

| <b>Crown Entity, Schedule 4A company, Crown Research Institute</b>  | <b>Response to question</b>                                                                                                                                                                                                                          |
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| AgResearch Limited                                                  | <p>There is nothing budgeted in the 2025/26 financial year for redundancy payments, severance, or other termination packages.</p> <p>AgResearch has not budgeted for redundancies. Redundancy costs over the last five years were \$3,456,854.</p>   |
| Institute of Environmental Science and Research Limited (ESR)       | <p>There is nothing budgeted in the 2025/26 financial year for redundancy payments, severance, or other termination packages.</p> <p>ESR has not budgeted for redundancies. Redundancy costs over the last five years were \$2,400,502.</p>          |
| Institute of Geological and Nuclear Sciences Limited (GNS)          | <p>There is nothing budgeted in the 2025/26 financial year for redundancy payments, severance, or other termination packages.</p> <p>GNS has not budgeted for redundancies. Redundancy costs over the last five years were \$2,842,553.66.</p>       |
| Landcare Research New Zealand Limited (Manaaki Whenua)              | <p>There is nothing budgeted in the 2025/26 financial year for redundancy payments, severance, or other termination packages.</p> <p>Manaaki Whenua has not budgeted for redundancies. Redundancy costs over the last five years were \$679,855.</p> |
| National Institute of Water and Atmospheric Research Limited (NIWA) | <p>There is nothing budgeted in the 2025/26 financial year for redundancy payments, severance, or other termination packages.</p> <p>NIWA has not budgeted for redundancies. Redundancy costs over the last five years were \$3,011,029.</p>         |
| New Zealand Institute for Plant and Food Research Limited (PFR)     | <p>There is nothing budgeted in the 2025/26 financial year for redundancy payments, severance, or other termination packages.</p> <p>PFR has not budgeted for redundancies. Redundancy costs over the last five years were \$859,200.</p>            |
| New Zealand Forest Research Institute Limited (Scion)               | <p>There is nothing budgeted in the 2025/26 financial year for redundancy payments, severance, or other termination packages.</p> <p>Scion has not budgeted for redundancies. Redundancy costs over the last five years were \$1,044,180.</p>        |

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| Research and Education Advanced Network New Zealand Limited (REANNZ) | <p>There is nothing budgeted in the 2025/26 financial year for redundancy payments, severance, or other termination packages.</p> <p>REANNZ has not budgeted for redundancies. Redundancy costs over the last five years were \$375,000.</p> |
| Callaghan Innovation                                                 | <p>Callaghan Innovation has budgeted \$7.3 million for redundancy payments in 2025/26.</p> <p>Redundancy costs over the last five years were \$6,872,282.</p>                                                                                |