiatives to ensure rugby in New Zealand remains strong into the future.

The second six months of 2022 involved setting up NZR Commercial with people and processes for it to be successful. This included the appointment of a Board with a diverse mix of experience and rugby background, as well as laying the foundations for NZR Commercial to build its strategy and growth plans.

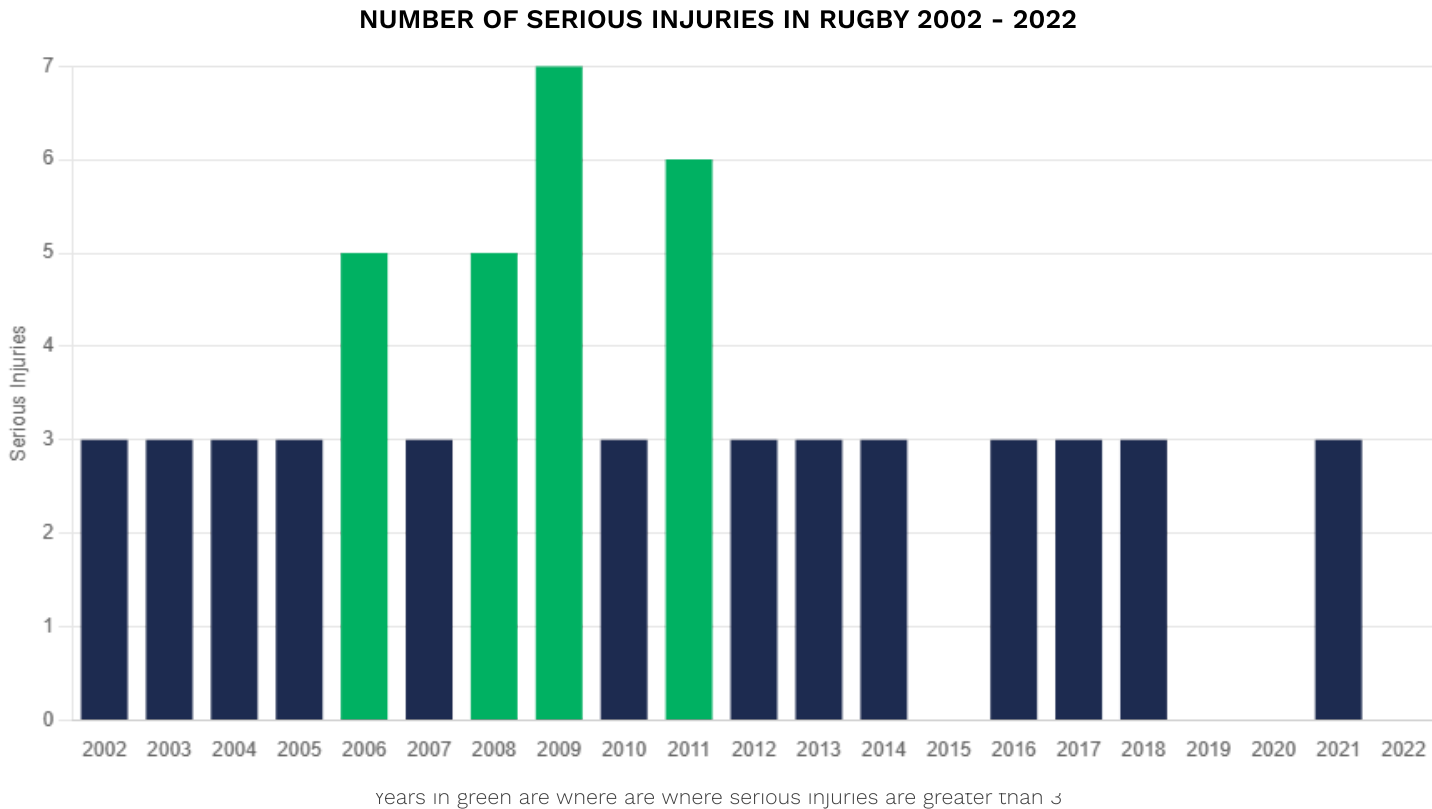
2022 was the first year that a new global sponsorship architecture was in place that increased the sponsorship income of NZR. This approach allows for a wider range of properties offered to global commercial partners added to the apparel of NZR's seven teams in black, along with a new front of jersey sponsor. Partnerships with such strong global companies not only provide financial benefits for NZR but also additional benefits for teams and the organisation.

Enhancing the welfare of our players

Our goal is to ensure every player is safe and well.

Enhancing the welfare of our players at all levels of the game has been a focus for many years in the community game through the RugbySmart programme in partnership with ACC. This programme provides annual training to all coaches and referees on player safety and development. It was initially focused on the scrum safety and technique, with a high number of serious injuries from this area of the game in the past, which has since reduced thanks to the RugbySmart programme.

In recent years, correct technique to avoid head injuries and information on being able to identify concussion and following correct treatment protocols has been a focus.



Serious injuries is defined by ACC as those that are likely to have complex and long-term injury related needs. They include moderate to severe traumatic brain injuries, spinal cord injuries or comparable injuries such as amputations. Injuries are captured through the ACC claims data and is provided at an accumulative level, although where the number of injuries in a year is 3 or less the number is suppressed by ACC for privacy reasons. In 2022 there were no serious injuries, which is the third year in the past five that this pleasing result has occurred.

Trials of community rugby game innovations were undertaken across the country in 2022, with the purpose of improving player safety and the enjoyment of the game. Following positive feedback from participants, NZR will implement a rule change for the 2023 season that reduces the tackle height to below the sternum for all community rugby grades. This innovation is intended to reduce the risk of injuries to make the game as safe as possible, while preserving rugby's social and physical benefits.

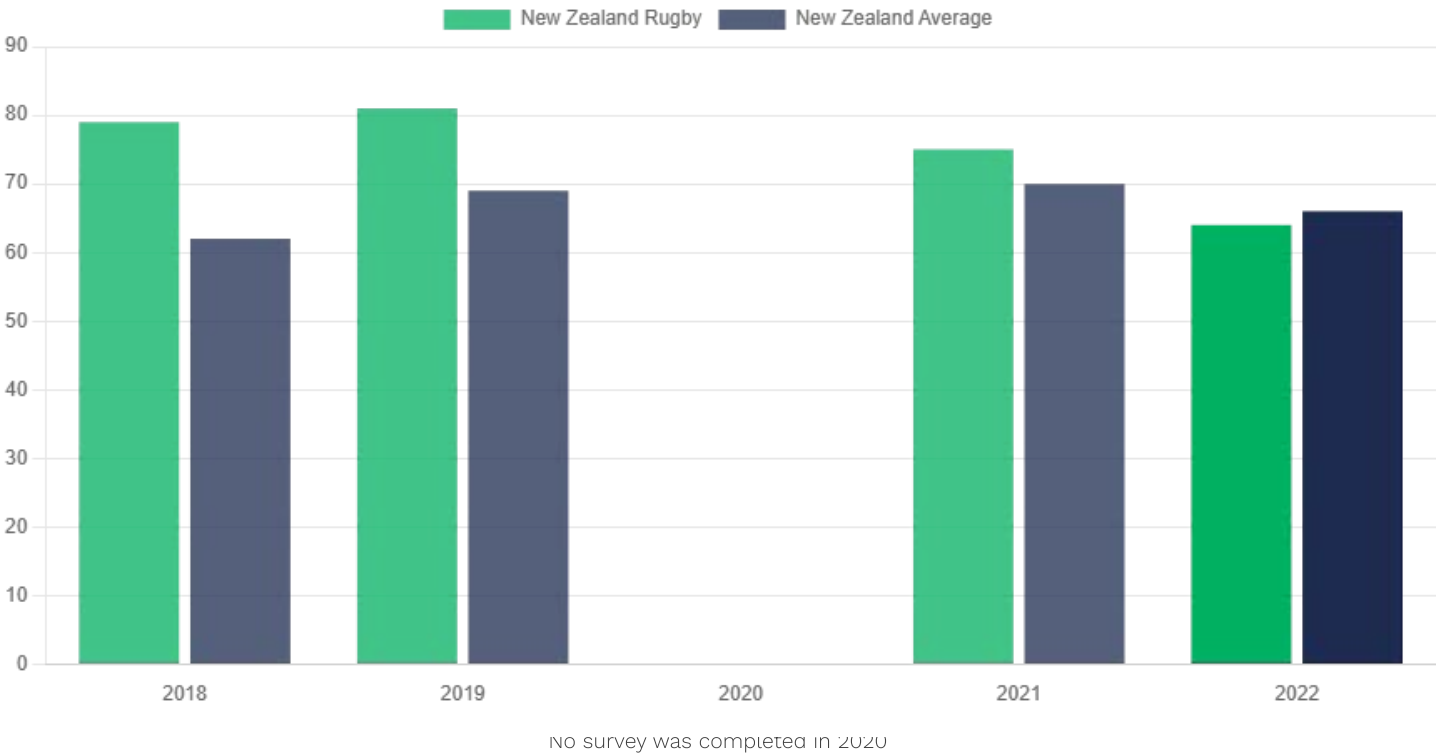
Having trained volunteers on the side-lines able to immediately assist injured players is the purpose behind the First Aid In Rugby (FAIR) courses. These courses are rugby specific and are delivered by practitioners with rugby expertise. In 2022 there were 15 courses delivered across the country with 117 volunteers now qualified FAIR medics supporting our community matches.

The mental health and wellbeing of all involved in rugby is also a key focus in this strategic area. The Headfirst website and resources it provides has been developed to provide the rugby community and those embarking on a professional pathway, with information to be able to support their own wellbeing and that of others. The Headfirst programme has been developed in partnership with Movember and The Mental Health Foundation, with support from Sky TV to help deliver messaging and build resources in the community.

Mauri tū, mauri ora ora

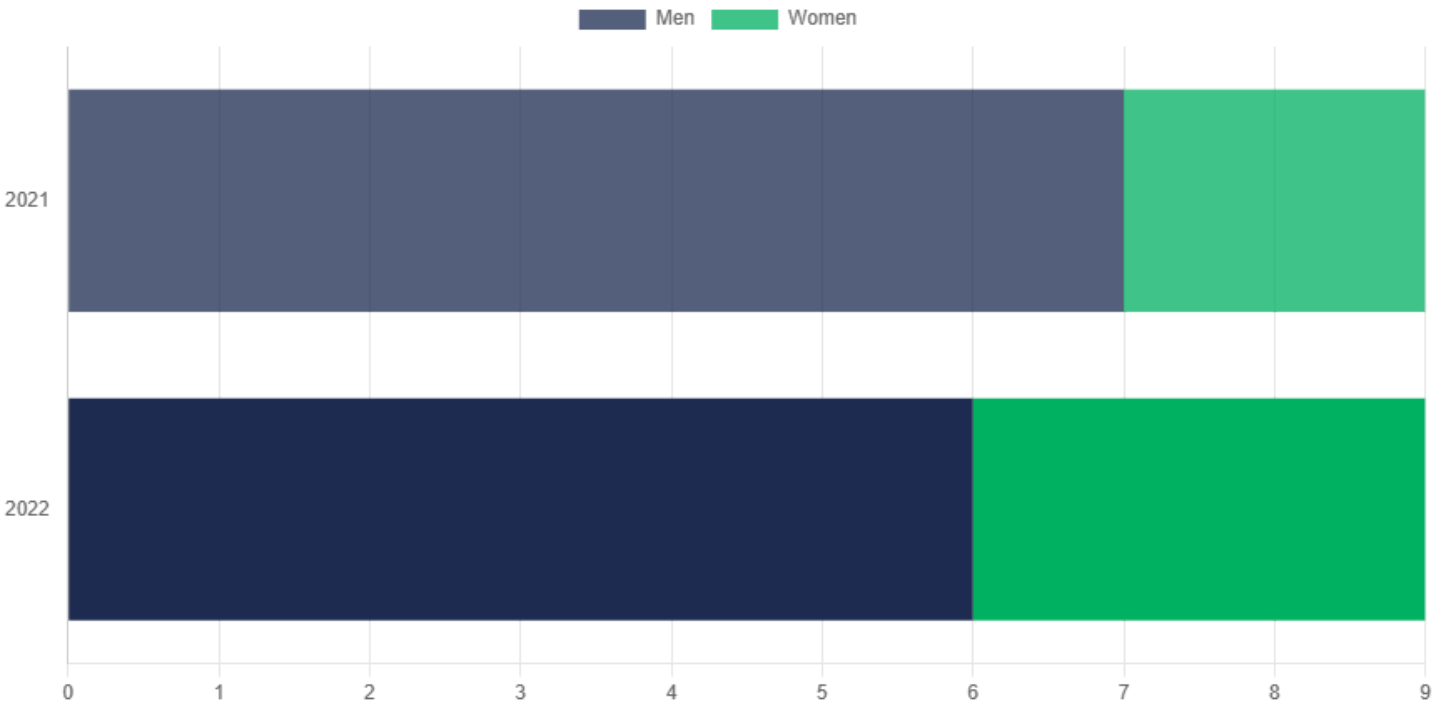
Our goal is to enable a world-leading sports organisation and engaging, diverse and inclusive environments across rugby.

STAFF ENGAGEMENT SURVEY SATISFACTION SCORE 2018 - 2022



The COVID-19 pandemic has been a difficult period for NZR and its people due to the uncertainty and health concerns it created. The NZR staff engagement survey satisfaction score has reflected the turbulent nature of the past two years with a decline in overall staff satisfaction, down to similar levels as the New Zealand average which also decreased in 2022. With specific initiatives planned to respond to the feedback from staff, the goal is to improve the satisfaction score back to above the New Zealand average as it has been in the past.

FEMALE DIRECTORS ON NZR BOARD 2021 - 2022



The number of female directors on the NZR Board increased to 3 in 2022 with the appointment of Dame Patsy Reddy and Rowena Davenport joining Dame Farah Palmer. This brought the proportion of females on the Board to 33%, still short of the benchmark target of 40%. Although not part of the measure, a female Emerging Director was appointed to the Board during the

year, and at the end of 2022 Dame Patsy was announced as Board Chair from early 2023, further enhancing the female leadership of NZR.

NZR launched its Equity, Diversity & Inclusion Strategy in 2021 and has made progress on many of the actions within this plan during the year. As a result of the NZR Rainbow Ready Rugby plan, NZR won three categories at the 2022 Rainbow Excellence Awards, including the Supreme Award.

The NZR Māori Rugby Board launched the Māori Rugby strategy alongside 'Strategy 2025' in 2022 and shared in the investment from the Silver Lake deal that will help fund initiatives to support this strategy. Within the organisation, the Māori Rugby Development Programme was nominated for a Sport NZ award for its impact on Māori sport participation and NZR staff were provided an opportunity to engage in te reo Māori classes.

RWC2021 also engaged te ao Māori expertise, tikanga and Māori world concepts to greatly enhance not only the overall tournament but also the Black Ferns environment to great effect. NZR staff ensured relationships with Iwi and Māori were tika, as evidenced by the award winning 'Wā Poi – Its Poi Time' campaign that engaged fans across the tournament with the full support of Iwi and te ao Māori.

Leading through technology

Our goal is to become the most technologically enabled rugby organisation in the world.

2022 was a foundation building year of the data and authentication infrastructure that will be needed to support the organisations technology growth plans. This followed a period of system consolidation that moved many legacy systems onto cloud-based environments that are more cost effective and improve organisational resilience.

This foundational work is critical to the fan-focussed digital programme that started in the second half of 2022 and will continue into 2023. This included the development of fan data and engagement platforms, improved video on-demand capability, and added functionality to the allblacks.com website that is now available in Te Reo, Japanese, Fijian, Tongan, Samoan and soon to be French for the RWC2023.

The other major project for 2022 was a re-architected MarketingTech stack where existing data and CRM systems have been cleansed and updated to allow more efficient internal processes. This is integral to being able to cope with the projected increase in fan engagement channels and subsequent volumes of data. 2023 will be another strategically important year in NZR's technology growth plans, with the focus on continued development in broad-reaching customer channels, supported by best practice cyber-security, privacy, data and marketing processes.

SUMMARY INCOME STATEMENT

for the year ended 31 December 2022

	GROUP	
	2022 \$000	2021 \$000
Income		
Broadcast rights	102,315	80,149
Sponsorship and licensing	113,270	72,658
Matchday	28,311	14,935
Other income	23,107	17,314
Interest income	2,182	460
Managed funds fair value gains	-	933
Foreign exchange gains	888	1,820
Gain on sale of investment	398	-
Equity accounted surplus of associates and joint ventures	331	603
Total income	270,802	188,872
Expenditure		
Game development	41,705	30,516
Teams in black	78,063	56,853
Competitions	136,746	80,687
Administration	15,477	13,087
Interest expense	2,634	1
Managed funds fair value loss	1,314	-
Equity accounted deficit of associates and joint ventures	1,764	2,186
Short-term stakeholder payment	37,000	-
Transaction costs	1,594	-
Fair value loss on derivatives	1,966	-
Income tax	-	-
Total expenditure	318,263	183,330
Net (deficit)/surplus	(47,461)	5,542
Net (deficit)/surplus attributable to:		
Stakeholders of the parent	(47,461)	5,542
	(47,461)	5,542

SUMMARY COMPREHENSIVE INCOME STATEMENT

for the year ended 31 December 2022

	GROUP	
	2022	2021
	\$000	\$000
Net (deficit)/surplus	(47,461)	5,542
Other comprehensive income		
Items that may be reclassified to profit or loss:		
Net gain/(loss) on cash flow hedges	4,467	(5,772)
Net (loss)/gain on equity investments	(837)	2,376
Net gain/(loss) arising from translation of foreign operations	18	(38)
Total comprehensive income	(43,813)	2,108
Total comprehensive income attributable to:		
Stakeholders of the parent	(43,813)	2,108
	(43,813)	2,108

SUMMARY BALANCE SHEET

for the year ended 31 December 2022

	GROUP	
	2022 \$000	2021 \$000
Current assets		
Cash and cash equivalents	56,200	29,478
Term investments	35,000	20,000
Trade and other receivables	67,872	40,519
Prepayments	6,998	4,462
Loans and advances	179	440
Player payment variation account	-	3,519
Forward foreign exchange contracts	2,801	1,315
Compound instrument - derivative forward	4,227	-
Total current assets	173,277	99,733
Non-current assets		
Loans and advances	1,114	1,253
Other investments	25,879	29,675
Property, plant and equipment	2,964	1,318
Intangible assets	4,217	5,067
Investment in other entities	2,821	4,237
Forward foreign exchange contracts	5,295	1,251
Total non-current assets	42,290	42,801
Total assets	215,567	142,534
Current liabilities		
Trade and other payables	20,422	8,818
Income in advance	53,341	57,863
Benevolent and welfare fund	1,545	1,356
Provision for medical costs	804	854
Player payment variation account	1,083	-
Forward foreign exchange contracts	1,272	440
Provincial union funding variation ledger	3,087	-
Provision for short term stakeholder payment	6,742	-
Total current liabilities	88,296	69,331
Non-current liabilities		
Provision for medical costs	3,655	3,447
Income in advance	7,761	11,642
Compound instrument - host contract perpetual debt	45,918	-
Compound instrument - holder call option derivative	49,943	-
Forward foreign exchange contracts	4,414	4,182
Total non-current liabilities	111,691	19,271
Total liabilities	199,987	88,602

Net assets	15,580	53,932
Equity		
Cash flow hedge reserve	2,410	(2,057)
Foreign currency translation reserve	(21)	(39)
Non-controlling interest	5,461	-
Revaluation reserve - equity investments	1,539	2,376
Retained earnings	6,191	53,652
Total equity	15,580	53,932

For and on behalf of the Board who authorised the issue of the Summary Performance Report on 26 April 2023.



Dame Patsy Reddy
Chair



Mark Hutton
Chair - Risk, Investment and Audit Committee

SUMMARY STATEMENT OF CHANGES IN EQUITY

for the year ended 31 December 2022

	GROUP					
	CASH FLOW HEDGE RESERVE	FOREIGN CURRENCY TRANSLATION RESERVE	REVALUATION RESERVE – EQUITY INVESTMENTS	NON- CONTROLLING INTEREST	RETAINED EARNINGS	TOTAL EQUITY
	\$000	\$000	\$000	\$000	\$000	\$000
Balance as at 1 January 2021	3,715	(1)	-	-	48,110	51,824
Net surplus for the 2021 year	-	-	-	-	5,542	5,542
Other comprehensive income						
Movement in cash flow hedges	(5,772)	-	-	-	-	(5,772)
Net gain on equity investments	-	-	2,376	-	-	2,376
Exchange differences from translation of foreign operations	-	(38)	-	-	-	(38)
Total comprehensive income	(5,772)	(38)	2,376	-	5,542	2,108
Balance as at 31 December 2021	(2,057)	(39)	2,376	-	53,652	53,932
Net deficit for the 2022 year	-	-	-	-	(47,461)	(47,461)
Other comprehensive income						
Movement in cash flow hedges	4,467	-	-	-	-	4,467
Net loss on equity investments	-	-	(837)	-	-	(837)
B partnership units issued	-	-	-	5,461	-	5,461
Exchange differences from translation of foreign operations	-	18	-	-	-	18
Total comprehensive income	4,467	18	(837)	5,461	(47,461)	(38,352)
Balance as at 31 December 2022	2,410	(21)	1,539	5,461	6,191	15,580

SUMMARY CASH FLOW STATEMENT

for the year ended 31 December 2022

	GROUP	
	2022 \$000	2021 \$000
Operating activities		
Receipts from broadcasting, sponsorship and licensing, and matchday	202,865	169,125
Interest income	1,633	439
Other income	23,107	17,314
Payments to suppliers and employees	(278,908)	(190,665)
Interest expense	(1,028)	-
Operating cash flows	(52,331)	(3,787)
Investing activities		
Purchase of term investments	(75,000)	(85,000)
Maturity of term investments	60,000	85,000
Investment in associates	(17)	1,431
Loans and advances issued	(510)	(710)
Repayments of loans and advances	928	504
Proceeds from disposal of equity investments	870	-
Purchase of property, plant and equipment	(2,562)	(519)
Purchase of intangible assets	(34)	(144)
Investing cash flows	(16,325)	562
Financing activities		
Issue of partnership units	100,000	-
Transaction costs on issue	(5,788)	-
Financing cash flows	94,212	-
Net increase/(decrease) in cash held	25,556	(3,226)
Effect of exchange rate change on foreign currency balances	1,166	313
Cash and cash equivalents at start of the year	29,478	32,391
Cash and cash equivalents at end of the year	56,200	29,478

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 2022, which were extracted from the full consolidated financial statements authorised for issue by the Board of Directors on 5 April 2023. An unmodified audit report on the full consolidated financial statements was issued on 5 April 2023.

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 nzrugby.co.nz or by writing to New Zealand Rugby at PO Box 2172 Wellington, 6140.

2022 PERFORMANCE REPORT

ESTABLISHMENT OF NEW ZEALAND RUGBY COMMERCIAL LP

Establishment of the entity

During the year ended 31 December 2022, a subsidiary entity, 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.

In contemplation of the above, 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 have subscribed commitment capital of \$200m, of which \$100m was drawn down as at 1 July 2022 with the additional \$100m scheduled to be drawn down on 1 July 2023. An additional offering of at least \$62.5m is to be raised from NZ institutional investors and/or Silver Lake, this is to take place via a syndication process subsequent to year-end. The non-controlling interest held by Silver Lake is reported in the Statement of Changes in Equity.

In exchange for these contributions, Silver Lake was (and will be) issued “B1” Partnership Units (“B PUs”) in NZR Commercial LP. The B PUs are convertible into equity by the holder or New Zealand Rugby after 3 years or earlier under certain scenarios. B PUs are entitled to a 4% coupon and don't share in the profits of NZR Commercial LP until either option is exercised.

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 derivative forward representing the fact that NZR Commercial LP is required to issue additional B PUs (\$100m and \$62.5m as noted above) at a fixed price on a future date; and
- A residual equity component on initial recognition of the hybrid debt instrument.

There is an ongoing commercial agreement between NZR Commercial LP and New Zealand Rugby that governs future transactions.

Significant estimates and judgements - compound instrument

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 NZ Rugby has

been assessed as having nil value at inception given there is negligible value in exercising the option.

- valuation of the obligation to issue additional B units at a fixed price: this component is a derivative and is valued using the same valuation methodology as outlined above. At 30 June 2022 it was assessed that these tranches had a fair value of nil and a fair value of \$4.22m (derivative asset) at 31 December 2022.

2022 PERFORMANCE REPORT

SUBSEQUENT EVENTS

No subsequent events have occurred since balance date that would materially impact the financial statements as at 31 December 2022.

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