



MetService

Annual Report 2025



Ko te pae tawhiti whāia kia tata, ko te pae tata whakamaua kia tina.

*Seek to bring distant horizons closer and sustain
and maintain those that have been arrived at.*

MetService is New Zealand’s trusted national weather service,
a role we have had as a State Owned Enterprise since 1992.

Every hour, around the clock, 365 days of the year, we
deliver on our purpose, which is to help people make easy
connections to weather intelligence, so we are all ready for any
weather.

To face the challenges of the increasing severe weather in the
context of climate change, we welcome the science sector
reforms announced this year. Our future as part of Earth
Sciences New Zealand will help New Zealand be more resilient
and weather ready – that is the horizon we are journeying
towards.

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Chair's report

“The commercial imperative we operate under, along with our ability to self-fund through revenue generation, has resulted in an organisation that is agile, entrepreneurial and savvy.”

In what is likely to be MetService's final annual report as a State Owned Enterprise (SOE) and as a fully stand-alone organisation, I would like to take the opportunity to reflect on the past 33 years of MetService's evolution and look to our future as part of Earth Sciences New Zealand (Earth Sciences).

Being an SOE has served MetService and New Zealand well. The model has enabled us to diversify our services and innovate in how we deliver weather forecasting across different segments of society and the economy. The commercial imperative we operate under, along with our ability to self-fund through revenue generation, has resulted in an organisation that is agile, entrepreneurial and savvy – attributes that might not have flourished under a different structure.

A bold new future

With MetService about to be acquired by Earth Sciences, we are approaching a pivotal moment in time for weather forecasting in this country.

This significant shift in how weather and climate services are delivered to New Zealanders presents immense opportunities. As climate change continues to drive increasingly frequent and impactful severe weather events, the need for a trusted authoritative national weather service has never been greater. MetService brings to this new entity a strong and trusted brand, a clear commercial mindset and a culture of innovation – capabilities that will complement Earth Sciences' world-class climate research, aquatic expertise, natural hazards and environmental science.

A key vision for the new organisation, shared by both MetService and Earth Sciences, is that our combined skills will improve the integration of weather and climate services and enable us to position New Zealand at the forefront of global weather and climate forecasting services.

The expected benefits are far reaching:

- We will experience improved national economic performance through enhanced weather and climate services and better access to real-time and historical data.
- New Zealand will enjoy increased national resilience and harm reduction through a single trusted, authoritative voice for severe weather and climate events, delivering more effective and accurate warnings.
- Cost efficiencies will be achieved through the development of an advanced weather forecasting system that will make best use of available resources, reinvesting efficiency gains into our infrastructure and systems that strengthen the weather forecasting system.
- The weather forecasting system will continuously improve through research, innovation, customer engagement and international collaboration.

We are embracing these changes positively and working closely with Earth Sciences to achieve the predicted benefits.



Martin Matthews
Chair



Preserving our customer focus

MetService's long-standing commitment to customers and commercial excellence will remain central to who we are. Our value has always extended far beyond financial returns – it lies in enabling others to minimise weather-related costs and risks, and in supporting critical sectors such as aviation and maritime to operate safely and effectively through access to trusted, high-quality information.

Financial performance

As the only national meteorological agency in the world to operate on a fully commercial basis, we are proud of delivering a \$2.83 million operating profit for the 2024/25 financial year, with a year-on-year increase of revenue of 6.9%, this has been offset by some significant inflationary pressures and one-off costs. This is a particularly strong result given the difficult economic environment we operated in. It reflects the continued trust of the public, our partners and stakeholders in our ability to deliver accurate, timely and actionable weather intelligence – helping New Zealanders be ready for any weather.

Thank you

This is my first annual report as Chair. I want to acknowledge my predecessor, Paula Jackson, who stepped down at the end of her term. I thank Paula for her dedicated service and the important contribution she made both as a board member and as Chair.

I also want to acknowledge all the staff at the MetService for what they do. Our success, and the impact we have, is wholly the product of the efforts of a highly capable and professional team of people. Their work keeps people and communities safe and helps support the efficient and effective operation of our economy.



Chief Executive's report

“In an era of increasingly severe and disruptive weather, forecasting is only the first step in building both individual and national resilience. Our strength lies in providing high-quality weather intelligence to enable informed decision making and appropriate and timely actions by our customers.”

It's been an honour to serve as Acting Chief Executive during the latter part of 2024/25, while Stephen Hunt takes leave to recover from an accident.

As Chief of Customer and Commercial, and a member of the Executive Leadership Team, I have previously acted in this role. I would like to thank my colleagues on the Executive Leadership Team who took on additional responsibilities during the last six months, ensuring continuity across the business and maintaining momentum toward our goals.

Reflecting on 2024/25

This year we continued to focus on our core Purpose “Making easy connections to weather intelligence so we are all ready for any weather”.

At the very heart of MetService's expertise are the skills, knowledge and dedication of our people. Traditionally the main employer of meteorologists in New Zealand, today we have an international team of not only experienced scientists, but also engineers, product developers, digital specialists, technicians, communicators, educators and support specialists who all contribute to our purpose.

As New Zealand's national forecaster, we play a central role in issuing severe weather warnings and watches, working alongside councils, Civil Defence and emergency services to support public safety and resilience.

In an era of increasingly severe and disruptive weather, forecasting is only the first step in building both individual and national resilience. Our strength lies in providing high-quality weather intelligence to enable informed decision making and appropriate and timely actions by our customers.

Our commercial success is built around understanding customer and market needs and developing and delivering tailored solutions that connect weather insights to those specific needs. As a result, services and revenue have grown across aviation, marine, energy and international development markets, enabled by investments in underpinning digital systems, products and services.

A highlight this year has been the continued strength of our customer and stakeholder relationships, proven through various trust and satisfaction measures. Public engagement continues to grow across our platforms and we have responded to changing media preferences with tailored content formats to ensure our forecasts remain accessible, engaging and relevant.

Despite operating in a challenging environment, we have had another strong year. Through innovation, trusted relationships and outcome-focused work we delivered almost all of our Statement of Corporate Intent key performance indicators (refer page 56–59).



Rob Harrison
Acting Chief Executive



Looking ahead

The future is bright. The formation of Earth Sciences, which brings together GNS Science, NIWA and, in due course, MetService, will optimise the capabilities of the founding organisations. This new entity will enhance scientific collaboration, improve service delivery and create a more joined up approach to pulling through weather, climate, hydrology and hazard science into service delivery.

An example of future opportunities is how we can unlock even more value from the national radar network by integrating this real time data into weather models, enabling new services for hydrologists, emergency planners and beyond.

MetService and Earth Sciences have already begun aligning severe weather messaging. This collaboration is delivering clearer, more consistent and authoritative information.

I would like to acknowledge the exceptional commitment of our people across MetService. Change inevitably brings some uncertainty, but I have been genuinely impressed by the adaptability and continued professionalism of the team, who remain focused on the effective delivery of our critical services under the pressure of more frequent and impactful weather events.

As we look to the future, our role remains clear – to deliver trusted, high quality and useful weather intelligence that supports public safety, strengthens resilience and adds value for our varied customers and stakeholders. I am proud of what we have achieved this year and excited about what lies ahead for us as we become a part of Earth Sciences.



Looking back, to look forward

On these pages, we take you through a journey of the many milestones achieved by MetService over the past 33 years, to mark our final Annual Report as a State Owned Enterprise (SOE).

Since we became an SOE in 1992, MetService has balanced commercial focus with public service, applying science and innovation to deliver value across Aotearoa New Zealand and the wider region. We are proudly the only fully commercial national meteorological service in the world.

What stands out over three decades is our commitment to pushing boundaries in meteorology, our observation network and the way we forecast; building trust through accessible, accurate and timely communication and

delivering world-class solutions for aviation, marine, media and other sectors.

Our story is defined by innovation, from pioneering weather graphics for global broadcasters, to world-first forecasting tools for roads and aviation. It's also a story of partnerships that span from regional councils, across to the Pacific Islands, and globally as part of the World Meteorological Organization (WMO).

Above all though, it is the people of MetService who have driven this journey.

As we transition to join Earth Sciences New Zealand, this report acknowledges and celebrates the depth of work done and the role MetService continues to play to support New Zealand's weather preparedness.

1861-1990

On 21 August 1861, Dr Charles Knight was appointed the first Director of Meteorological Stations in New Zealand, marking the founding of the New Zealand Meteorological Service, the country's oldest continuous scientific institution.

Public weather forecasting officially began in 1874 after a series of shipwrecks. Forecasting remained marine-focused until 1936, then shifted to the Royal New Zealand Air Force during World War II. In 1951, Hungarian refugee Edith Farkas joined MetService after completing university studies in New Zealand to obtain the required qualifications. She made internationally recognised contributions to ozone research and became the first female MetService employee to work in Antarctica. From the 1970s onward, a partnership with Victoria University of Wellington enabled MetService to begin offering in-house meteorology training. These collaborations provided the academic foundation necessary for trainees to complete the full qualification process whilst working at MetService. As

a result, a large number of people were educated through MetService and Victoria University of Wellington from the 1970s to the present day to become WMO-standard qualified meteorologists. Between 1993 and 2024, 61 women and 57 men achieved this status.

In 1968, forecasting moved to the Ministry of Transport, operating out of a brand-new building in Kelburn, situated above the Wellington Botanical Gardens.



This is not the former residence of the Dalai Lama in the Tibetan Himalayan foothills, but a new Wellington landmark, the headquarters of the New Zealand Meteorological Service, being built on the Crown Observatory Reserve above Salsman Road. Seen through a "Post" telephoto lens, from Tinsford Road, the new Weather Office, a 30,000 sq ft, \$20,000 structure, is against a background of Writtle's Hill and the old big gun fort that dominated Cook Street. Its location between the office and the front is Kelburn, Northland, and part of Kauri. The new headquarters would greatly facilitate weather forecasting operations, at present scattered through Wellington in a variety of buildings, many old and unsuitable, said the director of the Meteorological Service (Dr J F Gahleitner).

1997

'Metra' brand launched to represent commercial activities internationally.

1998

Volcanic Ash Advisory Service set up. MetService directly informs aviation customers of expected volcanic ash dispersion and distribution in NZ airspace.

1999

National Lightning Detection Network established for Transpower, to protect critical infrastructure and safeguard lives. Upgraded overtime, it still operates in 2025 with MetService providing detection and proximity services to third parties.

From 1990

MetService is established



1990

Meteorological Services Act 1990 passed.

1991

Restructuring of New Zealand's scientific institutions.

1 July 1992

New Zealand Meteorological Service was established as a State Owned Enterprise.

Requires the Minister of Transport to ensure the provision of a meteorological forecasting and warning service, as well as the collection of data required to support that service.

1996

MetService and Television New Zealand developed Weatherscape, a 3D weather graphical presentation system.

1995

Gained Civil Aviation Authority certification for full suite of New Zealand aviation weather services.

1992

Relaunch of MetPhone telephone forecast service, providing forecasts via a set of 0900 numbers.

Launched on TVNZ's *One Network News* in May 1996. During 1998, Weatherscape was provided to TVNZ's *Breakfast*.

Weather observations from Campbell Island automated; staff removed from island.

2000

Development of the revolutionary solar-powered mStar Automatic Weather Station system achieving one-minute reporting of observations via mobile networks.

2001

Customised forecasting for movies began with the *Lord of the Rings*. MetService has since assisted film crews by forecasting for a range of major movies: *King Kong*, *The Lion the Witch and the Wardrobe* and *Tenzing*.

2004

Website developed and launched as metservice.com.





2007

Development of award-winning road weather management system in collaboration with New Zealand Transport Agency and Vaisala. Grows to more than 60 road weather station sites by **2025**.

2009

MetService developed a website to support Pacific national meteorological offices in producing effective severe weather warnings, as part of the WMO Severe Weather Forecasting Programme. The platform remains in use as of **2025**.



2011

First official forecasts for the All Blacks ahead of All Blacks v Fiji game in Carisbrook (Dunedin) on **22 July 2011**. Has since regularly forecast for All Blacks games in New Zealand.

MetService has forecast for a range of high-profile sporting events including FIFA Women's World Cup, America's Cup and WRC (World Rally Championships).

2012

Development of radar-based detection of volcanic eruptions and automated alerts for GNS and MetService Volcanic Ash Advisory Centre.

2005

The redeveloped world-leading Weatherscape XT weather graphics system implemented by the BBC. **2012**: MetraWeather's media business spans Asia, from Hong Kong to the Philippines, Bangladesh, Cambodia, Sri Lanka, Malaysia, Taiwan and Thailand. Secures contract with Al Jazeera in **2020**, now providing for all networks in Australia, parts of Asia and locally for TVNZ & Three News.



2020

New weather radar delivered for Otago, the tenth in our radar network that began in **1989**. Followed by a radar update programme, seeing the replacement of the Wellington Radar in **2022** and the Canterbury Radar in **2024**.



2017

MetService NZ Weather App launched.

Provided Rocket Lab with meteorological support for their first test in the country on **25 May 2017** and for every New Zealand launch since.

Provided forecasts to support NASA's SOFIA airborne observatory during research flights based out of Christchurch.

29 September 2017 marine consultancy MetOcean Solutions is fully acquired by MetService and integrated the following year.



2021

Launched New Zealand's first operational heat-alerting system during summer, developed with the University of Waikato and the Institute of Environmental Science and Research.

2023

Government commissioned the Weather Forecasting System Review to determine the best approach to national weather forecasting in the future.

On 13 February, MetService.com reached 1.12 million users in one day, because of Tropical Cyclone Gabrielle. This is the highest level of daily users ever recorded as at **30 June 2025**.

2019

Introduced Red Warnings to our Severe Weather Warning system, with the first Red Warning issued in February **2020** - reserved for New Zealand's most extreme weather. Since introduction MetService have recorded 16 Red Warning Weather Events (as at **30 June 2025**).

2014

Aviation Meteorological Reporting automated at Auckland, Wellington and Christchurch International Airports. In **2018**, MetService sealed a deal to implement in-runway sensors at Wellington Airport. This was the first time an airport in the Southern Hemisphere had implemented the technology.



2022

MetService head office moved out of Kelburn to Seabridge House and secured a future home at 55 Molesworth Street. Relocation of our precious taonga whakairo Tāwhirimātea, carved by Dr Cliff Whiting, took place in **2022** from Kelburn to Seabridge and again from Seabridge to Molesworth Street in **2025**.

First automatic release of weather balloons, enhancing safety and efficiency in upper air weather observations. Weather balloons are launched twice a day in Auckland, Paraparaumu and Invercargill.

2024

Ministry of Foreign Affairs and Trade (MFAT) announced MetService as one of its technical partners to deliver support to the Weather Ready Pacific programme. The first milestone of this work was the launch of the Weather Radar at Fua'amotu Airport, Tonga in September **2024**.

Launched push notifications for MetService NZ Weather app, allowing people to subscribe to receive notifications to their mobile phone when a Red Warning for severe weather is issued.



9 April 2025

Continuing our journey together

Cabinet Ministers Hon Dr Shane Reti and Hon Simeon Brown announced that MetService will become a subsidiary of Earth Sciences New Zealand (merger of NIWA and GNS) to deliver an enhanced weather forecasting system and to better support New Zealand's weather resilience.



Year in review

Core services delivered

8,162



All land-based Severe Weather Outlooks, Watches and Warnings

Including 43 Heat Alerts and all updates

331,430



Land-based forecasts

Urban, Rural and Mountain forecasts including updates

110,344



Marine forecasts and warnings

Including updates

64,329



Aviation forecasts and warnings

Including updates and 340 Volcanic Ash Advisories for aviation

214



Severe Weather Warnings

Sequence of Orange and Red Warnings for Heavy Rain, Strong Wind or Heavy Snow by regional council area

148



Road Snowfall Warnings

Sequence of warnings issued for snow affecting high-level roads

44



Severe Thunderstorm Warnings

Sequence of warnings issued by radar area

888+



Severe weather briefings to councils

Weather data and observations

685,000 @

Weather radar scans

From our national network of 10 radars

10 million+

Automatic Weather Station observations

Hourly observations, including those from partner networks

2,000+



Weather balloon releases

447,576



Marine buoy observations

In addition to observations from up to 300 ocean temperature sensors

Reaching Kiwis every day

94%



Public awareness

Of MetService as measured in Verian's Public Sector Index 2025

5,094



YouTube subscribers

59.7% growth in subscribers from July 2024 to June 2025

202.8m



App impressions

The number of views of the MetService NZ Weather app

8,000+



Media stories

In which MetService appeared across broadcast, print, radio and digital platforms

Top 3

Third equal ranking in Public Sector Reputation Index as measured by Verian in 2025

138,021



X/Twitter followers

7.5% growth in followers from July 2024 to June 2025

275,074



Facebook followers

17.9% growth in followers from July 2024 to June 2025

29,237



Instagram followers

7.4% increase in followers from July 2024 to June 2025

Our people

312



Employees

Who work at MetService, including those representing our international markets

13



Graduates joined our Master of Meteorology

10 local students, and 3 from Pacific meteorological services

Our customers

89%



Customer satisfaction

89% of our stakeholders were satisfied or very satisfied with our service.

630



Business customers

New Zealand and international businesses that engaged our services

Financial highlights

6.1%

Total Shareholder Return

\$74.4 million

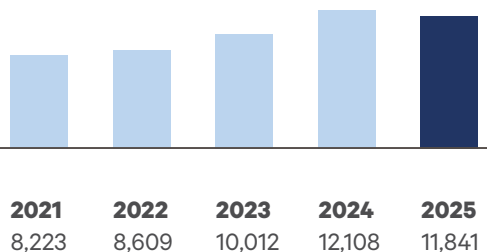
Total revenue

6.9%

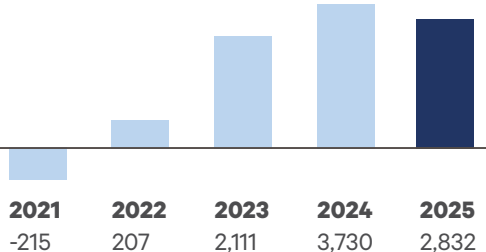
Growth in total revenue

EBITDA (\$000)

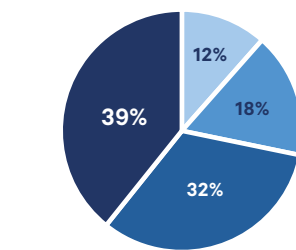
Earnings Before Interest, Taxes, Depreciation and Amortisation



Operating profit (\$000)

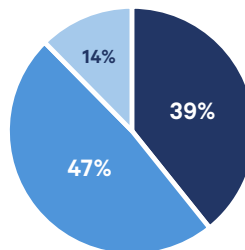


Revenue summary



Markets our revenue comes from

- Core Government services (MoT contract)
- Other public sector services
- Aviation service
- Private sector services (marine, transport, energy, media and other sectors)



Where our revenue comes from

- Core NZ Government services (MoT Contract)
- Other Aotearoa New Zealand services
- Overseas (Australia, Europe, Asia and other)



Connecting people to weather

MetService’s accurate and timely weather forecasting and ability to reach people across all communities is critical to building New Zealand’s weather readiness.

Throughout 2024/25, we have focused on ways to make our weather information more accessible to effectively reach as many people as possible — helping them make informed decisions that support safety and community preparedness, enabling enhanced recovery after weather events.

MetService continues to earn the trust of New Zealanders, as reflected in our strong performance in Verian’s 2025 Public Sector Reputation Index.

This year, we once again ranked in the top three, with all four reputation pillars – trust, social responsibility, leadership and fairness – showing improvement. Notably, agreement with the statement that MetService “has the best of intentions” rose from 64% in 2024 to 80% in 2025. Our integrity and long-standing reputation make us a credible and dependable source of weather information. These results confirm that people trust and rely on MetService to deliver accurate, timely and responsible messaging.

Reaching Kiwis in multiple ways

We deliver a multi-channel stream of critical weather information tailored to meet the needs of the public, commercial users and the emergency management sector. Through our channels we connect with New Zealanders every day:

- Our website and mobile app attracted more than 480 million views in 2024/25, averaging 1 million* views per day. Continuous enhancements, including new forecast locations and refining local details, ensure these tools remain reliable and relevant.
- Through Facebook, Instagram and X, we connect with more than 400,000 followers** helping spread key weather messages in real time.
- In the last financial year, a total of 91,405 people enabled Red Severe Weather Warning notifications for their home location on the MetService NZ Weather app, while 65,404 people opted to receive alerts based on their current location. These notifications play a vital role in keeping people informed and safe, ensuring timely alerts reach those most at risk, wherever they are.

Media partnerships

Our partnerships with media organisations are essential to helping us reach broad, diverse and increasingly digital audiences across New Zealand. In 2024/25, we implemented a refreshed media strategy aimed at strengthening our public presence.

A key part of this strategy was the appointment of a new Head of Weather News. This role focused on shaping and delivering authoritative accessible weather messaging across all platforms. We also secured a regular weekly segment on TVNZ’s Breakfast programme, airing every Friday at 6:50am. This gives us a consistent national platform to share expert insights and updates on current and upcoming weather events.



Head of Weather News Heather Keats presents our Severe Weather Warnings video

To further expand our reach, we developed new video content and digital formats designed for social media and news platforms, helping ensure our messages are engaging, easy to understand and visually impactful.

Throughout 2024/25, we helped keep New Zealanders weather-aware by delivering:

- more than half a million forecasts and warnings (land-based, marine and aviation)
- over 8,000 weather stories to media outlets

Satellite image 17 April 2025, 12pm of Cyclone Tam also showing our Severe Weather Watches and Warnings for strong winds and heavy rain. Thousands of properties had no power overnight in Northland and outages were also reported in Auckland.

* Google Analytics (GA4), Daily Views (website), Daily Sessions (App), averaged, non-deduplicated. 1 July 2024–30 June 2025.

** This number represents the total number of followers across all channels and includes those who follow us on multiple channels.



- daily weather script content to national and local radio stations
- weather graphics to broadcast television every day and night
- 24/7 journalist access through our media line.

By proactively working with the media, MetService continues to lead the national weather conversation, supporting public safety, building trust and helping New Zealanders stay informed and prepared.



Social media campaign to increase downloads of the MetService NZ Weather app.

Strengthening relationships with communities

Our relationships reflect authenticity, collaboration and longevity. They are built on trust, mutual respect and a shared commitment to serving communities across the country, particularly those most vulnerable to the impacts of severe weather. Whether working alongside councils or deepening our partnerships with local communities, including iwi and hapū, MetService is focused on building connections that support better preparedness, resilience and outcomes for all.

Supporting emergency services and councils

MetService continues to work closely with emergency services, regional councils and unitary authorities to strengthen ties and build our understanding and awareness of local needs and capabilities in relation to emergency management and hydrology. By working together, we increase the public's understanding of severe weather and enhance weather preparedness and response nationwide.

In 2024/25 we provided the following training opportunities for our partners:

- six regional workshops and training sessions with councils from Northland to Southland
- the Meteorology for Hydrologists Course, with one representative from each council
- national-level training to National Emergency Management Agency (NEMA) through the Introductory Meteorology Course.

To support local decision making and keep New Zealanders safe during severe weather, MetService continues to improve the precision and accessibility of its forecasts. More than 750 new location pages were added to metservice.com, expanding local coverage and making it easier for everyone to find the best weather information for their specific location.

Connecting with Māori communities

Establishing and maintaining trusted relationships and partnerships with Māori communities and organisations is critical for whānau to access weather information and knowledge to reduce the impact of severe weather. To be effective, it is necessary to connect with all stakeholders throughout the region to ensure efforts are joined up. We have identified that the key barrier to success is the low awareness of the role and purpose of MetService, including the various weather services on

offer. More work will be required to focus on increasing awareness of MetService within priority communities, such as rural and coastal areas.

Our observation network across New Zealand is critical infrastructure that provides invaluable data for our forecasters, and the data collected is a key input into the forecasting value chain. Several of our automatic weather stations and radar are located on or accessed through Māori land. We are aware that a sense of belonging and connection to place is inter-generational for many whanau, hapū and iwi and, in this respect, we have advanced several Māori relationships, such as Te Touwai Trust in Kaeo (Northland weather radar) and Ngāti Kahungunu Iwi Incorporated (Cape Turnagain Automatic Weather Station).

Furthermore, we have also advanced key Māori relationships where hapū and/or iwi have an interest in the land. For example, Ngāti Kuri, from the far north, have statutory acknowledgements to the Kermadec Islands (Raoul Island/Rangitāhua) as part of their Treaty Settlement formalised through legislation. This relationship is valued by MetService, given the significance of the observation programmes on this remote island. A high-level summary of thematic analysis was undertaken that outlines the evolving relationship between MetService and Ngāti Kuri, based on communications from July 2024 to March 2025 between Pou Tūhono Trevor Shailer and Ngāti Kuri Strategic Leader Sheridan Waitai. The key themes that emerged from the qualitative analysis included the establishment of a relationship, shared intention and the evolution of communication style.

We have made significant progress with the descendants of Kaiherau (Ngarara Block B7) and the Puketapu ki Paraparaumu Hapū Trust, which is where MetService's Kapiti Office is located. This progress represents our awareness of our respective relationships with place, and our shared commitment to acknowledge the benefit of this whenua. On this land we operate our national field maintenance facility and back up forecasting centre. A formal signing of a Kawenata/Charter is scheduled in early 2025/26.

Improving the communication of warnings

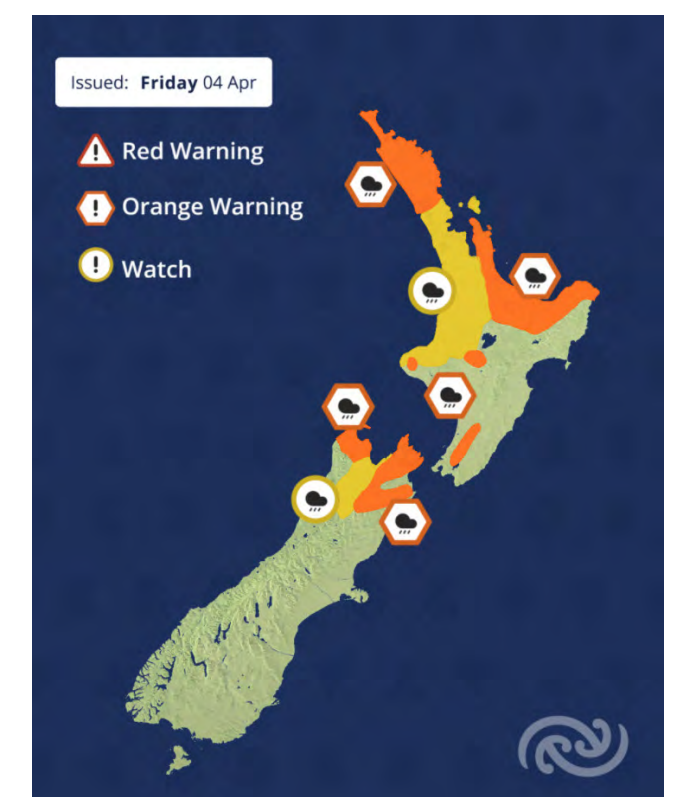
Improving how we communicate severe weather remains a top priority for MetService. In response to the significant weather events of 2023/24 and 2024/25, we are progressing major enhancements to New Zealand's severe weather warning system.

The changes aim to make warnings easier to understand and more actionable. Key improvements include a simplified structure, greater emphasis on warning colours, clearer messaging around expected impacts, better communication of how rare or unusual an event is, and broader reach to ensure critical information gets where it's needed.

Consultation begins in the financial year 2025/26 and will involve close collaboration with the NEMA, regional councils, media, iwi and expert users.

To further our understanding we are also undertaking market research into how warnings are engaged with and used by the public, especially those most affected by severe weather.

Our goal is to ensure the updated warning system meets the needs of those who rely on it most, from local emergency responders to communities across Aotearoa, delivering timely, relevant and life-protecting information.



Severe Weather Warning social media image

Providing weather intelligence

As New Zealand's weather forecast and warning service, we keep a 24/7 watch on incoming weather, analysing and interpreting how it may affect people on land, in the air or at sea.

Our highly trained meteorologists draw on the world's leading weather models and our observation network of radars and weather stations to predict what is likely to happen when the energy and chaos in a highly complex atmosphere meets New Zealand's rugged landscape.

In 2024/25 our National Forecast Centre in Wellington, produced more than half a million forecasts and warnings as part of the essential services we deliver to meet New Zealand's growing need for weather guidance. This quality information supports safety, resilience and informed decision making – from everyday planning to critical infrastructure protection and emergency response.

This year, once again, the team's Severe Weather Warnings for Heavy Rain and Strong Winds verified above 90% for correctly forecast events, solidifying our track record for warning accuracy.



The newly completed Canterbury radar

Strengthening New Zealand's observation network

One of the key tools used by our meteorologists for monitoring weather is real-time observational weather data – transmitted into our system from international partners and our national observation network. The vast amounts of data provide detailed information about what is occurring in the atmosphere as it happens, which is particularly important during severe weather.

This year we achieved a significant milestone in our weather radar upgrade programme. In November, we commissioned a new radar for Canterbury. The \$3.5 million project saw the replacement of the aging radar that had been on the Rakaia site for 30 years. The new radar uses the latest dual polarisation technology to identify diverse types of precipitation. It has enhanced our ability to track rain, hail and snow across Canterbury, the central Southern Alps and parts of Marlborough and Otago. This improved data supports better information for aviation services, emergency management agencies, lifeline utilities and the public in the region.

International leadership

As a Member of the World Meteorological Organization (WMO), our meteorologists are trained to the high standards of WMO. This year, 16 of our experts represented New Zealand in 34 international meetings to share learnings and bring about advancements of meteorological practice. These ranged from chairing the Tropical Cyclone Committee for the South Pacific region to co-chairing the WMO expert panel on Polar, High-Mountain Observations, Research and Services.

Our future meteorologists

In February 2025, a new cohort of maths or physics graduates joined our Master of Meteorology (MMET) course, delivered jointly by MetService and Victoria University of Wellington. The 10 students from New Zealand will spend 14 months in the classroom before on the job training starts with our meteorologists in our National Forecasting Centre. On successful conclusion of their second year, they will become graduate meteorologists trained to WMO standards.

This year we also offered three Pacific students – two from Kiribati and one from Tonga – the opportunity to achieve a Postgraduate Diploma in Meteorology (PGDipMet).

Meanwhile, graduates from the MMET course that ran through 2023/24 finished their training and are working in the National Forecast Centre alongside our experienced meteorologists.

Supporting Pacific resilience

MetService has always played a role in supporting our Pacific neighbours to build their forecasting capabilities – examples include being the backup tropical cyclone centre for Fiji and establishing the Lightning Detection Network throughout the Pacific.

This year, through our partnership with the Ministry of Foreign Affairs and Trade, we have delivered impactful benefits to support the Weather Ready Pacific (WRP) programme. This work aims to strengthen the region's weather resilience as impactful weather events are intensifying with climate change.

New Tonga Radar

The most high-profile milestone was our collaboration with Tonga Meteorological Service to commission a new weather radar at Tonga's Fua'amotu International Airport. The \$4.5 million project was formally launched by the United Nations Secretary General António Guterres during the Pacific Island Leaders Forum alongside Deputy Prime Minister Winston Peters and regional leaders from Secretariat of the Pacific Regional Environment Programme (SPREP).



Launch event of the Tonga radar at the Pacific Island Leaders Forum

The technology provides detailed information on location and intensity of rainfall across the southern islands of Tonga. We integrated this data into their systems and provided training in interpreting the data to their meteorologists and technical support for the system to ensure its ongoing sustainability.

This new capability is a critical step to helping Tongan communities and emergency managers prepare for and respond to severe weather. The learnings from this work are helping to inform a regional radar strategy and roll out of weather radars across the Pacific.

Severe weather forecasting enhancement pilot

Another key initiative we delivered to support the WRP this year was a co-designed pilot to enhance severe weather forecasting foundations at three National Meteorological Services in the region – Fiji, Niue and Tonga.

As a result, 24 forecasters have received training to further their capabilities to monitor, forecast and issue warnings for severe weather. Underpinning this was the introduction of standard operating procedures and the integration of advanced forecasting tools into their operations.

The success, learnings and insights from the pilot are now driving its potential expansion to four additional countries and guiding the design of a Pacific integrated forecasting system.

Pacific observation network growth

During 2024/25 we also worked with other international development partners to deliver reliable, high-quality weather observation systems in the form of automatic weather stations to support our partners across the Pacific. This included:

- the installation of a new automatic weather station at Faleolo International Airport, funded by the World Bank. The automatic weather station enhances aviation safety by providing real-time data for pilots, air traffic controllers and forecasters
- commissioning of six automated weather observing systems in the Cook Islands funded through the United Nations Environment Programme, which will feed data back to the Cook Island Meteorological Service to help inform their weather forecasting.

Enabling weather resilience

Globally the number of recorded weather disasters has increased by a factor of five over the past 50 years, driven by climate change, more extreme weather and improved reporting. Advanced early warnings and disaster management has decreased the number of deaths almost three-fold according to the World Meteorological Organization.

In New Zealand, the first six months of 2025 saw at least 31 records – spanning wettest, driest, coldest, and warmest weather – broken across weather stations with in our national network.

As the climate continues to change, the impact of increasingly more severe weather is one of the primary risks to national resilience and safety – as identified by the World Economic Forum.

MetService is proud to play a pivotal role in helping build a safer, more resilient weather-ready nation. We do this through our weather forecasting excellence, high public trust, strong strategic relationships and successful commercial enterprise.

This year we have worked hard to build on these strengths to enable greater weather preparedness. We've achieved this by focusing on our customers' needs.

Weather solutions for our customers

Across New Zealand, individuals, communities and businesses rely on our services to minimise their weather-related costs and risks.

Through greater understanding of our customers' changing needs, we create solutions that inform their decision making so they can operate safely and effectively. Together, with our customers, we strengthen our Nation's weather resilience.

The value our customers place on our services is reflected in the results of a recent survey we ran with 795 customers and stakeholders, including those at councils, and in the marine, aviation or energy sector to name a few. Eighty-nine per cent stated they are satisfied or very satisfied with our service. We also had a seven point increase in our Net Promoter Score, which gauges customer loyalty and satisfaction by measuring the likelihood that a customer would recommend our product or service to others.

Local government and emergency management agencies

Councils are key stakeholders in our severe weather warning system. They rely on our weather data to help inform their communities and support effective preparedness and response efforts. We make direct contact with their hydrology teams or duty officers when issuing the first Watch and the initial upgrade Warning to ensure they have all the information they need. Over 2024/2025, MetService issued 214 Severe Weather Warnings, 148 Road Snowfall Warnings and 44 Severe Thunderstorm Warnings – undertaking more than 880 briefings to councils as part of these issued warnings.

We are now part of the multi-agency briefings that are run by council teams when especially impactful severe

weather is predicted. These briefings bring together lifeline services to get a holistic view of potential impacts effects on local communities to inform a robust response. Depending on the scale of the event this may include infrastructure representatives (covering transport, water, energy and telecommunications) local area and iwi and hapū representatives, emergency services (Fire and Emergency New Zealand, Police and Hato Hone St John), local and national emergency managers/Civil Defence and partner agencies such a public health, New Zealand Defence Force, Ministry for Primary Industries and Ministry of Social Development amongst others. Our weather intelligence is an essential input, and all our functions scale up to support the response.

This year we deepened relationships with local councils and emergency response agencies across the country. As part of this effort, we appointed a senior meteorologist to lead our emergency management sector engagement.

Working together more closely has enabled us to better understand local weather vulnerabilities and make improvements to address their needs:

- In response to local feedback, Grey District now has its own dedicated forecast, providing more precise, district-specific details including severe weather alerts and tailored three-day outlooks.
- In collaboration with Taranaki Regional Council, we updated the heavy rain warning thresholds for Taranaki Maunga to better reflect regional conditions, aligning with thresholds used in Fiordland and the West Coast.

The significant warning system improvements (See page 15) that have been defined and worked through this year involve deep changes to the operational and communication aspects of our system. Consultation with councils and emergency managers will be essential to the success of the improvements.

Transport sector

In 2024/25, we continued to support New Zealand's transport sector by providing 110,344 marine forecasts and warnings and 64,329 aviation forecasts and warnings to ensure safety for people in the air and at sea.

We also supported safety on our roads, and this year we continued our partnership with New Zealand Transport Agency (NZTA), the managers of New Zealand's state highway network.

Our meteorologists provide NZTA with daily road weather forecasts and more in-depth regional weather

briefings if required, helping to identify potential risks and ensure that the roads are safe for drivers in all weather conditions. For example, with more than 170,000 vehicles using the Auckland Harbour bridge every day, knowing what's coming weatherwise is critical. We provide high-resolution wind forecasts that help NZTA and its joint venture partner Auckland Transport manage safety of traffic flows on this vital piece of roading infrastructure. Forecasts of heavy snow, freezing fogs or black ice conditions are equally essential for southern areas, such as SH8 through the Mackenzie Basin/Tekapo area.

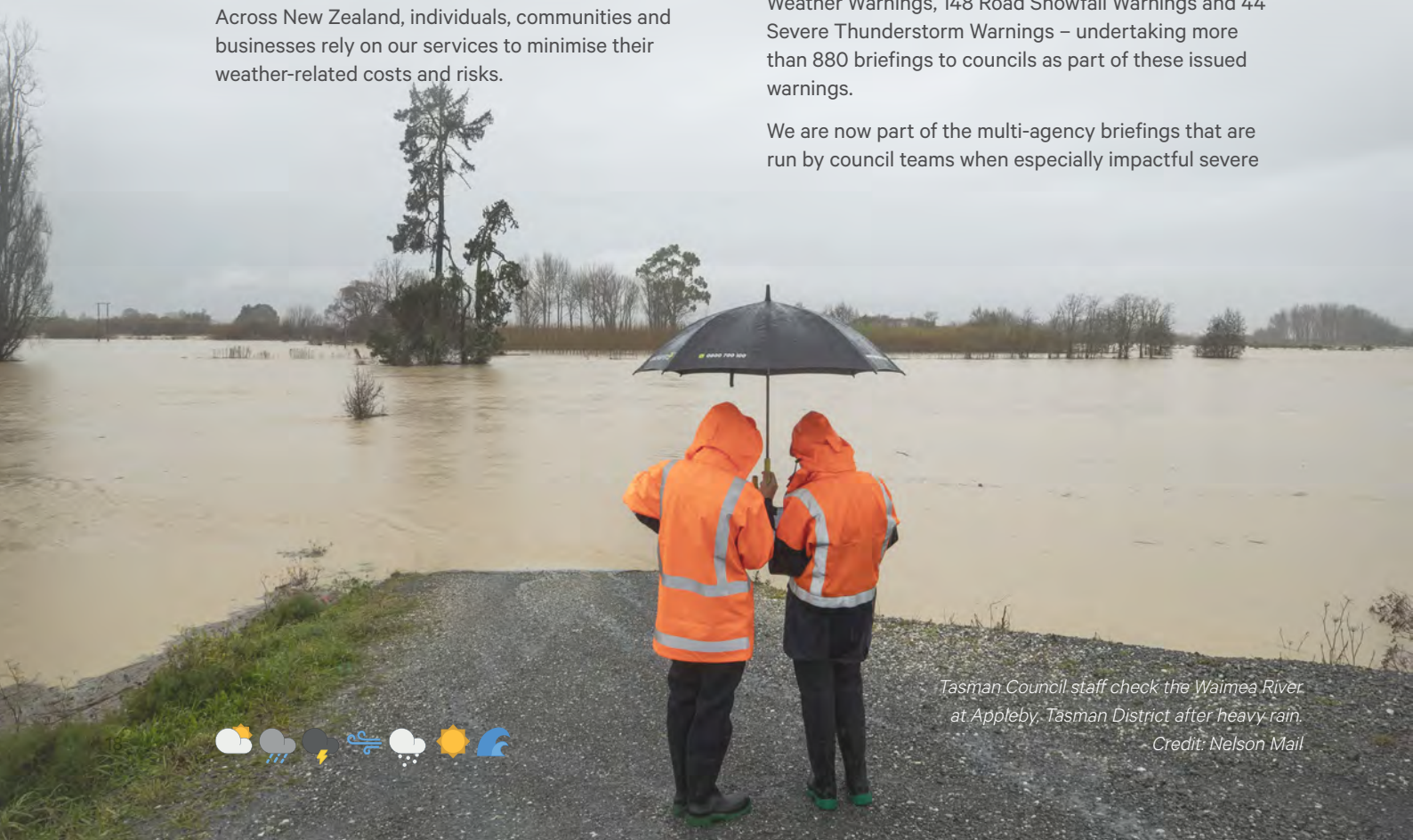
Our extensive network of more than 50 automated road weather observation sites also provides site-specific information on wind speeds, rainfall, temperature and more. This data combined with world-leading high-resolution forecasting information, goes directly into the NZTA transport operation centres in Auckland and Wellington and emergency response crews around the country.

Energy sector

Weather is typically the primary driver of energy demand (use goes up in the heat of summer or in the cold depths of winter), and increasingly for the supply side of the equation via variable renewable supply (wind and solar). As a result, many energy customers seek out the best available forecasting and briefing services from MetService, and MetraWeather internationally. Our customers include market operators, generators/retailers and energy traders. MetService offers clients weather forecasts that have been independently verified as the most accurate available, while our meteorological consultancy teams provide insights beyond the quantitative forecast output.

In 2024/25, a period of sustained growth has continued across the New Zealand and Australian energy markets, with new services successfully launched for the Japan energy market in April 2025. Year on year energy sector growth in the Australian market exceeded 25% this financial year, following over 40% year on year growth in the previous two financial years.

Another component of the energy sector is electricity transmission and distribution, where MetService provides severe weather forecasting services to the majority of New Zealand's lines companies meaning their ground crews are available for fault rectification when most needed. Our intelligent lightning detection and alerting solutions assist companies to better locate and identify faults, rapidly respond and recover from weather-related disruptions.



Tasman Council staff check the Waimea River at Appleby, Tasman District after heavy rain. Credit: Nelson Mail



Board of Directors



Paula Jackson
Chair (to 31 May 2025)

Paula's career spans 25 years in marketing and channel management, holding leadership and executive positions at ANZ, Telecom (Spark), Vodafone and Xero.

Paula has held several directorships since starting her governance career in 2013, including with Quotable Value, Airways and Marsello. She actively advises on and invests in technology start-ups. Paula is currently on the board of Mercer NZ.

Paula is a member of Global Women and the Institute of Directors and was selected for the Institute's Mentoring for Diversity programme in 2017.



Dr Brendon Te Tiwha Puketapu
Deputy Chair

Te Tiwha has a background in governance and management roles with iwi, hapū and whānau entities, Māori land trusts, educational institutions and social organisations.

Te Tiwha has worked with a variety of organisations in the public service and state sector. Most recently he was appointed Specialist Advisor, Governance Facilitator Commissioner and Limited Statutory Manager in both Māori- and English-medium schools.



Stephen Willis
Chair, Audit, Risk and Assurance Committee (from 1 June 2025)

Stephen is an experienced executive level leader of highly complex and large multi-campus organisations in healthcare, education and research sectors within Australia and New Zealand.

His diverse industry exposure includes the military, nursing, health service management, property management, property and campus development, project and portfolio management and complex corporate support services.

Stephen is currently the Chief Operating Officer at the University of Otago. He is a member of the Institute of Directors in New Zealand.



Catherine Harland
Chair, People, Culture and Remuneration Committee (from 1 August 2024)

Catherine's career in governance and consultancy covers a range of sectors including water, transport and telecommunication utilities, justice, education, environment, cultural, marketing and research.

Catherine has served as a director of Watercare Services, Independent Chair of Aircraft Noise Community Consultative Group, Deputy Chair of Auckland Regional Amenities Funding Board, Council MARK™ Independent Assessment Board member, on central government advisory groups, trusts and incorporated society boards.

Catherine was an elected local authority member for 15 years and is a Chartered Fellow of the Institute of Directors in New Zealand.



Martin Matthews
Chair (from 1 June 2025)
Chair, Audit, Risk and Assurance Committee (to 31 May 2025)

Martin is a professional director. He is currently a director of Kordia Group and the Wellington Museums Trust, Chair of the Finance, Risk and Assurance Committee for Greater Wellington Regional Council and an independent member of the Audit and Risk Committee at Auckland Council.

Martin has previously held executive roles as Controller and Auditor-General, Secretary for Transport and Chief Executive of the Ministry for Culture and Heritage.

Martin is a Fellow of Chartered Accountants Australia and New Zealand, and a member of the Institute of Directors in New Zealand.



Dave Moskovitz

Dave is a professional director and early-stage investor. He co-founded and is now Chair of The Global Entrepreneurship Network Aotearoa NZ. He also provides consultancy services on innovation, entrepreneurship and technology for a variety of clients in the public and private sectors and works with a number of community initiatives.

Dave serves as a trustee of Te Muka Rau and is an advisor to the Christchurch Call Advisory Network. He is a member of the Institute of Directors in New Zealand.



Victoria Spackman
(to 31 July 2024)

Victoria is an independent director based in Wellington. Her governance roles include Chair of high-growth trans-Tasman technology company Ackama Group and director of New Zealand Trade and Enterprise, CDC Pharmaceuticals and Copyright Licensing NZ.

Victoria is also an independent director of communications company Acumen and co-owner and director of Gibson International. She is an Officer of the New Zealand Order of Merit for services to theatre, film and television. Victoria is a member of the Institute of Directors in New Zealand and SPADA.



Dr Alison Watters
(to 31 July 2024)

Alison is an experienced director with a background in science, agriculture, senior management, innovation, and international sales and marketing. Alison is currently a Director of Fonterra, Livestock Improvement Corporation and Totally Vets, and a Board member of High-Value Nutrition, the National Science Challenge.

Alison and her husband Andrew own a dairy farming business in Wairarapa and are foundation shareholders of MyFarm Investments. Alison is a member of the Institute of Directors in New Zealand.



Governance overview

The Directors are pleased to present an overview of the main governance practices of the Meteorological Service of New Zealand Ltd (MetService).

Shareholders

MetService was established under the State-Owned Enterprises Act 1986 (SOE Act) and incorporated under the Companies Act 1993. As a State-Owned Enterprise, MetService is wholly owned by the Crown, represented by two Shareholding Ministers – the Minister of Finance and the Minister for State Owned Enterprises.

Each Minister is responsible to the House of Representatives for the performance of the functions delegated to them under the SOE Act. In turn, the MetService Board is responsible to the Shareholding Ministers for ensuring effective corporate governance across the MetService Group. The Ministers’ expectations are stated in the Owner’s Expectations: Expectations for Crown companies and entities monitored by the Treasury (published on the Treasury’s website) and in the letter of expectations sent to all State Owned Enterprises each year.

Shareholder communication

MetService provides the Shareholding Ministers with quarterly reports outlining performance against the objectives set out in the Statement of Corporate Intent (SCI), half-yearly financial statements, an annual business plan, and an annual report including audited financial statements. The SCI, half-yearly report and annual report are tabled in Parliament annually. Shareholding Ministers are also kept up to date on a regular basis by management and the Board as part of a ‘no surprises’ policy.

The Board

The MetService Board may comprise up to nine directors, all of whom must be non-executive and independent. As at 30 June 2025, the Board comprised five directors. Each director is considered to be independent, in that each is independent of the management and free of any business or other relationship that could materially interfere with, or could reasonably be perceived to materially interfere with, the exercise of the director’s unfettered and independent judgement.

In accordance with the Board Charter, the Chair takes the leadership role in the conduct of the Board and

its relationships with the Shareholding Ministers and other stakeholders. The Chair also has a strong working relationship with the Chief Executive. The Chair has no external commitments that conflict with the Chair’s role. The Shareholding Ministers appoint directors under the process described in the Owner’s Expectations Manual.

The Board’s role

The Board is responsible to the Shareholding Ministers for directing and monitoring the management and affairs of the MetService Group. The MetService Group comprises Meteorological Service of New Zealand Ltd, MetraWeather (Australia) Pty Ltd and MetraWeather (UK) Ltd. Under the SOE Act MetService’s principal objective is to operate as a successful business, including to:

- be as profitable and efficient as comparable businesses that are not owned by the Crown
- be a good employer
- exhibit a sense of social responsibility by having regard to the interests of the community in which it operates.

The Board sets strategy to achieve these objectives and, in the context of the approved policies and risk and compliance framework within which the company operates, monitors those strategies. The Board has delegated day-to-day management to the Chief Executive.

The Board is presented annually with a three-year business plan, which is consistent with the company’s Strategic Objectives, for approval. The Board closely monitors financial and non-financial performance and compares performance to the annual plan and forecasts at its regular meetings.

Access to information

If circumstances warrant additional assurance, the Board or individual directors may request independent and additional advice at the company’s expense to assist them in carrying out their responsibilities. Such requests are made in consultation with the Chair and facilitated through the Company Secretary.

Board meetings

In the last financial year, the Board met 11 times as scheduled (together with additional meetings as required). The Board also holds a strategic planning session each year to consider strategic issues in conjunction with the Chief Executive and the Executive Leadership Team.

The Chief Executive attends all Board meetings. Other managers may attend Board meetings in relation to matters specific to their areas of responsibility. Directors have other opportunities, including site visits, for contact with employees.

Board member	Board meeting attendance (Total 11 meetings held for 2024/25)
Paula Jackson	9/10
Catherine Harland	9/10
Te Tiwha Puketapu	10/11
Martin Matthews	11/11
Dave Moskovitz	10/11
Victoria Spackman	1/1
Alison Watters	0/1
Stephen Willis	10/11

Board committees

The Audit, Risk and Assurance and People, Culture and Remuneration Committees assist the Board in discharging its responsibilities. Both committees have formal charters, approved by the Board, setting out their respective responsibilities.

Directors are entitled to attend committee meetings and copies of all meeting papers and minutes are available to them. The Chief Executive has a standing invitation to committee meetings and the external auditors have a standing invitation to the Audit, Risk and Assurance Committee meetings. The Audit, Risk and Assurance Committee also holds a ‘director-only’ session, which provides an opportunity for candid interactions with the external auditors to ensure a robust and independent audit process.

Audit, Risk and Assurance Committee

The Audit, Risk and Assurance Committee was chaired by Martin Matthews until 31 May 2025 then Stephen Willis from 1 June 2025 and normally comprises two other directors, with the option for other directors to attend. The committee holds up to four meetings a year and may hold additional meetings as required.

The committee assists the Board in discharging its risk management, accounting and financial reporting responsibilities, including:

- assisting the Board to meet its financial reporting responsibilities under the Companies Act 1993, Financial Reporting Act 2013 and related legislation
- overseeing and reviewing the quality of external and internal audits
- ensuring the company has a framework and methodologies in place that will ensure all strategic and business risks are thoroughly managed
- reviewing the company’s risk and finance-related policies and strategies and making recommendations to the Board
- advising the Board in relation to governance and compliance responsibilities.

People, Culture and Remuneration Committee

The People, Culture and Remuneration Committee was chaired by Alison Watters until 31 July 2024 then Catherine Harland from 1 August 2024 and comprises three directors, with the option for other directors to attend. The committee holds up to four meetings per year and there is provision for additional meetings to be held to deal with other matters as they arise.

The committee assists the Board in meeting its oversight of good employer and human resource governance responsibilities. This includes:

- reviewing the organisation’s people, culture and remuneration strategies, policies and practices
- overseeing the organisation’s strategic people risks
- reviewing the remuneration framework and associated policies for the Chief Executive Officer and the Executive Leadership Team
- monitoring succession planning and reviews of the Chief Executive and Executive Leadership Team
- overseeing the appointment, performance and remuneration of the Chief Executive.

NIWA and MetService Governance Oversight Group

The Governance Oversight group was established in October 2024. The purpose of the group is to provide governance level guidance on the development of a Transition Plan to implement the Government’s decision for NIWA/Earth Sciences to acquire MetService. The group comprises two members from the MetService



Board of Directors Martin Matthews (Governance Oversight Group Co-Chair) and Catherine Harland.

Wellbeing and safety

The Board continues to champion health, safety and wellbeing across the MetService Group. The Board has a core governance role that requires strong leadership on, and oversight of, all matters relating to health, safety and wellbeing. In particular, the Board is committed to supporting MetService in implementing, promoting and maintaining the Health and Safety Management System. This ensures best practice standards are met and ensures, to the greatest extent possible, the health, safety and wellbeing of all employees, contractors and visitors to MetService offices and sites.

Both the Board and the Executive Leadership Team have refreshed their knowledge of their responsibilities under the Health and Safety at Work Act 2015 and have further enhanced their knowledge of MetService’s critical hazards. The Board’s Wellbeing and Safety Charter is reviewed annually, and the Board supports the Good Governance Practices Guideline for Managing Health and Safety Risks produced by the Institute of Directors in New Zealand and WorkSafe New Zealand.

Risk management

The management of risk is a key focus of the Board, as it is crucial to the protection of shareholder value. The MetService Group has in place a comprehensive risk management and internal control framework to identify and treat all key strategic and business risks.

The Board approves and monitors policies and processes in key risk areas. The Board has approved a comprehensive delegated authority structure that clearly states actions reserved to itself and those delegated to management. The Board is also required to approve all capital expenditure and operational expenditure that exceed the Chief Executive’s delegated authority. Any such request for approval is required to reflect a formal consideration of the relevant risk and prioritisation issues.

The following specific actions have been taken:

- a Group strategic and enterprise risk profile that considers the key risks, and the management actions to treat such risks, was updated throughout the year
- the Audit, Risk and Assurance Committee periodically reviewed the key risk profile

- internal controls were assessed with a risk-based internal audit plan, with the outcomes considered by the Audit, Risk and Assurance Committee.

Integrity standards

The Board supports the principles set out in the Code of Practice for Directors as published by the Institute of Directors in New Zealand. Directors are expected to:

- act with honesty and integrity
- comply with the law
- avoid conflicts of interest
- use company assets responsibly and in the best interests of the company
- be responsible and accountable for their actions
- act in accordance with their fiduciary duties.

Conflicts of interest

The Companies Act 1993, MetService’s Constitution and Board Charter and the Owner’s Expectations Manual deal with the disclosure of interests by directors, and with participation and voting at Board meetings where any such interests are relevant.

Directors are regularly requested to make general disclosures of interest, which are recorded in the Register of Interests and set out in the Statutory Information on pages 53–55 of this report.

Governance best practice

The Board has confirmed that its corporate governance policies, practices and procedures are in accordance with the Financial Markets Authority’s Corporate Governance – Principles and Guidelines Handbook 2018, in the material respects for which they are appropriate for an SOE.

Our carbon neutral journey

We are pleased to report that all data collected for 2024/25 has been verified in the Toitū Carbon Reduce programme. MetService will report for the third year as part of the Carbon Neutral Government Programme.

Key initiatives completed in 2024/25 included reducing the number of flights where possible.

We can report that we have well exceeded our 2024/25 target of a 21% reduction in our carbon emissions having already achieved a 54% reduction in emissions. We will work to maintain this which will ensure we exceed our 2030 reduction target of 42%.

the fit out of new leased premises for our head office in Wellington and the review of cloud-based usage and staff car parking. There were data collation challenges for financial periods before 2022/23, as we worked to improve systems and processes. We note that improvements are being made to enhance the reliability of our data.

Key areas of focus for 2025/26 will be travel emissions,



Emissions profile broken down by emission source/scopes (tCO2e)

ISO 14064-1	Emission sources measured	2019	2020	2021	2022	2023	2024	2025
Category 1	Fuel used in company-owned vehicles and refrigerants from air-conditioning units	33.99	31.88	34.17	55.07	74.55	69.79	86.29
Category 2	Electricity usage	168.68	236.47	239.81	136.43	127.41	53.88	65.71
Category 3	Air travel and accommodation, staff mileage and commuting*, helicopter flights, ferry travel, taxis, freight and working from home	773.48	395.63	180.78	125.31	347.25	268.34	217.29
Category 4	Landfill waste, water usage and wastewater, paper usage and electricity transmission and distribution losses	34.17	41.42	39.46	29.92	28.80	18.54	20.12
	Cloud and data centre computing		35.78	100.78	79.98	65.88	144.95**	89.28
	Total emissions	1,010.32	741.18	595.00	426.71	643.89	555.50	478.69
	Reduction in emissions since base year		-27%	-41%	-58%	-36%	-45%	-53%
	Employees (Full-time-equivalent)	279	304	299	305	284	297	299
	Operating expenditure	56.3m	57.9m	59.7m	64.0m	64.4m	65.9m	71.6m

*Commuting emissions are collated for staff who use allocated staff parking.

**2023/24 cloud emissions were based on dollar spend only as data was not available from all providers. Current year data is a mix of dollar spend and carbon emission reports from the vendors where available.



Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2025

	Note	Group 2025 \$000s	Group 2024 \$000s
Total Revenue and Other Income	3	74,418	69,605
Operating Expenses			
Collaboration / Subcontractor Costs		3,718	3,262
Employee Benefits Expense	4	39,042	34,671
Communication Costs		491	488
Network Observing Costs		2,572	2,376
IT Costs		4,881	4,563
Data Costs		6,639	6,395
Marketing Costs		428	285
Occupancy Costs		326	404
Office Expenses		316	336
Professional Expenses		1,325	1,655
Other Costs		2,839	3,062
Depreciation and Amortisation Expense	16,17,18	9,009	8,378
Total Operating Expenses	5	71,586	65,875
Operating Profit		2,832	3,730
Financial Costs	6	573	608
Profit Before Taxation		2,259	3,122
Taxation Expense	7	806	845
Net Profit Attributable to Equity Holders		1,453	2,277
Other Comprehensive Income			
<i>Items that may be reclassified to profit or loss</i>			
Movement in Foreign Currency Translation Reserve		34	60
TOTAL COMPREHENSIVE INCOME FOR THE YEAR ATTRIBUTABLE TO EQUITY HOLDERS		1,487	2,337

This statement should be read in conjunction with the notes to the financial statements.

Statement of Financial Position as at 30 June 2025

	Note	Group 2025 \$000s	Group 2024 \$000s
Equity			
Issued Capital	8	5,000	5,000
Foreign Currency Translation Reserve		(392)	(426)
Retained Earnings		23,339	21,886
Total Equity		27,947	26,460
Liabilities			
Trade and Other Payables	9	15,299	9,948
Lease Liability	18	828	1,134
Employee Benefits	11	2,691	2,393
Forward Foreign Exchange Contracts	22	28	4
Income Taxation Payable		618	428
Borrowings	13	–	10,500
Total Current Liabilities		19,464	24,407
Provisions	12	613	649
Lease Liability	18	1,757	2,325
Employee Benefits	11	21	21
Borrowings	13	10,500	–
Total Non Current Liabilities		12,891	2,995
TOTAL LIABILITIES AND EQUITY		60,302	53,862
Assets			
Cash and Cash Equivalents	21	13,246	6,728
Trade and Other Receivables	10	7,729	9,407
Inventories		875	753
Total Current Assets		21,850	16,888
Trade and Other Receivables	10	101	1,678
Deferred Taxation	7	469	265
Property, Plant and Equipment	16	22,240	17,842
Intangible Assets	17	13,254	13,945
Right-of-Use Asset	18	2,388	3,244
Total Non Current Assets		38,452	36,974
TOTAL ASSETS		60,302	53,862

This statement should be read in conjunction with the notes to the financial statements.

The Board of Directors of Meteorological Service of New Zealand Limited authorised these financial statements for issue on 8 September 2025.



M Matthews
Director



T Puketapu
Director



Statement of Changes in Equity for the year ended 30 June 2025

	Note	Attributable to Owners			Total \$000s
		Fully Paid Ordinary Shares \$000s	Retained Earnings \$000s	Foreign Currency Translation Reserve \$000s	
GROUP 2025					
Equity as at 1 July 2024		5,000	21,886	(426)	26,460
Net Profit		–	1,453	–	1,453
Currency Translation Differences		–	–	34	34
Total Comprehensive Income		–	1,453	34	1,487
EQUITY AS AT 30 JUNE 2025		5,000	23,339	(392)	27,947
GROUP 2024					
Equity as at 1 July 2023		5,000	19,609	(486)	24,123
Net Profit		–	2,277	–	2,277
Currency Translation Differences		–	–	60	60
Total Comprehensive Income		–	2,277	60	2,337
EQUITY AS AT 30 JUNE 2024		5,000	21,886	(426)	26,460

This statement should be read in conjunction with the notes to the financial statements.

Statement of Cash Flows for the year ended 30 June 2025

	Note	Group 2025 \$000s	Group 2024 \$000s
Cash Flow from Operating Activities			
Cash was Provided from:			
Receipts from Customers		78,084	71,109
Net Receipts for GST/VAT		337	655
Interest		191	198
Cash was Applied to:			
Payments to Suppliers and Employees		(58,628)	(57,996)
Interest Paid		(764)	(806)
Income Taxation Paid		(825)	(76)
Net Cash Generated by Operating Activities	20	18,395	13,084
Cash Flow from Investing Activities			
Cash was Provided from:			
Proceeds from Disposal of Property, Plant and Equipment and Intangibles		–	18
Cash was Applied to:			
Purchase of Property, Plant and Equipment and Intangibles		(6,163)	(4,338)
Labour Capitalisation (Assets)	4	(4,539)	(4,569)
Net Cash Used by Investing Activities		(10,702)	(8,889)
Cash Flow from Financing Activities			
Cash was Applied to:			
Lease Liability - Principal Payments	18	(1,175)	(1,275)
Net Cash Used by Financing Activities		(1,175)	(1,275)
Net Increase in Cash and Cash Equivalents		6,518	2,920
Add Cash and Cash Equivalents at the Beginning of the Year		6,728	3,808
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	21	13,246	6,728

This statement should be read in conjunction with the notes to the financial statements.



Notes to the Financial Statements
for the year ended 30 June 2025

1. GENERAL INFORMATION

The financial statements presented here are for the reporting entity of Meteorological Service of New Zealand Limited and its subsidiaries ('Group'). These financial statements were authorised for issue by the Board of Directors on 8 September 2025. Meteorological Service of New Zealand Limited ('Parent') is a for-profit entity incorporated and domiciled in New Zealand. The address of its registered office is L2 / 110 Featherston Street, Wellington. Its primary service is to provide weather and presentation services to customers around the globe. In April 2025, it was announced that legislative changes would commence to allow the National Institute of Water and Atmospheric Research (NIWA) to acquire MetService as a wholly-owned subsidiary for a minimum three year period before considering a full merger. On 1 July 2025, the Institute of Geological and Nuclear Sciences Limited (GNS Science) merged with NIWA to become Earth Sciences New Zealand.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES

The material accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Basis of preparation

The financial statements of the Group have been prepared in accordance with Generally Accepted Accounting Practice in New Zealand (NZ GAAP). The Group is a for-profit entity for the purposes of complying with NZ GAAP. The financial statements comply with New Zealand equivalents to International Financial Reporting Standards (NZ IFRS), other New Zealand accounting standards and authoritative notices that are applicable to entities that apply NZ IFRS. The financial statements also comply with International Financial Reporting Standards Accounting Standards (IFRS) as issued by the International Accounting Standards Board (IFRS Accounting Standards). The financial statements are prepared in accordance with the Companies Act 1993, the Financial Reporting Act 2013, and the State-Owned Enterprises Act 1986. The financial statements have been prepared on a historical cost basis, except for certain financial assets and liabilities.

Standards adopted for the first time

FRS 44 'New Zealand Additional Disclosures' prescribes the New Zealand-specific disclosures which are required in addition to those required under NZ IFRS. The Group has adopted FRS 44 effective from 1 July 2024 with no material adjustments required.

Standards that are not yet effective and have not been early adopted by the Group

In May 2024, the XRB introduced NZ IFRS 18 Presentation and Disclosure in Financial Statements (NZ IFRS 18) (effective for annual reporting periods beginning on or after 1 January 2027).

This standard replaces NZ IAS 1 Presentation of Financial Statements (NZ IAS 1) and primarily introduces a defined structure for the Statement of Profit or Loss and Other Comprehensive Income, disclosure of management defined performance measures (a subset of non-GAAP measures) in a single note together with reconciliation requirements. The Group has not early adopted this standard and is yet to assess its impacts.

Principles of consolidation

Subsidiaries

The financial statements are prepared from the financial statements of the Parent and its subsidiaries as at 30 June 2025. Subsidiaries are all entities over which the Group has control. Control is achieved where the Parent has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. The results of any subsidiary acquired or disposed of during the year are included in the Statement of Profit or Loss and Other Comprehensive Income from the effective date of acquisition or disposal. All transactions between Group companies are eliminated on consolidation. The Group uses the acquisition method of accounting to account for business combinations. The consideration transferred for the acquisition of a subsidiary is the fair value of the assets transferred, the liabilities incurred and the equity interests issued by the Group. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Acquisition-related costs are expensed as incurred. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. A business combination in which all of the combining entities or businesses are ultimately controlled by the Group both before and after the business combination is a common control acquisition. Common control acquisitions within the Group are accounted for using the predecessor values method. Predecessor values are the carrying values of the assets and liabilities of an entity from the financial statements of the Group.

Revenue

The Group derives revenue from delivering a range of weather services that directly support the safety of life and property. Revenue is recognised when control of a good or service transfers to the customer. The Group has segregated its revenue streams into portfolios. Sales are made with a standard term of 30 days. For each contract portfolio the five-step method was applied to assess the impact on revenue recognition.

Contracts with Customers - revenue recognised over time

- Forecasting data and licence - Over Time
Revenue for the provision of forecasting data is recognised over the period the data is provided. Revenue for licences is recognised over the defined term that access is granted.
- Business to consumer - Over Time
Revenue is recognised over the period of time in which the advertising space is made available on our website.

- Consultancy - Over Time
Revenue is recognised over the period that the service is received.
- Grants - Over Time
Revenue is recognised over the period of the project, measuring progress towards completion based on costs incurred to date.

Contracts with Customers - revenue recognised at a point in time

- Hardware and one off data sales - Point in Time
Revenue for hardware or data sold is recognised when the customer obtains control of the hardware or data.

Contract Liabilities - income received in advance are expected to be recognised within the next 12 months.

Government grants

Government grants are recognised as revenue when there is a reasonable assurance that the grant will be received and the Group will comply with all attached conditions.

Research & Development tax credits

Research & Development tax credits are reported as other revenue in the profit or loss statement based on 15% of the eligible expenditure.

Interest income

Interest income is accounted for using the effective interest rate method.

Borrowings

Borrowings are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently carried at amortised cost; any difference between the proceeds (net of transaction costs) and the redemption value is recognised in the Statement of Profit or Loss and Other Comprehensive Income over the period of the borrowings using the effective interest method. Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Inventories

Inventories are valued at the lower of cost, on a weighted average cost basis of inventory on hand calculated at the time of the last purchase, and net realisable value. Net realisable value represents the estimated selling price for inventories less costs necessary to make the sale.

Property, plant and equipment

The cost of purchased property, plant and equipment is valued at the consideration given to acquire the assets plus other directly

attributable costs which have been incurred in bringing the assets to the location and condition necessary for the intended service. Property, plant and equipment are stated at cost less accumulated depreciation and accumulated impairment losses. The costs of assets constructed by the Group include the costs of all materials used in construction and direct labour on the project. Costs are not capitalised until available for use. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance are charged as expenses in the Statement of Profit or Loss and Other Comprehensive Income during the financial period in which they are incurred.

Depreciation

Depreciation of property, plant and equipment, other than freehold land, is calculated using the straight-line method to allocate the historical cost over the estimated useful life of the asset, after due allowance has been made for the expected residual value.

The costs of improvements to leasehold property are capitalised, disclosed as leasehold property and amortised over the unexpired period of the lease or the estimated useful life of the improvements, whichever is shorter. The annual depreciation rates are shown below for each classification of asset:

Buildings	2.5% – 33.3%
Meteorological Equipment & Plant	2.5% - 33.3%
ICT Equipment, Vehicles & Furniture	8.0% – 33.3%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount of the asset and are recognised as profit or loss in the Statement of Profit or Loss and Other Comprehensive Income.

Leases

The Group leases various land and building sites and IT equipment under lease arrangements. Lease terms are negotiated on an individual basis and contain a range of different terms and conditions. Leases are recognised as a right-of-use asset and a corresponding liability at the date at which the leased asset is available for use by the Group. Each lease payment is allocated between the liability and finance cost. The finance cost is charged to the Statement of Profit or Loss and Other Comprehensive Income over the lease period to produce a constant periodic rate of interest on the remaining balance of the liability for each period.



Notes to the Financial Statements (Cont.)
for the year ended 30 June 2025

The right-of-use asset is depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis. Lease extension options were taken into consideration as a result of the adoption of NZ IFRS 16. When the Group recognises a lease as a lessee, it assesses the lease term based on the conditions of the lease and determines whether it is reasonably certain that it will exercise any extension or termination options. It then uses the expected modified term under such options if it is reasonably certain that it will be exercised. As such, a change in the assumption used could result in a significant impact in the amount recognised as a right-of-use asset and lease liability, as well as in the amount of depreciation of right-of-use asset and interest expense on lease liability.

Intangible assets
Goodwill

Goodwill represents the excess of the cost of the acquisition over the fair value of the Group's share of the net identifiable assets of the acquired investment at the date of acquisition. Goodwill is allocated to cash-generating units for the purpose of impairment testing. The allocation is made to those cash-generating units (CGU) or groups of cash-generating units that are expected to benefit from the business combination in which the goodwill arose. Goodwill is tested annually for impairment and carried at cost less accumulated impairment losses. Impairment losses on goodwill recognised as expenses in the Statement of Profit or Loss and Other Comprehensive Income are not reversed. Gains and losses on the disposal of a CGU or portion of a CGU include the carrying amount of goodwill relating to the CGU or portion of a CGU sold.

Intangible assets acquired separately

Intangible assets acquired separately are reported at cost less accumulated amortisation and accumulated impairment losses. Amortisation is charged on a straight-line basis over their estimated useful lives of between three and ten years. The estimated useful life and amortisation method are reviewed at the end of each annual reporting period, with the effect of any changes in estimate being accounted for on a prospective basis.

Intangible assets acquired in a business combination

Intangible assets acquired in a business combination are identified and recognised separately from goodwill where they satisfy the definition of an intangible asset and their fair values can be measured reliably. The cost of such intangible assets is their fair value at the acquisition date.

Subsequent to initial recognition, intangible assets acquired in a business combination are reported at cost less accumulated amortisation and accumulated impairment losses, on the same basis as intangible assets acquired separately.

Internally-generated intangible assets - computer software

Costs associated with maintaining computer software programmes are recognised as an expense when incurred. An internally generated intangible asset arising from

development (or from the development phase of an internal project) is recognised if, and only if, all of the following have been demonstrated:

- the technical feasibility of completing the intangible asset so that it will be available for use or sale
- the intention to complete the intangible asset and use or sell it
- the ability to use or sell the intangible asset
- how the intangible asset will generate probable future economic benefits
- the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset
- the ability to measure reliably the expenditure attributable to the intangible asset during its development.

The amount initially recognised for internally-generated intangible assets is the sum of the expenditure incurred from the date when the intangible asset first meets the recognition criteria listed above. Where no internally generated intangible asset can be recognised, development expenditure is charged as expenses in the Statement of Profit or Loss and Other Comprehensive Income in the period in which it is incurred. Subsequent to initial recognition, internally generated intangible assets are reported at cost less accumulated amortisation and accumulated impairment losses, on the same basis as intangible assets acquired separately.

Research and development costs

Research expenditure is incurred by the Group and is recognised as expenses in the Statement of Profit or Loss and Other Comprehensive Income in the period in which it is incurred. Development costs are capitalised when they meet the requirements for capitalisation of NZ IAS 38 Intangible Assets.

Provisions

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event and it is probable that the Group will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the balance sheet date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

Restoration provision

Restoration costs include the dismantling and demolition of infrastructure, removal of residual materials and remediation of disturbed areas. The restoration costs are based on management's best estimate of the amount required to settle the obligation. Reestimates of the restoration provision are capitalised as part of the Right-of-Use Asset. Other movements are recognised as profit or loss in the Statement of Profit or Loss and Other Comprehensive Income.

Employee benefits

Remuneration

The Board and management are committed to remuneration practices that are fair, transparent and appropriate, and which contribute to strong governance, shareholder value and Group performance. This starts with MetService's Remuneration Policy which is developed under the supervision of the Board's People, Culture & Remuneration Committee and approved by the Board. MetService's Remuneration Policy sets out the remuneration principles applying to all employees and is designed to ensure that MetService meets the strategic policy objective of attracting, rewarding and retaining staff with the requisite skills and capabilities to ensure our successful business outcomes. The People, Culture and Remuneration Committee oversees the implementation of our Remuneration Policy, including recommending to the Board remuneration for the position of Chief Executive Officer and the Executive Leadership Team, and budget parameters for the annual pay review. Employee fixed remuneration comprises a base salary, Employer Kiwisaver contributions (for participating employees), a fifth week of annual leave, Group Income Continuation insurance as well as other work-related benefits such as a broadband allowance. Remuneration is reviewed yearly for our people, with any changes based on market movement and performance, effective from 1 July.

MetService does not offer a Long-Term Incentive scheme however members of the Executive Leadership Team and the Chief Executive Officer are invited to join a Short-Term Incentive (STI) scheme which forms part of the employment agreement and is an at-risk component of their Remuneration. STIs are designed to recognise and reward high performance with cash incentives. STIs have a maximum potential level set of 25% of fixed remuneration and are based on performance measured against key performance indicators (KPIs), which generally consist of strategic company objectives, executive team performance and individual objectives. Our sales people have the opportunity to be part of a sales incentive scheme based on performance.

Wages and salaries and annual leave

Liabilities for wages and salaries, including non-monetary benefits, annual leave, long-service leave and alternative days leave expected to be settled within 12 months of the reporting date, are recognised in payables in respect of employees' service

up to the reporting date and are measured at the amounts expected to be paid when it is probable that the liabilities will be settled.

Termination leave

The liability for termination leave not expected to be settled within 12 months of the reporting date is recognised in non-current liabilities and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date, using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Tax

Income tax expense represents the sum of the tax currently payable and deferred tax.

Current tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from profit as reported in the Statement of Profit or Loss and Other Comprehensive Income because it excludes items of income or expense that are taxable or deductible in other years, and it further excludes items that are never taxable or deductible. The Group's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the balance sheet date.

Deferred tax

Deferred tax is recognised on differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit, and is accounted for using the balance sheet liability method. Deferred tax liabilities are generally recognised for all taxable temporary differences, and deferred tax assets are generally recognised for all deductible temporary differences to the extent that it is probable that taxable profits will be available against which those deductible temporary differences can be utilised. Such assets and liabilities are not recognised if the temporary difference arises from goodwill or from the initial recognition (other than in a business combination) of other assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit. Deferred tax liabilities are recognised for taxable temporary differences associated with investments in subsidiaries and associates, and interests in joint ventures, except where the Group is able to control the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future. Deferred tax assets arising from deductible temporary differences associated with such investments and interests are only recognised to the extent that it is probable that there will be sufficient taxable profits against



Notes to the Financial Statements (Cont.)
for the year ended 30 June 2025

which to utilise the benefits of the temporary differences and they are expected to reverse in the foreseeable future. The carrying amount of deferred tax assets is reviewed at each balance sheet date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset realised, based on tax rates (and tax laws) that have been enacted or substantively enacted by the balance sheet date. The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Group expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities, and when they relate to income taxes levied by the same taxation authority and the Group intends to settle its current tax assets and liabilities on a net basis.

Foreign currencies

Functional and presentation currency

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The functional currency of MetraWeather (Australia) Pty Limited and MetraWeather (Thailand) Limited is New Zealand dollars and the functional currency of MetraWeather (UK) Limited is British pounds. These financial statements are presented in New Zealand dollars, which is the Group's presentation currency.

Transactions and balances

Transactions denominated in foreign currency are converted to New Zealand dollars using the exchange rate at the date of the transaction.

At balance date, foreign monetary assets and liabilities are recorded at the closing exchange rate.

Gains or losses due to currency fluctuations, both realised and unrealised, are recognised as profit or loss in the Statement of Profit or Loss and Other Comprehensive Income.

Group companies

The results and financial position of all the group entities (none of which has the currency of a hyper-inflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities for each Statement of Financial Position presented are translated at the closing rate at the date of that Statement of Financial Position.
- income and expenses for each Statement of Profit or Loss and Other Comprehensive Income are translated at monthly average exchange rates (unless this average is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case

income and expenses are translated at the rate on the dates of the transactions); and

- all resulting exchange differences are recognised in other comprehensive income. On consolidation, exchange differences arising from the translation of the net investment in foreign operations and of borrowings, are taken to other comprehensive income. When a foreign operation is partially disposed of or sold, exchange differences that were recorded in equity are recognised in the Statement of Profit or Loss and Other Comprehensive Income as part of the gain or loss on sale.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign entity and translated at the closing rate.

Financial instruments

Financial instruments carried on the Statement of Financial Position include cash and cash equivalents, trade and other receivables, trade and other payables, borrowings, lease liabilities, employee entitlements and forward contracts.

Management determined the classification of financial instruments at the initial recognition and re-evaluates the designation at each reporting date.

Financial assets

Trade and other receivables and cash and cash equivalents are initially measured at fair value plus transaction costs. Subsequently they are measured at amortised cost, including any expected credit loss allowance provisions. They are included in current assets, except for those with maturities greater than 12 months after the end of the reporting period, which are classified as non-current.

Impairment of financial assets

Collectability of trade receivables is reviewed on an ongoing basis and uncollectable debt is written off. A provision for impairment losses is recognised where there is objective evidence that the Group may not be able to collect some or all amounts due according to the original terms.

In addition to this, consideration is also given to other economic factors which could contribute to further expected credit losses. The amount of the provision is recognised in profit or loss in the Statement of Profit or Loss and Other Comprehensive Income.

While cash and cash equivalents are subject to the impairment requirements of NZ IFRS 9, the identified impairment loss was deemed immaterial.

Derecognition of financial assets

The Group derecognises a financial asset only when the contractual rights to the cash flows from the asset expire or it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity.

Financial liabilities

Financial liabilities, including trade and other payables and borrowings, are initially measured at fair value, net of transaction costs. Trade and other payables and borrowings are subsequently measured at amortised cost using the effective interest method. The Group enters into forward exchange contracts, with gains or losses recognised in the Statement of Profit or Loss and Other Comprehensive Income. The classification within profit or loss depends on the purpose for which contracts were acquired.

Derecognition of financial liabilities

The Group derecognises financial liabilities when, and only when, the Group's obligations are discharged, cancelled or they expire.

Statement of Cash Flows

For the purpose of the Statement of Cash Flows, cash and cash equivalents include cash on hand and in banks, and investments in money market instruments with original maturities of three months or less, net of outstanding bank overdrafts. The following terms are used in the Statement of Cash Flows:

Operating activities: are the principal revenue-producing activities of the Group, including interest received and paid and other activities that are not investing or financing activities.

Investing activities: are the acquisition and disposal of long-term assets and other investments not included in cash equivalents.

Financing activities: are activities that result in changes in the size and composition of the contributed equity and borrowings of the entity, including dividends paid.

Goods and Services Tax

All items included in the financial statements are reported exclusive of Goods and Services Tax (GST), except for accounts payable and accounts receivable, which include GST invoiced.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

Impairment of tangible and intangible assets
excluding goodwill

At each balance date, the Group reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually and whenever there is an indication that the asset may be impaired.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a post-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss in the Statement of Profit or Loss and Other Comprehensive Income.

Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss in the Statement of Profit or Loss and Other Comprehensive Income.

Share capital

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares are shown in equity as a deduction, net of tax, from the proceeds.

Critical accounting judgments and key sources
of estimation uncertainty

In the application of the Group's accounting policies, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant.



Notes to the Financial Statements (Cont.) for the year ended 30 June 2025

Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only the period, or in the period of the revision and future periods if the revision affects both current and future periods.

In particular, information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements are described in the following note.

Note 17: Intangible assets - measurement of goodwill impairment of subsidiaries and internally generated intangible assets.

	Group 2025 \$000s	Group 2024 \$000s
3. REVENUE AND OTHER INCOME		
Core Government services	28,799	27,202
Private sector services	23,269	22,395
Aviation services	13,028	11,583
Other public sector services	8,658	7,854
Government grant income	94	130
Other	570	441
TOTAL REVENUE AND OTHER INCOME	74,418	69,605

A total of \$3.5M revenue was recognised as point-in-time. (2024: \$695k) All other revenue is recognised over time.

	Group 2025 \$000s	Group 2024 \$000s
4. EMPLOYEE BENEFITS EXPENSE		
Wages and Salaries	40,977	36,216
Kiwisaver / Superannuation Contributions	1,009	939
Labour Capitalised	(4,539)	(4,569)
Contractors/Temporary Staff	894	1,482
Other Employee Benefits	701	603
TOTAL EMPLOYEE BENEFITS	39,042	34,671

5. OPERATING EXPENDITURE

	Group 2025 \$000s	Group 2024 \$000s
Profit for the year has been arrived after charging		
Audit Fees of Financial Statements		
- MetService paid to PwC	260	248
- MetraWeather (UK) Ltd paid to Crowe Clark Whitehall (CCW)	55	41
- MetraWeather (Thailand) Ltd paid to Khun Natakorn	-	2
Other Services		
- MetraWeather (UK) paid CCW for Payroll and Accounting Services	40	40
Total fees incurred for services provided by the audit firm	355	331
Bad Debts	50	64
Directors' Fees	206	193
Foreign Exchange Loss	24	53
Impairment of Intangible Assets and Work in Progress	488	522
Impairment of Property, Plant and Equipment	49	30
Impairment of Prepaid Software	-	131
Insurance	852	820
Loss on Disposal of Property, Plant and Equipment	20	8
Research Expenditure	2,690	1,543
Travel & Accommodation	863	858

From the 1 July 2024, the Group has reclassified costs associated with the purchase of data storage for our marine sector from 'IT costs' to 'data costs'. For the year ended 30 June 2025, \$692,000 has been reported under 'data costs' (2024: \$644,000). Comparatives have been restated.

5(i) Significant Items

In April 2025, it was announced that legislative changes would commence to allow the National Institute of Water and Atmospheric Research (NIWA) to acquire MetService as a wholly owned subsidiary for a minimum three year period before considering a full merger. On 1 July 2025, the Institute of Geological and Nuclear Sciences Limited (GNS Science) merged with NIWA to become Earth Sciences New Zealand.

For the year ended 30 June 2025, \$1.293 million of costs were incurred that are directly related to the planned acquisition. This included reprioritising internal staff resources (\$596,373) to specific Hau Nuku related activities (these costs may have been incurred anyway); the impairment of work completed as part of the organisations Common Digital Platform project (\$579,696 including reversal of internal time) and some travel and other professional expenses (\$117,258).

	Group 2025 \$000s	Group 2024 \$000s
6. FINANCE COSTS – NET		
Interest Revenue		
Bank Deposits	191	194
Use of Money Interest	-	4
Total Finance Income	191	198
Interest on Bank Overdrafts and Loans	630	627
Interest Expense - Lease Liability	134	179
Total Finance Costs	764	806
FINANCE COSTS – NET	573	608



Notes to the Financial Statements (Cont.) for the year ended 30 June 2025

7. TAXATION	Group 2025 \$000s	Group 2024 \$000s
Profit Before Taxation	2,259	3,122
Prima Facie Taxation Thereon at 28%	633	875
Non-Deductible Legal Fees	1	4
Non-Deductible Expenditure	9	10
Prior Period Adjustment	(18)	(25)
R&D Tax Credit Received	(122)	–
Effect of Different Tax Rates in Other Jurisdictions	3	3
Effect of Removal of Tax Depreciation on Buildings*	–	183
Non-Deductible Transition Costs	233	–
Other	67	(205)
TAXATION EXPENSE	806	845
Current Taxation	1,205	933
Prior Period Adjustment – Current Taxation	(195)	(14)
Deferred Taxation	(359)	(68)
Prior Period Adjustment – Deferred Taxation	155	(6)
TAXATION EXPENSE	806	845
Deferred Tax		
Deferred tax liabilities arise from the following:		
TEMPORARY DIFFERENCES		
Property, Plant and Equipment	(878)	(781)
Net deferred tax liability	(878)	(781)
Deferred tax assets arise from the following:		
NZ IFRS 16 adjustment	227	242
Provisions and Other Liabilities	1,110	764
MetraWeather (UK) losses carried forward	10	40
Deferred tax asset	1,347	1,046
Deferred Taxation		
Opening Balance	265	404
On Profit for the Year	359	68
Tax losses utilised	–	(212)
Prior Period Adjustment	(155)	5
CLOSING BALANCE	469	265
IMPUTATION CREDITS FOR USE	11,396	10,783

Deferred tax assets are recognised to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

*In March 2024, the New Zealand Government enacted the Taxation (Annual Rates for 2023/24, Multinational Tax and Remedial Matters) Bill. As a result, from the 2024/25 income tax year onwards, the Group can no longer claim any tax depreciation on their buildings with estimated useful lives of 50 years or more in New Zealand. The Group assessed the accounting impact of this change, which resulted in an increased deferred tax liability recognised on Plant, Property and Equipment.

On the 22nd May 2025, the Government announced the Investment Boost that allows businesses to claim 20% deduction for the costs of new business assets that have been bought or finished constructing on or after this date. The Group did not claim any deduction for this financial year.

8. ISSUED CAPITAL	Group 2025 \$000s	Group 2024 \$000s
Authorised, Issued and Fully Paid Capital Consists of 5m Ordinary Shares	5,000	5,000
Issued shares have no par value. Fully paid ordinary shares carry one vote per share and carry a right to dividends. Ordinary shares are classified as equity.		
9. TRADE AND OTHER PAYABLES	Group 2025 \$000s	Group 2024 \$000s
Trade Payables	4,272	2,816
Other Payables	1,277	850
Accruals	1,389	2,481
Contract Liability Income in Advance	8,361	3,801
TOTAL TRADE AND OTHER PAYABLES	15,299	9,948

All prior year Contract Liability Income in Advance has been recognised as revenue in 2025 and all current year amounts are expected to be recognised in revenue in 2026. The 2025 closing balance includes advanced funds relating to projects in the Pacific.

The Group also entered into contracts that are billed based on time incurred. The transaction price allocated to the unsatisfied performance of these contracts is not disclosed.

10. TRADE AND OTHER RECEIVABLES	Group 2025 \$000s	Group 2024 \$000s
Trade Receivables – Contracts with Customers	3,948	5,516
Expected Credit Loss	(70)	(70)
	3,878	5,446
Prepayments – current	2,346	2,486
Sundry Debtors – current	1,505	1,475
TOTAL TRADE AND OTHER RECEIVABLES – CURRENT	7,729	9,407
Prepayments (includes capital expenditure) - non current	101	1,678
TOTAL TRADE AND OTHER RECEIVABLES – NON CURRENT	101	1,678

The average credit period on sales of goods and services is 30 days. No interest is charged on trade receivables overdue. Overdue debts are reviewed on a case-by-case basis and provided for if the receivable is considered not recoverable. Historical experience is such that international customers pay on a 60–90 day term and default is minimal.

Included in the Group's trade receivable balance are debtors with a carrying amount of \$238,320 (2024: \$128,199) which are past due at the reporting date for which the Group has not provided, as there has not been a significant change in credit quality and the amounts are still considered recoverable. The Group does not hold any collateral over these balances.

In determining the recoverability of a trade receivable, the Group considers any change in the credit quality of the trade receivable from the date credit was initially granted up to the reporting date. The concentration of credit risk is limited due to the customer base being large and unrelated.



Notes to the Financial Statements (Cont.)
for the year ended 30 June 2025

10. TRADE AND OTHER RECEIVABLES (CONTINUED)

The Group applies the NZ IFRS 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables and contract assets.

Using an expected credit loss of 2%, management have determined that the current provision is appropriate. (2024: \$70,000).

11. EMPLOYEE BENEFITS	Group 2025 \$000s	Group 2024 \$000s
Leave Entitlement	2,691	2,393
Termination Leave	21	21
TOTAL EMPLOYEE BENEFITS	2,712	2,414

The liability for employee benefits represents all leave entitlements accrued. The termination leave accrual is an actuarial assessment of the accrued termination leave liabilities for current employees of the Group. Only those employees with 10 years' service when the scheme closed are eligible for the benefit.

12. PROVISIONS	Group 2025 \$000s	Group 2024 \$000s
Non Current		
Restoration Provision	613	649
TOTAL NON CURRENT PROVISIONS	613	649

Restoration Provision		
Opening Balance as at 1 July	649	619
Additions	–	25
(Decrease)/Increase in Provision	(39)	21
Effects of Changes in Discount Rates	6	(16)
Annual Usage	(3)	–
CLOSING BALANCE AS AT 30 JUNE	613	649

Restoration provision

The Parent has a number of sites leased around the country for the purpose of housing weather stations or related equipment. A restoration provision has been calculated for those sites that contractually require the site to be restored to its original state on expiry of the licence to occupy.

The restoration provision is an estimate of the cost (in today's dollars) of restoring current leased sites to their original state on termination of the lease agreement, assuming this would occur at the end of the useful life of equipment on the leased site (usually 20 years from commencement of lease).

The Parent has used the ten-year government bond rate of 4.66% (2024: 4.82%) as the discount rate and assumed a 2.2% (2024: 4.0%) CPI increase on costs.

Contingent liabilities

Restoration Provision

Several lease agreements are held that do not include the requirements to restore the site on termination of the lease. Because the Parent is not contractually obligated to remove the equipment and restore the site, it is not certain that a liability would arise, therefore the estimated cost of restoring these sites has been excluded from the provision in 2025: \$379,524 (2024: \$349,452).

13. BORROWINGS

	Group 2025 \$000s	Group 2024 \$000s
Secured		
Current		
Bank Loan*	–	10,500
Non Current		
Bank Loan	10,500	–
TOTAL BORROWINGS	10,500	10,500

The Parent has a multi-option credit line facility with Westpac Banking Corporation to the value of \$4 million. Interest is charged on drawn amounts at the cash rate plus a corporate margin of 90 basis points as at 30 June 2025. There is a line-of-credit charge of 0.60% per month on the commitment during that month.

The Parent has an ongoing term loan agreement with Westpac Banking Corporation, with a current expiry of 30 June 2027. *In 2024, the previous extension of the facility was not signed until after balance date on the 29 August 2024 resulting in the loans being reported as current. The loans have interest rates that are fixed for an agreed period of time and due for renewal between 18 December 2025 and 30 June 2027. The 2025 bank loans will mature on 30 June 2027. The average interest rate for the loans as at 30 June 2025 is 6.07% (2024: 5.69%).

These loans are secured by a negative pledge that is subject to covenant clauses whereby the Parent is required to maintain a specified level of interest cover and total leverage ratio. As at 30 June 2025, all banking covenants had been complied with throughout the period.

Net Debt Reconciliation

Borrowings at 30 June 2025 were \$10.5m, no change from 2024.

14. SUBSIDIARIES

Details of the Group's 100% owned subsidiaries at 30 June 2025 are as follows:

Names	MetraWeather (Australia) Pty Limited	MetraWeather (UK) Limited
Place of Incorporation and Operation	Australia	United Kingdom
Balance Date	30 June	30 June
Principal Activity	Forecasting, Marketing and Promotion of Weather and Information Presentation Services.	Forecasting, Marketing and Promotion of Weather and Information Presentation Services.
Names	MetraWeather (Thailand) Limited*	MetOcean Solutions Limited
Place of Incorporation and Operation	Thailand	New Zealand
Balance Date	30 June	30 June
Principal Activity	Marketing and Promotion of Weather and Information Presentation Services.	Non-trading – Name Protection Purposes

*MetraWeather (Thailand) Limited was closed in August 2024.



Notes to the Financial Statements (Cont.)
for the year ended 30 June 2025

15. RELATED PARTY TRANSACTIONS

The ultimate controlling party of the Group is the Crown.

Loans to/(from) Subsidiaries

The Parent provides funds to MetraWeather (UK) Limited via an intercompany account. Intercompany balances eliminate on consolidation.

Balances are interest-free and the Parent has no intention of requesting payment in the near future.

Compensation of Key Management Personnel

Key management personnel of the Group are the Directors, Chief Executive Officer (CEO) and Executive Leadership Team (ELT). The Directors of subsidiaries include the CEO and one or more members of the ELT. Remuneration is set out below noting that the CEO and ELT personnel are paid in their capacity as employees and receive salaries and bonuses.

	Group 2025 \$000s	Group 2024 \$000s
Total Executive Leadership Team*	2,906	2,433
Kiwisaver / Superannuation Contributions	85	72
Directors' Remuneration	206	193
	3,197	2,698

Compensation of the Chief Executive Officer

Total Chief Executive Officer (CEO)	463	433
Performance Pay Paid Relating to Prior Year**	90	92
Employee Benefits	8	4
Kiwisaver / Superannuation Contributions	17	16
	578	545

*Includes CEO. During the year one ELT member resigned and received an allocated payment for the current year performance. One ELT member has been Acting CEO since the 13 June 2025 while our existing CEO recovers from an accident.

**Bonus payments are approved and paid after balance date and are therefore reported here on a “cash paid” basis.

The Base Salary is inclusive of holiday pay paid as per New Zealand legislation and an additional 5th week of annual leave. Benefits are income continuance insurance, broadband allowance, carpark and health check.

The CEO short term incentive for 2023/24, paid in 2024/25 was structured as follows:

Performance Hurdles	STI Weighting
<i>Gateway - EBIT met</i>	
Strategic Objectives	60%
Working Collectively	10%
Individual Objectives	30%
	100%
STI Outcome	80%

Relationship with the Crown

Meteorological Service of New Zealand Limited is a limited liability company incorporated in New Zealand, under the Companies Act 1993. The ultimate shareholder of the Group is the Crown and the Group undertakes many transactions with other State-Owned Enterprises, Crown Entities and Government Departments in the normal course of business which are not disclosed here.

The Crown does not guarantee the liabilities of Meteorological Service of New Zealand Limited. No amounts owed by related parties have been written off or forgiven during the year.

16. PROPERTY, PLANT & EQUIPMENT

GROUP 2025	Land & Buildings \$000s	Meteorological Equipment & Plant \$000s	ICT Equipment, Vehicles & Furniture \$000s	Capital Work In Progress \$000s	Total \$000s
Cost	5,989	34,665	5,216	4,884	50,754
Accumulated Depreciation and Impairment	(2,399)	(22,013)	(4,102)	–	(28,514)
CARRYING AMOUNT	3,590	12,652	1,114	4,884	22,240
Opening Carrying Amount 1 July	3,863	10,680	1,257	2,042	17,842
Additions at Cost	17	346	341	6,528	7,232
Disposals	–	(10)	(9)	–	(19)
Asset Impairment	–	(49)	–	–	(49)
Depreciation	(300)	(1,983)	(483)	–	(2,766)
Work In Progress Movement	10	3,668	8	(3,686)	–
NET BOOK VALUE AS AT 30 JUNE	3,590	12,652	1,114	4,884	22,240

GROUP 2024	Land & Buildings \$000s	Meteorological Equipment & Plant \$000s	ICT Equipment, Vehicles & Furniture \$000s	Capital Work In Progress \$000s	Total \$000s
Cost	5,962	30,717	4,987	2,042	43,708
Accumulated Depreciation and Impairment	(2,099)	(20,037)	(3,730)	–	(25,866)
CARRYING AMOUNT	3,863	10,680	1,257	2,042	17,842
Opening Carrying Amount 1 July	4,153	11,325	1,108	1,031	17,617
Additions at Cost	–	35	221	2,142	2,398
Disposals	–	–	(52)	–	(52)
Reclassification	(69)	–	69	–	–
Asset Impairment	–	(30)	–	–	(30)
Depreciation	(376)	(1,290)	(425)	–	(2,091)
Work In Progress Movement	155	640	336	(1,131)	–
NET BOOK VALUE AS AT 30 JUNE	3,863	10,680	1,257	2,042	17,842



Notes to the Financial Statements (Cont.) for the year ended 30 June 2025

17. INTANGIBLE ASSETS

GROUP 2025	Goodwill \$000	Software \$000	Customer Base \$000	Capital Work In Progress \$000	Total \$000
Cost	3,025	71,325	412	4,900	79,662
Accumulated Amortisation	–	(65,996)	(412)	–	(66,408)
CARRYING AMOUNT	3,025	5,329	–	4,900	13,254
Opening Carrying Amount 1 July	3,025	5,444	–	5,476	13,945
Additions at Cost	–	–	–	5,020	5,020
Asset Impairment	–	(59)	–	(429)	(488)
Amortisation Expense	–	(5,223)	–	–	(5,223)
Work in Progress Movement	–	5,167	–	(5,167)	–
NET BOOK VALUE AS AT 30 JUNE	3,025	5,329	–	4,900	13,254

GROUP 2024	Goodwill \$000	Software \$000	Customer Base \$000	Capital Work In Progress \$000	Total
Cost	3,025	66,177	412	5,476	75,090
Accumulated Amortisation	–	(60,733)	(412)	–	(61,145)
CARRYING AMOUNT	3,025	5,444	–	5,476	13,945
Opening Carrying Amount 1 July	3,025	6,339	–	4,998	14,362
Additions at Cost	–	–	–	5,208	5,208
Asset Impairment	–	–	–	(522)	(522)
Amortisation Expense	–	(5,103)	–	–	(5,103)
Work in Progress Movement	–	4,208	–	(4,208)	–
NET BOOK VALUE AS AT 30 JUNE	3,025	5,444	–	5,476	13,945

Internally developed software and capital work in progress includes software development to be used in sellable products and installations of infrastructure. The amount to be capitalised is determined on the basis of time spent by employees developing these assets. Timesheets are used for recording hours spent against specific pre-approved activities, both capital and operational. The timesheets are reviewed against the criteria determined in the accounting policy and approved by management. IT development is allocated at a rate of \$138 per hour (2024: \$130) and Network Engineer's rate is \$107 per hour (2024: \$105). These rates were determined by using the appropriate overheads for each area, along with the average hourly rate for employees developing these assets.

Impairment test for goodwill

In 2011 goodwill of \$600,000 was allocated to MetraWeather (UK) Ltd. The recoverable amount has been determined based on a value-in-use calculation. This year the model has used the forecast cash flows to 2025. The discount rate is based on the Group's Weighted Average Cost of Capital. At 30 June 2025, a pre-tax discount rate of 10.6% (2024: 10.6%) was applied in the model. A terminal growth rate of 2.0% was applied to the model. This was based on an allowance for inflationary growth.

Goodwill of \$2.425m is related to the acquisition of MetOcean Solutions Limited in 2017. The goodwill has been allocated to the Meteorological Service of New Zealand Limited CGU, as it continues to benefit from the business acquisition. The recoverable amount has been determined based on a Group valuation prepared by an independent external valuation expert. This is based on fair value less costs to sell, using a four-year discounted cash flow (DCF) which has been cross-checked against comparable company multiples. The discount rate is based on the Group's Weighted Average Cost of Capital. At 30 June 2025, a pre-tax discount rate of 10.6% (2024: 10.6%) was applied to the model. Terminal value is calculated using EBITDA exit multiples. This valuation is level 3 in the fair value hierarchy. A reasonable possible change in assumption would not result in impairment.

18. LEASES

The Group as Lessee:

18(a) Right-of-Use Asset

	Group 2025 \$000s	Group 2024 \$000s
Land & Buildings	2,384	3,219
Asset Retirement Obligation	4	25
CARRYING AMOUNT AS AT 30 JUNE	2,388	3,244

Additions to the right-of-use assets during the 2025 financial year were \$7,780 (2024: \$259,000)

18(b) Lease Liability

	Group 2025 \$000s	Group 2024 \$000s
Current portion of lease liability	828	1,134
Non-current portion of lease liability	1,757	2,325
CARRYING AMOUNT AS AT 30 JUNE	2,585	3,459

18(c) Amounts recognised in the Statement of Profit or Loss and Other Comprehensive Income

The Profit or Loss Statement includes the following amounts relating to leases, exclusive of the amounts above.

	Group 2025 \$000s	Group 2024 \$000s
Expense relating to short term leases	47	30
Depreciation charge of right-of-use asset	1,000	1,079
Depreciation charge of asset retirement obligation	20	105
Interest expense (included in finance costs)	134	179

18(d) Amounts recognised in the Cash Flow Statement

	Group 2025 \$000s	Group 2024 \$000s
Principal lease payments (included in financial activities)	1,175	1,275
Interest expense (included in operating activities)	134	179
Short term, low-value assets and variable lease payments (included in operating activities)	47	30
	1,356	1,484



Notes to the Financial Statements (Cont.)
for the year ended 30 June 2025

19. DIVIDENDS

As at balance date, there has been no provision made for a final dividend. The Group's dividend policy is to distribute in the range of 15% to 40% of net cash flows from operating activities, less maintenance capital expenditure. The Group is not planning on paying a dividend for this financial year, but rather to reinvest in the future weather forecasting system as outlined in the Ministers' Letter of Expectation.

20. RECONCILIATION OF NET PROFIT WITH CASH FLOW FROM OPERATING ACTIVITIES	Group 2025 \$000s	Group 2024 \$000s
Reconciliation of Net Profit with Cash Flow from Operating Activities		
Net Profit for the Year	1,453	2,277
Non Cash/Non Operating Items		
Depreciation and Amortisation	9,009	8,378
(Decrease)/Increase in Deferred Tax	(204)	139
Loss on Forward Foreign Exchange Contracts	24	8
Impairment losses on PPE and Intangibles	537	552
Loss on Disposal of Fixed Assets	20	8
(Decrease)/Increase in Restoration Provision	(39)	46
Restoration Provision unwound	3	(16)
Other Non Cash Operating Items	175	(25)
INCREASE IN NON CASH ITEMS	9,525	9,090
Movements in Working Capital		
Decrease/(Increase) in Receivables	1,700	(689)
Increase in Accounts Payable and Accruals	5,649	1,862
Increase in Income Taxation Payable	190	639
(Increase) in Inventories	(122)	(95)
Total Movement in Working Capital	7,417	1,717
NET CASH GENERATED BY OPERATING ACTIVITIES	18,395	13,084

21. CASH AND CASH EQUIVALENTS

Cash and cash equivalents at the end of the year as shown in the Statement of Cash Flows can be reconciled to the related items in the statement of financial position as follows:

	Group 2025 \$000s	Group 2024 \$000s
TOTAL CASH AND CASH EQUIVALENTS	13,246	6,728

The Parent has an overdraft facility with Westpac Banking Corporation to the value of \$50,000.

22. FINANCIAL RISK MANAGEMENT

Financing risk management objectives

Financing risk is the risk of not being able to refinance debt obligations or other cash outflows when required, on terms that are less favourable than those currently in place. The main objectives of the management of financing risk are to ensure sufficient funding is available to meet the Group's requirements and to avoid liquidity crises, achieve competitive pricing on sources of funding and lines of credit, and diversify sources of funding and liquidity.

Capital risk management

The Group manages its capital to ensure that entities in the Group will be able to continue as a going concern while maximising the

return to shareholders through the optimisation of the debt and equity balance. At balance date, there has been no provision made for a final dividend.

The capital structure of the Group consists of debt, which includes the borrowings disclosed in Note 13, cash and cash equivalents and equity attributable to equity holders of the Parent, comprising issued capital and retained earnings as disclosed in the Statement of Changes in Equity.

Debt covenants are reviewed by management on a monthly basis.

Under the terms of the major borrowing facilities, the Group is required to comply with the following financial covenants:

- Total Leverage Ratio – requires debt to remain lower than 3 times EBITDA.
- Interest Cover Ratio – requires EBITDA to be greater than or equal to 3 times the interest expense.
- Change in Ownership – any sale of shares must be advised immediately to the bank.
- Event of Review – the Group must advise the bank if the Ministry of Transport contract is cancelled or renewed on less favourable terms, including if revenue is reduced by 25%. Current agreement is due for renewal on the 1 July 2027.

The Group has complied with all covenants throughout the reporting period. As at 30 June 2025, the interest cover was 18.9 (2024: 19.3) and the leverage ratio was 0.88 (2024: 0.87).

Financial instruments by category

Categories of Financial Instruments	Group 2025 \$000s	Group 2024 \$000s
Assets		
FINANCIAL ASSETS AT AMORTISED COST		
Cash and Cash Equivalents	13,246	6,728
Trade and Other Receivables	5,383	6,921
TOTAL FINANCIAL ASSETS	18,629	13,649

Categories of Financial Instruments	Group 2025 \$000s	Group 2024 \$000s
Liabilities		
FINANCIAL LIABILITIES AT AMORTISED COST		
Trade and Other Payables	5,650	5,195
Borrowings	10,500	10,500
Lease Liabilities	2,585	3,459
FINANCIAL LIABILITIES AT FAIR VALUE THROUGH PROFIT OR LOSS		
Forward Foreign Exchange Contracts	28	4
TOTAL FINANCIAL LIABILITIES	18,763	19,158

The Directors consider that the carrying amounts of financial assets and financial liabilities recorded at amortised cost in the financial statements approximate their fair values.

Market risk

There has been no change in the types of risks the Group is exposed to.

The Group's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, and price risk), credit risk and liquidity risk.

Foreign currency risk management

The Group undertakes certain transactions denominated in foreign currencies. Hence, exposures to exchange rate fluctuation arise. The Group manages this through forward exchange contracts taken out in line with the Board-approved Treasury Policy.

The New Zealand dollar equivalent carrying amounts of the foreign currency denominated monetary assets and monetary liabilities at the reporting date are as follows:



Notes to the Financial Statements (Cont.)
for the year ended 30 June 2025

	Liabilities 2025 \$000	Liabilities 2024 \$000	Assets 2025 \$000s	Assets 2024 \$000s
22. FINANCIAL RISK MANAGEMENT (CONTINUED)				
Group				
US Dollars	72	78	592	407
British Pounds	73	65	471	348
Euro	–	24	685	379
Australian Dollars	351	106	1,355	1,266
Tongan Pa'anga	–	74	–	–
	496	347	3,103	2,400

Foreign currency sensitivity analysis

The sensitivity analysis below has been determined based on the exposure to exchange rate at the balance sheet date. This analysis is based on the closing foreign currency denominated monetary assets and monetary liabilities at the reporting date.
If exchange rates had been 10% higher and all other variables were held constant, Group profit and equity would have decreased by \$237,000 (2024: \$183,000). If exchange rates had been 10% lower and all other variables were held constant, Group profit and equity would have increased by \$290,000 (2024: \$224,000).

Forward Foreign Exchange Contracts

Forward Foreign Exchange Contracts are reported at fair value through Profit or Loss Statement and are all held for trading.

	Group 2025 \$000s	Group 2024 \$000s
Fair Value Loss on contracts held	28	4

Interest rate risk management

The Group manage interest rate risk by borrowing funds at fixed interest rates and maintaining an appropriate level of debt.
If interest rates had been 1% higher and all other variables were held constant, Group profit and equity would have decreased by \$105,000. (2024: \$105,000, 1%). If interest rates had been 1% lower and all other variables were held constant, Group profit and equity would have increased by \$105,000 (2024: \$105,000, 1%).

Credit risk management

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group.
Financial instruments which potentially subject the Group to credit risk principally consist of bank transactions and deposits, accounts receivable and sundry accounts receivable. The Group has a credit policy which is used to manage its exposure to credit risk. As part of this policy, limits on exposures have been set and are monitored on a regular basis.
In the normal course of business amounts due from the Ministry of Transport can represent a significant account receivable, and a concentration of credit risk. However, there were no amounts owing as at 30 June 2025.
The Group does not require collateral or security to support financial instruments due to the quality of financial institutions and trade debtors dealt with.
The carrying amount of financial assets recorded in the financial statements, which is net of impairment losses, represents the Group's maximum exposure to credit risk.

Liquidity risk management

Ultimate responsibility for liquidity risk management rests with the Board of Directors, which has built an appropriate liquidity risk management framework for the management of the Group's short, medium and long-term funding and liquidity management requirements. The Group manages liquidity risk by maintaining adequate reserves, banking facilities and reserve borrowing facilities, by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities. The Parent has access to financing facilities, the total unused amount of which is \$4m (2024: \$4m) at the balance date. The Group expects to meet its other obligations from operating cash flows and proceeds of maturing financial assets.
The table below summarises the cash flows payable by the Group by remaining contractual maturities at the reporting date. The amounts disclosed in the table are the contractual and expected undiscounted cash flows.

Financial Liabilities

	Group 2025 \$000s			Group 2024 \$000s	
	Borrowings \$000s	Interest Payable \$000s		Borrowings \$000s	Interest Payable \$000s
<6 Mths	–	319	<6 Mths	–	299
6-12 Mths	–	319	6-12 Mths	10,500	299
1–5 Yrs	10,500	638	1–5 Yrs	–	–
5+ Yrs	–	–	5+ Yrs	–	–
	10,500	1,276		10,500	598

It is likely that the Group will be continue to operate banking facilities past five years.
Trade and other payables and employee benefits, excluding termination leave, are repayable within the next six months.

Contractual Maturities for Lease Liabilities

	Group 2025 \$000s	Group 2024 \$000s
Less than Six Months	508	594
Six to Twelve Months	373	565
Between One and Two Years	283	627
Between Two and Five Years	707	868
Over Five Years	1,560	1,731
Total Contractual Cash Flows	3,431	4,385
Carrying Amount	2,585	3,459

23. COMMITMENTS

	Group 2025 \$000s	Group 2024 \$000s
Capital commitments for the acquisition of property, plant and equipment	2,497	4,116

24. SUBSEQUENT EVENTS

No material events have occurred subsequent to the end of the reporting period that require recognition of, or additional disclosure in these financial statements.



Independent Auditor’s Report



TO THE READERS OF METEOROLOGICAL SERVICE OF NEW ZEALAND LIMITED'S GROUP FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

The Auditor-General is the auditor of Meteorological Service of New Zealand Limited and its subsidiaries (the Group). The Auditor-General has appointed me, Sarah Turner, using the staff and resources of PricewaterhouseCoopers, to carry out the audit of the financial statements of the Group on his behalf.

Opinion

We have audited the financial statements of the Group on pages 26 to 49, that comprise the Statement of Financial Position as at 30 June 2025, the Statement of Profit or Loss and Other Comprehensive Income, the Statement of Changes in Equity and the Statement of Cash Flows for the year ended on that date and the notes to the financial statements that include material accounting policy information and other explanatory information. In our opinion the financial statements of the Group:

- present fairly, in all material respects:
 - its financial position as at 30 June 2025; and
 - its financial performance and cash flows for the year then ended; and
- comply with generally accepted accounting practice in New Zealand in accordance with New Zealand equivalents to International Financial Reporting Standards and International Financial Reporting Standards Accounting Standards.

Our audit was completed on 9 September 2025. This is the date at which our opinion is expressed. The basis for our opinion is explained below. In addition, we outline the responsibilities of the Board of Directors and our responsibilities relating to the financial statements, we comment on other information, and we explain our independence.

Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report. We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors for the financial statements

The Board of Directors is responsible on behalf of the Group for preparing financial statements that are fairly presented and that comply with generally accepted accounting practice in New Zealand. The Board of Directors is responsible for such internal control as it determines is necessary to enable it to prepare financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Board of Directors is responsible on behalf of the group for assessing the Group's ability to continue as a going concern. The Board of Directors is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the Board of Directors intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so. The Board of Director's responsibilities arise from the State Owned Enterprises Act 1986.

Responsibilities of the auditor for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements, as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers taken on the basis of these financial statements. We did not evaluate the security and controls over the electronic publication of the financial statements. As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery,

- intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Board of Directors and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements, or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We plan and perform the Group's audit to obtain sufficient appropriate audit evidence regarding the financial statements of the entities or business units within the Group as a basis for forming an opinion on the financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the Board of Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit. Our responsibilities arise from the Public Audit Act 2001.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included on pages 1 to 25 and 52 to 60, but does not include the financial statements, and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independence

We are independent of the Group in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standards 1: International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand) (PES 1) issued by the New Zealand Auditing and Assurance Standards Board. Other than the audit, we have no relationship with or interests in the Group.

For and on behalf of:

Sarah Turner *PricewaterhouseCoopers*

Sarah Turner
On behalf of the Auditor-General
Wellington, New Zealand

PricewaterhouseCoopers



Statutory Information

Results of operations

	2025 \$000s	2024 \$000s
Net Profit	1,453	2,277
Retained Earnings at Beginning of the Year	21,886	19,609
Retained Earnings at End of the Year	23,339	21,886

Changes in accounting policies

There have been no material changes in accounting policies during the year. The policies are set out on pages 30–36.

Changes in capital

There were no changes in capital during the year.

Remuneration bands

The number of employees (not including Directors) whose remuneration and benefits during the accounting period were within the specified band is as follows:

	Number
\$100,001 – \$110,000	36
\$110,001 – \$120,000	36
\$120,001 – \$130,000	21
\$130,001 – \$140,000	29
\$140,001 – \$150,000	26
\$150,001 – \$160,000	24
\$160,001 – \$170,000	10
\$170,001 – \$180,000	8
\$180,001 – \$190,000	13
\$190,001 – \$200,000	3
\$200,001 – \$210,000	3
\$210,001 - \$220,000	3
\$220,001 – \$230,000	2
\$230,001 - \$240,000	1
\$240,001 - \$250,000	2
\$250,001 - \$260,000	2
\$260,001-\$270,000	2
\$360,001 - \$370,000	2
\$400,001 - \$410,000	1
\$410,001 - \$420,000	1
\$570,001 - \$580,000	1
\$590,001 - \$600,000	1

Includes 15 international employees and 10 former employees

Donations

Donations were made to the HMNZS Canterbury Ship’s Welfare Fund (\$400) in thanks for support during the trip on HMNZS Canterbury to Campbell Island and the Wellington City Mission (\$500) In lieu of an office Christmas tree.

Auditor

The Auditor for the Group is Sarah Turner, assisted by PricewaterhouseCoopers, Wellington, on behalf of the Auditor General. The amount payable by the Group to PricewaterhouseCoopers during the year as audit fees is \$260,016. (2024: \$247,727)

The amount in respect of the year for other services provided by PricewaterhouseCoopers was \$nil (2024: \$nil).

Directors’ fees

The total fees payable to members of the MetService Board during the financial year was \$205,748. The total Board fees are within the amount authorised by the Shareholding Ministers.

Martin Matthews (Chair from 1 June 2025)	\$32,142
Paula Jackson (Chair to 31 May 2025)	\$50,673
Dr Te Tiwha Puketapu (Deputy Chair)	\$35,075
Alison Watters (to 31 July 2024)	\$1,776
Catherine Harland (from 1 August 2024)	\$27,738
Dave Moskovitz	\$28,059
Stephen Willis	\$28,331
Victoria Spackman (to 31 July 2024)	\$1,954
Total Directors’ Remuneration	\$205,748

Directors’ and employees’ indemnity and insurance

MetService has insured the Directors and employees against any costs or liabilities of the type referred to in s162(5) of the Companies Act 1993.

Directors’ loans

No loans were made to the Directors during the year.

Directors’ disclosures

No specific disclosures were given by the Directors pursuant to s140(1) of the Companies Act 1993.

General disclosures of interest made by the Directors of MetService and its subsidiaries pursuant to s140(2) as at 30 June 2025 are:

Director	Company	Nature of Interest
Martin Matthews (Chair from 1 June 2025) (Chair, Audit Risk and Assurance Committee to 31 May 2025)	Kordia Group Limited Martin Matthews Consulting Limited Mongravia Enterprises Limited	Director
	Wellington Museums Trust	Director/Trustee
	Greater Wellington Regional Council	Chair - Finance, Risk and Assurance Committee
	Ohmio Automation Limited	Strategic Advisor
	Auckland City Council	Audit and Risk Committee
	Whaikaha (Ministry of Disabled People)	Risk and Assurance Committee
Paula Jackson (Chair to 31 May 2025)	Paula Jackson Consulting Limited	Director/Shareholder
	Atomic.IO Limited CGL Investments Martinborough Properties Limited Upstock Limited	Shareholder
	Mercer NZ Ltd	Non-executive Director
	Ruamahanga Health Trust	Trustee
	Global Women Institute of Directors NZ	Member
Dr Te Tiwha Puketapu (Deputy Chair)	Toitū te Whenua Māori Land Trust	Chair
	Korowaitia Whānau Trust Te Ati Hau Trust (until December 2024) Ranana Marae Reservation Trust Whanganui Land Settlement Trust	Trustee
	Omuturangi 6E & 7A Māori Land Trust	Advisory Trustee
Alison Watters (Chair People Culture and Remuneration Committee to 1 July 2024)	Fonterra LIC Agritechnology Company Limited Livestock Improvement Corporation Limited Totally Vets Limited	Director
	Agriculture Resources Limited Aginvest Holdings Limited Taumata Island Dairy Limited	Shareholder
Catherine Harland (from 1 August 2024) (Chair People Culture and Remuneration Committee from 1 August 2024)	Interface Partners Limited McHar Investments Limited	Director
Dave Moskovitz	Xerra Earth Observation Limited	Director
	Te Taura Whiri I te Reo Māori Registered marriage celebrant	Contractor
	Parcelport Limited	Noteholder



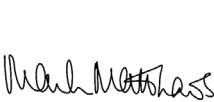
Statutory Information (Cont.)

Dave Moskovitz (Cont.)	Wellington Progressive Jewish Congregation	Lay leader/Member
	Global Entrepreneurship Network NZ	Trustee/Chair
	Arabic Digital Research Institute	Advisor/Shareholder
	Golden Ticket	Director/Shareholder
	Hyperstart Limited	
	Think Tank Consulting Limited	
	WebFund Limited	
	WebFund Smartshow Holdings Limited	
	WebFund Golden Ticket Holdings Limited	
	Wellington Abrahamic Council	Co-chair/Councillor
	He Whenua Taurikura	Trustee
	Te Muka Rau Charitable Trust	
	Moskovitz Frykberg Family Trust	Trustee/Beneficiary
	Think Tank Brains Trust	
	Catalyst Cloud Limited	Advisor
	The Christchurch Call Advisory Network	
	Admin Innovation Limited	Shareholder
	Arlula	
	Celsias Limited	
	Cloud Cannon Limited	
	Cloudsource Holdings Limited	
	Common Ledger Limited	
	Conscious Consumers Limited (CoGo)	
	Narrative Muse	
	Jaipuna Limited	
	Open Accounting Data Limited	
	Ponoko Limited	
	Sharesies Limited	
	Showgizmo Limited	
	Tapi Limited	
	Thought-Wired Limited	
	Upstock Limited	
	VidApp Limited	
	WIP APP Limited	
	AngelHQ Family Fund	Limited Partner
	Climate VC Fund	
	Movac Fund 5 2020 Limited Partnership	
	Startmate NZ 2020 Limited Partnership	
	Startmate 2021 Limited Partnership	
	AngelHQ	Member
	Antler Angel Experience	
	ICE Angels	
	Institute of Directors NZ	
	InternetNZ	
	NZ Open Source Society	
	NZ Rise	
	Privacy Foundation NZ	
	Royal Society	
	Tohatoha Creative Commons NZ	

Stephen Willis (Chair, Audit Risk and Assurance Committee) (from 1 June 2025)	University of Otago	Chief Operating Officer
	Child Cancer Foundation NZ Board	Board member
Victoria Spackman (to 31 July 2024)	Acumen New Zealand Limited	Director
	Acumen Trust Limited	
	CDC Pharmaceuticals Limited	
	New Zealand Trade and Enterprise	
	Primary Consulting Limited	
	Resale Royalties Aotearoa Limited	
	Tinakori Katoa Investments Limited	
	Thankyou Payroll Limited	
	Toi Mai Workforce Development Council	
	Undergroundsound Limited	
	Copyright Licensing Limited	Independent Director
	Allegra Productions Limited	Director/ Shareholder
	Browley & Silver Limited (Trustee for V&A Trust)	
	The Gibson Group Limited & Associated Companies	
	Spackman Property Services Limited	
	Ackama NZ Limited & Associated Companies	Director/Chair
	Tinakori Katoa Trust	Trustee
	The Paul Spackman Family Trust	
	Katherine Mansfield Birthplace Society	Board member
	SPADA	Member
	Institute of Directors NZ	
	Uno Loco Limited/HULA Design	Chair of the Advisory Board

Directors' statement

This Annual Report is for the period 1 July 2024 to 30 June 2025 and is signed on behalf of Meteorological Service of New Zealand Limited's Board of Directors.



M Matthews
Director



T Puketapu
Director



Key Performance Indicators
Financial

	Statement of Corporate Intent	Actual 2025	Actual 2024
1. Shareholder Returns			
Total Shareholder Return	1.9%	6.1%	-0.7%
Dividend Yield	1.9%	0.0%	0%
Dividend Payout	11.8%	0.0%	0%
Return on Equity (ROE)	9.2%	5.3%	9.0%
Return on Funds Employed	10.6%	7.5%	10.4%
2. Profitability/Efficiency			
NPAT	2,466	1,453	2,277
EBIT	4,026	2,832	3,730
EBITDA	11,419	11,841	12,108
Asset Turnover	1.40	1.30	1.35
Operating Margin (EBITDA)	15.4%	15.9%	17.4%
Operating Margin (EBIT)	5.4%	3.8%	5.4%
3. Leverage/Solvency			
Gearing Ratio (net)	23.7%	-10.9%	12.5%
Interest Cover	19.0	15.5	15.0
Solvency**	1.05	1.12	0.69
Debt Coverage Ratio	2.98	3.71	2.81
4. Bank Covenants			
Interest Cover ratio* (>3)	25.4	18.8	19.3
Total Leverage ratio (<3)	0.75	0.89	0.87
5. Growth/Investment			
Revenue Growth	6.8%	6.9%	4.7%
EBITDA Growth	4.9%	-2.2%	20.9%
NPAT Growth	26.2%	-36.2%	71.6%
Capital Renewal	1.50	1.35	1.20

* Interest Cover ratio for the Bank Covenants is calculated using debt interest only and excludes IFRS 16 Lease interest costs.
**The Parent has an ongoing term loan agreement with Westpac Banking Corporation, however the 2024 extension of the facility was not signed until after balance date on the 29 August 2024.

NOTES ON THE FINANCIAL KEY PERFORMANCE INDICATORS

Measure	Description	Calculation
1. Shareholder Returns		
Total Shareholder Return	Performance from an investor perspective – dividends and investment growth.	$(\text{Commercial value}_{\text{end}} \text{ less Commercial value}_{\text{beg}} \text{ plus dividends paid less equity injected}) / \text{Commercial value}_{\text{beg}}$
Dividend Yield	The cash return to the shareholder.	$\text{Dividends paid} / \text{Average commercial value.}$
Dividend Payout	Proportion of net operating cash flows less allowance for capital maintenance paid out as a dividend to the shareholder.	$\text{Dividends paid} / \text{Net cash flow from operating activities.}$
Return on Equity (ROE)	How much profit a company generates with the funds the shareholder has invested in the Company.	$\text{Net profit after tax} / \text{Average equity.}$
Return on Funds Employed (ROFE)	Measures company profitability and the efficiency with which its capital is employed.	$\text{Ratio of EBIT to average debt plus equity over the period.}$
2. Profitability/Efficiency		
Asset Turnover	The amount of revenue generated for every dollar worth of assets.	$\text{Revenue} / \text{Assets.}$
Operating Margin (EBITDA)	The profitability of the Company per dollar of revenue.	$\text{EBITDA} / \text{Revenue.}$
Operating Margin (Normal Trading)	The profitability of the Company per dollar of revenue from normal trading.	$\text{Normal Trading EBIT} / \text{Revenue.}$
Operating Margin (EBIT)	The profitability of the Company per dollar of revenue, with profitability measured as earnings before interest, taxation.	$\text{EBIT} / \text{Revenue.}$
3. Leverage/Solvency		
Gearing Ratio (net)	Measure of financial leverage – the ratio of debt (liabilities on which a company is required to pay interest) less cash, to debt less cash plus equity.	$\text{Net debt} / \text{Net debt plus equity.}$
Interest Cover	The number of times that earnings can cover interest.	$\text{EBITDA} / \text{Interest paid.}$
Solvency	Ability of the Company to pay its debts as they fall due.	$\text{Current assets} / \text{Current liabilities.}$
Debt Coverage Ratio	Level of bank debt in relation to earnings.	$\text{Bank debt} / \text{EBIT.}$
4. Bank Covenants		
Interest Cover ratio	The number of times that earnings can cover interest.	$\text{EBITDA} / \text{Interest Paid (less leases)}$
Total Leverage ratio	Defined as the total indebtedness.	$\text{Bank debt} / \text{EBITDAF.}$
5. Growth/Investment		
Revenue Growth	Measure of whether the Company is growing revenue.	$\% \text{ change in Total Revenue and Other Income.}$
EBITDA Growth	Measure of whether the Company is growing earnings.	$\% \text{ change in EBITDA.}$
NPAT Growth	Measure of whether the Company is growing profits.	$\% \text{ change in NPAT.}$



Key Performance Indicators
Non-financial

	Statement of Corporate Intent	Actual 2025	Actual 2024
Our Operational Integrity			
Effectiveness of key controls for critical safety risks***	70%	90%	New
POD Heavy Rain (12 mo mean)	>90%	95%	93%
POD Severe Gales (24 mo mean)	>90%	97%	96%
FAR Heavy Rain (12 mo mean)**	<15%	6%	14%
FAR Severe Gales (24 mo mean)	<25%	11%	11%
% uptime of weather observing systems (combined Radar and Automated Weather Stations)*	>99%	99%	99%
Number of employees who are WMO-qualified meteorologists, or scientists with a postgraduate qualification in meteorology, oceanography, or a related discipline	>120	124	129
Our Performance			
Total Shareholder Return	1.9%	6.1%	-0.7%
Cash flow from Operating Activities (\$000)	9,264	18,395	13,084
EBIT (\$000)	4,026	2,832	3,730
Internal environmental impact: overall reduction in MetService carbon footprint	21%	53%	45%
Our Relationships			
Stakeholder engagement measurement obtained from customer satisfaction survey	NPS > +30	NPS +40	NPS +33
Total brand recognition through percentage of respondents in annual survey having a 'good' understanding of what MetService does	55%	52%	55%
Average number of monthly unique viewers across metservice.com and MetService mobile apps	2.0 million	2.4 million	2.6 million
Followers on our main social media channels	7%	+16%	9%
Number of employees who have contributed to WMO or ICAO constituent bodies (e.g., technical commissions, working groups and expert panels)	16	16	16
At least five mutually supportive partnerships established with Māori around priorities including but not limited to the following: weather knowledge and intelligence, climate change, managed retreat, and data sharing, weather warnings***	5	5	New
Our People			
MetService's overall engagement score moves into the top 25%	65%	63%	60%
Increased cultural competencies with a focus on meaningful engagement (learning completions and pass rates met)***	75%	100%	0%

*The warning and network uptime targets reflect minimum acceptable performance for services delivered under MetService's contract with the Ministry of Transport.

**The FAR for rain is a result of marginal events not reaching the required duration thresholds.

***Additional KPIs added in 2025 and historical data not available.

NOTES ON THE NON-FINANCIAL KEY PERFORMANCE INDICATORS

Measure	Description/Calculation
Probability of Detection (POD)	The ratio of correctly forecast events to actual events observed.
False Alarm Rate (FAR)	The ratio of severe forecast events that didn't occur (false alarms) to the number of events forecast. The POD and FAR for heavy rain events is reported as a 12 month running mean. For heavy snow and high wind events the POD and FAR are reported as a 24 month running mean, reflecting the relative infrequency of these events.
Radar % Uptime	The percentage of time that radar data is available in MetService's Wellington office, averaged over all radar sites.
AWS % Uptime	The percentage of time that Automated Weather Station data is available in MetService's Wellington office, averaged over all AWS sites.
WMO	World Meteorological Organization.



Company Directory

DIRECTORS

Martin Matthews (Board Chair from 1 June 2025)
(Chair, Audit, Risk and Assurance Committee to 31 May 2025)
Paula Jackson (Chair to 31 May 2025)
Dr Te Tiwaha Puketapu (Deputy Chair)
Alison Watters (Chair, People Culture and Remuneration
Committee to 31 July 2024)
Catherine Harland (Chair, People Culture and Remuneration
Committee from 1 August 2024)
Dave Moskovitz
Stephen Willis (Chair, Audit, Risk and Assurance Committee from
1 June 2025)
Victoria Spackman (to 31 July 2024)

EXECUTIVE

Chief Executive
Stephen Hunt
Rob Harrison (Acting from 13 June 2025)
Chief of Science & Innovation
Norm Henry
Chief Financial Officer
Keith Hilligan
Chief of Customer & Commercial
Rob Harrison
Chief Digital Officer
Colin Brown
Chief People Officer
Megan Curry (to 30 May 2025)
Pou Tūhono
Trevor Shailer

BANKER

Westpac Banking Corporation
318 Lambton Quay
PO Box 1298
Wellington
New Zealand

Design:
Jinhee Jung
This report is also available online at
metservice.com

AUDITOR

Sarah Turner, with the assistance of PricewaterhouseCoopers
10 Waterloo Quay
PO Box 243
Wellington
New Zealand

On Behalf of:
Office of the Auditor-General
100 Molesworth Street
PO Box 3928
Wellington
New Zealand

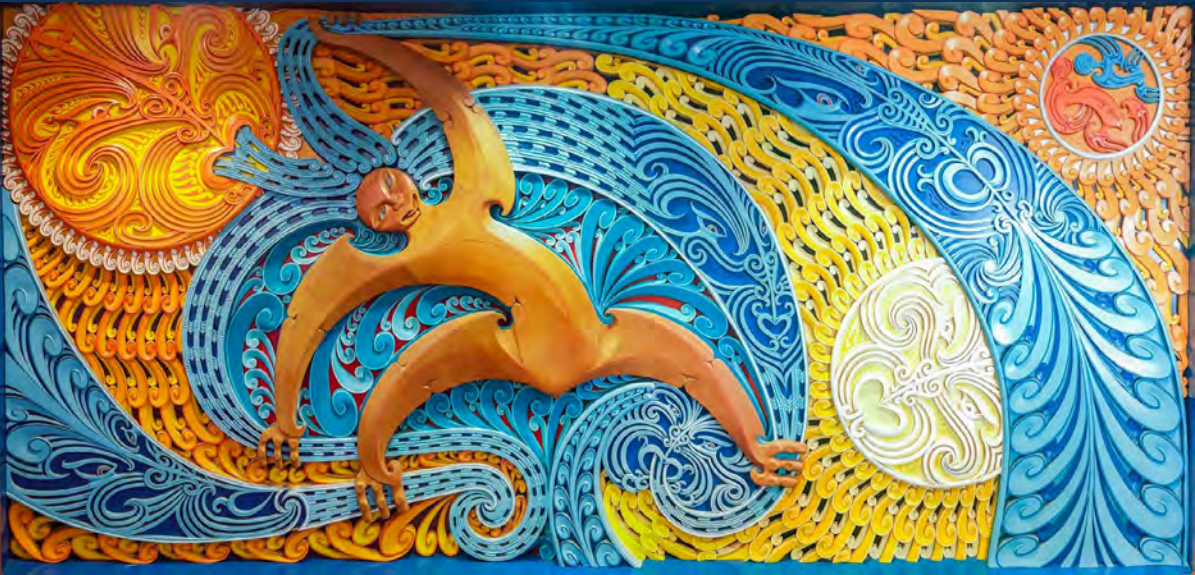
HEAD OFFICE

Meteorological Service of New Zealand Ltd
L2 / 110 Featherston Street
PO Box 722
Wellington 6140
New Zealand
Telephone +64 4 4700 700
www.metservice.com
www.metraweather.com
www.metocean.co.nz

REGISTERED OFFICES

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MetraWeather (UK) Ltd
Quadrant House
Broad Street Mall
Reading
Berkshire RG1 7QE
United Kingdom
Telephone +44 1183 805063

Australia
MetraWeather (Australia) Pty Ltd
Suite 25 Level 8, 100 Walker Street
PO Box 413, St Leonards
North Sydney NSW 2060
Australia
Telephone +61 2 9449 9771



Tāwhirimātea and children by Dr Cliff Whiting (Te Whānau-ā-Apanui)

This precious taonga was commissioned by the MetService social club in 1983. It took pride of place when in February 1984 it was displayed in our Wellington Head office in Kelburn and then moved with us to Seabridge House in 2022. The carving awaits us now in 55 Molesworth Street – the future home of the National Forecasting Centre in 2026.

Corporate Office

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PO Box 722, Wellington 6140
New Zealand
Phone +64 4 4700 700
metservice.com

