



This file contains data from an online survey of 1,223 New Zealanders. The data is representative of the New Zealand population in terms of age, gender and region according to the 2018 Census.

This survey was conducted from 8 - 17 June, 2022

Statistical significance is determined at the 95% confidence level and all comparisons are made against the total (i.e. average). In the worksheets labelled RAW DATA, figures that are significantly higher or lower than average are denoted by green (higher than average) and red (lower than average). The maximum margin of error (n=1223) is +/- 2.8% (at the 95% confidence level). It also assumes a survey result of 50%. As a survey result moves closer to 0% or 100%, the margin of error decreases.



The New Zealand Superannuation Fund was set up by the Government to help pay for future New Zealand superannuation

n = 1223

	2022	2016
	Total	
Yes	88%	84%
No	8%	11%
Don't know	3%	4%

The following groups of people are significantly **more** likely to be aware of NZSF (i.e. more likely than average to say yes)

	Yes (%)
Total	88%
Aged 60 years and over	98%
Married/living with a partner	92%
Double income, no kids	92%
New Zealander of European Decent/European	91%



Before today, were you aware that the New Zealand Superannuation Fund is the following?

Select as many as you think apply.

n = 1082

	2022	2016
The New Zealand Superannuation Fund is....	Total	
...owned by the New Zealand Government	65%	63%
...required because NZ's population is ageing (in the future, while there will be more retired people, there will be fewer working-age people to pay for superannuation)	62%	61%
...helps cover the future cost of New Zealand Superannuation	61%	50%
... not a KiwiSaver fund	48%	52%
...managed with a long-term investment focus	46%	42%
...aims to smooth the cost of New Zealand Superannuation over time – saving today so tomorrow's taxpayers have to pay less	42%	41%
...a significant investor in the NZ capital markets	31%	28%
...a global investment Fund	28%	27%
...makes commercial investment decisions independently from the Government	28%	26%
...mainly invested in growth assets (e.g. shares)	24%	22%
Not aware of any of the above	8%	9%

In general, the following groups of people tend to have better knowledge of the New Zealand Superannuation Fund: male, are aged over 60 years old, New Zealander of European Decent/European

SUB-GROUP ANALYSIS

The following groups of people are significantly **more** likely to be aware that NZSF is... Owned by the New Zealand Government

	Aware
Total	65%
Lives in Wellington	75%
60 years or older	74%
50 - 59 years old	72%
Single income, no kids	71%
New Zealander of European Decent/European	67%

The following groups of people are significantly **more** likely to be aware that NZSF is...required because NZ's population is ageing (in the future, while there will be more retired people, there will be fewer working-age people to pay for superannuation)

	Aware
Total	62%
60 years or older	78%
Double income, no kids	70%
New Zealander of European Decent/European	67%

The following groups of people are significantly **more** likely to be aware that NZSF is...helps cover the future cost of New Zealand Superannuation

	Aware

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Total	61%
60 years or older	77%
Divorced/Separated	76%
Single income, no kids	72%
Double income, no kids	68%
New Zealander of European Decent/European	68%
Combined income up to \$50K	67%

The following groups of people are significantly **more** likely to be aware that NZSF is...not a KiwiSaver fund

	Aware
Total	48%
Divorced/Separated	60%
Lives in Wellington	59%
New Zealander of European Decent/European	52%

The following groups of people are significantly **more** likely to be aware that NZSF is...managed with a long-term investment focus

	Aware
Total	46%
Aged 60 or older	66%
Double income, no kids	59%
Personal income of \$100k or more	55%
Male	53%
New Zealander of European Decent/European	49%

The following groups of people are significantly **more** likely to be aware that NZSF is...aims to smooth the cost of New Zealand Superannuation over time – saving today so tomorrow’s taxpayers have to pay less

	Aware
Total	42%
Aged 60 or older	56%
Double income, no kids	52%
Personal income of \$100k or more	50%
Male	48%
Combined income of \$100k or more	47%
New Zealander of European Decent/European	46%

The following groups of people are significantly **more** likely to be aware that NZSF is...a significant investor in the NZ capital markets

	Aware
Total	31%
Aged 60 or older	46%
Personal income of \$100k or more	42%
Double income, no kids	40%
Male	37%
New Zealander of European Decent/European	35%

The following groups of people are significantly **more** likely to be aware that NZSF is...a global investment Fund

	Aware
Total	28%
Aged 60 or older	40%
Lives in Canterbury	36%
Male	33%

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Double income, no kids	34%
New Zealander of European Decent/European	31%

The following groups of people are significantly **more** likely to be aware that NZSF is...makes commercial investment decisions independently from the Government

	Aware
Total	28%
Age 60 or older	43%
Lives in Canterbury	39%
Double income, no kids	38%
Aged 50-59 years	36%
Male	35%
Personal income of \$100k or more	35%
Married/living with a partner	32%
New Zealander of European Decent/European	32%

The following groups of people are significantly **more** likely to be aware that NZSF is...mainly invested in growth assets (e.g. shares)

	Aware
Total	24%
Aged 60 or older	33%
Double income, no kids	29%
New Zealander of European Decent/European	26%

The following group of people are significantly **more** likely to be not be aware of any of the above aspects of the NZSF (i.e. not aware of any of the above)

	Aware
Total	8%
30-39 years	14%
Household with Kids	12%

erannuation)

3. Before Today, To What Extent Would You Agree Or Disagree With The Following Statements
 Base: All respondents who are aware of the New Zealand Superannuation Fund



n = 1082

	<i>Agreement with statements</i>	
	The NZ Superannuation Fund Invests Sustainably, Taking Into Account Environmental And Social Outcomes	The NZ Superannuation Fund Is A High Performing Fund
Strongly agree	3%	4%
Agree	23%	22%
Neither agree nor disagree	35%	36%
Disagree	7%	7%
Strongly Disagree	1%	1%
NET: Agree	26%	25%
NET: Disagree	8%	9%
Don't know	31%	30%

SUB-GROUP ANALYSIS

The following groups of people are significantly more likely to agree with the following statement: *tf*

	Net: Agree (Agree, Strongly Agree)
Total	26%
60 years or older	37%
Asian	35%
Male	34%
Combined income up to \$50K	32%
Single income, no kids	31%

The following groups of people are significantly more likely to agree with the following statement: *tf*

	Net: Agree (Agree, Strongly Agree)
Total	25%
60 years or older	32%
Male	31%
Personal income of \$100k or more	32%
Combined income of up to \$50K	32%

The following groups of people are significantly more likely to agree with the following statement: *tf*

	Net: Agree (Agree, Strongly Agree)
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Appendix A Kantar Survey NZSF perceptions

Total	19%
Male	25%
Asian	33%

The NZ Superannuation Fund Would Be A Good Place To Work
2%
17%
42%
4%
1%
19%
6%
33%

1e NZ Superannuation Fund invests sustainably, taking into account environmental and social outcomes

1e NZ Superannuation Fund is a high performing fund

1e NZ Superannuation Fund would be a good place to work



1. The New Zealand Superannuation Fund was set up by the Government to help pay for future
Base: Total

	Total		
	Base	Total	18-29 years
Unweighted Base	1223	1223	320
Base	1223	1223	269
Yes	88%	88%	75%
No	8%	8%	20%
Don't know	3%	3%	5%

: New Zealand superannuation payments. Before today, had you ever heard of the New Zealand St

Age				Male
30-39 years	40-49 years	50-59 years	60+	
174	220	204	305	597
208	208	207	330	594
89%	89%	90%	98%	87%
7%	9%	5%	2%	9%
4%	3%	5%	1%	3%

Superannuation Fund?

FBC2 - Gender

Female	Other (please specify)
620	6
623	6
90%	83%
7%	17%
3%	-

Region

Auckland	Canterbury	Wellington
418	163	141
406	158	132
84%	90%	92%
12%	9%	3%
4%	1%	4%

Appendix A Kantar Survey NZSF perceptions

		DQ7 - Marital Status		
Rest of North Island	Rest of South Island	Single (never married)	Married/living with a partner	Divorced/Separated
372	129	336	696	94
391	137	306	717	98
91%	89%	81%	92%	91%
7%	6%	15%	6%	6%
3%	4%	3%	2%	3%

Widow(er)	Do not wish to state	Household Composition		
		Single income, no kids	Double income, no kids	Household with Kids
45	52	268	365	527
50	52	267	376	516
94%	72%	87%	92%	88%
2%	14%	10%	7%	9%
4%	13%	3%	1%	3%

Appendix A Kantar Survey NZSF perceptions

Personal Income			Combined Income	
Up to \$50K	\$50 up to \$100K	\$100k or more	Up to \$50K	\$50 up to \$100K
376	419	234	254	348
377	414	236	252	349
89%	87%	91%	89%	88%
9%	9%	7%	10%	9%
1%	4%	2%	1%	4%

Appendix A Kantar Survey NZSF perceptions

	Ethnicity Banner			
	Maori	Pacific Peoples	Asian	New Zealander of European Decent/European
\$100k or more				
410	148	115	204	876
410	160	77	171	883
89%	83%	88%	83%	91%
8%	9%	8%	13%	7%
3%	7%	4%	5%	2%

**New Zealander of
descent/other
ethnicity**

49
65
76%
13%
10%



2. Before Today, Were You Aware That The New Zealand Superannuation Fund Is The Following:

Base: All respondents who are aware of the New Zealand Superannuation Fund

Unweighted Base

Base

- ...a global investment Fund
- ...owned by the New Zealand Government
- ...helps cover the future cost of New Zealand Superannuation
- taxpayers have to pay less
- there will be fewer working-age people to pay for superannuation)
- ...makes commercial investment decisions independently from the Government
- ...mainly invested in growth assets (e.g. shares)
- ...managed with a long-term investment focus
- ...a significant investor in the NZ capital markets
- ... not a KiwiSaver fund
- Not aware of any of the above

Appendix A Kantar Survey NZSF perceptions

	Total		Age		
Base	Total	18-29 years	30-39 years	40-49 years	
1077	1077	242	156	195	
1082	1082	202	185	185	
28%	28%	18%	19%	24%	
65%	65%	56%	54%	61%	
61%	61%	45%	43%	62%	
42%	42%	33%	28%	44%	
62%	62%	47%	51%	55%	
28%	28%	16%	14%	22%	
24%	24%	23%	15%	18%	
46%	46%	33%	29%	38%	
31%	31%	24%	20%	26%	
48%	48%	42%	46%	46%	
8%	8%	11%	14%	10%	

Appendix A Kantar Survey NZSF perceptions

		FBC2 - Gender		
50-59 years	60+	Male	Female	Other (please specify)
186	298	518	554	5
187	323	517	559	5
33%	40%	33%	24%	40%
72%	74%	66%	64%	80%
68%	77%	61%	61%	60%
42%	56%	48%	37%	20%
67%	78%	62%	62%	60%
36%	43%	35%	22%	20%
25%	33%	25%	23%	60%
50%	66%	53%	40%	20%
30%	46%	37%	26%	40%
51%	53%	50%	48%	20%
6%	3%	8%	8%	-

Appendix A Kantar Survey NZSF perceptions

	Region				
	Auckland	Canterbury	Wellington	Rest of North Island	Rest of South Island
	349	147	129	337	115
	341	142	121	355	122
	26%	36%	34%	25%	31%
	61%	61%	75%	65%	67%
	53%	67%	67%	63%	62%
	43%	44%	46%	40%	41%
	57%	66%	64%	62%	68%
	25%	39%	31%	27%	25%
	22%	29%	30%	23%	23%
	45%	46%	50%	45%	48%
	29%	35%	35%	29%	35%
	46%	51%	59%	45%	51%
	10%	6%	5%	8%	9%

DQ7 - Marital Status

Single (never married)	Married/living with a partner	Divorced/Separated	Widow(er)	Do not wish to state
272	639	86	42	38
249	659	89	47	38
25%	30%	30%	31%	6%
62%	65%	74%	67%	56%
56%	61%	76%	76%	41%
38%	44%	44%	51%	20%
55%	62%	71%	77%	53%
20%	32%	29%	34%	13%
26%	25%	16%	23%	12%
39%	48%	52%	55%	24%
28%	32%	32%	37%	15%
44%	49%	60%	51%	37%
10%	8%	1%	7%	16%

Appendix A Kantar Survey NZSF perceptions

Household Composition			Personal Income	
Single income, no kids	Double income, no kids	Household with Kids	Up to \$50K	\$50 up to \$100K
232	335	460	331	366
234	346	452	336	359
29%	34%	24%	29%	29%
71%	68%	59%	67%	63%
72%	68%	51%	65%	59%
48%	52%	33%	44%	43%
67%	70%	53%	63%	60%
28%	38%	21%	31%	26%
26%	29%	20%	28%	23%
49%	59%	36%	47%	45%
35%	40%	23%	32%	28%
53%	51%	45%	48%	50%
4%	5%	12%	8%	8%

Appendix A Kantar Survey NZSF perceptions

Combined Income				
\$100k or more	Up to \$50K	\$50 up to \$100K	\$100k or more	Maori
212	225	304	366	123
215	225	305	366	133
32%	29%	30%	31%	23%
68%	69%	64%	65%	63%
62%	67%	61%	60%	48%
50%	49%	41%	47%	44%
64%	67%	58%	65%	52%
35%	33%	29%	29%	22%
24%	30%	25%	23%	23%
55%	51%	45%	49%	43%
42%	36%	30%	35%	22%
53%	50%	50%	51%	50%
7%	7%	8%	7%	9%

Appendix A Kantar Survey NZSF perceptions

Ethnicity Banner			
		New Zealander of European Decent/European	New Zealander of descent/other ethnicity
Pacific Peoples	Asian		
100	168	793	36
67	141	802	50
21%	23%	31%	18%
57%	54%	67%	66%
40%	42%	68%	53%
30%	28%	46%	34%
46%	46%	67%	61%
20%	19%	32%	17%
20%	22%	26%	11%
31%	40%	49%	29%
16%	22%	35%	22%
38%	37%	52%	51%
11%	9%	7%	14%



3. Before Today, To What Extent Would You Agree Or Disagree With The Following Statements
 Base: All respondents who are aware of the New Zealand Superannuation Fund

	NZSFQ3 - Before Today, To What Extent Would You Agree Or		
	The NZ Superannuation Fund Invests Sustainably, Taking Into Account Environmental And Social Outcomes	The NZ Superannuation Fund Is A High Performing Fund	The NZ Superannuation Fund Would Be A Good Place To Work
Unweighted Base	1077	1077	1077
Base	1082	1082	1082
Strongly agree	3%	4%	2%
Agree	23%	22%	17%
Neither agree nor disagree	35%	36%	42%
Disagree	7%	7%	4%
Strongly Disagree	1%	1%	1%
Don't know	31%	30%	33%
NET: Agree	26%	25%	19%
NET: Disagree	8%	9%	6%



3. Before Today, To What Extent Would You Agree Or Disagree With The Following Statements

Base: All respondents who are aware of the New Zealand Superannuation Fund

	Total		18-29 years
	Base	Total	
Before Today, To What Extent Would You Agree Or Disagree With The Following Statements - The NZ Superannuation Fund			
Unweighted Base	1077	1077	242
Base	1082	1082	202
Strongly agree	3%	3%	2%
Agree	23%	23%	18%
Neither agree nor disagree	35%	35%	39%
Disagree	7%	7%	6%
Strongly Disagree	1%	1%	2%
Don't know	31%	31%	33%
NET: Agree	26%	26%	20%
NET: Disagree	8%	8%	8%
Before Today, To What Extent Would You Agree Or Disagree With The Following Statements - The New Zealand Superannuation Fund			
Unweighted Base	1077	1077	242
Base	1082	1082	202
Strongly agree	4%	4%	6%
Agree	22%	22%	22%
Neither agree nor disagree	36%	36%	32%
Disagree	7%	7%	6%
Strongly Disagree	1%	1%	2%
Don't know	30%	30%	33%
NET: Agree	25%	25%	27%
NET: Disagree	9%	9%	8%
Before Today, To What Extent Would You Agree Or Disagree With The Following Statements - The New Zealand Superannuation Fund			
Unweighted Base	1077	1077	242
Base	1082	1082	202
Strongly agree	2%	2%	4%
Agree	17%	17%	16%
Neither agree nor disagree	42%	42%	40%
Disagree	4%	4%	7%
Strongly Disagree	1%	1%	2%
Don't know	33%	33%	31%
NET: Agree	19%	19%	20%
NET: Disagree	6%	6%	9%

Appendix A Kantar Survey NZSF perceptions

Age					
30-39 years	40-49 years	50-59 years	60+		Male
Superannuation Fund Invests Sustainably, Taking Into Account Environmental And Social Outcomes					
156	195	186	298		518
185	185	187	323		517
4%	1%	3%	3%		3%
19%	20%	19%	33%		30%
30%	35%	35%	35%		30%
10%	7%	5%	5%		7%
4%	1%	1%	-		1%
33%	36%	37%	23%		28%
23%	21%	22%	37%		34%
13%	8%	6%	5%		8%
The NZ Superannuation Fund Is A High Performing Fund					
156	195	186	298		518
185	185	187	323		517
2%	3%	2%	4%		5%
17%	20%	19%	28%		26%
38%	34%	39%	37%		34%
8%	8%	6%	8%		7%
3%	2%	2%	-		1%
33%	32%	32%	23%		27%
19%	23%	21%	32%		31%
10%	10%	8%	8%		8%
The NZ Superannuation Fund Would Be A Good Place To Work					
156	195	186	298		518
185	185	187	323		517
3%	2%	1%	2%		3%
20%	17%	14%	18%		22%
36%	37%	45%	49%		41%
4%	6%	3%	3%		3%
3%	1%	1%	1%		1%
35%	37%	37%	27%		30%
23%	19%	15%	20%		25%
7%	7%	4%	4%		4%

Appendix A Kantar Survey NZSF perceptions

FBC2 - Gender		Region		
Female	Other (please specify)	Auckland	Canterbury	Wellington
554	5	349	147	129
559	5	341	142	121
2%	-	2%	2%	3%
17%	20%	25%	25%	27%
40%	20%	37%	39%	23%
6%	40%	5%	6%	10%
1%	-	1%	1%	1%
34%	20%	30%	26%	36%
19%	20%	27%	27%	29%
7%	40%	6%	7%	11%
554	5	349	147	129
559	5	341	142	121
2%	-	4%	3%	7%
18%	20%	22%	25%	23%
38%	60%	36%	35%	29%
8%	-	5%	10%	7%
2%	-	1%	1%	2%
33%	20%	31%	27%	32%
20%	20%	26%	27%	30%
9%	-	7%	11%	9%
554	5	349	147	129
559	5	341	142	121
2%	-	3%	1%	3%
13%	-	19%	19%	21%
43%	20%	38%	42%	40%
5%	20%	4%	6%	2%
2%	-	3%	1%	1%
35%	60%	35%	30%	33%
15%	-	22%	21%	24%
7%	20%	6%	7%	3%

Appendix A Kantar Survey NZSF perceptions

		DQ7 - Marital Status		
Rest of North Island	Rest of South Island	Single (never married)	Married/living with a partner	Divorced/Separated
337	115	272	639	86
355	122	249	659	89
3%	2%	3%	2%	2%
23%	15%	21%	26%	21%
36%	34%	36%	33%	34%
7%	7%	8%	7%	3%
*	4%	1%	2%	-
30%	38%	31%	31%	40%
26%	18%	23%	28%	23%
8%	10%	9%	8%	3%
337	115	272	639	86
355	122	249	659	89
3%	2%	5%	3%	3%
19%	23%	20%	23%	19%
40%	32%	35%	37%	36%
6%	13%	7%	7%	6%
1%	2%	2%	1%	-
30%	28%	31%	28%	36%
23%	24%	25%	26%	22%
7%	15%	9%	9%	6%
337	115	272	639	86
355	122	249	659	89
3%	1%	4%	2%	3%
15%	12%	16%	19%	14%
44%	50%	41%	42%	41%
5%	6%	7%	4%	6%
1%	-	*	2%	1%
32%	31%	33%	32%	35%
18%	13%	19%	21%	17%
5%	6%	7%	5%	7%

Appendix A Kantar Survey NZSF perceptions

Widow(er)	Do not wish to state	Household Composition		
		Single income, no kids	Double income, no kids	Household with Kids
42	38	232	335	460
47	38	234	346	452
6%	-	4%	2%	2%
27%	7%	23%	28%	20%
44%	54%	32%	32%	37%
6%	3%	7%	5%	7%
-	-	1%	1%	2%
18%	36%	33%	31%	32%
33%	7%	27%	31%	22%
6%	3%	8%	7%	9%
42	38	232	335	460
47	38	234	346	452
2%	-	5%	3%	3%
31%	14%	23%	24%	20%
32%	39%	34%	38%	35%
12%	5%	5%	8%	8%
1%	-	*	1%	2%
22%	42%	32%	26%	32%
33%	14%	29%	27%	23%
13%	5%	6%	10%	10%
42	38	232	335	460
47	38	234	346	452
-	-	3%	1%	3%
19%	8%	18%	16%	18%
48%	53%	39%	47%	40%
-	5%	4%	3%	5%
1%	-	*	2%	2%
31%	34%	36%	31%	33%
19%	8%	21%	17%	20%
1%	5%	4%	5%	6%

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Personal Income			Combined Income	
Up to \$50K	\$50 up to \$100K	\$100k or more	Up to \$50K	\$50 up to \$100K
331	366	212	225	304
336	359	215	225	305
4%	2%	2%	5%	2%
24%	23%	27%	27%	21%
34%	36%	34%	30%	39%
6%	7%	9%	6%	6%
2%	1%	*	1%	1%
31%	31%	28%	31%	30%
28%	25%	29%	32%	24%
8%	8%	10%	7%	7%
331	366	212	225	304
336	359	215	225	305
4%	4%	5%	5%	4%
23%	20%	28%	27%	18%
35%	40%	32%	30%	42%
6%	8%	6%	6%	6%
2%	1%	1%	1%	2%
31%	27%	28%	31%	28%
26%	24%	32%	32%	22%
8%	9%	7%	7%	8%
331	366	212	225	304
336	359	215	225	305
3%	3%	2%	3%	4%
19%	17%	18%	17%	19%
40%	45%	40%	39%	45%
5%	5%	4%	5%	5%
1%	1%	2%	1%	2%
32%	29%	34%	35%	26%
21%	20%	21%	20%	23%
6%	6%	5%	7%	6%

Appendix A Kantar Survey NZSF perceptions

\$100k or more	Ethnicity Banner			
	Maori	Pacific Peoples	Asian	New Zealander of European Decent/European
366	123	100	168	793
366	133	67	141	802
2%	4%	5%	4%	2%
26%	17%	17%	31%	23%
33%	45%	36%	36%	33%
9%	9%	8%	5%	6%
1%	-	3%	1%	1%
29%	25%	31%	23%	34%
28%	21%	22%	35%	26%
10%	9%	11%	6%	8%
366	123	100	168	793
366	133	67	141	802
4%	6%	3%	5%	3%
25%	17%	17%	25%	23%
35%	45%	38%	39%	34%
8%	6%	9%	7%	7%
1%	1%	3%	1%	1%
28%	25%	30%	23%	32%
28%	23%	19%	30%	26%
9%	7%	12%	8%	8%
366	123	100	168	793
366	133	67	141	802
2%	5%	4%	5%	2%
18%	15%	17%	28%	15%
41%	47%	39%	39%	42%
4%	2%	5%	4%	4%
2%	1%	2%	1%	2%
34%	31%	33%	23%	35%
20%	20%	21%	33%	17%
6%	2%	7%	5%	6%

New Zealander of descent/other ethnicity
36
50
-
12%
40%
10%
-
38%
12%
10%
36
50
-
10%
43%
16%
3%
27%
10%
19%
36
50
-
20%
43%
3%
-
35%
20%
3%

APPENDIX B – Guardians of New Zealand Superannuation Select Committee Response 2021/22

The next five pages hold the break down of data for the following questions:

64. How many permanent staff were employed within your department, agency or organisation during the last financial year? How does this compare to each of the previous four financial years? Please breakdown by:

- Role (e.g. policy/admin/operational)
- Classification (full and part-time)
- Office (e.g. geographical location)

Please provide detailed explanations for any fluctuations in staff numbers of plus or minus 10%.

65. Please provide a breakdown by role (e.g. policy/administration/operational) and location of the agency or organisation's staff numbers in 2021/22 and each of the previous four financial years, by age and gender.

67. How many of the total staff employed are considered to be frontline staff and how many are considered back office staff (both in nominal terms and as a percentage of total staff) and how does that number compare to the number of frontline and back office staff in each of the past four financial years?

30/06/2022*	Role Type	# of Employees	Gender
Investments functions	Investment Staff	24	F
		42	M
Operational functions	Corporate Staff	16	F
		29	M
Administrative functions	Corporate Staff	44	F
		35	M
		190	
Front Office (/Investment Staff) (24 Female, 42 Male)	35%	66	
Back Office (/Corporate Staff) (60 Female, 64 Male)	65%	124	
		190	
Classification			
Part time (3 Female, 2 Male)		5	
Fulltime (81 Female, 104 Male)		185	
		190	
By Geographical Location/Office			
Auckland Based		190	
By Gender			
Female		84	
Male		106	
		190	
By Age			
Under 20		0	
20-29		18	
30-39		64	
40-49		69	
50-59		30	
Over 60		9	
		190	

**Our Investment Staff are categorised as frontline and Corporate Staff are categorised as back office.*

30/06/2021*	Role Type	# of Employees	Gender
Investments functions	Investment Staff	18	F
		41	M
Operational functions	Corporate Staff	19	F
		26	M
Administrative functions	Corporate Staff	37	F
		22	M
		163	
Front Office (/Investment Staff) (18 Female, 41 Male)	36%	59	
Back Office (/Corporate Staff) (56 Female, 48 Male)	64%	104	
		163	
Classification			
Part time (6 Female, 2 Male)		8	
Fulltime (68 Female, 87 Male)		155	
		163	
By Geographical Location/Office			
Auckland Based		163	
By Gender			
Female		74	
Male		89	
		163	
By Age			
Under 20		0	
20-29		14	
30-39		60	
40-49		58	
50-59		22	
Over 60		9	
		163	

**Our Investment Staff are categorised as frontline and Corporate Staff are categorised as back office.*

30/06/2020*	Role Type	# of Employees	Gender
Investments functions	Investment Professional	16	F
		40	M
Operational functions	Corporate Staff	18	F
		29	M
Administration functions	Corporate Staff	34	F
		20	M
		157	
Front Office (/Investment Staff) (16 Female, 40 Male)	36%	56	
Back Office (/Corporate Staff) (52 Female, 49 Male)	64%	101	
		157	
Classification			
Part time (7 Female, 2 Male)		9	
Fulltime (61 Female, 87 Male)		148	
		157	
By Geographical Location/Office			
Auckland Based		157	
By Gender			
Female		68	
Male		89	
		157	
By Age			
Under 20		0	
20-29		15	
30-39		65	
40-49		51	
50-59		21	
Over 60		5	
		157	

**Our Investment Staff are categorised as frontline and Corporate Staff are categorised as back office.*

30/06/2019*	Role Type	# of Employees	Gender
Investments functions	Investment Professional	12	F
		41	M
Operational functions	Corporate Staff	14	F
		25	M
Administration functions	Corporate Staff	29	F
		20	M
		141	
Front Office (/Investment Staff) (12 Female, 41 Male)	38%	53	
Back Office (/Corporate Staff) (43 Female, 45 Male)	62%	88	
		141	
Classification			
Part time (5 Female, 2 Male)		7	
Fulltime (49 Female, 84 Male)		134	
		141	
By Geographical Location/Office			
Auckland Based		141	
By Gender			
Female		55	
Male		86	
		141	
By Age			
Under 20		0	
20-29		12	
30-39		56	
40-49		47	
50-59		23	
Over 60		3	
		141	

**Our Investment Staff are categorised as frontline and Corporate Staff are categorised as back office.*

30/06/2018*	Role Type	# of Employees	Gender
Investments functions	Investment Professional	12	F
		42	M
Operational functions	Corporate Staff	12	F
		23	M
Administration functions	Corporate Staff	24	F
		17	M
		130	
Front Office (/Investment Staff) (12 Female, 42 Male)	42%	54	
Back Office (/Corporate Staff) (36 Female, 40 Male)	58%	76	
		130	
Classification			
Part time (6 Female, 2 Male)		8	
Fulltime (39 Female, 77 Male)		122	
		130	
By Geographical Location/Office			
Auckland Based		130	
By Gender			
Female		48	
Male		82	
		130	
By Age			
Under 20		0	
20-29		13	
30-39		53	
40-49		43	
50-59		18	
Over 60		3	
		130	

**Our Investment Staff are categorised as frontline and Corporate Staff are categorised as back office.*

Appendix C Contractors

Name of consultant or contractor	Type of service generally provided by the consultant or contractor	Details of the specific consultancy or contract	Budgeted and/or actual cost (Values provided are actual cost in NZD)	Maximum hourly and daily rates charged	Date of the contract	Date the work commenced	Completion date	Whether tenders were invited; if so, how many were received	Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?
2021/2022									
2U GetSmarter (US) LLC	Training	Training	17,350	Agreed fee	Feb-22	Feb-22	Apr-22	No	As required
Agfirst Ltd	Advisory services	Modelling and other professional services	44,543	Agree Fee	Dec-21	Dec-21	Jun-22	Yes - 3 proposals	N/A
AGLX Asia Pacific Ltd	Consultancy	Consultations/Workshops	55,000	N/A - this was a fixed price for a specific service.	Sep-21	Sep-21	Mar-22	No	As required
Aksia	Professional advisor fees	UND Advisor Research Services	116,413	Agreed fee	Feb-09	Feb-09	Ongoing	No	No
Allens	Legal Services	Investment Due Diligence	131,077	Agreed fee	Jul-21	Jul-21	Jun-22	No (Investment related expenditure)	Ongoing as required
Amanda Millar & Co	Media training	Series of group media and presentation training sessions	27,834	Agreed fee	Jul-21	Jul-21	Jun-22	No	Ongoing as required
AMP'd Careers Ltd	Training	Training Course	13,000	Agreed fee	Apr-22	May-22	May-22	No	Ongoing as required
Andreas Hoepner	Advisory services	ESG Academic Analysis and Advice	16,815	GBP2500 per day	Mar-22	Mar-22	Jun-22	No	N/A
Argentia Services Limited	IT services	Technical Writing Specialist	15,250	\$1,250 per day	Jul-21	Jul-21	May-22	No. Less than \$100k	As required
Arup	Professional advisor fees	Investment Due Diligence	74,101	Agreed fee	Jun-22	Jun-22	Jun-22	No (Investment related expenditure)	Ongoing as required
Assurity Consulting Ltd	Training	Professional Scrum Master and Product Owner training courses	13,140	Agreed fee	Sep-21	Sep-21	Mar-22	No	As required
Aurecon New Zealand	Professional advisor fees	Investment Due Diligence	25,000	Agreed fee	Apr-22	Apr-22	Apr-22	No (Investment related expenditure)	Ongoing as required
Babbage Consulting	Professional advisor fees	Investment Due Diligence	68,628	Agreed fee	Jan-22	Jan-22	Feb-22	No (Investment related expenditure)	No
Bell Gully	Professional advisor fees	Investment Due Diligence	69,449	Agreed fee	Aug-21	Aug-21	Jun-22	No (Investment related expenditure)	Ongoing as required
BMO Asset Management Ltd	Responsible Investment	RI engagement services	117,913	Agreed fee	May-15	May-15	Annual Renewal	Yes - 2	Annual Renewal
Bureau Limited	Recruitment	Recruitment Services	98,318	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing requirement of recruitment services
Castle Hall	Professional advisor fees	Due diligence	41,727	Agreed fee	Nov-21	Nov-21	Ongoing	No	Yes-ongoing requirement for this service
Castle Hall	Professional advisor fees	Due diligence	36,708	Agreed fee	Dec-21	Dec-21	Dec-21	No	Ongoing as required

Appendix C Contractors

CEM Benchmarking	Benchmarking cost and performance of investments and administration	Professional advisor fees	35,000	N/A - this is a fixed price for a survey we take part in.	N/A	N/A	N/A	N/A	Yes - we expect to continue to take part in the survey annually
Chapman Tripp	Legal Services/Training	Legal Advice/Training	38,558	Agreed fee	Jul-21	Jul-21	Jan-22	No	Ongoing
Chapman Tripp	Legal Services	Legal Advice	477,046	Agreed fee	Oct-21	Oct-21	Jun-22	No (Investment related expenditure)	No
Civicsquare Limited	Public sector training	Training in government processes	21,550	Agreed fee	Jul-21	Jul-21	May-22	No	Ongoing as required
ClearPoint Ltd	IT Services	Consultants for various projects and services/Contractors to support Business Solutions Team	61,124	Various hourly rates agreed	As required	As required	As required	These costs relate to multiple contractors working on multiple engagement during the year.	SOW based on Master Service Agreement. Dependent on projects.
CloudZone One Limited	IT Services	Support and maintenance of Netsuite	24,880	Agreed Fee	Apr-20	Apr-20	Ongoing	As part of Netsuite project, tenders were undertaken. Once the supplier for the project was selected then that followed through to the support supplier.	Ongoing support
Colliers International	Professional advisor fees	Investment Due Diligence	78,884	Agreed fee	Jan-22	Jan-22	Jun-22	No (Investment related expenditure)	No
Connect NZ Ltd	IT Services	Videoconferencing	13,260	Agreed Fee	Jul-21	Jul-21	Ongoing	No	As required - ongoing support of Zoom videoconference software & hardware.
Consult Recruitment Limited t/a	Recruitment	Recruitment Services	73,100	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing requirement of recruitment services
Control Risk Group Pty Ltd	Professional advisor fees	Investment Due Diligence	15,725	Agreed fee	Jul-21	Jul-21	Jul-21	No (Investment related expenditure)	No
Convergence Partners Limited	Recruitment	Recruitment Services	35,700	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing requirement of recruitment services
Cushman & Wakefield Ltd	Professional advisor fees	Investment Due Diligence	31,981	Agreed fee	Nov-21	Nov-21	Nov-21	No (Investment related expenditure)	No
CV Check (NZ) Ltd	Recruitment	Recruitment Services	10,332	Agreed fees (multiple independent engagements)	Jun-21	Jun-21	Ongoing	No	Ongoing requirement of recruitment services
CyberCX New Zealand Limited	IT Security Services	Managed security services, which includes penetration testing and consulting services.	101,238	Agreed fee	Dec-21	Dec-21	Ongoing	No. Selected from All of Government Panel	As required
Datacom Solutions Limited	Monthly payroll services	Payroll Services	26,925	Agreed fee	Jul-21	Jul-21	Jun-22	No	This is an ongoing service provided by Datacom with no anticipated end date - the service is reviewed periodically.
Datacom Solutions Limited	Monthly payroll services	Implementation on IT project	7,000	Agreed fee	Nov-21	Nov-21	Nov-21	No as they are the incumbent provider of the bespoke solution for this.	No
Datacom Systems Ltd	Infrastructure Services, Business Continuity, IT Services, Computer software, Training	Monthly BAU, PaaS Services, Collaborative support, Sharepoint Support, Project Technical work	1,857,800	Agreed fee	Feb-08	Dec-07	Ongoing	Yes, in 2009. 3 on shortest. Ongoing support and maintenance agreement put in place in 2009. Multiple engagements no single contract above \$100k. Datacom is also a	As required
Deloitte	Professional advisor fees	Operational Due Diligence Research	780,597	Agreed fee	Jul-21	Jul-21	Jun-22	No (Investment related expenditure)	As required
Deloitte	Review and assessment	Internal Control/Audit	586	Agreed per assignment	Jul-21	Jul-21	Jul-21	No	No
Deloitte	Tax Advice	Tax compliance and advisory services	351,730	Agreed fee with work performed on multiple engagements with individual engagement letters	Nov-09	Nov-09	Ongoing	No (Investment related expenditure)	As required

Appendix C Contractors

Deloitte	Contractors	Secondment	46,434	\$1,587 per day for secondees	May-22	May-22	Ongoing	No - this was a former graduate with knowledge of the systems and processes already	As required
Deloitte	Valuation services	Accounting	199,808	N/A - this was a fixed price for a specific service.	Jun-20	Jun-20	Jun-22	Yes - 3 firms bid for the valuation work	Yes, these are multi-year valuation engagements
Dentons UK & Middle East LLP	Professional advisor fees	Investment Due Diligence	198,349	Agreed fee	Jul-21	Jul-21	Nov-21	No (Investment related expenditure)	Ongoing as required
Department of Internal Affairs	All of Government Procurement	Lead Agency Fee	11,815	Agreed	As Required	As Required	As Required	Part of All of Government Procurement process. Lead agency charges fees to use the procure process.	We will use All of Government procurement where panel members meet our needs.
Emergent Business Support & Legal Limited	Recruitment	Recruitment Services	114,867	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	ongoing	No	Ongoing requirement of recruitment services
Enviro-Mark Solutions Limited	Carbon accreditation services	Other Professional Services	12,120	Agreed fee	Sep-21	Sep-21	Dec-21	No	This is an annual engagement and associated membership cost
Equinox Limited	IT Services	Consultancy services for investment software build project, Cloud reference architecture and citizen	764,675	Agreed fee	Sep-21	Sep-21	Ongoing	Under existing AOG agreement with SOW agreement	As required
Ernst & Young	Audit services	Audit Fees/External Audit/Reviews	704,368	N/A - this was a fixed price for a specific service.	Jun-22	Jun-22	Ongoing	N/A - Ernst & Young are an OAG appointee.	Yes - EY have been appointed by the OAG on a 3-year basis.
Ernst & Young	Professional advisor fees	Investment Due Diligence	410,323	Agreed fee	Jun-22	Jun-22	Jun-22	No (Investment related expenditure)	Ongoing as required
First Advantage	Professional advisor fees	Investment Due Diligence	42,626	Agreed fee	Sep-21	Sep-21	May-22	No (Investment related expenditure)	No
Foresee Consulting NZ Ltd	Responsible Investment Contractor	Short-term contract to fill vacant position	94,567	\$2,400 per day	Apr-22	Apr-22	Jul-22	No	N/A
FS-ISAC Inc	IT Security Services	Subscription service for access to financial services specific security information, as well as financial services peer network	10,166	Agreed fee	Feb-21	Feb-21	Ongoing	No - Less than \$100k	As required - This is a subscription service
Fujitsu New Zealand Limited	Computer software, IT services, Cloud Services, Infrastructure services	IT managed services, Smartnet	1,179,254	Agreed fee	Jan-18	Jan-18	Ongoing	Yes. 8 in initial RFI.	Ongoing
Gerson Lehrman Group Inc	Professional advisor services	Investment Due Diligence	177,046	Agreed fees	May-22	May-22	May-22	No (Investment related expenditure)	Ongoing as required
Gleeds	Professional advisor services	Investment Due Diligence	11,273	Agreed fees	Jun-22	Jun-22	Jun-22	No (Investment related expenditure)	No
Global Trading Analytics	Professional advisor fees	Global Trading Analytics	60,754	Agreed fee	Jul-17	Jul-17	Quarterly subscription service	No	Yes-ongoing requirement for this service
GRC Partners	Communications	Strategic communications advice	20,732	Agreed fee	Jul-21	Jul-21	Jun-22	No	Ongoing as required
Hilton Global Associated Inc	Professional advisor fees	Investment Due Diligence	72,970	Agreed fee	Aug-21	Aug-21	Jun-22	No (Investment related expenditure)	Ongoing as required
HireRight Singapore Pte. Ltd	Probity Checking Provider	Product and Service	10,432	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing as required
Holthouse Carlin Van Tright LLP	Tax Advice	US FEDERAL & STATE CORP TAX RETURNS	272,292	Agreed fee	Feb-10	Feb-10	Ongoing	No	As required

Appendix C Contractors

Human Synergistics NZ Ltd	Consultancy	Training and Culture	54,575	Agreed fees	Sep-21	Sep-21	Jun-22	Ongoing	As required
Human Synergistics NZ Ltd	Leadership & Culture Consultancy	Vision Sprints, Culture Survey, Ar	77,970	Agreed fees	Nov-21	Nov-21	Ongoing	No	Ongoing provision of training services
Hunter Campbell Limited	Recruitment	Recruitment Services	160,901	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing requirement of recruitment services
HYPH Innovation Limited	IT Services	Contractor Billing	741,353	Between \$165 and \$300 phr	As required	As required	As required	No, this was an all-of-government consultancy services order	As required
ICPM (International Centre of Pension Management)	Professional advisor fees	CPM research Partner fee	33,926	Agreed Fee	May-22	May-22	May-22	No	No
Information Leadership Design Services Limited	IT Services	Software implementation	369,098	Agreed fees	Jul-21	Jul-21	Ongoing	Yes, ran closed RFP for IL and Datacom to propose solution, costs etc. IL were the successful provider.	Ongoing as required
INNOBEYOND LLC	Professional advisor fees	Investment Due Diligence	92,917	Agreed fee	Jan-22	Jan-22	Mar-22	No (Investment related expenditure)	No
Insight Creative Limited	Design and Print	Websites, publications, annual report, graphics and design	183,039	Agreed fee	Jul-21	Jul-21	Jun-22	(No (Multiple engagements - No single contract was over \$100k))	As required
Institute for Strategic Leadership Limited	Provider of leadership development	Training	45,950	Agreed fee	Apr-22	Apr-22	Apr-22	No	No
Institute of Directors in New Zealand (Inc)	Research & Training	Training; Governance essentials and Directors' course,.	26,087	Agreed fee	Jul-21	Jul-21	Feb-22	No	Ongoing as required
ISS Global	Responsible Investment	Customised RI Research Exclusion data and Proxy License	13,839	N/A	Jul-21	Jul-21	Ongoing	Yes-3 in 2018	3 Year contract with renewal
JacksonStone & Partners Limited	Recruitment	Recruitment Services	43,533	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing requirement of recruitment services
Jones Day AUS	Legal Services	Legal Advice	150,544	Agreed fee	Jul-21	Jul-21	Jun-22	No (Investment related expenditure)	Ongoing as required
Joshua Tupene	Translation	English to Maori translation	17,521	Commercial in confidence	Aug-21	Aug-21	Jun-22	No	As required
Juno Legal Limited	Legal Services	Secondment	292,688	Agreed fee	Jul-21	Jul-21	Jun-22	No, this was for specialised services and some of the secondees worked at the Guardians previously and knew the systems and processes.	Ongoing
Kearney	Professional advisor fees	Investment Due Diligence	457,880	Agreed fee	Jun-22	Jun-22	Jun-22	No (Investment related expenditure)	No
Kerridge & Partners Ltd	Professional advisor fees	Investment Due Diligence	80,000	Agreed fee	Jul-21	Jul-21	Jun-22	No (Investment related expenditure)	Ongoing as required
Kerridge & Partners Ltd	Recruitment	Recruitment Services	197,348	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	ongoing	No (Multiple engagements - No single contract was over \$100k)	Ongoing requirement of recruitment services
Kerridge & Partners Ltd	Professional advisor fees	Validation/director search	38,555	Agreed fee	Aug-21	Aug-21	Ongoing	No	No
Knight Frank	Professional advisor fees	Investment Due Diligence	100,789	Agreed fee	Oct-21	Oct-21	Oct-21	No (Investment related expenditure)	No

Appendix C Contractors

Korn Ferry (NZ) - GNZS	Consulting on organisation structures, roles, and responsibilities	Advisory and evaluation services	60,770	Agreed fees	Aug-21	May-22	Ongoing	No	Provide ongoing support
KPMG	IT Security Services	Professional services and secondment, this included part time secondment resources provided to supplement the IT	304,279	Agreed fee	Jul-20	Jul-20	Ongoing	No. Selected from All of Government Panel	As required
KPMG	Other professional services	Secondment	9,602	N/A - this was a fixed price for a specific service.	Mar-22	Mar-22	Mar-22	No	No
KPMG	IT Services and licensing	ServiceNow Licensing and Services plus projects done under support agreement	345,927	Agreed	Feb-20	Feb-20	Ongoing	All of Government Panel	As required. Continued support and licensing
KPMG	Audit and other Professional Services	Review, internal audit and secondment	153,893	Agreed fee	Derivatives/Collateral - Jan 2022	Derivatives/Collateral - Jan 2022	Derivatives/Collateral - Apr 2022	No (Multiple engagements - No single contract was over \$100k)	As required
KPMG	Valuation services	Accounting	113,000	N/A - this was a fixed price for a specific services.	Jun-19	Jun-19	Aug-21	Yes - 3 firms bid for the valuation work	Potentially, this work will be put out for tender once the contract expires and the original consultancy may apply.
KPMG	IT services	Investment Operations workflow solution built in ServiceNow platform	361,054	Agreed	Sep-21	Sep-21	Jun-22	No. Selected from All of Government Panel	Used when solution is built on existing platform. Each piece of work entered into under separate SOWs.
KPMG	Contractors	Risk Support	43,200	\$1,600/day	Jul-20	Jul-20	Jul-21	No	No
KPMG	Assurance service	Greenhouse Gas Accounting Assurance	21,275	Agreed Fee	Sep-21	Sep-21	Sep-21	Yes-3 in 2019	No but potential for further work
KPMG	Advisory services	Advisory Service - Modern slavery Guidelines (Australian office)	41,847	Agreed Fee	Sep-21	Sep-21	Oct-21	Yes - 2 firms considered	No
KPMG	Tax Advice	Prof services primarily relating to Foreign WHT	325,081	Agreed fee with work performed on multiple engagements with individual engagement letters	Master services agreement - Jul-15	Jul-15	Ongoing	No (Multiple engagements - No single contract was over \$100k)	As required
KPMG	Professional advisor fees	Investment Due Diligence	25,229	Agreed fee	May-22	May-22	May-22	No (Investment related expenditure)	As required
Law Debenture Corp Services	Legal Services	Legal Advice	23,565	Agreed fee	Jun-22	Jun-22	Jun-22	No	No
Lexel Systems Ltd	Cloud and IT services	Contractors and consultants	444,420	Mix of agreed fee and NZD 110 - NZD185 phr	As required	As required	As required	These costs relate to multiple contractors working on multiple engagement during the year.	As required
Lexel Systems Ltd	Cloud and IT services	Placement fees	7,200	Agreed fee	Dec-21	Dec-21	Dec-21	No	No
LinkedIn Singapore Pte Ltd	Training	Learning Products	48,996	Agreed fees	Jul-21	Jul-21	Ongoing	No	Annual Subscription
Linklaters LLP	Professional advisor fees	Investment Due Diligence Research and Valuation reviews	375,838	Agreed fee	Nov-21	Nov-21	Jun-22	No (Investment related expenditure)	No
McGredy Winder & Co Limited	Stakeholder relations	Stakeholder and government relations	72,209	Commercial in confidence	Jul-21	Jul-21	Jun-22	No	As required
Sole Trader	Accounting services	Contractors	38,160	\$90 p/h	Jul-21	Jul-21	Apr-22	No - this was a former member of staff (left the Guardians 6 years previously) with knowledge of the systems and processes already	As required
Minack Advisors Research Service	Professional advisor fees	Other Professional Services	10,813	Agreed fee	Jan-22	Jan-22	Apr-22	No	No

Appendix C Contractors

Morrison & Foerster LLP	Legal and tax advisory services		376,490	Agreed fee	Apr-22	Apr-22	Apr-22	No (Investment related expenditure)	Ongoing as required
MSCI	Responsible Investment	ESG Research data	85,811	N/A	Jan-14	Jan-14	Annual Renewal	Yes - 3	Annual Renewal
MSCI	Responsible Investment	Carbon data	43,806	N/A	Aug-21	Aug-21	Sep-21	No	Annual Renewal - Addendum to Master Agreement
MSCI	Professional advisor fees	Investment Due Diligence	43,548	Agreed fee	Apr-22	Apr-22	Apr-22	No (Investment related expenditure)	No
Munro Church Communications	Professional advisor fees	Stakeholder relations - investment transaction	29,400	Agreed fee	Nov-21	Nov-21	Jun-22	No (Investment related expenditure)	No
North Shore Consulting Ltd	Professional advisor fees	Investment Due Diligence	15,450	Agreed fee	Jul-21	Jul-21	Nov-21	No (Investment related expenditure)	No
OCG Consulting Ltd	Recruitment	Recruitment Services	17,700	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing requirement of recruitment services
O'Melveny & Myers LLP	Legal Services	Legal Advice	185,302	Agreed fee	Jul-21	Jul-21	Jun-22	No (Investment related expenditure)	Ongoing
Open Text New Zealand Ltd	Computer software & IT services	Support and maintenance of document management system	38,601	Agreed fee	Sep-18	Oct-18	Ongoing	No - this was a additional specialised support services from an existing supplier.	Ongoing as required
Optimism Projects Ltd	Training	E-learning design	71,533	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing provision of training services
Oxford Economics	Professional advisor fees	Oxford Economics Global Macro/Global Scenario	77,937	Agreed fee	Sep-21	Sep-21	Sep-21	No	No
PEPworldwide	Training	Training Course	11,450	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing provision of training services
Phi Training Ltd	Training	Training Course	12,600	Agreed fees	Sep-21	Sep-21	Sep-21	No	Ongoing provision of training services
Pinpoint HRM Pty Ltd	IT Services	New HR System implementation	387,819	Agreed fee	Feb-21	Feb-21	Ongoing	Yes. Open RFP (8 tenders received, 3 were shortlisted & PinPoint selected)	Yes. Phase 2 of the implementation is planned in FY 23/24
Potentia Limited	IT Services	Contractor Billing	253,228	Between \$125 and \$135 phr	As required	As required	As required	No (Multiple engagements)	As required
Potentia Limited	Recruitment	Recruitment Services	77,493	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Ongoing	No	Ongoing requirement of recruitment services
Potentia Limited	IT Services	Contractor Billing	1,116,675	Between \$125 and \$135 phr	As required	As required	As required	No (Multiple engagements - No single contract was over \$100k)	As required
PriceWaterhouseCoopers	Professional advisor fees	Investment Due Diligence/ Tax advice	855,248	Agreed fee	Jul-21	Jul-21	Jun-22	No (Investment related expenditure)	Ongoing as required
PriceWaterhouseCoopers	Professional advisor fees	Training Course & advisory services	27,780	Agreed fees (multiple independent engagements)	Jul-21	May-22	Ongoing	No	Ongoing provision of training and advisory services
PriceWaterhouseCoopers	Audit and advisory services	Model review and external audit of FIV	61,213	N/A - this was a fixed price for a specific service.	Sep-21	Sep-21	Dec-21	No	As required

Appendix C Contractors

PriceWaterhouseCoopers	Audit and other Professional Services	Review and internal audit	302,553	Agreed fee	Datacom CMC - Dec 2020 Internal Audit Gap Analysis -	Datacom CMC - Feb 2021 Internal Audit Gap Analysis -	Datacom CMC - Aug 2021 Internal Audit Gap Analysis -	No (Multiple engagements - No single contract was over \$100k)	As required
PriceWaterhouseCoopers	Professional advisor fees	Assessment	75,000	Agreed fee	Jun-22	Jun-22	Ongoing	No	Ongoing as required
PriceWaterhouseCoopers	Tax Advice	Tax advice, tax services.	5,729	Agreed fee with work performed on multiple engagements	Master services agreement - Aug-17	Aug-17	Ongoing	No	As required
PriceWaterhouseCoopers	IT Security Services	Identity and Access Management consulting	65,000	Agreed fee	Jul-22	Nov-22	As required	No - No single contract was over \$100k	As required
Progression HR Limited	IT Services	Placement fees	17,100	Agreed fee	Jun-22	Jun-22	Jun-22	No	No
Prosci Pty Ltd	Change management training	Training	12,130	Agreed fee	Nov-21	Nov-21	Apr-22	No	No
Proxima Consulting Ltd	Business management	Global Reporting Initiative gap ar	15,000	Agreed fee	Dec-21	Jan-21	May-22	No	As required
Rooth Woolmer	Tax Advice	Governance and Operating Model review	13,840	Agreed fee	May-22	May-22	Ongoing	No	As required
Russell McVeagh	Legal Services	Legal Fees	214,310	Agreed fee	Jul-21	Jul-21	Ongoing	No (Investment related expenditure)	No
Russell McVeagh	Legal Services	Legal Advice	54,849	Agreed fee	Per disclosure in master service agreement	Per disclosure in master service agreement	Ongoing	No	As required
Russell McVeagh	Legal Services	Legal Advice	3,507	Agreed Fee	Dec-21	Dec-21	Dec-21	No	Ongoing as required
Salt Search NZ Ltd	Recruitment	Placement fees	20,000	Agreed fees	Jan-22	Jan-22	Jan-22	No	No
SBM Legal	Legal Services	Legal Advice	72,835	Agreed fee	Aug-21	Aug-21	Ongoing	No	Ongoing as required
Senate SHJ - Senate Communications Limited	Communications	Vacancy cover, leave cover and implementation support	179,378	Commercial in confidence	Jul-21	Jul-21	Jun-22	No	As required
Shoreline Consulting Pty Ltd	Other Professional Services and IT services	Consulting and contractor services	158,131	Agreed fee	Sep-21	Sep-21	Jan-22	No. Shoreline had a very unique set of skills and experience in this area having advised the Future Fund. They were also an incumbent supplier with knowledge of our	As required
SIECAP	Professional advisor fees	Investment Due Diligence	160,598	Agreed fee	Jul-21	Jul-21	Jun-22	No (Investment related expenditure)	No
Sirva Group (NZ) Limited	Moving and relocation services provide	Assisting in office move	10,070	N/A - this was a fixed price for a specific service.	Nov-21	Nov-21	Dec-21	No	No
Skills Consulting Group Limited t/a IMNZ	Training	Training Course	14,000	Agreed fees	Jun-22	Jun-22	Jun-22	No	No
Sole trader 1	Communications	Copywriting	14,355	Commercial in confidence	Jul-21	Jul-21	Jun-22	No	As required
Sole trader 2	Proofreading	Proofread Annual Report, SOI, SPE, climate change report	12,807	Commercial in confidence	Jul-21	Jul-21	Jun-22	No	As required

Appendix C Contractors

Storie Agribusiness Pty Ltd	Professional advisor fees	Other Professional Services	10,495	Agreed fee	Nov-21	Nov-21	Nov-21	No	No
Storie Agribusiness Pty Ltd	Professional advisor fees	Other Professional Services	32,482	Agreed fee	Jul-21	Jul-21	Jun-22	No	Ongoing as required
Tactics Limited	Process Mapping Consultancy	Consultancy	17,000	Agreed fees	Mar-22	Mar-22	Sep-22	No	No
Theta Systems Limited	IT services	Consultants and Professional services	194,651	Agreed fee	Jul-21	Jul-21	As required	No. Selected from All of Government Panel	As required
Thomas Murray Ltd	Professional advisor fees	Review	58,613	Agreed fee	Dec-21	Dec-21	Apr-22	No	No
Thomas Murray Network Mgmt	Professional advisor fees	Risk Assessment	15,008	Agreed fee	Feb-22	Feb-22	Ongoing	No	No
Torys	Legal Services	Legal Fees	754,073	Agreed fee	Jul-21	Jul-21	Jun-22	No (Investment related expenditure)	Ongoing as required
Webb Henderson	Legal Services	Legal Advice	139,222	Agreed fee	Jul-21	Jul-21	Jun-22	No (Investment related expenditure)	Ongoing as required
West Nine Consulting Ltd	Responsible Investment	NZ Stewardship code	26,320	R1,880 per day	Dec-22	Jan-22	Apr-22	No	No Follow on work.
Wigram Capital Advisors Ltd	Legal Services	Legal Fees	25,000	Agreed fee	Feb-22	Feb-22	Apr-22	No (Investment related expenditure)	No
Willis Towers Watson Australia Pty Ltd	Investment Advisory	performance reporting & communications and advise on best practice	37,581	Agreed fee	Dec-21	Dec021	Mar-22	No	No
Winsborough Limited	Training	Coaching	21,990	Agreed fees (multiple independent engagements)	Jul-21	Jul-21	Jun-22	No	Ongoing as required

Counterparties / Brokers - Trading expenses									
Various counterparties / brokers			9,594,117	A list of the Fund's Brokers / Counterparties is below. Further information on Counterparty Credit Risk can be found at page 199 of our 2022 Annual Report. For system reasons (and because we do not have full visibility over the brokers and counterparties used by our external managers), further details are not available.					

Tax payments made to the IRD via New Zealand tax pools	
Tax Management New Zealand	1,659,006,750
Tax Traders	553,002,250