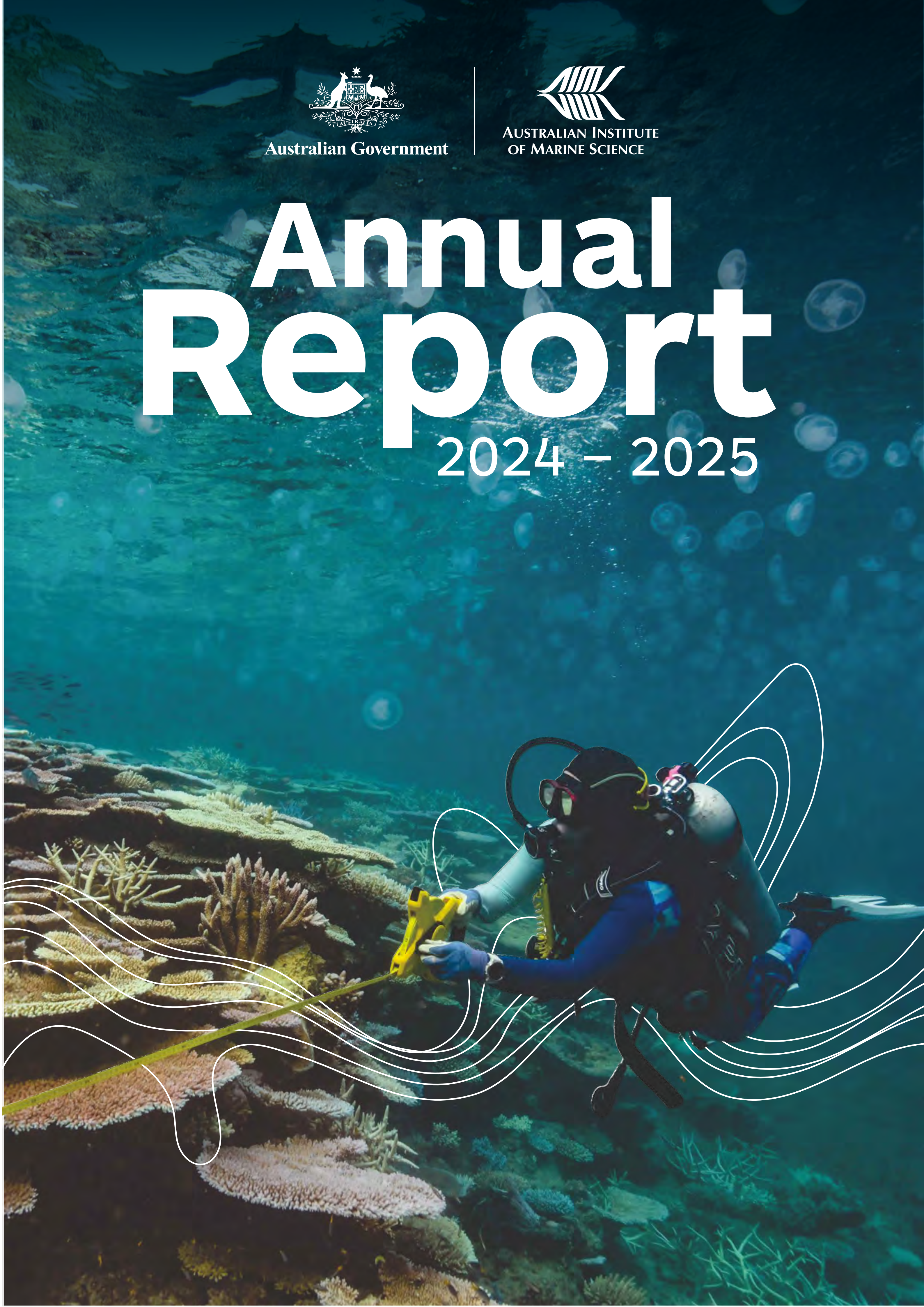
Australian Government

Australian Institute of Marine Science

Annual Report

2024 – 2025



Disclaimer

The research reported herein is based on early analyses of complex datasets and should not be considered definitive in all cases. Institutions or individuals interested in all consequences or applications of the Australian Institute of Marine Science's research are invited to contact the Chief Executive Officer at the Townsville address below.

For additional copies of this report, please phone AIMS on (07) 4753 4444, write to us at the Townsville address or email media@aims.gov.au.

This report, along with a range of other information about AIMS, is available online at www.aims.gov.au.

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Townsville, Queensland

PMB No. 3, Townsville MC, Qld 4820
Telephone: (07) 4753 4444

Darwin, Northern Territory

PO Box 41775, Casuarina, NT 0811
Telephone: (08) 8920 9240

Perth, Western Australia

Indian Ocean Marine Research Centre
The University of Western Australia (M096)
35 Stirling Highway, Crawley, WA 6009
Telephone: (08) 6369 4000

Canberra, Australian Capital Territory

Suite G7, 65 Canberra Avenue
Griffith ACT 2603
Telephone: (07) 4753 4444

ABN 789 61616230
ISSN 1037–3314

The Australian Institute of Marine Science acknowledges the Traditional Owners of the land and sea on which we work. We recognise the unique relationships and enduring cultural and spiritual connection that Aboriginal and Torres Strait Islander people have to land and sea, and pay our respects to Elders past, present and future.

We particularly recognise the Traditional Owners of the land on which our main laboratory and office bases are located: the Bindal and Wulgurukaba peoples in Townsville, the Larrakia people in Darwin, the Noongar people in Perth and the Ngunnawal people in Canberra. We also recognise and pay our respects to Aboriginal and Torres Strait Islanders who are Traditional Owners of the areas of our marine science operations across tropical northern Australia.

Warning: Aboriginal and Torres Strait Islander persons should be aware that this document might contain images of people who have passed away since publication.

8 October 2025

Senator the Hon Murray Watt
Minister for the Environment and Water
Parliament House
CANBERRA ACT 2600

Dear Minister

On behalf of the Council of the Institute of Marine Science (as the accountable authority of the Australian Institute of Marine Science — AIMS), we have pleasure in presenting our annual report for the year ended 30 June 2025. The report is forwarded to you in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013*.

This report provides information so that you, the Parliament of Australia, and users of AIMS' research outputs can make an informed judgement about AIMS' performance during the 2024–25 financial year.

This report has been prepared in accordance with the requirements of the *Australian Institute of Marine Science Act 1972* and in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013*.

On behalf of the Council, the Chair approved the content of the *AIMS Annual Report 2024–25* on 2 October 2025.

Yours sincerely

Elizabeth Woods

Dr Elizabeth Woods OAM
Council Chair
Australian Institute of Marine Science

S. Stead

Professor Selina Stead
Chief Executive Officer
Australian Institute of Marine Science

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Part One: Overview

The Year in Review: Report from the Council Chair

As Chair of the Council of the Australian Institute of Marine Science, it is my pleasure to present the Australian Institute of Marine Science (AIMS) Annual Report for the year 2024-25. This report covers a period of great achievement for AIMS in providing the research and knowledge necessary for the sustainable management and protection of Australia's tropical marine estate.

The past year has been a significant one for AIMS, marked by quality research, strategic partnerships, and impactful science, and this is reflected in the breadth and depth of the work detailed in this annual report.

Our work in long-term monitoring, adaptation science, and collaborations with Traditional Owners, industry, and government, promotes the restoration of coral reefs and marine habitats. Unfortunately, this past year saw another mass bleaching event on the Great Barrier Reef and Western Australian reefs experienced their worst heat stress on record.

Our science continues to inform future research efforts to help protect reefs from climate change by understanding the innate adaptability of corals and reefs to warming oceans, exploring ways to enhance coral resistance to bleaching, and developing methods to scale up and expedite coral recovery.

During the past year we have also had success in other fields of research: we have developed a new method of using underwater ultrasound to capture images of the internal organs of free-swimming whale sharks; used the capabilities of SeaSim to assess the toxicity of different radiation doses on marine organisms; discovered new insights into pygmy blue whale foraging behaviours; found that that small crabs could help control coral-eating crown-of-thorns starfish; and completed the first in a series of field trips to Western Australia’s tropical seaweed meadows to provide a nature-based solution to storing carbon in the ocean.

AIMS has continued to partner with key stakeholders to deliver impactful research. AIMS partners with Traditional Owners to elevate their role in reef stewardship, support better management of coastal ecosystems and provide social and economic benefits to communities. An example of this is the recently concluded Woppaburra Coral Project, and a commissioned social value analysis to better understand how partnership activities contributed to positive changes for people and organisations involved in the project. The analysis found that the project generated a number of meaningful outcomes relating to six interconnected value themes. The significant investment in partnership activities has created a blueprint for effective Indigenous partnerships and built a genuine and lasting relationship between AIMS and the Woppaburra people.

AIMS’ partnerships with industry has continued to yield critical research, including:

- investigating if Sargassum seaweed can provide a nature-based solution to help reduce climate change impacts, through the Blue Carbon SeaScapes Project;
- investigating the risk of radioactive materials accumulating in marine organisms following the decommissioning of offshore oil and gas infrastructure, in partnership with Australia’s Nuclear Science and Technology Organisation; and
- progressing our work on a research initiative to monitor Evans Shoal, a natural gas field about 300 kilometres north-west of Darwin, focusing on marine life and biodiversity.

AIMS continues to play a key role in forums promoting the role of high-quality marine science in developing Australia’s blue economy. At the National Marine Science Committee (NMSC) Symposium held in Canberra in June, stakeholders from research, government, industry, NGOs, and community groups came together to shape the upcoming Decadal National Marine Science Strategy (2025–2035). The NMSC’s new White Paper under development includes thematic areas led by AIMS, such as First Nations and traditional knowledge, ecosystem restoration and repair, and AI and machine learning.

The expansion of our National Sea Simulator highlights our dedication to addressing the pressing challenges of climate change and environmental degradation. In February 2025, we hosted then Minister for the Environment and Water the Hon Tanya Plibersek MP to officially open the expanded facility. This increased capacity will support more projects and accelerate scientific research, particularly in breeding heat-resilient corals at scale.

Maintaining research integrity is paramount for a science agency such as AIMS. When research integrity is upheld, the public can have confidence in the findings and recommendations we provide to our stakeholders. We have reviewed and updated our Research Quality and Integrity Policy, and adopted new procedures that foster a culture of quality, transparency, and accountability. These changes will contribute to the validity and reliability of our scientific findings, build public trust, and uphold AIMS strong reputation for objective science.

AIMS has achieved the internationally recognised CoreTrustSeal certification as a trusted data repository. CoreTrustSeal is a community based, non-governmental, and non-profit organisation promoting sustainable and trustworthy data infrastructure.

Dr Cass Hunter joined the Council for a five-year term commencing in March 2025. Dr Hunter was already closely connected to AIMS as a First Nations advisor to the Council and she contributes that perspective, as well as a strong science background, to our Council discussions. Dr Hunter succeeds Dr Erika Techera, who retired following the end of her five-year term on the AIMS Council. I'd like to acknowledge Dr Techera's valuable contribution to AIMS during her membership of the Council, particularly her advice relating to national and international marine environmental governance and environmental law.

Finally, I extend my heartfelt gratitude to the AIMS Council, our dedicated CEO and staff, and our many partners who work towards ensuring the health and resilience of our tropical marine ecosystems.

Dr Elizabeth Woods OAM
AIMS Council Chair

The Year in Review: Report from the Chief Executive Officer

It is an honour to present this year's Annual Report on behalf of the AIMS team, which represents my first full year as CEO of AIMS. This report outlines the work of the extraordinary people who work at AIMS and the contributions AIMS is making to a healthy, thriving ocean.

This year has been an exciting one for AIMS. We have continued to undertake world-leading research and build new strategic partnerships. We have been refreshing our strategic priorities, to ensure we are directing AIMS' capabilities to where we can add value for all Australians.

Australia's reefs

In 2024-25, Australia's reefs have continued to be impacted by climate change, like coral reefs throughout the world. Warming oceans caused another mass bleaching event on the Great Barrier Reef in the 2024-25 Summer. Even more significant was that Western Australian reefs also experienced the worst heat stress on record - the first time we've seen simultaneous coral bleaching on reefs on our west and east coasts.

As one of Australia's iconic ecosystems, the Great Barrier Reef continues to be a significant part of the AIMS research effort. Our monitoring of the Reef in the past year has captured the effects of the 2024 mass coral bleaching event - one of the most extensive and serious recorded. The losses of coral we've recorded so far are significant. Despite these losses, coral cover on most reefs remains at moderate levels of between 10 and 30%. As part of its response to the 2024 bleaching event, AIMS has also collected detailed data on reef communities, physiology and genetics.

Over the past few years, AIMS and our collaborators have been developing a toolbox of interventions to help coral reefs recover from the effects of climate change and resist warming temperatures caused by climate change. The Pilot Deployments Project (PDP) is designed to progress reef intervention methods from the research phase to large scale delivery. During coral spawning in November 2024, the project began the first trials on the Great Barrier Reef to develop capacity among third-party deployment partners (from tourism, the aquarium trade, maritime services and Traditional Owners) to collect spawn slicks and release the ready-to-settle coral larvae and young corals onto reefs.

As well as valuable training and knowledge sharing with the industry participants, the exercises in 2024 were designed to help the science and engineering teams assess the practicality, safety, efficiencies and costs of these delivery methods at scale. These findings will improve current and future interventions, improving on building coral numbers for the future.

On both the east and west coasts, the Reef Song Project, part of the Australian Coral Reef Resilience Initiative (ACRRI) supported by BHP is a coordinated effort involving the two World Heritage Areas of the Great Barrier Reef and Ningaloo Reef. The project examines the potential for enhanced reef fish communities to increase coral growth and resilience, and will inform innovative, practical, and scalable solutions to support reef recovery and restoration.

Traditional Owner collaborations

We continue to establish genuine Indigenous science partnerships with Traditional Owners. Our collaborations elevate Indigenous stewardship and contribute to better management of marine and coastal ecosystems and provide cultural, social and economic benefit to the people in those communities.

The AIMS-led Indigenous Futures Project works in partnership with Indigenous Ranger groups and the Reef Restoration and Adaptation Program. Its goal is to build capacity for Traditional Owners to lead in caring for sea Country through reef restoration techniques developed to help reefs recover and build resilience to the effects of climate change.

The Northern Australian Marine Monitoring Alliance (NAMMA) seeks to combine the depth of traditional ecological knowledge with the latest scientific techniques for effective marine monitoring. It brings together Traditional Owners, Indigenous rangers and sea Country managers to protect and manage marine environments collaboratively with AIMS. NAMMA is rolling out co-designed monitoring tools and frameworks that consider traditional ecological knowledge and science as equally important. The data they have collected will be combined with long-term monitoring data to provide communities with a clearer understanding of coral bleaching impacts.

These partnerships are a testament to our belief in the power of collective effort and the importance of learning from each other through two-way knowledge sharing.

International science engagement

In 2024-25, AIMS has continued to strengthen our science engagement with international partners. In June 2025, AIMS joined the Australian delegation at the United Nations Ocean Conference (UNOC) in Nice, France. Occurring every three years, UNOC is focussed on mobilising actions to support implementation of Sustainable Development Goal 14 (SDG14) Life Below Water. The AIMS concept paper on Borderless Ocean Sustainability presented at UNOC received positive feedback for its innovative approaches to systems thinking in interdisciplinary and transdisciplinary tropical ocean science. A resultant outcome is AIMS has been invited to an international workshop for globally leading coral reef scientists to inform the future direction of research in this field. This will promote enhancing Australia's position as a world leader in sustainable tropical marine resource science in the face of climate change.

Scientists from AIMS, Brunei, Vietnam, and the Philippines shared innovative coral reef monitoring technology to help protect reefs in the face of increasing climate change and local ocean pressures. This is part of the Australian Government's Marine Resources Initiative (MRI) which seeks to jointly step up coral reef monitoring capabilities.

We have also successfully tested a portable reef aquaculture system in the Maldives. Designed by AIMS to aid coral reef restoration, our scientists trained technicians and biologists from the Maldives Marine Research Institute (MMRI) to assemble and run the self-sufficient system – known as ReefSeed – during the coral spawning season. This portable coral aquaculture system can be packed into sea containers and shipped to remote areas to help with coral reef restoration.

AIMS also represented Australia in international fora at:

- The Global Nature Positive Summit in Sydney in October 2024 to build understanding of changes required to systems and settings to value nature and address biodiversity loss.
- The annual Partnerships Dialogue of the International Partnership for Blue Carbon (IPBC), held in Cairns in October 2024 and jointly hosted by Australia and Fiji.

People

At AIMS we are fortunate to be able to draw the best talent from around Australia and the world – our dedicated teams of highly qualified and motivated people are developing practical solutions to achieve positive impact for the nation, and some have received appropriate recognition:

- Ecologist Dr. Katharina Fabricius, participated in the Homeward Bound expedition to Antarctica, which is part of a program that aids women with STEMM backgrounds in developing leadership skills. Over her 30-year career, her research has contributed to sustainable farming practices and potential solutions for coral reef recovery and adaptation. She leads a team investigating coral reef recovery and is featured in the Museum of Underwater Art;
- Ecological geneticist and assisted evolution pioneer Professor Madeleine van Oppen was inducted as a Fellow of the Australian Academy of Science at a ceremony in Canberra. Her research has become crucial for coral reef restoration research in Australia and across the world;
- Melanie Olsen was named Employee of the Year in the 2024 Townsville Chamber of Commerce Business Awards. This was in recognition of her work successfully establishing ReefWorks tropical marine technology test range and her leadership in helping to accelerate development of Australia's burgeoning marine robotic and autonomous systems industry. She also devotes personal time to inspiring north Queensland school students, particularly girls, to consider a career in marine engineering and autonomous technology; and
- The AIMS communication team received two prestigious awards in the past year:
    - They won the gold trophy for Best Regional Communication Campaign at the Golden Target Awards recognising their outstanding work communicating the 2024 mass bleaching events, and highlighting AIMS as an authority on coral reef science; and
    - They also won Best Media Campaign at the World PR and Communication Awards for effectively managing the release of the 2022 Long Term Monitoring Program report, ensuring balanced and accurate information about the Great Barrier Reef reached key audiences.

AIMS is committed to supporting flexible working opportunities for staff. This progress has been recognised through a SAGE (Science in Australia Gender Equity) Cygnet Award under the Athena Swan framework. This is the first of several steps in our pathway towards receiving an Athena Swan Silver Award.

Infrastructure

The National Sea Simulator (SeaSim) facilitates globally important research, including coral reef adaptation and restoration science. The recently opened SeaSim expansion features a newly completed 1,300 square metre outdoor experimental area.

Later this year the expanded SeaSim, funded through the National Collaborative Research Infrastructure Strategy (NCRIS), will open to merit-based access for researchers to undertake science of national and international significance.

Looking ahead

In 2025-26, AIMS will continue to deliver the trusted science needed to inform sustainable development and protection of our marine ecosystems. Our commitment to science and innovative approaches ensures that Australia's reefs will continue to thrive despite the challenges posed by climate change.

Professor Selina Stead, BSc, MSc, PhD
Chief Executive Officer

In Brief

2024/2025

TROPICAL NORTHERN AUSTRALIA

FIELD OPERATIONS

32,272 NAUTICAL MILES STEAMED

3,390 NUMBER OF DIVES

1,665 SCIENCE SEA DAYS INCLUDING CHARTERS

197 COLLABORATORS ON FIELD TRIPS

11,374 RESEARCHER FIELD DAYS

TRAINING THE NEXT GENERATION

31 POSTDOCTORAL FELLOWS

50 POSTGRADUATE STUDENTS SUPERVISED BY AIMS STAFF

15 15 OCCUPATIONAL TRAINEES AND INTERNS

FINANCES

$81.9m APPROPRIATIONS

$73.8m EXTERNAL REVENUE

$152.9m TOTAL EXPENSES

SCIENCE OUTPUT

198 PEER REVIEWED JOURNAL ARTICLES*

92% OF PUBLICATIONS ACCESSIBLE THROUGH OPEN ACCESS JOURNALS

*July 2025 data, Scival

POLICY IMPACTS

22% OF OUTPUTS CITED BY POLICY ACROSS

27 COUNTRIES

*2019-2023 data, Scival

An eye on our tropical oceans: long-term biodiversity and water quality monitoring

LTMP

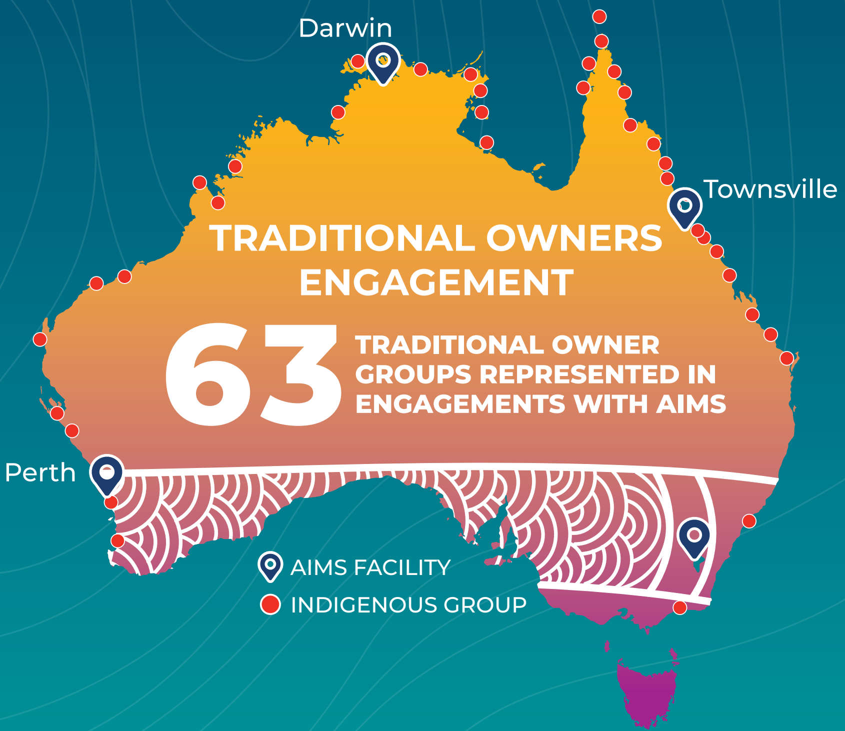
Running for 39 years, our Long-term Monitoring Program for the Great Barrier Reef (GBR) is the world's longest record of change in coral reefs - tracking coral and fish populations, crown-of-thorns starfish outbreaks, and the effects of cyclones and coral bleaching. This data is an essential resource to guide decision-making for government, industry and the science community.

Marine Monitoring Program (MMP)

AIMS continues to implement the MMP in collaboration with the GBR Marine Park Authority. Our team records water quality in inshore waters, the cover of hard and soft corals, macroalgae and coral recruitment on 30 inshore reefs. We provide the data to support the Reef and regional report cards. The MMP team undertake additional monitoring of coral reefs that inform the Gladstone Harbour and Mackay Whitsunday Isaac Regional report card.

Australian Government

Australian Institute of Marine Science



INDIGENOUS PARTNERSHIPS PROGRAM

The program weaves AIMS' science with the rights, responsibilities and knowledge of sea Country Traditional Owners across northern Australia.

We work together to

- Seek free prior informed consent for AIMS' research activities on Country;
- Deliver new knowledge in areas prioritised by Traditional Owners;
- Build training and employment pathways;
- Co-design and co-deliver partnership projects.

SAFETY PERFORMANCE

INJURY SEVERITY RATE

1 POINT OVER TARGET

TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)

8 POINTS OVER TARGET

ENVIRONMENTAL PERFORMANCE

132% ↑ INCREASE IN RECYCLING*

↓ **26%** REDUCTION IN CARBON EMISSIONS ACROSS OUR OPERATIONS^*

↓ **6%** REDUCTION IN SOLID WASTE TO LANDFILL*

*from baseline year ^Scope 1 and 2 emissions

NATIONAL SEA SIMULATOR

$42.7M OVER 3 YEARS

NATIONAL FACILITY EXPANSION IS ONGOING THROUGH 24/25.

THE EXPERIMENTAL SPACE HAS DOUBLED, WITH A SIGNIFICANT INCREASE IN SEAWATER PROCESSING.

Marine science solutions: Reef restoration initiatives

RRAP: Reef Restoration and Adaptation Program

RRAP brings together the best in STEM, Traditional Owners and the community to develop ecologically beneficial reef interventions for the Great Barrier Reef that are cost-effective, practical, safe and acceptable.

ACRRI: Australian Coral Reef Resilience Initiative

ACRRI simultaneously uses underwater acoustics and coral seeding technologies to rebuild fish and coral populations. ACRRI researchers have developed a strong partnership with Woppaburra Traditional Owners, supporting Indigenous aquaculture trainees and participation in new coral seeding initiatives on Country.

Blue technology: innovation in marine science

ReefWorks

ReefWorks is Australia's tropical marine technology test range, enabling Australian innovators to trial new marine technologies, autonomous systems and sensors in a real-world tropical environment. With the support of the Queensland Government, in 2024/25 ReefWorks has extended its reach into the digital domain with a complementary digital twin now under development.

ReefCloud

ReefCloud is a collaborative platform using automated data management and artificial intelligence to optimise coral reef monitoring - empowering scientists, governments, and communities to protect and restore coral reefs on a global scale.

ReefScan

A suite of technology-based solutions for coral researchers and environmental managers to conduct in-field marine observations. ReefScan products are now used by AIMS stakeholders nationally and internationally.

About AIMS

The Australian Institute of Marine Science is a corporate Commonwealth entity established 52 years ago under the Australian Institute of Marine Science Act 1972 (AIMS Act). As Australia's national tropical marine research agency, we aim to provide the research and knowledge of Australia's tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

AIMS delivers independent science to help realise three key long-term impacts for the nation:

- improve the health and resilience of marine and coastal ecosystems across northern Australia
- create economic, social and environmental net benefits for marine industries and coastal communities
- protect coral reefs and other tropical marine environments from the effects of climate change.

AIMS' headquarters was established on Cape Ferguson near Townsville in recognition of the importance of the Great Barrier Reef to Australia. Today, we also operate from bases in Perth and Darwin, which allows us to conduct research across northern Australia, spanning two oceans and three regional seas. AIMS also has an office in Canberra, recognising our role in providing the science and research needed to inform decision-makers (see Figure 1).

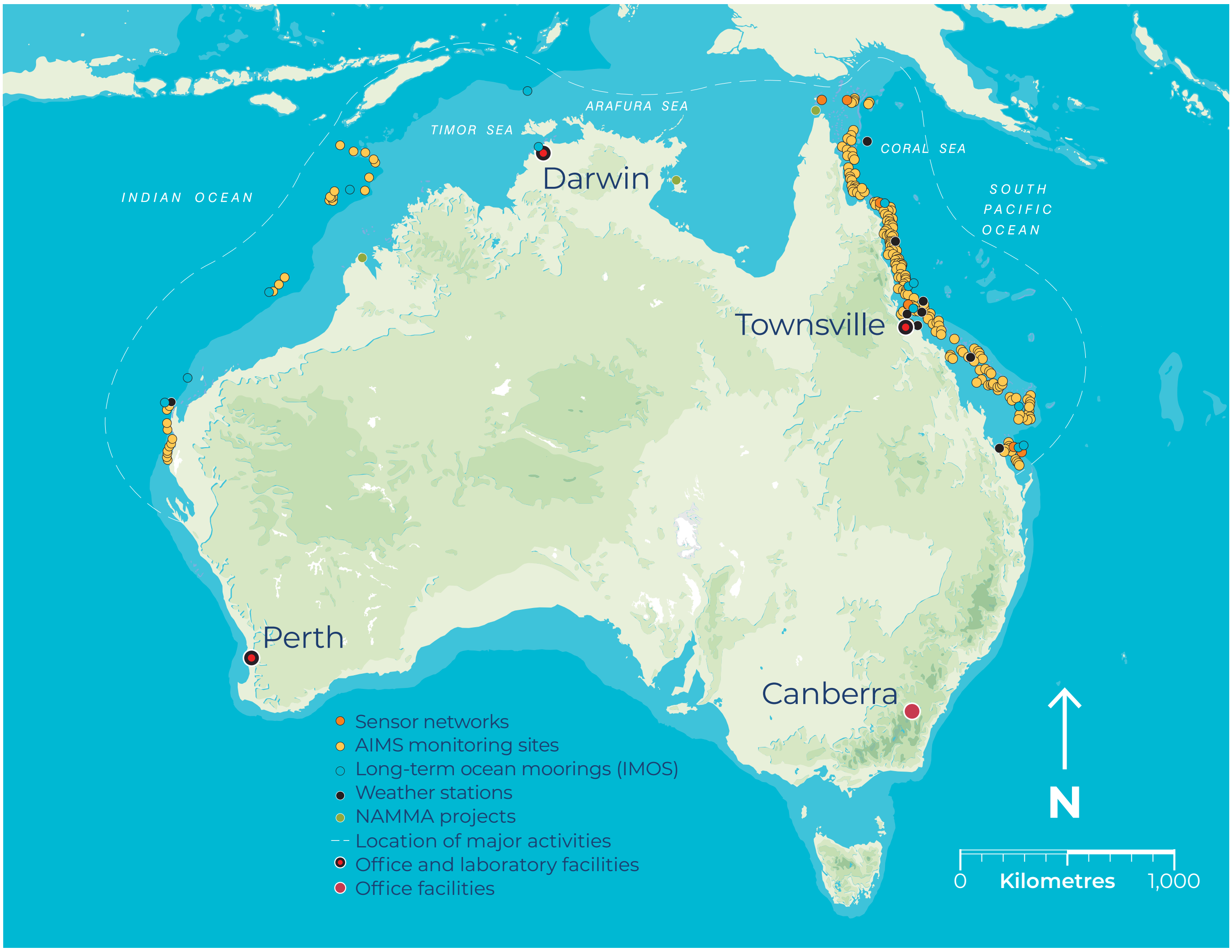


Figure 1: Location of AIMS' facilities and major activities

Australia's tropical marine ecosystems provide jobs, contribute to national prosperity, and hold intrinsic social and cultural value for all Australians, but they are under increasing stress from human and environmental disturbances. AIMS' research knowledge is applied where it can have the greatest impact to ensure Australia's tropical oceans will continue to provide sustainable wealth and enjoyment for generations to come.

AIMS is uniquely placed to provide the expert advice and solutions for management agencies, marine industries, and coastal communities to preserve our marine estate and ensure its sustainable use. Our research is focused on the priorities of our partners, including Traditional Owners and research organisations, as well as our stakeholders, including Commonwealth, state and territory governments, and industry.

AIMS recognises that Australia's First Nations peoples are the Traditional Owners of the sea Country within which AIMS works. Traditional Owners have a knowledge system that is based on tens of thousands of years of observations and environmental information that is passed down through the generations. AIMS seeks to build meaningful partnerships with Traditional Owners of sea Country in northern Australia to deliver impactful research for all Australians.

Our Traditional Owner collaborations are growing, and we are developing relationships based on trust, respect and two-way knowledge sharing that brings traditional knowledge and perspectives together with western science to create new insights into local marine ecosystems.

Part Two: Performance Statements

Statement of Preparation

On behalf of the accountable authority of the Australian Institute of Marine Science, I present the 2024-25 annual performance statements of the Australian Institute of Marine Science, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and other applicable legislation. In my opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the entity, and comply with subsection 39(2) of the PGPA Act.

The content of the performance statements was endorsed on 2 October 2025.

Elizabeth Woods

Dr Elizabeth Woods OAM
Council Chair
Australian Institute of Marine Science

Entity Purpose

The Australian Institute of Marine Science (AIMS) is a corporate Commonwealth entity and its purpose is articulated in its mission: to provide the research and knowledge of Australia's tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

In pursuing its mission, AIMS deploys its core research capabilities and infrastructure, and establishes strategic collaborative partnerships with government, industry, research, and First Nations peoples to deliver three key long-term impacts for the nation:

- Improved health and resilience of marine and coastal ecosystems across northern Australia;
- Economic, social and environmental net benefits for marine industries and coastal communities; and
- Protection of coral reefs and other marine ecosystems from the effects of climate change.

Intended Outcomes

AIMS' Annual Performance Statement reports on the performance results against the forecasts made in the 2024-25 Corporate Plan and Portfolio Budget Statement (PBS). The information provided in this Annual Report provides an analysis of the factors that contributed to AIMS' performance results against our PBS Outcome: Growth of knowledge to support protection and sustainable development of Australia's marine resources through innovative marine science and technology.

AIMS also contributes to Outcome 2 of the Department of Climate Change, Energy, the Environment and Water (DCCEEW) PBS - conserve, protect and sustainably manage our natural resources including through a nature positive approach; protect and conserve our natural and cultural heritage; reduce and regulate the use of pollutants and hazardous substances; and take a leadership role on these issues internationally. AIMS does this through linked programs related to implementation of the Reef 2050 Plan to protect and restore the Great Barrier Reef.

In 2024-25, AIMS has focused on delivering against nine research outcomes:

- baseline, status, and trend data that are the trusted information base for stakeholder decisions;
- more information for stakeholders, produced through autonomous and automated technologies and processes;
- science that underpins conservation and management of threatened and endangered marine species;
- models of environmental condition and function that are used to manage tropical marine ecosystems;
- improved tropical marine ecosystem health via AIMS' solutions that mitigate local, regional, and cumulative pressures;
- coral reef condition forecasts based on knowledge of recovery, acclimatisation, and adaptation;
- restoration science and scalable technologies that help coral reefs resist, adapt to, and recover from climate change impacts;
- advanced data analysis workflows and knowledge delivery systems that improve stakeholder use of AIMS information; and
- decision support tools that are used by stakeholders for management decisions and policies.

Results

A summary of our performance results against our performance targets and Key Performance Indicators is outlined in Table 1.

Table 1: Overall performance summary

Table legend: All expectations met = Y Expectations not met = N

Performance Criteria	Portfolio Budget Statement (PBS) performance targets	KPIs (Corporate Plan 2024/25)	Result	Expectations Met
AIMS research creates a positive triple bottom line contribution (impact value) to Australia	Minimum two case studies	≥ 2 new triple bottom line case studies published per year (pa)	Two case studies have been published: • The first on the value of AIMS' region-wide dataset on the crown-of-thorns starfish on the Great Barrier Reef; and • The second on assessing naturally occurring radioactive materials and mercury during offshore infrastructure decommissioning.	Y
		Demonstrate ≥ $200 million pa total impact value	We have built on the work of the Centre for International Economics to convert our previous impact analyses into a new research impact framework and forecasting tool. This will allow AIMS to build upon the enduring historical benefits achieved, and results in a need to revise this measure for future years in alignment with our strategy.	Y Noting, no external analysis was conducted this financial year.
Deliver strategic and applied research and monitoring that addresses national research priorities and stakeholder needs	Achieve revenue budget from stakeholder commissioned research	Achieve revenue budget from stakeholder commissioned research	Net external revenue for 2024-25 was $26.41 million compared to $23.4 million in 2023-24, an increase of $2.87 million (12 per cent).	Y
Maintain or increase current standings for scientific excellence, innovation and impact	Maintain acknowledged domestic and global high standing in relevant fields of research, and confidence of key stakeholders in research outputs	Maintain Top 3 ranking in marine science in Australia and top 10 globally	When utilising the Field-Weighted Citation Impact (FWCI) metric for Marine Science organisations globally for the period of 2020-2024 (calendar year), AIMS is ranked #3 when comparing all AIMS publication outputs.	Y
		Maintain high stakeholder confidence in AIMS' scientific outputs gauged using a net promoter score NPS >55	A net promoter score (NPS) survey of AIMS' key stakeholders increased from 61 in 2021 to 71 in 2023.	Y Noting the NPS survey is undertaken every 2 years. The most recent survey was completed in 2023. No survey was conducted this financial year.
Deliver research advice and scientific products that are critical for stakeholders to assess the impacts of natural and human pressures on sensitive marine ecosystems	Maintain or increase the number of peer reviewed publications and other knowledge products, and make datasets or data	Maintain annual journal publication rates ≥ 210 journal articles and technical reports	AIMS published 174 Journal Articles[1] and 38 technical reports in FY2024-2025 (previously reported by calendar year), totalling 212 publications. AIMS recognises that publication metrics serve as a lagging indicator, and the effects of any actions or events are often realised over a multi-year period.	Y

1 Data report from SciVal dated 02.07.2025

Performance Criteria	Portfolio Budget Statement (PBS) performance targets	KPIs (Corporate Plan 2024/25)	Result	Expectations Met
	products publicly available	100% of datasets held by AIMS are accessible to the public, subject to any confidentiality restrictions	The outputs of research funded by specific government programs are available within one year of collection. In accordance with the AIMS-IT-07 Data Access policy, an embargo period of up to one year may be applied from the time of data creation, during which designated staff, collaborators, and approved parties retain exclusive access.	Y
Increase research capability, capacity, impact and science diplomacy through participation in formal national and international collaborations, joint ventures, partnerships and strategic alliances	Maintain or increase the number and scale of domestic and international research partnerships, collaborations, joint ventures and strategic alliances	Maintain proportion of published papers and reports that include collaborators (≥ 80 per cent)	During 2024/25 AIMS maintained its strong record of collaboration, with the proportion of projects involving external collaborators being 84.6 per cent by total value.	Y
	Specialist advice and expertise provided by AIMS is used by relevant advisory panels and committees	≥ 2 new case studies that demonstrate the value of AIMS' contributions for advisory panels and committees	Australia's National Marine Science Committee, which involves every major marine research provider in the country, is producing a new National Marine Science Strategy for the period 2025-2035. The Strategy will be informed by 21 topical white papers of which six (6) are being co-led by AIMS authors. The overall process is being coordinated and co-led by an AIMS staff member. AIMS also continues to play a key role in the Reef 2050 Long-term Sustainability Plan, the Reef Restoration and Adaptation Program (RRAP), and Australia's Integrated Marine Observing System (IMOS).	Y
Improve research outcomes and impact through increasing Traditional Owner engagement in the planning and delivery of coastal research and development	Improve research outcomes and impact through increasing Traditional Owner engagement in the planning and delivery of coastal research and development	≥ 1 new case study published per year that demonstrates how partnership with Traditional Owner communities improves outcomes for the community and delivers value for AIMS' science	The following case studies were produced in 2024-25: • NAMMA – Science and traditional knowledge combine for sea Country • Indigenous Futures project – empowering GBR Indigenous rangers with skillsets to deploy innovative reef restoration interventions developed through RRAP. • Traditional Owners and scientists work to develop culturally safe biobanking practices for 'Coral IVF'.	Y
Reduce AIMS' environmental footprint	20 per cent reduction in AIMS' carbon emissions compared with 2017-18	Carbon emission reduction ≥ 30 per cent compared with 2017-18	The overall per cent reduction in Scope 1 and 2 CO_2 emissions across our operations was **28.1 per cent** compared with 2017-18.	N
	20 per cent reduction in AIMS' waste to landfill compared with 2018-19	Solid waste to landfill from normal operations reduced by ≥ 25 per cent compared with 2018-19	The year we have achieved a reduction in solid waste to landfill of **9.5 tonnes** compared with 2018-19. The represents a **6 per cent** reduction from the 2018-19 base year. Our 5- yr rolling average is **22%** reduction. We recycled 41.1 Tonnes representing an increase in recycling of **132%** from our baseline year.	N

Performance Criteria	Portfolio Budget Statement (PBS) performance targets	KPIs (Corporate Plan 2024/25)	Result	Expectations Met
Optimal utilisation of research infrastructure assets	Maintain or increase the use of research infrastructure	≥ 90 per cent use of major research assets	The overall utilisation of major assets was **83 per cent.** While our research vessels maintained very high utilisation (**94%),** some of our experimental facilities had lower than expected utilisation due to enhanced efficiency of use and reduced demand on experimental space from a number of large projects.	N

Commentary on Performance

Ministerial Statement of Expectations

On 13 December 2023, the former Minister for the Environment and Water, the Hon Tanya Plibersek MP, provided the AIMS Council with a Statement of Expectations outlining the Minister's expectations for AIMS in resolving national challenges, advancing the Government's policy priorities, and driving organisational performance[2]. The AIMS Council responded to the Minister on 23 April 2024 with a Statement of Intent confirming AIMS' commitment to the Australian Government's policy agenda and the strong connections between this and the AIMS Strategy 2030.

AIMS' delivery against the Ministerial Statement of Expectations in 2024-25 is illustrated in Table 2.

Table 2: Delivery against Ministerial Statement of Expectations

Applying marine science to advance our national interests

- Leading research efforts in the search for solutions to the challenges facing Australia's tropical marine estate, including the world heritage listed Ningaloo and Great Barrier Reefs.

Advancing the Government's policy priorities

- Conducting largest ever science activity on the Great Barrier Reef, assessing the effects of the fourth global mass coral bleaching event.
- Discovering breakthroughs in heat-tolerant corals that could play a crucial role in resilience of the Great Barrier Reef to future bleaching events.
- Progressing some of the first Reef Restoration and Adaptation Program interventions into pilot deployment on the Great Barrier Reef.
- Playing a pivotal role in monitoring, researching, and responding to unprecedented coral bleaching events in Western Australia.
- Expanding partnerships with Traditional Owner groups through the Northern Australian Marine Monitoring Alliance (NAMMA), integrating Traditional Ecological Knowledge with scientific advancements to benefit remote communities and improve sea Country management.
- Through initiatives like the Indigenous Partnerships Plan, AIMS is supporting training and job creation in remote coastal communities.

Supporting a stronger Pacific family

- Working closely with Pacific nations to build coral reef monitoring capacity using ReefCloud, a cutting-edge, open-access platform that blends artificial intelligence with marine science.

Managing research infrastructure and national facilities

- Opening the expansion of the world-leading, cutting-edge facility, the National Sea Simulator, which has nearly doubled in size. This enables scientists from across Australia and overseas to simulate, quantify and predict impacts of changing environmental conditions on marine ecosystems.
- Finalising the design of the replacement of the RV Cape Ferguson.
- Progressing critical upgrades to AIMS' Townsville headquarters and replacement of the research vessel RV *Apollo*.

[2] The Statement of Expectations and Statement of Intent are available at: http://www.aims.gov.au/about/corporate-profile

Promoting and sharing AIMS' science and research

- Successfully implementing AIMS ReefSeed coral restoration system in the Maldives, in partnership with the Maldives Marine Research Institute and CSIRO.
- An AIMS researcher received the highest scientific honour that can be bestowed in Australia, an Australian Academy of Science Fellowship for their pioneering work in assisted evolution, helping corals adapt to climate change.
- Continued alignment to the Australian Chief Scientist's approach through the provision of publications freely accessible to the public, through Open Access.

Driving the agency's performance

- Conducted a Safety Management Review to ensure AIMS' safety management system remains fit for purpose as the organisation continues to grow and expand its scope of work.
- Achieving a Science in Australia Gender Equity Cygnet Award under the Athena Swan framework for providing greater flexible work arrangements to its staff.

Working with the Department of Climate Change, Energy, the Environment and Water and across Government

- Collaborating across Government on common priorities, including with the Department of Climate Change, Energy, the Environment and Water and its portfolio agencies as well as the Government Scientists Group and the National Marine Science Committee.
- Contributing to the development of the Sustainable Ocean Plan and the National Marine Science Strategy.
- Engaging closely with the Department of Industry, Science and Resources and Australia's Chief Scientist on the refresh of National Science Priorities and the Strategic Examination of Research and Development.

Research Impact – publications

AIMS continues to publish our research findings in top journals on topics including:

- managing Australia's marine estate at multiple scales and how this may be applied globally;
- the biophysical processes that drive marine ecosystems and their subsequent effects on society;
- the current, and likely future status of our marine estate; and
- detailed understanding of key drivers of change in our oceans including climate change, ocean acidification and declining water quality.

AIMS' research involves sophisticated modelling and analysis, extensive observations across Northern Australia and experimentation including unparalleled, long-term aquarium-based experiments in the National Sea Simulator. The findings of our research are critical for stakeholders to assess the impacts of natural and human pressures on sensitive marine ecosystems and the values they deliver to society.

For the 2024-2025 Annual Report, AIMS has moved to capturing and reporting on both peer-reviewed publications and technical reports by financial year (reported by calendar year in the last Annual Report), however reporting on Field Weighted Citation Impact (FWCI) data will continue for calendar years to allow comparison with our industry peers.

To support the transition from calendar to financial year reporting for publications, we have provided FY data, as well as providing data for the six-month period between January and June 2024 which would otherwise not have been captured in our reporting.

In FY 2024-25, AIMS published 174 Journal Articles[3] and 38 Technical Reports, totalling 212 publications that are counted towards our performance targets as shown in Figure 2. Additionally, AIMS published 24 other peer reviewed publications (Book Chapters, Data Papers, Notes, and Short Surveys).

For the six-month period between January and June 2024, AIMS published 63 journal articles and 7 technical reports. Additionally, AIMS published 14 other peer reviewed publications (Book Chapters, Data Papers, Notes, and Short Surveys) during this period.

AIMS recognises that publication metrics serve as a lagging indicator as a result of the time taken for their appearance in the scientific literature, and the impacts of any actions or events are often realised over a multi-year period. In our last annual report, we noted a decrease in AIMS' publications rate. That was attributed to our recent shift into larger, more integrated and longer-term research programs with a greater number of collaborating scientists. In FY 2024-25 we are pleased to see our publication figures increase in line with our expectations that these programs will deliver greater numbers of research outputs as they mature.

[3] Data report from SciVal dated 02.07.2025

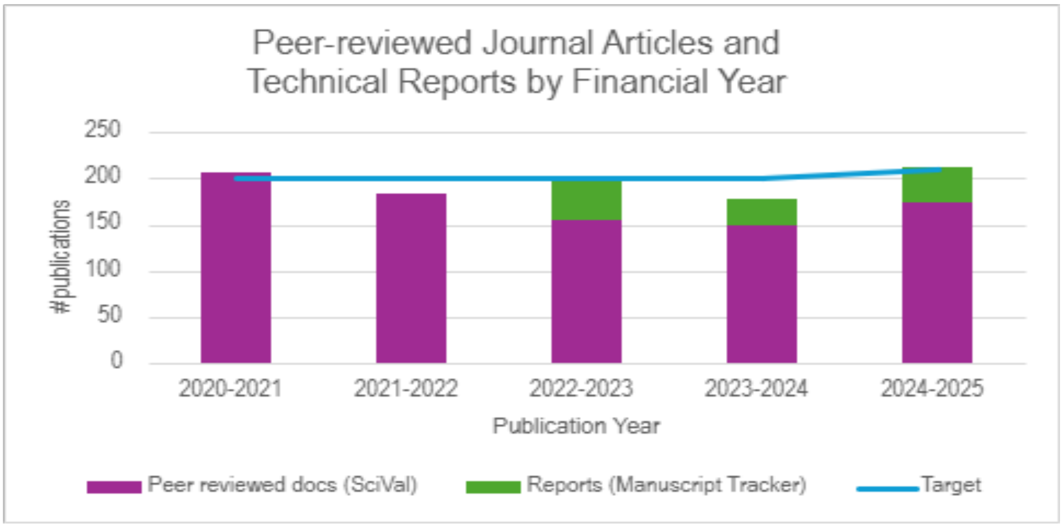


Figure 2: Total number of AIMS peer reviewed journal articles and technical reports for the last 5 financial year periods. Blue line is performance target (journal articles and technical reports only). Data sources are Scival dated 02.07.25 and AIMS. Note technical papers have only been tracked and included in reporting from FY 2022-2023 onwards.

Consistent with the Australian Chief Scientist's approach[4], AIMS is increasingly supporting Open Access and providing publications freely accessible to the public, enhancing the potential impact of AIMS work. In the six-month period between January and June 2024, 79% of AIMS peer-reviewed journal articles were made available through Open Access.

In FY 2024-25, 92% of AIMS peer-reviewed journal articles were made available through Open Access.

The quality of AIMS' research outputs is demonstrated by our consistently high position in the benchmarking of Field Weighted Citation Impact (FWCI) data compared to other marine research organisations. FWCI is both an industry standard and useful metric to benchmark entities regardless of differences in their size, disciplinary profile, age, and publication-type composition. However, FWCI calculates an average value which can be strongly influenced by outlying publications in a small data set. Therefore, we use a five-year rolling average FWCI to benchmark AIMS' performance. Using this approach, AIMS is ranked third against comparison organisations against a backdrop of both AIMS and key peer organisations exhibiting a general increase in their FWCI values. Given this is a lagging indicator in that citations take considerable time to occur in the scientific literature, the increases that AIMS and most organisations experienced over this reporting period suggest most organisations have recovered from the impacts of COVID on research (Figure 3).

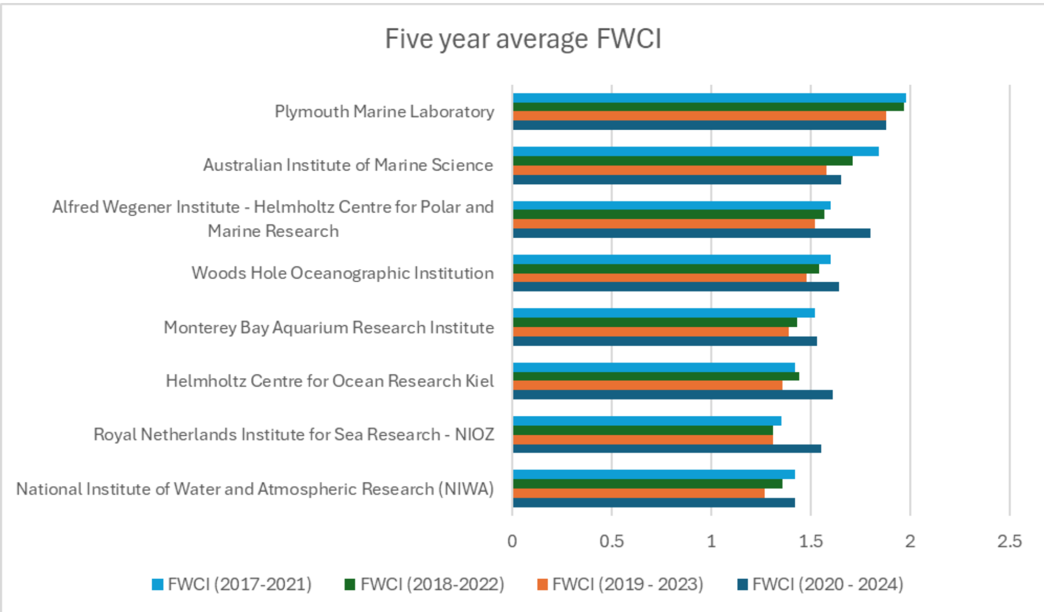


Figure 3: Comparison of rolling 5-year average field-weighted citation impact (FWCI) of similar marine research organisations (Scival data extracted June 2025 and reported on calendar year to enable comparison)

[4] https://www.chiefscientist.gov.au/sites/default/files/2024-08/Chief%20Scientist%27s%20advice%20on%20open%20access.pdf

AIMS continued to publish reports on the long-term health of the inshore, mid-shore, and offshore reefs of the Great Barrier Reef through the Long Term Monitoring Program (LTMP) and the Marine Monitoring Program (MMP) which monitor the state of coral reefs and – in the case of the MMP – inshore water quality which impacts coral reef health. The LTMP's Annual Summary Reports provide an invaluable record of multi-decadal change by surveying coral reef communities over an expansive area of the Great Barrier Reef. The surveys are reported both after the conclusion of each field trip and annually, providing the most comprehensive record of reef condition available for the Great Barrier Reef or any major reef complex in the world. Data from the MMP and LTMP also feeds into various report cards which deliver informative overviews of ecosystem status to stakeholders from multiple sectors.

AIMS also provides reports to Traditional Owners and Indigenous organisations including Aboriginal Corporations, and a range of industrial and government partners. Our reports to the offshore energy industry, coastal ports, and coastal based refineries help industry, their stakeholders and regulators protect Australia's unique seascape for future generations.

AIMS' externally published peer-reviewed publication lists for FY 2024-25, as well as for the six-month period between January and June 2024, are available on the Corporate Publications section of the AIMS website. This list includes the peer reviewed journal articles as reported above, and additionally includes data papers, notes, book chapters, and short surveys.

Science Leadership

AIMS is a recognised leader in marine science, both nationally and internationally. Our work is highly cited, influential, and relevant to various stakeholders including researchers, policy makers, and industry. Our research findings and data are published in reputable journals and platforms and shared through industry reports and at conferences and other fora.

AIMS staff and students contribute to a wide variety of national and international fora and initiatives which align with the AIMS mission. Our staff also engage with diverse partners from the government, not-for-profit, community, and research sectors.

Globally, AIMS was part of the Australian Government delegation to the Third United Nations Ocean Conference (UNOC3) as well as the One Ocean Science Congress (OOSC) in Nice, France in June 2025.

AIMS coordinates the Global Coral Reef Monitoring Network, a network of the International Coral Reef Initiative (ICRI) that aims to preserve coral reefs and related ecosystems worldwide. AIMS is actively contributing to the design of the ICRI Plan of Action, including relationship-building with the new ICRI Chair the Kingdom of Saudi Arabia through the General Organization for the Conservation of Coral Reefs and Turtles in the Red Sea (SHAMS). AIMS continues its work applying innovative technologies for coral reef monitoring in partnership with Pacific Island nations. AIMS is also working in collaboration with the Maldives Marine Research Institute to use our ReefSeed system on Maniyafushi Island in the South Malé Atoll.

Nationally, AIMS is playing a key role in the National Marine Science Committee, actively contributing to the development of Australia's next National Marine Science Strategy 2025-2035 via our involvement in both the drafting of whitepapers to inform the strategy and with an AIMS staff member co-leading the strategy development process. We also continued our work on the Reef 2050 Long-term Sustainability Plan, the Reef Restoration and Adaptation Program (RRAP), and Australia's Integrated Marine Observing System (IMOS). Collectively, these remain important platforms for advancing marine science and policy in Australia.

Locally, AIMS continues our collaborations with a range of government, research, university and industry partners in Queensland, Western Australia and the Northern Territory. Through these and our industry-funded work, we support new capacity and provide impartial scientific advice and data to help preserve our marine estate and ensure its sustainable use.

A complete list of external committees and national and international fora that we advise on is available on the Corporate Publications section of the AIMS website.

Fostering Research Capability

AIMS fosters a pipeline of talent and expertise for the marine sector by providing opportunities for early career researchers to enhance their skills and knowledge through postdoctoral and postgraduate programs, scholarships and traineeships. AIMS also engages with Indigenous high school students to inspire them to pursue careers in marine science through the Aboriginal and Torres Strait Islanders in Marine Science initiative.

During FY 2024-25, AIMS co-funded or fully supported Postdoctoral Fellows (see Table 3) under agreements with:

- James Cook University (5)
- Queensland University of Technology (1)
- Santos (2)
- Woodside (2)
- BHP (1)
- Charles Darwin University (1)
- AIMS@UWA Alliance (3)
- Marie Curie Research Fellowship (1)
- Western Australian Department of Biodiversity, Conservation and Attractions (1)
- University of Queensland (2)
- Reef Restoration and Adaptation Program (5).

During FY 2024-25, AIMS staff co-supervised 50 postgraduate students, mostly PhD candidates, from 13 Australian universities and an increasing number of international universities. AIMS' involvement in research training is reflected in individual staff members holding adjunct academic appointments at Australian or international institutions, including:

- James Cook University, through AIMS@JCU
- University of Western Australia, through the AIMS@UWA Alliance
- University of Queensland
- Charles Darwin University
- Queensland University of Technology
- University of Melbourne.

Many of these adjunct positions reflect a large personal contribution to postgraduate supervision as part of AIMS' commitment to capacity building in marine sciences and related disciplinary expertise.

In a recent exciting collaboration with Macquarie University, AIMS applied for and was successful in the highly competitive and innovative National Industry PhD – Researcher in Industry Award. This award supports a collaboration between a university and AIMS for a staff member to undertake a PhD while in their current role. This research will focus on reef restoration initiatives and investigating how genetic diversity supports the performance of coral stock from aquaculture across reef environments supported by this award.

Table 3: Number of Postdoctoral Fellows, postgraduates and occupational trainees, FY 2019-20 to FY 2024-25

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Postdoctoral Fellows	25	29	31	30	27	31
Postgraduate students supervised by AIMS staff	62	68	82	76	75	50*
Occupational trainees and interns	21	14	15	15	13	15

*In the 2024–25 financial year, reporting on postgraduate student supervision has been refined to reflect only formal supervision arrangements in place during the reporting period. This change ensures greater accuracy and alignment with cross-institutional records with university partners, providing a clearer picture of active supervisory commitments.

The establishment of the AIMS Higher Degree Researchers (HDR) and Early Career Researchers (ECR) Committee in FY 2024-25 represents a significant step forward in supporting emerging researchers. Having dedicated governance for these initiatives through the four-member committee - Dr Richard Harris (AIMS Post Doctoral Fellow), Dr Josephine Neilsen (AIMS Post Doctoral Fellow), Elizabeth Ivory (PhD Candidate JCU), and Juan Carlos Azofeifa Solano (PhD Candi–ate Curtin) - creates a strong foundation for career development.

The pilot Emerging Researcher Training Program and multi-phase Career Planning sessions are particularly valuable additions. These types of structured programs help bridge the gap between academic training and research career realities, providing emerging researchers with practical skills and strategic guidance they often don't receive through traditional academic pathways.

We have representation from both postdocs and PhD students on the committee, as they bring different perspectives on the challenges facing researchers at various career stages. The institutional diversity also helps ensure the programs can address needs across different academic environments.

Science Quality Assurance

In mid-2025, AIMS released a significantly updated Research Quality and Integrity Policy, aligning with the Australian Code for the Responsible Conduct of Research (2018). This policy is supported by several procedures including:

- Research Integrity Advisor Procedure;
- Authorship Procedure; and
- Investigation of Potential Breaches of Research Integrity Procedure.

These documents set out AIMS' expectations for the conduct of all persons engaged in research under the auspices of the Institute, articulates the broad principles that characterise an ambitious, honest, ethical, and conscientious research culture and establishes a framework that provides a foundation for high quality research, credibility and community trust in our research outputs.

We apply robust quality assurance and quality control procedures to ensure we deliver high-quality and timely research findings to our stakeholders. Our research undergoes peer review at various stages throughout the research pipeline, involving both internal and external reviewers to ensure it is strategically aligned and compliant. All prospective projects are assessed by AIMS' leadership to ensure alignment with AIMS' strategic direction, appropriateness for public funding and resource allocation, and potential to deliver tangible benefits to stakeholders.

Projects are supported by the AIMS Project Management Office. The subsequent release of project outputs follows rigorous internal review and complies with several policies and procedures, such as Intellectual Property, Data Access, and External Document Control policies and FAIR (Findable, Accessible, Interoperable, Reusable) data principles.

AIMS recognises that fostering a culture of research integrity requires more than policy - it demands ongoing investment in people and training. To this end, we are implementing a comprehensive capacity-building framework.

In addition to formal training, AIMS promotes a safe, inclusive, and ethical research environment through the appointment of Research Integrity Advisors, which will serve as accessible points of contact for guidance and support. AIMS also encourages active participation in peer review, fosters responsible authorship practices, and supports transparent collaboration. By embedding these values into its research culture, AIMS intends to uphold the highest standards of scientific excellence and public trust.

Data Management and Dissemination

AIMS is a trusted leader in marine data management, curating vast datasets that span observational records, sensor outputs, laboratory analyses, and modelled projections. It upholds data integrity and accessibility through robust governance employing standardised metadata, quality assurance protocols, and data management principles. These datasets underpin AIMS internal research operations, as well as collaborations with Traditional Owners, all levels of government, academia, and industry. Notably, the AIMS Data Repository is certified by the CoreTrustSeal, affirming AIMS commitment to trustworthy data stewardship.

AIMS partners with national data initiatives like the Australian Ocean Data Network (AODN) and Research Data Australia (RDA) to further enhance data-sharing efforts and the dissemination of research data as national datasets. Furthermore, AIMS provide architectural and data engineering expertise acting as custodians of platform infrastructure to support national and global research programs helping translate marine science data into actionable insights.

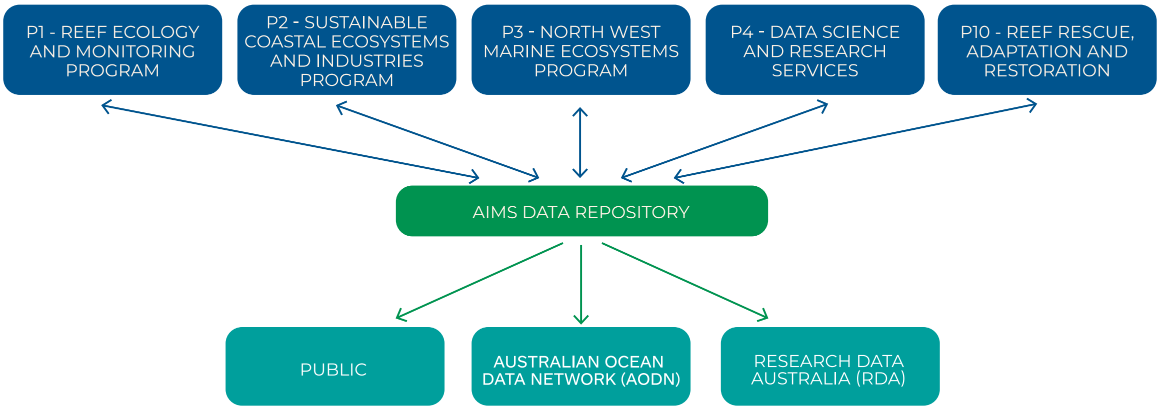


Figure 4: AIMS' research programs deliver data into the aims data repository allowing centralised management and facilitating reuse

Figure 5 below depicts AIMS data collections, along with some of their key data metrics.

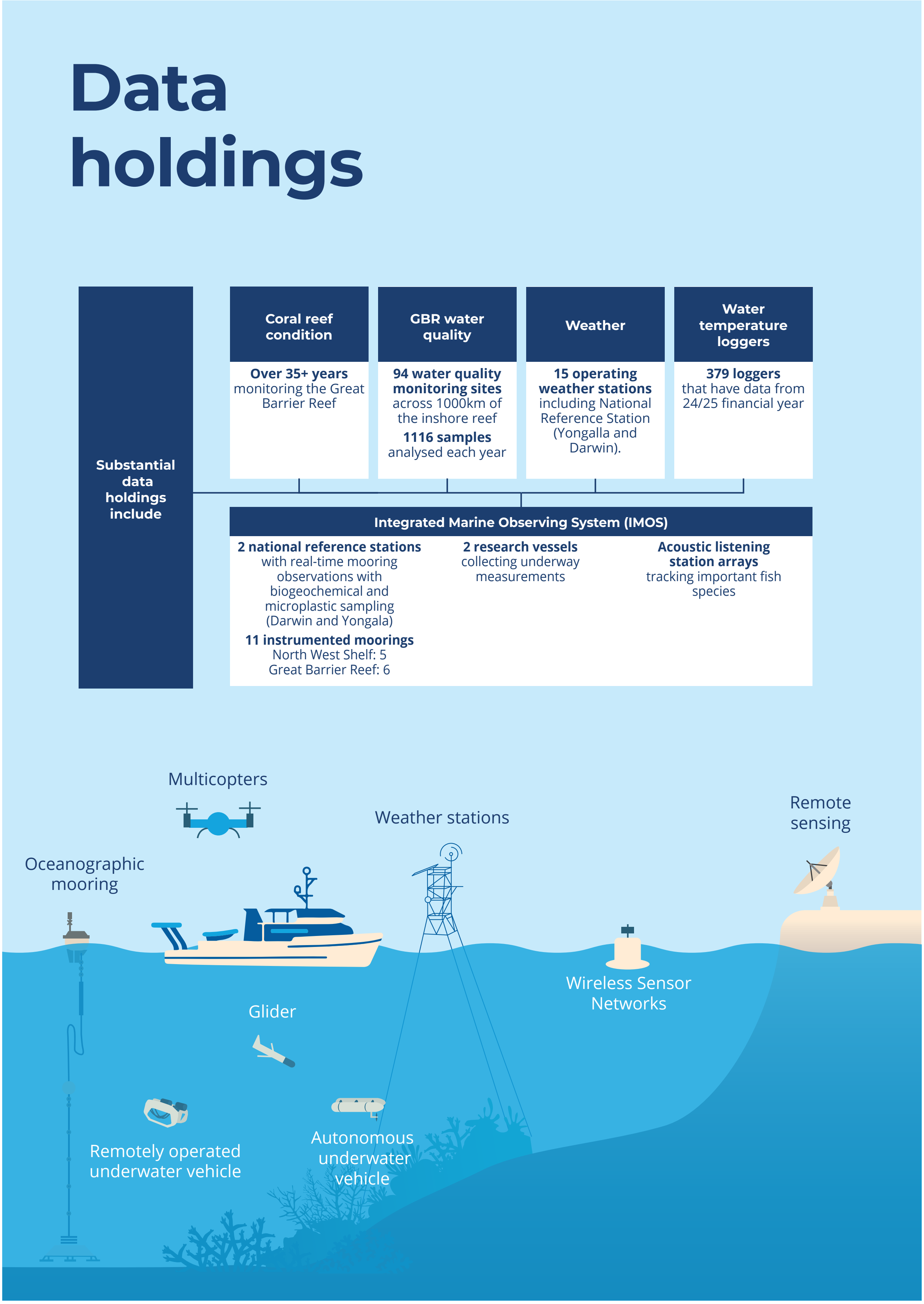


Figure 5: extensive technology deployed to provide data on environmental variations in Australia's coastal seas and landmark datasets critical to national and international stakeholders in marine science

Stakeholder Engagement & partnerships

AIMS pursues strategic partnerships to leverage scientific capabilities and capacities that address the critical challenges facing our marine ecosystems. We enhance the impact of our science by engaging with stakeholders, Traditional Owners, and users in co-designing and co-delivering research. Our goal is to increase research capability, capacity, impact, and science diplomacy through participation in formal national and international collaborations, joint ventures, partnerships, and strategic alliances.

We connect with national and global marine science networks, forging joint ventures and strategic alliances that enable collaborative research projects at a larger scale and scope. Examples include the Western Australian Marine Science Institution (WAMSI), the National Environmental Science Program (NESP), the Integrated Marine Observing System (IMOS), and the Indian Ocean Marine Research Centre (IOMRC). AIMS also has strategic relationships with several university partners including via the AIMS@JCU, AIMS@UWA, and AIMS@CDU initiatives. These formalised collaborations ensure we continue to support early career researchers, and foster the next generation of marine scientists.

AIMS also partners with leading institutions both domestically and internationally to develop and implement innovative and adaptive solutions that improve the conservation and management of coral reefs and other reef-dependent biodiversity, and support sustainable coastal and offshore industries which provide significant socioeconomic benefits. Examples include the Global Coral Reef Monitoring Network and the International Coral Reef Initiative.

We collaborate with our stakeholders and partners to co-design and co-produce research projects, programs, and products that are fit-for-purpose and have direct impact. We provide fore-sighting services to inform our stakeholders of emerging issues and opportunities that may affect their strategic planning and resource allocation and bring benefit to the stakeholders and their beneficiaries.

Table 4 provides a summary of key AIMS' stakeholders and how AIMS has delivered for them in FY 2024-25.

Table 4: Stakeholders partnering with AIMS in 2024-25

Stakeholder category	Sector / Organisation	Examples of AIMS delivering for stakeholders
Industry	Offshore Energy industry	• Enabling industries, including oil and gas as well as offshore renewable energies, to plan and manage their risks and environmental compliance by developing practical and meaningful baselines, monitoring key ecosystems in order to understand natural levels of variability against which to assess the effects of industrial activities, and understanding the ecotoxicology of complex mixtures of contaminants that occur in real world situations • Informing strategies and plans of regulators and companies for decommissioning offshore operations • Championing and enabling the sharing of marine environmental data across industry sectors through collaboration • Synthesising existing knowledge with new data to understand the risks associated with interactions between offshore infrastructure and Threatened Species • Informing regulators and companies on the development and employment of improved toxicity thresholds for industry relevant pollutants • Improving the protection of biodiversity through application of modernised statistics underpinning ecotoxicological guideline derivation in Australia, New Zealand and Canada
	Commodity ports: Port of Townsville, Gladstone Healthy Harbour Partnership	• Assessing the impacts of dredging to improve risk-based dredging protocols and identifying better parameters to measure these impacts • Determining likely targets, and their sensitivities, in the event of accidental release of contaminants from point sources • Improving data management and information delivery to stakeholders in Gladstone Harbour • Improving environmental monitoring and management through active membership on advisory committees and professional independent review of reports
	Coastal industries	• Informing implementation of appropriate preventions, mitigations and responses by determining likely routes that might be taken by industrial effluent • Determining the potential impacts during decommissioning of onshore minerals industry infrastructure on near shore sediment quality, benthic communities and water quality

Stakeholder category	Sector / Organisation	Examples of AIMS delivering for stakeholders
		• Improving understanding of fine-scale oceanographic processes of rapidly evolving ocean currents and their extremes using ocean models and observations to develop predictive models important for offshore industries
Government and public	Australian Government and public	• Enabling assessment of cumulative impacts from natural and anthropogenic stressors on the Great Barrier Reef and reefs in Western Australia including Ningaloo • Active participation in the delivery of the Reef 2050 Long-term Sustainability Plan • Partner in the National Integrated Marine Observing System program • Partnering with the Department of Foreign Affairs and Trade (DFAT) to build reef monitoring and reporting capability within Pacific and Southeast Asian nations, and contributing to the Commonwealth Blue Charter Action Group on Reef Protection and Restoration • Partnering with Indian Ocean countries, in collaboration with DFAT, to understand climate change and marine pollution risks for coastal communities • Engaging with Australian diplomatic posts to support AIMS international projects with the knowledge of country -specific context and needs • Partnering with DCCEEW to deliver the next generation of Water Quality guidelines for Australia, New Zealand and Canada • Partnering with Parks Australia to better understand the habitats, biodiversity and resilience of marine communities in Australian Marine Parks • Developing an accessible mapping system for visualising complex environmental research data • Engaging with the public and stakeholders directly and via the AIMS website to increase environmental knowledge and identify any gaps and potential risks • Investing in early graduates, postgraduate students and postdoctoral fellows to ensure tropical Australia has the required marine science workforce • Advising Australian Government ministers and their advisers on major marine science developments, risks and long-term effects of disturbances affecting the marine environment • Fostering education and employment potential of northern Australia's Indigenous youth through participation in the Aboriginals and Torres Strait Islanders in Marine Science (ATSIMS) and Aboriginal Summer School for Excellence in Technology and Science (ASSETS) programs • Informing parliamentary inquiries through submissions and testimony at hearings • Analysing performance of Australia's marine and maritime industries • Contributed to the review of Australia's Long National Report under the Minamata Convention
	Regulators	• Partnering with the Great Barrier Reef Marine Park Authority (GBRMPA) to monitor Reef health over summer, assess impacts of extreme weather events and brief stakeholders • Publishing the Reef Snapshot with GBRMPA and CSIRO, an annual report of how the Great Barrier Reef has fared over summer • Maintaining a multidecadal record of the state of the Great Barrier Reef and publishing annual updates • Contributing expertise about the impacts of development activities on the Great Barrier Reef • Partnering in developing the Reef 2050 Integrated Monitoring and Reporting Program (RIMReP) • Advising on the implementation of the Reef 2050 Plan, a joint initiative of the Queensland and Commonwealth governments • Collaborating with GBRMPA's Joint Field Management Program to expedite adoption of autonomous technologies and automated data analyses to magnify surveillance coverage • Working with National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA)

Stakeholder category	Sector / Organisation	Examples of AIMS delivering for stakeholders
	Queensland Government and public	• Understanding the impact and risks of changed land use practices on water quality in the Great Barrier Reef Marine Park • Deploying national animal tracking infrastructure under the Queensland Research Infrastructure Co-investment Fund and the Integrated Marine Observing System Animal Tracking Facility to better understand risks to species important to Queensland fisheries and conservation, and increase bather safety
	Western Australian Government and public	• Determining patterns of seabed biodiversity across the Northwest Shelf to enable informed management • Partnering with the Departments of Biodiversity, Conservation and Attractions, and Primary Industry and Regional Development to deliver monitoring of key species in Western Australian coastal waters • Coordination of the WA Bleaching Group to understand the extent and consequences of marine heatwave events in Western Australia
Higher education	Universities	• Supporting post-doctoral fellowships and higher degree research students by providing supervision, funding and a research environment focused on quality and impact • Making research infrastructure like our research vessels and National Sea Simulator available for postgraduate student projects to train them in cutting edge capabilities not available in universities • Freely publishing our data for use by university and other researchers • Continuing new microbial observatories in collaboration with Queensland universities and IMOS to provide another powerful tool to monitor the health of, and risks to, the GBR and explore opportunities to share learnings to monitor other coral reefs around the globe
First Nations Australians	Over 50 Traditional Owner groups, Indigenous ranger organisations and Indigenous corporations	• Partnering with Traditional Owners through their organisations to support their inherited right and responsibility as stewards of sea Country • Supporting Traditional Owners' decision-making rights through our commitment to seeking Free Prior and Informed Consent for all AIMS projects that intersect with sea Country • Co-designing and co-delivering partnership projects with Traditional Owner organisations that deliver tangible benefits to them particularly in sea Country management, including new knowledge, training, and capacity building in new skills and methods, and new opportunities to apply and showcase culture. • Establishing a framework for a Northern Australian Marine Monitoring Alliance of Traditional Owner-led monitoring partnerships, including training materials, a website, and a dashboard-based data platform with new data management, interrogation, and visualization tools to inform sea Country managers and the self-management of their marine resources • Supporting Great Barrier Reef Indigenous Rangers to lead scaled deployment of new innovative reef restoration interventions, through training and capacity building
Philanthropic organisations	Great Barrier Reef Foundation	• Leading implementation of the Reef Restoration and Adaptation Program (RRAP) to provide R&D and capacity building to deliver novel solutions for coral reef management • Working with the GBRF through the CCIP Program improve our ability to detect and control crown-of-thorns starfish outbreaks through development of novel detection methods and identification of new chemicals for bio-control
International Stakeholders	ICRI GCRMN CORDAP SPREP NOAA GOOS	• Actively contributing to the design of the new International Coral Reef Initiative (ICRI) Plan of Action through hosting of the Global Coral Reef Monitoring Network (GCRMN) and technical input to the Reef Authority, Australia's focal point for ICRI, and the ICRI Secretariat. This included relationship-building with the new ICRI Chair the Kingdom of Saudi Arabia through SHAMS (General Organization for the Conservation of Coral Reefs and Turtles in the Red Sea) • Representation of the Australian Government on the G20 Coral Research and Development Accelerator Platform (CORDAP) Initiative Governing Committee and CORDAP's Scientific and Advisory Committee • Collaborating with the Secretariat of the Pacific Regional Environment Program (SPREP) to deliver projects that engage with Pacific Island nations

Stakeholder category	Sector / Organisation	Examples of AIMS delivering for stakeholders
		to increase their capability in coral reef monitoring under the SPREP Pacific Coral Reef Action Plan • Peer-to-peer collaborations with National Oceanographic and Atmospheric Administration (NOAA) staff on monitoring, coral bleaching research and communications, supporting NOAA as the joint Co-Chair of the GCRMN Data Task Force • Supporting the design of fact sheets and documentation to promote the use of Essential Ocean Variables in Ocean Observing Systems

Building Indigenous Partnerships

AIMS recognises that the Aboriginal and Torres Strait Islander peoples of Australia are the Traditional Owners of the places where AIMS works both on land and sea, and we recognise their extensive Indigenous Knowledge Systems and their inherent rights, responsibilities and spiritual and cultural connection with their land and sea Country. This year, AIMS has continued to establish greater Indigenous engagement across the research portfolio to seek genuine partnerships with Traditional Owners. We have done this by implementing the principles within the Indigenous Partnerships Program. Our Indigenous Partnerships team support AIMS staff to seek and document Free Prior and Informed Consent for new projects and free informed consent for long-term ongoing projects, in alignment with our internal procedures. We have continued to expand cultural appreciation training delivered to AIMS staff to improve cultural competency across the organisation, established greater cultural capacity for Indigenous engagement and partnership projects, and promoted a culturally safe environment for our growing cohort of Indigenous staff.

As our application of the Indigenous Partnerships policy and procedures matures, we are seeing the development of genuine relationships between AIMS and Traditional Owners based on mutual understanding, trust and respect, and the foundation for more co-designed and co-delivered research. We take opportunities to use projects as a platform for training and capacity building pathways in areas of priority to Traditional Owners, including marine monitoring and reef restoration interventions. Besides supporting their stewardship role with addition of new state-of-the-art skills, this has established a pathway for direct translation of research outcomes into practice and impact.

This year we consolidated the Northern Australian Marine Monitoring Alliance (NAMMA) with a workshop in Townsville including all demonstration project partners (Bardi-Jawi (Kimberley), Anindilyakwa (Groote Eylandt) and Meriam Nation (Mer, Ugar and Erub in eastern Torres Strait)), the launch of the NAMMA website, the marine monitoring manual ‘Listening to sea Country’ and related training packages, and the data platform and dashboard. NAMMA is now ready for roll out to other Indigenous ranger groups across northern Australia, pending securing appropriate resources.

AIMS has also continued marine monitoring collaborations with Thamarrur and Bawinanga Rangers in the Northern Territory, including training, capacity building, and co-delivery of surveys of fish and benthic communities. Two-way knowledge sharing is a core goal in monitoring partnerships with Traditional Owners generously sharing their stories and knowledge of biocultural values of the survey areas, beyond ecological values that our scientists are used to engaging with.

AIMS’ approach to Indigenous Partnerships continues to grow in reputation and influence other organisations. AIMS staff contributed to the National Indigenous Australians Agency inter-jurisdictional working group for the national ranger sector strategy, IP Australia’s Indigenous Knowledge Working Group, the Department of Foreign Affairs and Trade's First Nations Taskforce supporting the Ambassador for First Nations People, and the Great Barrier Reef Foundation's Traditional Owner Technical Working Groups. The Indigenous Partnerships team hosted visits from several Indigenous leadership and ranger groups. True to our policy commitment of holding our partners and collaborators to the same standards, the Indigenous Partnerships Team works closely with collaborators including across the Reef Restoration and Adaptation Program, to assist in their compliance with the AIMS policy.

We have also engaged with Indigenous youth to promote and encourage pathways in marine science. We sponsored the Aboriginals and Torres Strait Islanders in Marine Science (ATSIMS) initiative in conjunction with partners in marine science, education and biological conservation, and this year welcomed 90 young ATSIMS scholars to AIMS. Through AIMS@JCU, AIMS also supports two initiatives: a marine science ‘faculty’ within James Cook University’s ‘Winter School’ encourages university pathways in marine science for year 10-12 Indigenous students from across Australia, and marine science internships at AIMS for JCU enrolled Indigenous marine science undergraduates provide paid work experience and mentorship to support academic success and future career pathways.

Communication

Communication of AIMS' science is essential for AIMS to build and maintain its reputation and brand. Through the communication of our research achievements AIMS positions itself as a leader in marine science providing the knowledge required to support the use, management and protection of Australia's oceans.

AIMS has promoted our large-scale, long-term and world-class research that helps governments, industry, and the wider community to make informed decisions about Australia's marine estate. This was achieved through engagement with the news and documentary film media, and through supporting the publication of scientific papers using AIMS-owned channels. AIMS hosted several high-profile international media and film agencies to AIMS sites or to our field work during 2024-25 including:

- CNN's Tech for Good reporting on AIMS' reef restoration scientists developing innovative ways to help restore corals on the Great Barrier Reef; and
- The Smithsonian Channel's How did they fix that? visited both the National Sea Simulator and later the capacity building work carried out on reefs off Cairns during mass spawning on the Great Barrier Reef.

AIMS' success in science communications has been recognised through receipt of two awards:

- The AIMS communication team won the gold trophy for the best Regional Communication Campaign at the Golden Target Awards hosted by the communication industry's peak national body. This award recognised the excellent work by the team across traditional and digital media around the Great Barrier Reef mass bleaching event in 2024, and the global mass bleaching affecting Australian reefs in the Indian and Pacific Oceans; and
- The AIMS communication team was also acknowledged for the best Media Campaign at the World PR and Communication Awards, conferred by the Global Alliance for Public Relations and Communication Management. The result recognised the communication team's successful use of media relations for the 2022 report of the Long Term Monitoring Program ensuring that information about the condition of the Great barrier Reef was balanced, accurate, and relevant to key audiences.

Research Infrastructure

AIMS' research focuses on Australia's tropical marine environments, from the southern end of the Great Barrier Reef and across the north of the country to Shark Bay and the Abrolhos Islands in the west. Field activities are underpinned by laboratory and support in Townsville, Darwin, Perth, and administrative facilities located in Townsville, Darwin, Perth, and Canberra.

Our major research infrastructure is subject to detailed capital planning and asset management to ensure our facilities and equipment are safe, reliable, available, and functionally aligned with current and future needs. Delivery against preventive maintenance and capital investment plans is monitored throughout the year to ensure that targeted outcomes are met.

AIMS is undertaking a Master Planning exercise to refurbish existing aging and identify new infrastructure required to support strategic science delivery over the next 25 years.

Table 5: AIMS research infrastructure

Description	Capability	Co-Located Partners
Cape Ferguson Campus 50 km from Townsville in North Queensland	• National Sea Simulator – the world's most advanced aquarium facility • Coral core library • Genetics and PC2 laboratories • General laboratories • Specialised electrical, electronic, and mechanical workshops • Water-side marine operations facilities • Small research vessel fleet	James Cook University (AIMS@JCU) Bureau of Meteorology (BOM) Geoscience Australia (GA)
Arafura Timor Research Facility Located at the Australian National University Campus in Darwin	• Research aquarium facility • General laboratories • Small research vessels	Charles Darwin University (AIMS@CDU)

Description	Capability	Co-Located Partners
Indian Ocean Marine Research Centre Located at the University of Western Australia Campus	• General laboratories	CSIRO University of Western Australia (AIMS@UWA) Western Australian Marine Science Institute (WAMSI) Department of Primary Industries and Regional Development
RV *Solander* AIMS Vessel Facility located in South Townsville (QLD) Operates between Exmouth (WA) and Southern Great Barrier Reef (QLD)	• 35 metre • 12 researchers • 28 day / 3,000 nm endurance	
RV *Cape Ferguson* AIMS Vessel Facility located in South Townsville (QLD) Operates on the Great Barrier Reef	• 24 metre • 8 researchers • 14 day / 3,500 nm endurance	

Field Operations

Our field activities are supported by a research fleet – two large, well-equipped research vessels, the RV *Cape Ferguson* and the RV *Solander* – and several smaller vessels, capable of safely carrying researchers to remote, diverse habitats across Australia's tropical waters. About half of all trips on the RV *Cape Ferguson* and RV *Solander* involved researchers from collaborating organisations. The AIMS field program provides essential science for Australia and lies at the core of who we are as an organisation.

The demand for research time on AIMS' vessels exceeds their capacity. To meet this demand, AIMS typically charters an additional 150 days of large vessel time plus numerous supplementary small vessel charters each year. In 2024-25, AIMS continued to work with charter operators to respond to additional demand from the Reef Restoration and Adaptation Program.

Figure 6: Field operations statistics

National Sea Simulator

The National Sea Simulator (SeaSim) is a globally unique marine experimental aquarium facility that offers researchers unparalleled control of environmental parameters. It enables investigation of individual and combined effects of variables on tropical marine ecosystems and organisms across multiple generations.

The SeaSim has significantly enhanced experimental capability and is critical to the success of many of our research programs. It features a range of unique, purpose-built systems developed by our staff to support researchers, including:

- Full solar spectrum lighting, dynamically adjustable in intensity and spectrum to simulate natural marine lighting conditions, including light attenuation from sediment plumes, plankton blooms, or cloud cover;
- Eighteen large, fully independent mesocosm systems capable of reproducing daily, monthly, and seasonal patterns of light, temperature, and pCO_2;
- Advanced climate change and ocean acidification systems with precise control of temperature (±0.1°C) and diel pCO_2 fluctuations;
- Large-scale systems supporting coral spawning, larval rearing, settlement and long-term grow out;
- Innovative flow-through contaminant dosing systems for ecotoxicology research on priority contaminants; and
- A sophisticated industrial process automation and controls platform allowing development of novel, scalable coral aquaculture systems for reef restoration.

These capabilities support a broad range of high-priority research areas, including climate change and ocean acidification, reef restoration and adaptation, impacts of dredging, oil and gas infrastructure decommissioning, pest management, and impacts of contaminants.

SeaSim's to expansion is being delivered through the $42.7 million SeaSim Expansion project, supported by a $36.6 million investment from the National Collaborative Research Infrastructure Strategy (NCRIS). Construction commenced in December 2022, with new experimental spaces completed in August 2024. In February 2025, SeaSim was honoured to host the Hon Tanya Plibersek MP to announce the launch of the expanded SeaSim facility. New experimental systems, including coral auto spawners, were designed, built, and installed in time to support coral spawning activities in 2024, enabling key research under the Reef Restoration and Adaptation Program (RRAP).

Work continues on the development of new seawater intakes, an expanded seawater processing facility, and additional internal experimental spaces.

SeaSim's unique capabilities are accessible to national and international researchers and institutions. During FY 2025-26 the SeaSim will transition to operate as a national facility offering merit-based access for research of national and international significance. User acceptance testing has been completed for new on-line application and scoring portals, designed to streamline access for Australian and International research groups.

SeaSim fosters collaboration, with over 80 per cent of all experiments involving external partners. SeaSim has hosted researchers from 13 different national and international organisations. Projects conducted at SeaSim over the past year have attracted funding from a range of diverse sources.

In FY 2024–25, SeaSim supported an impressive array of scientific research contributing to the protection and understanding of Australia's marine ecosystems. From studying microenvironments within coral polyps to simulating the effects of radioactive sediments, the facility enabled globally significant research into the marine environment under changing climate conditions.

Collaborating organisations include CSIRO, Southern Cross University, James Cook University, University of Melbourne, Deakin University, University of Queensland, Taronga Conservation Society, Griffith University, University of Western Australia, University of Technology Sydney, Curtin University, University of Sydney, University of the Sunshine Coast, University of New South Wales, Queensland University of Technology, ANSTO, Victoria University, University of Copenhagen, and Aalborg University, among others. These partnerships have not only advanced scientific knowledge but also demonstrated SeaSim's vital role in supporting cross-institutional and international collaboration.

Coral spawning once again marked the busiest period of the year at SeaSim. During the October–November spawning season, more than 150 coral colonies from 12 different species successfully spawned, generating over 16 million larvae for research. Approximately 11 million new coral recruits were produced to support experimental work.

Spawning activities during this period supplied larvae and recruits to more than 23 research projects, including ReefSeed, Coral Aquaculture and Deployment, Enhanced Coral Treatments, cryopreservation studies, and various student-led initiatives.

Financials

Revenue

AIMS' operations were supported by a mix of Australian Government appropriation funding, funding from state and territory governments, competitive research funds, environmental regulators, and the private sector.

Total revenue for 2024-25 was $155.626 million, $9.498 million (6 per cent) less than 2023-24 (Figure 7). The decrease was due:

- FY 2023-24 Appropriation revenue for Reef Restoration and Adaptation Program being funded in FY 2024-25 as a grant agreement (Revenue from Contracts)
- $16m decrease NCRIS funding due to material completion of SeaSim building expansion; and
- $0.584 million increase in interest income.

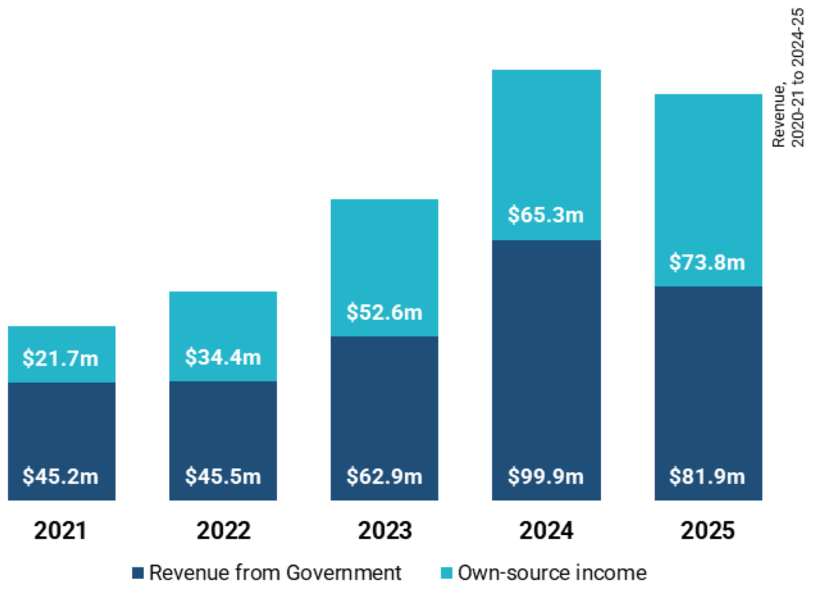


Figure 7: AIMS revenue, FY 2020-21 to FY 2024-25

External Revenue

In addition to appropriation funding, AIMS has contracts with Australian Government departments and agencies, Australian and international industry partners, and Australian and international philanthropic partners. External funding is critical as it ensures that AIMS can maintain its present level of scientific research. AIMS' own source revenue for the year was $55.033 million (47 per cent) of total revenue (2024: 40 per cent) (Figure 8).

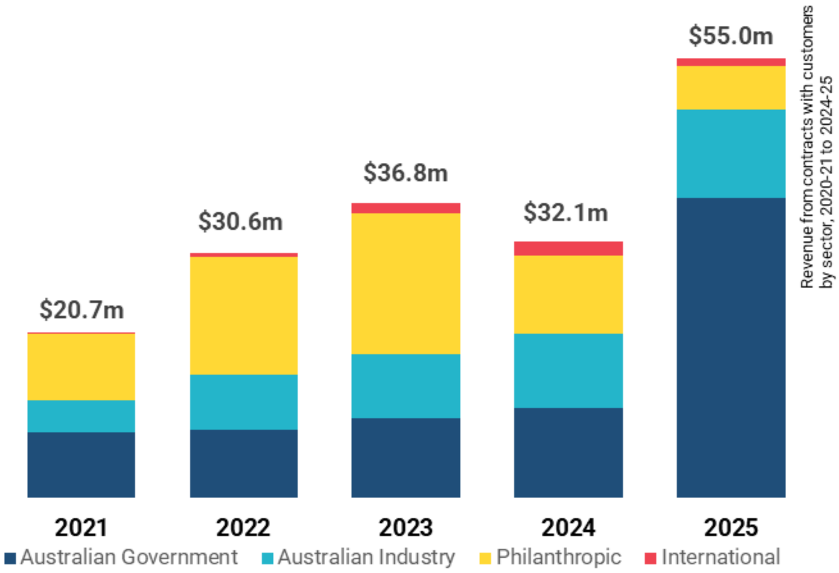


Figure 8:Revenue from contracts with customers by sector, FY 2020-21 to FY 2024-25

AIMS has built strategic alliances, working with our stakeholders to develop multi-year programs of work that provide solutions and address challenges at regional and national scales. This has enabled the leverage of our strategic science work with industry and philanthropy, broadening the external revenue opportunities and moving away from individual smaller discrete pieces of revenue earning work.

Sources of External Revenues for FY 2024-25

AIMS sourced $53.921 million (98 per cent) of its external revenues from Australian sources. Australian Government departments and agencies, and Australian industry partners together provided 64 per cent of AIMS external revenues for the year (Figure 9).

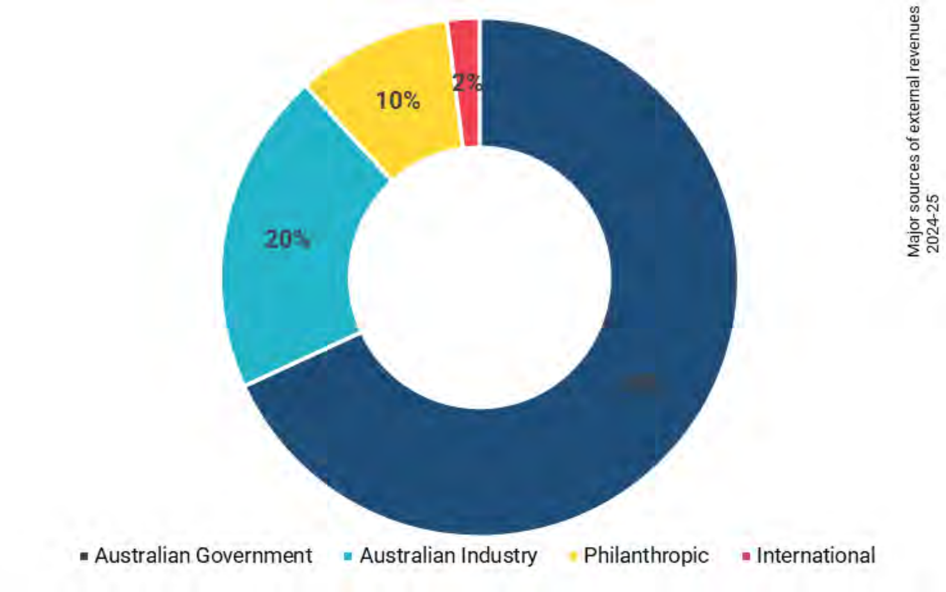


Figure 9: Major sources of external revenue, FY 2024-25

Part Three: Management and Accountability

Government Engagement

AIMS has a comprehensive system of financial reporting practices that provide compliance, disclosure and accountability of its activities.

Role and Legislation

AIMS was established by the *Australian Institute of Marine Science Act 1972* (AIMS Act) and is a corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The Institute's functions and powers are set out in the AIMS Act. AIMS has two main roles under its governing legislation:

- carry out research and development in relation to marine science and marine technology
- encourage and facilitate the non-commercial and commercial application of the results arising from such activities.

The PGPA Act sets out reporting, accountability and other requirements relating to our operations, management, and governance. Section 39 of the PGPA Act requires corporate Commonwealth entities to prepare annual performance statements and to include them in an annual report to the Australian Parliament. The *Public Governance, Performance and Accountability Rule 2014* (PGPA Rule) sets out the requirements for annual reports to be produced by corporate Commonwealth entities in accordance with section 46 of the PGPA Act. A list of annual report requirements provides details of how this annual report meets those requirements is provided in Part 6.

Responsible Minister

As at 30 June 2025, the responsible minister for AIMS is Senator the Hon Murray Watt, Minister for the Environment and Water. Other responsible Ministers over 2024-25 were:

- The Hon Tanya Plibersek MP, Minister for the Environment and Water (1 June 2022 – 13 May 2025).

General Policies of the Australian Government

Under section 22 of the PGPA Act, the Finance Minister may make a government policy order that specifies a policy of the Australian Government that is to apply in relation to one or more corporate Commonwealth entities. The AIMS Council did not receive any ministerial directions were received during FY 2024-25.

No companies, trusts or partnerships were formed by AIMS during FY 2024-25.

Governance

AIMS Council

AIMS is governed by a Council that reports to the relevant Minister. The CEO is responsible for the day-to-day affairs of the Institute.

Role of Council

The AIMS Council sets AIMS' strategic direction and key objectives, and oversees management. The Council advises the Minister for the Environment and Water of AIMS' progress against the targets in its Portfolio Budget Statements and Corporate Plan. The Minister is also provided with advice on developments of significance, as appropriate.

The PGPA Act requires the AIMS Council, as the accountable authority of AIMS, to comply with the following specific duties:

- to lead, govern and set the strategic direction of the Commonwealth entity;
- to establish and maintain systems relating to risk and internal controls;
- to encourage cooperation with others to achieve common objectives;
- to take into account the effects of imposing requirements on others; and
- to keep the responsible minister and the Finance Minister informed.

Council membership

The AIMS Council consists of a Chair, AIMS' CEO, a member nominated by James Cook University, and four other members. The AIMS Act requires that at least three members of the Council have scientific qualifications. All members of the Council, with the exception of the CEO, are non-executive appointments made by the Governor-General on the nomination of the Minister. Appointments can be up to five years and reappointment is permissible. The CEO is appointed by the Council for a period not exceeding five years and is eligible for reappointment.

Council members as at 30 June 2025 were:

- Dr Elizabeth Woods OAM (Chair);
- Professor Simon Biggs (JCU Representative);
- Patricia Kelly PSM;
- Stephen Duffield;
- Professor Peter Steinberg;
- Dr Cass Hunter; and
- Professor Selina Stead (CEO).

Dr Erika Techera also served on the AIMS Council during the FY 2024-25 period.

Biographical information of AIMS Council Members is provided below.

Dr Erika Techera LLB (Hons), PG Cert Higher Ed, M Env Law, LLM, PhD, FAAL, GAICD
Council Member: 16 March 2020 – 15 March 2025

Dr Techera has over 25 years' experience in law, legal practice and academic legal research. She is a specialist in international and comparative environmental law and marine environmental governance with a strong commitment to sustainable development. Dr Techera is a Professor of Law and has held a variety of senior leadership roles in the university sector. She has expertise in strategic leadership, governance and management having led a flagship, multidisciplinary research institute and a University Faculty of Law. She formerly practised as a Barrister in Sydney for over seven years and prior this this, was Director of a small litigation support business.

Dr Techera has been a member of the Board of Western Australian Maritime Museum Advisory Committee since mid-2018, and in 2020 joined the Heritage Council of Western Australia.

Dr Techera is a Graduate of the Australian Institute of Company Directors, and a Fellow of the Australian Academy of Law.

Dr Elizabeth Woods OAM B Agric Sci (Hons 1), D Phil (Oxon), Hon Doc UQ, FTSE MAICD
Council Chair: 1 April 2022 to 31 March 2027

Dr Woods is the recently retired Director-General of the Queensland Department of Agriculture and Fisheries where she led development initiatives to deliver an innovative, productive and sustainable agriculture, fisheries and forestry sector.

Previously Dr Woods was the foundation Director of the University of Queensland Rural Extension Centre, and Professor of Agribusiness at UQ from 1997-2004. Elizabeth has served on boards and committees including for the Grains Research & Development Corporation, the CSIRO Board, the Gatton College Council and the Queensland Rural Adjustment Authority Board (now QRIDA). She chaired RIRDC (now AgriFutures), ACIAR, a National Drought Policy Review, the International Rice Research Institute and WorldFish.

She is currently a Commissioner for International Agricultural Research with the Australian Centre for International Agricultural Research, Chair of the Board of the Fisheries Research and Development Corporation, and a member of the National Marine Facilities Steering Committee.

Professor Simon Biggs BSc (Hons), PhD, FREng, FTSE, CEng FIChemE, FIEAust, FRSC
Council Member: 3 March 2022 to 13 February 2027

Professor Simon Biggs commenced his appointment as Vice Chancellor and President of James Cook University Australia in February 2022. He is responsible for ensuring clear and effective leadership and management of the University across all operating sites, including campuses in Cairns, Townsville and Singapore.

Educated at the University of Bristol in the UK, Professor Biggs holds a PhD in Colloid Science.

Professor Biggs' main research interests are in the field of colloid and interface engineering. He was the chief investigator on numerous research projects and has authored more than 270 refereed publications as well as being named on over 20 patents.

Professor Biggs is an experienced board member with numerous appointments in both Australia and the UK over the last 20 years. He was elected as a Fellow of the Royal Academy of Engineering in 2011 and in 2016, as a Fellow of the Australian Academy for Technological Sciences and Engineering.

Patricia Kelly PSM, GAICD
Council member: 6 July 2023 to 5 July 2028

Ms Kelly has substantial experience in strategy and policy formulation for science and research. She was a Deputy Secretary in Commonwealth departments responsible for industry, science and innovation from 2004 -2013, where her responsibilities included science policy, national research agencies, international science engagement and major research infrastructure programs. Between 2013 and 2018 she was Director-General of IP Australia (the Australian patent and trademark office). She brings significant experience in public administration and governance to the Council.

Ms Kelly is currently Deputy Chancellor at the University of Canberra and chairs Co-operative Research Australia, the National Youth Science Forum and the Australian Square Kilometre Array Regional Centre. She is a Director of DMTC Ltd. She has a Bachelor of Arts degree, with a major in communication and is a graduate of the Australian Institute of Company Directors.

Stephen Duffield BBus, GradDip (Management), MBA, FAIM, GAICD
Council member: 13 December 2023 to 12 December 2028

Stephen has been involved with the Hydrographic and Marine Geophysics industry for over 30 years both in Australia and internationally. Stephen has served in leadership roles in the companies, starting in Finance and then moving to General and Strategic management roles. These roles include Regional Financial Controller Racal Survey, Managing Director for Thales Geosolutions and Country Manager for Fugro and being one of the founding shareholders and director for Guardian Geomatics.

Stephen is currently the President of the Australasian Hydrographic Society and a Council member of the Society of Underwater Technology. In the past, Stephen served on the Advisory Board of the Centre for Marine Science Technology (Curtin University) and on the Board of The International Federation of Hydrographic Societies.

Professor Peter Steinberg BSc, PhD
Council member: 1 January 2024 to 31 December 2028

Peter Steinberg is Emeritus Professor of Biology at UNSW Sydney, retiring in 2021 after 30 years at UNSW. From 2009-2020 he was the inaugural Director and CEO of the multi-university Sydney Institute of Marine Science (SIMS). His interests in marine science include coastal ecology and habitat restoration, environmental microbiology, and marine conservation and management.

Professor Steinberg has been a Fulbright Scholar, a Queen Elizabeth II Fellow and CEO of an ASX listed biotechnology company. Awards for Peter's achievements include the Australian Marine Science Association's Silver Jubilee Award in 2017 for outstanding contributions to Australian marine sciences and the 2021 NSW Premier's Science and Engineering Prize for Biological Sciences (Environmental). He is a Web of Science highly cited researcher (2020 – 23), awarded to the top 1% of researchers globally.

Peter has extensive leadership and governance experience in marine science and related fields. He currently chairs the Research Advisory Committee for the nation's main oceanographic research vessel, the R/V Investigator, and is a member of the Marine Estate Expert Advisory Panel (MEEKP) for the NSW Government. He is on the Board of Ocean Impact Organisation (OIO), a NFP start-up accelerator/incubator in the marine technology space.

Dr Cass Hunter BSc (Hons), BEnvSc
Council Member: 16 March 2025 to 15 March 2030
Advisor to the Council: 26 March 2024 to 15 March 2025

Dr Hunter has a PhD in quantitative marine science and more than 20 years' experience leading collaborative approaches in design, planning, and decision-making with First Nations communities.

A descendant of the Kuku Yalanji (Far North Queensland) and Maluiligal (Torres Strait) nation, Dr Hunter has worked for CSIRO as an Indigenous system researcher and currently works for NAILSMA as an Enterprise Impact Manager.

Her other appointments include: the Australian Government's Indigenous Advisory Committee; the Biodiversity Assessment Expert Reference Group - Nature Repair Scheme; the North Marine Parks Advisory Committee; the Reef 2050 Independent Expert Panel and the Reef Traditional Owner Taskforce. She also chairs the Great Barrier Reef Foundation Traditional Owner Healthy Water Technical Working Group.

Professor Selina Stead BSc, MSc, PhD
CEO and Council member: 1 February 2024 to 31 January 2029

Professor Selina Stead is a marine biologist and environmental scientist with expertise in coral reef ecosystems, aquaculture, fisheries, environmental governance and science policy. She has enjoyed an active dual career in academia and government.

Selina's last roles have been as Executive Dean for the Faculty of Environment at the University of Leeds and the UK Government's Chief Scientific Adviser for the Marine Management Organisation. Her research focuses on biodiversity conservation, climate change, food insecurity and sustainability, which spans the Caribbean, East Africa, Europe, Middle East, SE Asia and the UK.

She has a Personal Professorship of Marine Governance and Environmental Science from Newcastle University in the UK where she acted as Dean of Research and is a Fellow of the Alan Turing Institute.

Previously she has served as Chair and Non-Executive Director of the Scottish Government's Science Advisory Board and Ministerial Appointed Scientific Fisheries Advisor. Selina was President of the European Aquaculture Society and her research on climate-smart seafood and conservation was recognised with their highest honour, the Distinguished Services Award.

Selina is a member of Science Advisory Panels for Australia's Blue Economy Cooperative Research Centre and the Plant and Food Forum, New Zealand. She holds a BSc in Marine Biology and Oceanography, MSc in Fisheries Biology and Management and a PhD in Zoology.

Council Attendance

Table 6: Attendance at Council meetings, FY 2024-25

Attendance	27 Aug 2024	29 Oct 2024	10 Dec 2024	27 Feb 2025	29 Apr 2025	25 Jun 2025
Dr Elizabeth Woods, OAM	Yes	Yes	Yes	Yes	Yes	Yes
Professor Simon Biggs	Yes	Yes	Yes	Yes	Yes	Yes
Dr Erika Techera	Yes	Yes	Yes	Yes	N/A	N/A
Patricia Kelly, PSM	Yes	Yes	Yes	Yes	Yes	Yes
Stephen Duffield	N/A	Yes	Yes	Yes	Yes	Yes
Professor Peter Steinberg	N/A	Yes	Yes	Yes	Yes	Yes
Dr Cass Hunter	No*	Yes*	Yes*	Yes*	Yes	Yes
Professor Selina Stead	Yes	Yes	Yes	Yes	Yes	Yes

*as adviser to Council

Education and Performance Review Processes for Council Members

At induction, Council members are provided with a comprehensive set of documents including the PGPA Act, AIMS Act, AIMS Strategy 2030, Corporate Plan, Risk Management Framework, and key plans and policies including the Business Continuity Plan, Enterprise Agreement, and Fraud and Corruption Control Plan.

Council members are encouraged to maintain their membership with the Australian Institute of Company Directors. The performance of Council members is reviewed regularly through a self-assessment process and as required, by external review.

Ethics

Council members are briefed on - and are required to sign - the AIMS Code of Conduct.

Disclosure of Interests

Section 29 of the PGPA Act provides for the disclosure of material personal interests in a matter that is being considered by the Council, and prohibits participation, deliberation and decision making by any member on such matters, unless so resolved by the Council or entitled by the Minister. Details of such disclosure are recorded in the minutes of Council meetings. All these requirements are currently being met.

Audit Committee

The Audit Committee is a formal sub-committee of the Council that meets quarterly. Audit Committee members in 2024-25 were:

- Peter Bell (Independent Committee Chair)
- David Hinton (Independent Committee Member)
- Patricia Kelly PSM (Council Member on Audit Committee from 1 October 2023)
- Steve Duffield (Council Member on Audit Committee from 5 July 2024)

The AIMS CEO, Chief Finance Officer, Chief Operating Officer, Finance Manager, representatives of the Australian National Audit Office, and an internal auditor, attend all meetings or relevant parts of all meetings, by invitation.

In accordance with best practice, all Council members may receive copies of the Audit Committee agenda and meeting minutes and can attend meetings as a right.

The Audit Committee Chair attends relevant sections of Council meetings.

The Audit Committee is responsible for providing independent assurance and assistance to Council on:

- financial reporting;
- performance reporting;
- systems of risk oversight and management;
- systems of internal control;
- internal audit; and
- external audit.

Four meetings of the committee were held during 2024-25. The committee's charter is available at https://www.aims.gov.au/sites/default/files/2020-08/Audit%20Committee%20Charter.pdf.

Audit Committee Skills and Experience

Peter Bell (BSc (Econ), CIPFA, FCPA, IIA)
Independent Committee Chair from 25 October 2022

Peter has more than 30 years' experience in internal audit, external audit, performance audit and risk management. This has included senior roles in the federal government for the Australian National Audit Office and Australian Broadcasting Corporation, and as a Partner in Ernst & Young and Managing Director or Protiviti. Peter is also a member of the Great Barrier Reef Marine Park (GBRMPA) Audit Committee.

David Hinton (B.Bus, FCA, FGIA, GAICD)
Independent member from 24 October 2022

David is an experienced non-executive director in the life science and technology sectors. He has been involved in the establishment of financial and governance structures and the development of strategy in a rapidly changing environment. His recently concluded executive career included Chief Financial Officer and Company Secretary of a leading IT solutions provider and a national telecommunications provider.

Patricia Kelly PSM
Committee member from 1 October 2023

Skills and experience of Ms Patricia Kelly PSM (AIMS Council Member and Audit Committee Member) included with Council Member biographies.

Steve Duffield
Committee member from 5 July 2024

Skills and experience of Steve Duffield (AIMS Council Member and Audit Committee Member) included with Council Member biographies.

Audit Committee Remuneration

- Peter Bell - Independent Committee Chair: $27,430
- David Hinton – Independent member: $5,160
- Patricia Kelly PSM– Council Member and Audit Committee Member: $33,654
- Steve Duffield – Council Member and Audit Committee Member: $38,773

Audit Committee Attendance

Table 7: Attendance at Audit Committee meetings, 2024-25

Attendance	6 Aug 2024	6 Nov 2024	11 Mar 2025	10 Jun 2025
Peter Bell	Yes	Yes	Yes	Yes
David Hinton	Yes	Yes	Yes	No
Patricia Kelly, PSM	Yes	Yes	Yes	Yes
Steve Duffield	Yes	Yes	Yes	Yes

Remuneration and Nominations Committee

The Remuneration and Nominations Committee is a sub-committee of the Council which provides advice to Council regarding the remuneration of senior AIMS staff and recommends nominations for Council membership. The Committee reviews the employment arrangements of the Council, of the CEO, and of AIMS employees not covered by the AIMS Enterprise Agreement. On an annual basis, the Committee reviews AIMS' reporting arrangements to ensure that AIMS is adhering to the administrative requirements of the Remuneration Tribunal. Remuneration of AIMS employees not covered by the AIMS Enterprise Agreement is determined having regard to the Government's Workplace Relations Bargaining Policy and relativity of comparable positions within AIMS, the Australian Public Service and the wider employment market. Council member and CEO remuneration is in accordance with the directions of the Commonwealth Remuneration Tribunal.

The Committee comprises of at least three Council members, appointed by the Council. Committee members during 2024-25 were Prof Simon Biggs, Dr Erika Techera and Dr Elizabeth Woods. The Committee vacancy left by the departure of Dr Techera will be filled in 2025-26.

Independent professional advice

The Council has the right to obtain, at AIMS' expense, relevant independent professional advice in connection with the discharge of its responsibilities. The Council sought advice during 2024-25 in relation to a range of matters.

Fraud Control

AIMS maintains a Fraud and Corruption Control Plan (Plan) in compliance with section 10 of the PGPA Rule.

The plan details AIMS' fraud prevention and detection strategies which are designed to minimise the incidence of fraud and corruption against its programs, and to contribute to an overall management environment and culture which makes active fraud and corruption control the responsibility of all staff. The strategies include:

- provision of fraud and corruption prevention and awareness training for appropriate staff biennially;
- issue of standards and procedures to encourage minimising and deterring fraud and corruption;
- identification and assessment of fraud risks regularly and the development and implementation of a fraud and corruption control plan;
- use of all available avenues to recover money or property lost through fraudulent or corrupt activity;
- supporting the prosecution of persons and/or organisations for fraudulent activity;
- provision of information to the Australian Federal Police on all relevant cases of fraud and corruption;
- regular review of controls and checks over operations to ensure prevention, identification and detection of fraud and corruption; and
- provision of a mechanism for staff to report suspected incidents of fraud or corruption in a secure and confidential manner.

In addition to these strategies, financial controls are monitored by internal audits and the Australian National Audit Office (ANAO).

Ethical behaviour of staff is espoused and encouraged through the AIMS Code of Conduct and AIMS Responsible Conduct of Research Framework, and all staff are required to adhere to these principles.

AIMS reports its fraud data to the Australian Institute of Criminology by 30 September each year. No instances of fraud were reported in 2024-2025 financial year.

Financial Reporting

AIMS’ financial statements are prepared in accordance with:

- *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR);
- Australian Accounting Standards and Interpretations – Reduced Disclosure Requirements issued by the Australian Accounting Standards Board that apply for the reporting period; and
- The financial statements notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements are accompanied by a signed statement by the Accountable Authority (the AIMS Council), CEO and CFO, declaring that the statements comply with the accounting standards and any other requirements prescribed by the FRR and present fairly the entity’s financial position, financial performance and cash flows in accordance with section 42 of the PGPA Act.

Performance Reporting

Section 39 of the PGPA Act requires an annual performance statement to be provided by corporate Commonwealth entities. AIMS’ annual performance statement for 2024-25 is provided in the Results and Commentary on Performance section.

Systems of Risk Oversight and Management

Under section 17(2)(c) of the PGPA Rule, the Audit Committee is responsible for reviewing the Institute’s risk framework (and monitoring management’s compliance with that framework) and making recommendations to the Council to address any significant issues raised.

System of Internal Audit Control

The Audit Committee’s responsibilities include reviewing the Audit Plan and internal audit reports, and also making recommendations to the Council and management to address any significant issues raised. The Committee also reviews whether the internal audit coverage aligns with AIMS’ key risks. The internal audit function was performed by Grant Thornton during FY 2024-25. The internal auditor is responsible for independently reviewing risk in accordance with the AIMS Corporate Plan.

External Audit

Under section 43 of the PGPA Act, the Commonwealth Auditor-General, through the ANAO, is the external auditor for the Institute. The Audit Committee reviewed the ANAO Audit Plan and reported to, and met with, ANAO representatives before recommending to the Council that the annual financial statements be accepted, and the Statement by Council be signed.

Risk Management

AIMS has a comprehensive corporate risk management framework, which includes processes to identify and assess new risks to AIMS, and to monitor and refine existing risks and control measures. Additionally, project and operational risk management is established across the Institute, with processes, procedures and systems of work in place, including managing workplace health and safety risks. AIMS participates in the biennial Comcover risk management benchmarking survey.

Investing and Financing Activities

AIMS invested its surplus money in accordance with section 59 of the PGPA Act and AIMS’ policy on investments.

Related Parties

AIMS transacts with Australian Government related entities consistent with normal day-to-day business operations provided under normal terms and conditions, including the purchase and rendering of science services (refer to section 3.3 of the Financial Statements).

The AIMS Council delegates decision making for related party contracts up to $5 million to the AIMS CEO. The AIMS Council retains decision making for any contracts greater than $5 million. The AIMS Council reviews a schedule of contracts entered into by AIMS annually. Any AIMS Officer who may have a perceived or real conflict of interest relating to any contract is required to declare the conflict and is not involved in the decision making.

Indemnities and Insurance Premiums for Officers

There were no liabilities to any current or former officials of AIMS during the reporting period. No premium was paid (or was agreed to be paid) against a current or former official's liability for legal costs. AIMS paid $2,447 in premiums for Directors' and Officers' Liability insurance in FY 2024-25.

Compliance

AIMS conducted its affairs in accordance with the requirements of all applicable laws and regulations, including the PGPA Act and prescribed rules, the applicable policies of the Australian Government, and the internal policies of AIMS.

Any government policy orders notified as being applicable to AIMS would be duly complied with in accordance with section 22(3) of the PGPA Act. There were no policy orders applied to AIMS in FY 2024-25.

Duty to Inform and Ministerial Notifications

The AIMS Council is required to notify the responsible minister of any significant issue that has affected AIMS in accordance with section 19(1)(e) of the PGPA Act. There were no significant issues requiring notification to the responsible minister during FY 2024-25 relating to non-compliance with finance law.

Consultancy Services

AIMS engages individuals and companies as external consultants from time to time where it lacks specialist expertise or when independent research, review, or assessment is required.

Consultants are engaged to investigate or diagnose a defined issue or problem, carry out defined reviews or evaluations, or provide independent advice, information, or creative solutions to assist in AIMS' decision making.

Decisions to engage consultants take into consideration the skills and resources required for the task, the skills or resources available internally, and the cost-effectiveness of these options. The engagement of a consultant is made in accordance with our Procurement policies and procedures and other relevant internal policies. AIMS spent $6.803 million (excluding GST) on consultancies during 2024-25.

Public Accountability

Judicial Decisions and Reviews by Administrative Tribunals

No judicial decisions relating to AIMS were handed down during 2024-25.

Commonwealth Ombudsman

No reports relating to AIMS were given by the Commonwealth Ombudsman during 2024-2025.

Office of the Australian Information Commissioner

No reports relating to AIMS were given by the Australian Information Commissioner during 2024-2025.

Parliamentary Committees

No reports were produced on the operations of AIMS by a parliamentary committee during 2024-25.

Auditor-General

No reports were produced on the operations of AIMS by the Auditor-General during 2024-25.

Service Charter

AIMS' service charter outlines the standards it commits to regarding management of our relationships, a copy of which is posted on our website. AIMS actively seeks and welcomes feedback on our performance against our service standards. The charter and details on how to provide feedback can be found at https://www.aims.gov.au/docs/about/corporate/service-charter.html

Privacy Act 1988

To ensure the proper management, administration and safety of its officers, employees, visitors, volunteers and contractors, AIMS is required to collect personal, and occasionally sensitive, information. AIMS is committed to the Australian Privacy Principles contained within the *Privacy Act 1988* and has formal processes to manage privacy, as detailed in the AIMS Privacy Policy. AIMS has a Privacy Officer (privacy@aims.gov.au) who is responsible for ensuring that the Institute's Privacy Policy is adhered to and that AIMS complies with all applicable statutory requirements.

Freedom Of Information

FOI Operations

Agencies subject to the *Freedom of Information Act 1982* are required to make information available to the public as part of the Information Publication Scheme (IPS). Under their IPS, each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements in Part II of the FOI Act.

The documents listed in our IPS Agency Plan are generally freely available to any person requesting them. The availability of other information is subject to assessment, which is made on a case-by-case basis in accordance with the relevant provisions of the FOI Act, as supplemented and explained in the relevant fact sheets, guidelines and other materials published on the website of the Office of the Australian Information Commissioner (OAIC). The grounds for assessment include considerations of commercial confidentiality, legal professional privilege and personal privacy. The FOI Act and the above website explain these, the other unconditional exemptions and the conditional exemptions as contained in the current legislation.

Requests for any such information from AIMS must be made in writing, addressed to the relevant person, and must contain the information set out under 'How to make an FOI request' on the above website. The request should be addressed to the FOI contact officer at the address given below.

Information Publication Scheme

AIMS continues to undertake actions consistent with compliance requirements under the IPS pursuant to the relevant provisions of the FOI Act. The IPS encourages governments and government agencies to provide open, accountable, and transparent information in formats that are easy to understand and freely accessible.

Contact

All enquiries and requests for information, or concerning access to documents or any other matters relating to FOI, should be directed to:

FOI Contact Officer, Australian Institute of Marine Science
PMB No. 3, Townsville Mail Centre MC, QLD 4810
Telephone: (07) 4753 4444
Email: FOI@aims.gov.au

Part Four: Our People

Organisational Structure

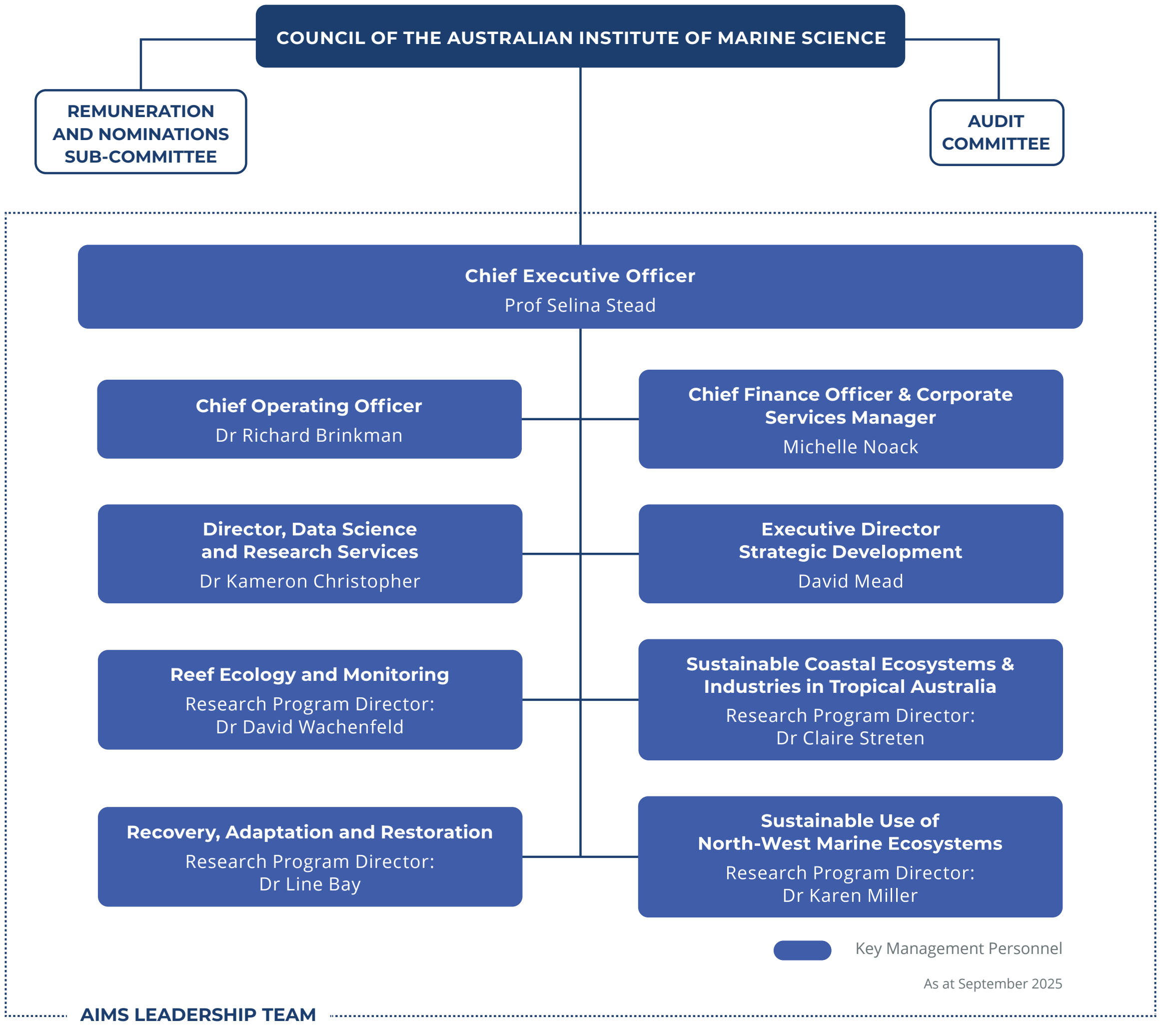


Figure 10: Organisational structure of the Australian Institute of Marine Science

Staff

As at 30 June 2025, AIMS employed an average of 391.39 full-time equivalent (FTE) science and support staff (including 4.56 FTE casuals), plus an additional 34.97 FTE under labour hire arrangement and 45 FTE personnel via outsourced functions.

Many of our scientists are world authorities in their field who have achieved international acclaim for their research. The work of the research scientists is supported by a variety of professional and technical support staff skilled in the following:

- research support;
- laboratory and analytical services;
- data collection and data management;
- commercial and business development services;
- intellectual property portfolio management;
- engineering and field operations services;
- science communication; and
- corporate support functions comprising human resources, financial, information services, supply and general management.

Where appropriate, AIMS contracts services. Currently, contracted services are for catering, cleaning, site maintenance, security, and crewing marine research vessels.

AIMS Staff Numbers

Table 8: Ongoing employee headcount, by gender and location FY 2024-25

	Location									
	NSW	QLD	SA	TAS	VIC	WA	ACT	NT	External	Overseas
Man/Male Full time	1	145		2		29	3	5		
Man/Male Part time		2								
Man/Male Total	**1**	**147**	**0**	**2**	**0**	**29**	**3**	**5**	**0**	**0**
Woman/Female Full time	1	85		1	1	17	1	6		
Woman/Female Part time		4			3	7				
Woman/Female Total	**1**	**89**	**0**	**1**	**4**	**24**	**1**	**6**	**0**	**0**
Non-Binary Full time										
Non-Binary Part time										
Non-Binary Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Prefers not to answer Full time										
Prefers not to answer Part time										
Prefers not to answer Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Uses a different term Full time										
Uses a different term Part time										
Uses a different term Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL	**2**	**236**	**0**	**3**	**4**	**53**	**4**	**11**	**0**	**0**

Table 9: Non-ongoing employees headcount, by gender and location FY 2024-25

	Location									
	NSW	QLD	SA	TAS	VIC	WA	ACT	NT	External	Overseas
Man/Male Full time	1	32				8				
Man/Male Part time		2								
Man/Male Total	**1**	**35**	**0**	**0**	**0**	**8**	**0**	**0**	**0**	**0**
Woman/Female Full time		48	1		1	10				
Woman/Female Part time		4				0				
Woman/Female Total	**0**	**52**	**1**	**0**	**1**	**10**	**0**	**0**	**0**	**0**
Non-Binary Full time										
Non-Binary Part time										
Non-Binary Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Prefers not to answer Full time										
Prefers not to answer Part time										
Prefers not to answer Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Uses a different term Full time										
Uses a different term Part time										
Uses a different term Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL	**1**	**87**	**1**	**0**	**1**	**18**	**0**	**0**	**0**	**0**

Table 10: Ongoing employees headcount, by gender and location for previous reporting period (FY 2023-24)

	Location									
	NSW	QLD	SA	TAS	VIC	WA	ACT	NT	External	Overseas
Man/Male Full time		114				26	2	4		
Man/Male Part time		2								
Man/Male Total	**0**	**116**	**0**	**0**	**0**	**26**	**2**	**4**	**0**	**0**
Woman/Female Full time		71				15	1	4		
Woman/Female Part time		8			1	6				
Woman/Female Total	**0**	**79**	**0**	**0**	**1**	**21**	**1**	**4**	**0**	**0**
Non-Binary Full time										
Non-Binary Part time										
Non-Binary Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Prefers not to answer Full time										
Prefers not to answer Part time										
Prefers not to answer Total	0	0	0	0	0	0	0	0	0	0
Uses a different term Full time										
Uses a different term Part time										
Uses a different term Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL	**0**	**195**	**0**	**0**	**1**	**47**	**3**	**8**	**0**	**0**

Table 11: Non-ongoing employees headcount, by gender and location for previous period (FY 2023-24)

	Location									
	NSW	QLD	SA	TAS	VIC	WA	ACT	NT	External	Overseas
Man/Male Full time		40				10		2		
Man/Male Part time		3								
Man/Male Total	**0**	**43**	**0**	**0**	**0**	**10**	**0**	**2**	**0**	**0**
Woman/Female Full time		59				12				
Woman/Female Part time		7			1	1				
Woman/Female Total	**0**	**66**	**0**	**0**	**1**	**13**	**0**	**0**	**0**	**0**
Non-Binary Full time										
Non-Binary Part time										
Non-Binary Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Prefers not to answer Full time										
Prefers not to answer Part time										
Prefers not to answer Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Uses a different term Full time										
Uses a different term Part time										
Uses a different term Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL	**0**	**109**	**0**	**0**	**1**	**23**	**0**	**2**	**0**	**0**

Staff Consultation

Staff consultation and communication takes place via a range of mediums such as all-staff meetings, emails, and various electronic platforms. The Joint Consultative Committee – comprising AIMS CEO (Chair), a management representative (Chief Operating Officer), the Manager People and Culture, Community and Public Sector Union (CPSU) representatives (internal), a CPSU organiser (external), and staff representatives – met four times in FY 2024-25. This committee provides a forum for discussion and consultation between management and staff representatives on issues that may affect staff conditions and entitlements.

The AIMS Safety Committee is a long-standing forum dedicated to identifying potential hazards, risks, and safety issues in the workplace, and developing plans to mitigate or eliminate those risks to ensure safe work practices and workplaces. The committee is comprised of AIMS Chief Operating Officer, the Health and Safety Manager (Chair), Health and Safety Representatives (HSRs), a People and Culture representative and operational managers and addresses safety specific matters. The Committee met five times in FY 2024-25.

The Psychologically Safe Network is a forum dedicated to providing input into the establishment and management of a psychologically safe workplace at AIMS. The initiative is jointly managed by AIMS People and Culture and the Health and Safety Manager, and is attended by a broad range of participants from different programs and roles within the organisation, including the Health and Safety Manager (Chair), People and Culture Manager, Chief Finance Officer and Chief Operating Officer. The Network met three times in FY 2024-25.

The Change Management Committee supports organisational change. The Committee is chaired by Research Program Director – Program 2, and is attended by AIMS' Change Manager and corporate, operational, and science managers and leaders. The Committee met nine times in 2024-25.

Leadership Development

In December 2024, AIMS welcomed the new position of Organisation Development Advisor to support the development and implementation of programs and initiatives to enhance the capability development of our workforce.

Since then, the leadership team have endorsed a Cultural Improvement Strategy and the Organisation Development Framework. This supports the measuring of workplace culture, leadership development, and investing in equitable programs for staff development.

We are currently in the process of evaluating and implementing tools to support these initiatives.

Equal Employment Opportunity and Workforce Diversity

Our workforce diversity policy acknowledges differences and adapts work practices to create an inclusive work environment in which diverse skills, perspectives, and cultural backgrounds are valued.

The Institute's staffing policies and procedures align with the requirements of the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987*. Designed to ensure that workforce diversity and equality of opportunity are fundamental operating principles for AIMS, they include:

- regularly reviewing employment policies and practices, and providing ongoing instruction for user groups;
- promoting AIMS as an equal opportunity employer in all recruitment advertisements placed in online media and on our website;
- supporting equity of access and providing amenities for parents and people with disabilities and in AIMS' public access facilities such as conference rooms, theatre, library, café, bathrooms, and display areas;
- constructing new facilities that support equity of access;
- provide facilities to support staff wellbeing including breastfeeding rooms and quiet space for prayer/meditation/reflection;
- catering to staff and visitors with a disability, and providing a wheelchair, if required, on public tours of AIMS; and
- having mechanisms in place to handle complaints and grievances (formal and informal) to address issues and concerns raised by staff and visitors.

Table 12: Staff numbers in equal employment opportunity categories

EEO category	Proportion of total staff (per cent)						
	2018–19	2019–20	2020–21	2021–22	2022–23	2023–24	2024–25
Aboriginal and Torres Strait Islander	2.05	2.18	2.47	5.41	3.38	3.28	3.7
Non-English-speaking background	14.67	15.1	16.44	14.44	17.6	16.1	18.98
Staff with disability	1.59	1.32	1.84	4.7	2.2	2.1	1.85
Women	41.32	39.23	40.92	46.44	44.96	46.5	46.3

Inclusiveness and Diversity in the Workplace

Our workforce initiatives support the wider Australia Public Service undertakings on Indigenous employment, diversity, and gender equity. AIMS continues to support career improvement for individuals across all gender groups in higher education and research, helping to facilitate a diverse and inclusive workplace and culture.

In 2020-21 we were awarded Athena Swan Bronze Award certification through Science in Australia Gender Equity (SAGE) and AIMS continues to demonstrate a solid foundation for improving gender equity, diversity, and an inclusive culture that values all staff. This includes:

- Progressing activities outlined in our action plan that are based on quantitative and qualitative assessments to continue to identify challenges and opportunities;
- Building upon initiatives that are planned or already in place towards greater awareness, understanding, and practices towards gender equity, diversity and inclusion, and to measure our progress and impact; and
- Identifying key learnings and implementing further improvements or initiatives to affect positive change.

A dedicated working group has been structured to progress our action plan initiatives and collaborates across the organisation to continue on our accreditation pathway towards Silver Award certification. This includes dedication to the submission and achievement of five Cygnet awards that demonstrate progress, impact, and outcomes in addressing key identified barriers on our gender equity, diversity, and inclusion improvement journey. In 2024-25 AIMS was successful in achieving two Cygnet Awards on flexible working arrangements and Indigenous partnerships, with a third on recruitment practices also being submitted for assessment.

Code of Conduct

AIMS has a Code of Conduct to which the Council, management, staff, and visitors are required to adhere. The Code complies with the PGPA Act. New Council members, staff, and visitors are briefed on the Code during induction.

Workplace Behaviour

Management, staff, and visitors at AIMS share responsibility for providing and working in an environment free of harassment and other unacceptable forms of behaviour. In accordance with the AIMS Code of Conduct, staff are required to treat others with courtesy, respect, dignity, fairness, and equity, and to have concern for their rights, freedoms, and individual needs. A high standard of behaviour is expected, and AIMS has a set of principles outlining the way staff are expected to behave towards others.

Workplace harassment contact officers are available throughout AIMS to discuss, in confidence, matters of concern regarding harassment and associated issues raised by a staff member. AIMS received eight formal reported cases of bullying/harassment in 2024-25. AIMS also conducted a cultural review and subsequent actions in response to concerns raised within one of our facilities.

Public Interest Disclosure (Whistle-Blower Policy)

AIMS has a whistle-blower policy designed to facilitate effective notification, assessment, and management of the disclosure of serious wrongdoings in accordance with the *Public Interest Disclosure Act 2013*.

AIMS strongly encourages reporting of serious wrongdoing and will take appropriate and necessary action to uphold the integrity of the Institute and to promote the public interest. To achieve our goals and obligations in this regard, AIMS is committed to creating and maintaining an environment and culture in which the disclosure of serious wrongdoings is fully supported and protected. There were no formal reported public interest disclosure cases in 2024-25.

National Disability Strategy

AIMS is committed to ensuring that people with disabilities are given opportunities for independence, access, and full participation. AIMS assesses cases individually and endeavours to implement the most appropriate measures to assist people with disabilities.

AIMS' physical resources continue to be upgraded to meet access needs for people with disabilities, which includes building modifications and the construction of new facilities.

Employee Assistance Program

TELUS Health is contracted by AIMS to provide an independent employee assistance program. The program is free to staff, their family members, and students, and provides for up to six sessions to assist with issues of:

- relationship and family problems;
- maximising performance;
- depression, anxiety and stress;
- conflict and communication;
- children or family member concerns;
- grief and bereavement;
- elder care issues;
- addiction;
- work–life balance;
- career path issues;
- retirement; and
- work stress.

In addition, a supervisor support hotline is available.

Participants can refer themselves or be encouraged by a colleague, supervisor, people and culture staff, or workplace health and safety staff to access the program.

Health and Safety

Our Approach

The safety of our people, collaborators, contractors, and those who share or visit our workplaces remains paramount. Safety is a core value of AIMS, to care for ourselves and others in all that we do. AIMS defines measurable targets with which we track our progress towards our work, health and safety objectives. At the highest level, AIMS is committed to achieving year on year improvements in safety performance.

Early Intervention, Injury Reduction, and Management

A proactive approach to preventing and/or mitigating harm (injury/illness) is employed through review, assessment, and early reporting processes. These enable early identification and intervention of psychosocial and/or physical hazards and risks to reduce the frequency and/or severity of serious injury/illness and ensures that supports are available should a work impacting injury and/or illness occur. In 2024-25, there were 25 individual workstations, 10 tasks, and 1 area ergonomically assessed leading to an upgrade to AIMS ergonomic office facilities. Additionally, 39 manual task functional assessments were undertaken to inform workers and facilitate safe manual handling practices.

Leadership and Cultural Change

Safety is an AIMS value and embedded in the "Way We Work". We continue to strengthen our safety culture by continuing to develop our risk, reporting, and learning cultures, focusing on identifying and controlling psychosocial and physical hazards, encouraging reporting, and communicating findings. We work to create accountability and well-defined responsibilities, consult our workers on safety issues and attitudes (physical or psychosocial), and improve workers safety knowledge through relevant training and information.

A comprehensive safety management review was conducted to ensure our safety management system remains fit-for-purpose as we continue to grow as an organisation in number and complexity. The externally led review engaged with over

100 staff across multiple sites, reviewed extensive documentation, and performed in person process and systems walk throughs. Using a Health, Safety and Wellbeing (HSW) maturity model, the review focused on:

- Plan and Strategy;
- People and Engagement;
- Governance and Leadership;
- Assurance and Reporting;
- Risk and Opportunity;
- Systems and Structures; and
- Digital Technology.

A HSW modernisation and implementation plan was provided to AIMS with a proposed roadmap of five priority areas to instil AIMS as a leading health, safety and wellbeing organisation. AIMS is implementing priority actions identified by the review using a staged approach.

Physical and Mental Wellbeing

Ongoing implementation of the Psychologically Safe Workplace Network and Action Plan continued in accordance with the APS Mental Health Capability Framework including the provision of information, training, confidential psychological incident (PI) reporting, and access to support. Continuous improvement in literacy in mental health awareness was also achieved with the introduction of an e-learning module.

AIMS continues to work consultatively with workers in the management of psychosocial hazards; to identify and manage risk, break down stigma, and promote early intervention in line with the Preventing Bullying, Harassment and Other Hazardous Behaviours Procedure.

AIMS provides access to corporate health and fitness programs, including access to Fitness Passport, an on-site gym at our Townsville site, and other external facilities to improve fitness and overall wellbeing.

Internal Audit and Inspection Regimes

AIMS provides safe workplaces and practices through physical site inspection schedules, desktop audit review of procedural application led by the AIMS Health and Safety team, and Internal Audit Committee review of policies and procedures. Of the 16 hazard inspections undertaken in 2024-25, 163 corrective actions were identified, encompassing several areas of focus.

Risk Management

We are developing robust risk management practice through training delivery, internal governance reviews in key operational areas, risk assessment reviews, and area risk register development and review in line with AIMS Operational Risk Management Procedure and Framework.

Safety Pillars

Our health and safety approach is based on six pillars (Figure 11) that guide our annual strategic work planning:

Figure 11: Health and safety pillars

Dedicated Safety Roles

Our commitment to the health and safety of workers is demonstrated by the number and diversity of roles dedicated to health and safety management at AIMS:

- HSE Team Members;
- Emergency Wardens;
- First Aid Officers;
- Safety Committee Members;
- Health & Safety Representatives;
- Harassment Contact Officers;
- Cruise Leaders;
- Dive Officer & Supervisors;
- Dive Safety Working Group;
- Boating Officer & Attendants;
- Laboratory Managers;
- Quarantine Officer;
- Biosafety Officer;
- Radiation Safety Officer;
- Emergency Management Officer;
- Emergency Management Team;
- Business Continuity Team; and
- Psychologically Safe Network Participants.

Lost Time Injuries

There was 1 lost time injury recorded in 2024-25. AIMS has consistently achieved low lost time injury rates over the past five years, averaging less than one per annum.

Lead and Lag Indicators

AIMS' reporting and safety culture has remained strong, with the total numbers of hazards reported[5] accounting for 63% of all reports entered. Of the 148 incidents, near misses, and hazards reported in 2024-25, 4 resulted in restricted work, 5 in medical treatment, and 19 minor first aid. In addition, AIMS recorded 16 psychosocial incidents .

Improvement has not been achieved with respect to the total recordable injury frequency rate (TRIFR), which concluded 4 points above the previous year and above target. The frequency of recordable[6] injuries has risen with a slight increase in severity, concluding 1 point above target. In the context of a growing organisation, AIMS' performance in relation to injuries strengthens our determination to sharpen the focus on a proactive approach to preventing harm through training, assessment, review, and reporting, informed by outcomes from the recent external review of our safety management systems and processes.

There were two notifiable incidents. One new workers' compensation claim was accepted under the Comcare workers' compensation scheme, associated with field-based work.

Environmental Performance

We have delivered against our commitments to protect the environment and conserve biodiversity during the year through our work with multiple industries, government, the community, and other scientific institutions and agencies on programs and projects dedicated to conserving and sustainably managing tropical marine resources. As a community leader and a Commonwealth statutory authority, we have both a moral obligation and a statutory obligation under the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) to protect and maintain the biodiversity and heritage under our control. Accordingly, we carefully guard against any avoidable adverse impacts on the environment arising from our own activities and work proactively to minimise the environmental footprint of our operations.

[5] Hazard reports + corrective actions from Hazard Inspections = Total Hazards
[6] MTC + RWC + LTI = Recordable Injuries

Reducing Our Environmental Impacts

In 2024-25 AIMS continued to make progress towards its strategic target of a 25 per cent reduction in our own carbon emissions. The overall reduction in total carbon emissions compared with the base year of 2017-18 was **28 per cent** (for Scope 1 and 2 emissions). AIMS' on-site photovoltaic (PV) solar systems and procurement of electricity from renewable energy sources continue to be the most significant contributions to our emissions reduction, with smaller contributions from transition to a hybrid commuter car fleet. Through our various PV solar arrays, we avoided **1067 tonnes** of CO2 emissions.

This year we have achieved a reduction in solid waste to landfill of **9.6 tonnes** compared with 2018-19. The represents a **6 per cent reduction** from the 2018-19 base year. In 2024-25 we recycled **41.1 tonnes** of paper, cardboard and plastic products. This is a **21 per cent increase** on the previous year.

Table 13: AIMS APSNetZero 2024-25 Emissions Reporting Summary

2024-25 GREENHOUSE GAS EMISSIONS INVENTORY– LOCATION-BASED METHOD

Emission Source	Scope 1 t CO_2-e	Scope 2 t CO_2-e	Scope 3 t CO_2-e	Total t CO_2-e
Electricity (Location Based Approach)	N/A	4,919.80	688.46	5,608.27
Natural Gas	98.76	N/A	15.14	113.90
Solid Waste	-	N/A	236.24	236.24
Refrigerants	-	N/A	N/A	-
Fleet and Other Vehicles	1,666.31	N/A	410.72	2,077.04
Domestic Commercial Flights	N/A	N/A	615.34	615.34
Domestic Hire Car	N/A	N/A	-	-
Domestic Travel Accommodation	N/A	N/A	51.51	51.51
Other Energy	81.66	N/A	20.26	101.92
Total t CO_2-e	**1,846.73**	**4,919.80**	**2,037.67**	**8,804.20**

Note: the table above presents emissions related to electricity usage using the location-based accounting method. CO_2-e = Carbon Dioxide Equivalent.
n/a = not applicable

2024-25 ELECTRICITY GREENHOUSE GAS EMISSIONS

Emission Source	Scope 2 t CO_2-e	Scope 3 t CO_2-e	Total t CO_2-e	Electricity kWh
Electricity (Location Based Approach)	4,919.80	688.46	5,608.27	7,035,635.00
Market-based electricity emissions	3,616.50	491.13	4,107.63	4,464,810.64
Total renewable electricity consumed	**n/a**	**n/a**	**n/a**	**3,887,456.41**
Renewable Power Percentage [1]	n/a	n/a	n/a	1,280,133.79
Jurisdictional Renewable Power	n/a	n/a	n/a	-
GreenPower [2]	n/a	n/a	n/a	1,290,690.58
Large-scale generation certificates [2]	n/a	n/a	n/a	-
Behind the meter solar [4]	n/a	n/a	n/a	1,316,632.04
Total renewable electricity produced	**n/a**	**n/a**	**n/a**	**1,316,632.04**
Large-scale generation certificates [2]	n/a	n/a	n/a	-
Behind the meter solar [4]	n/a	n/a	n/a	1,316,632.04

Note: The table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO_2-e = Carbon Dioxide Equivalent. Electricity usage is measured in kilowatt hours (kWh). Emissions from hire cars for 2024-25 is not reported due to a lack of robust data. The quality of data is expected to improve over time as emissions reporting matures.

[1] Listed as Mandatory renewables in 2023-24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

[2] Listed as Voluntary renewables in 2023-24 Annual Reports.

[3] The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

[4] Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

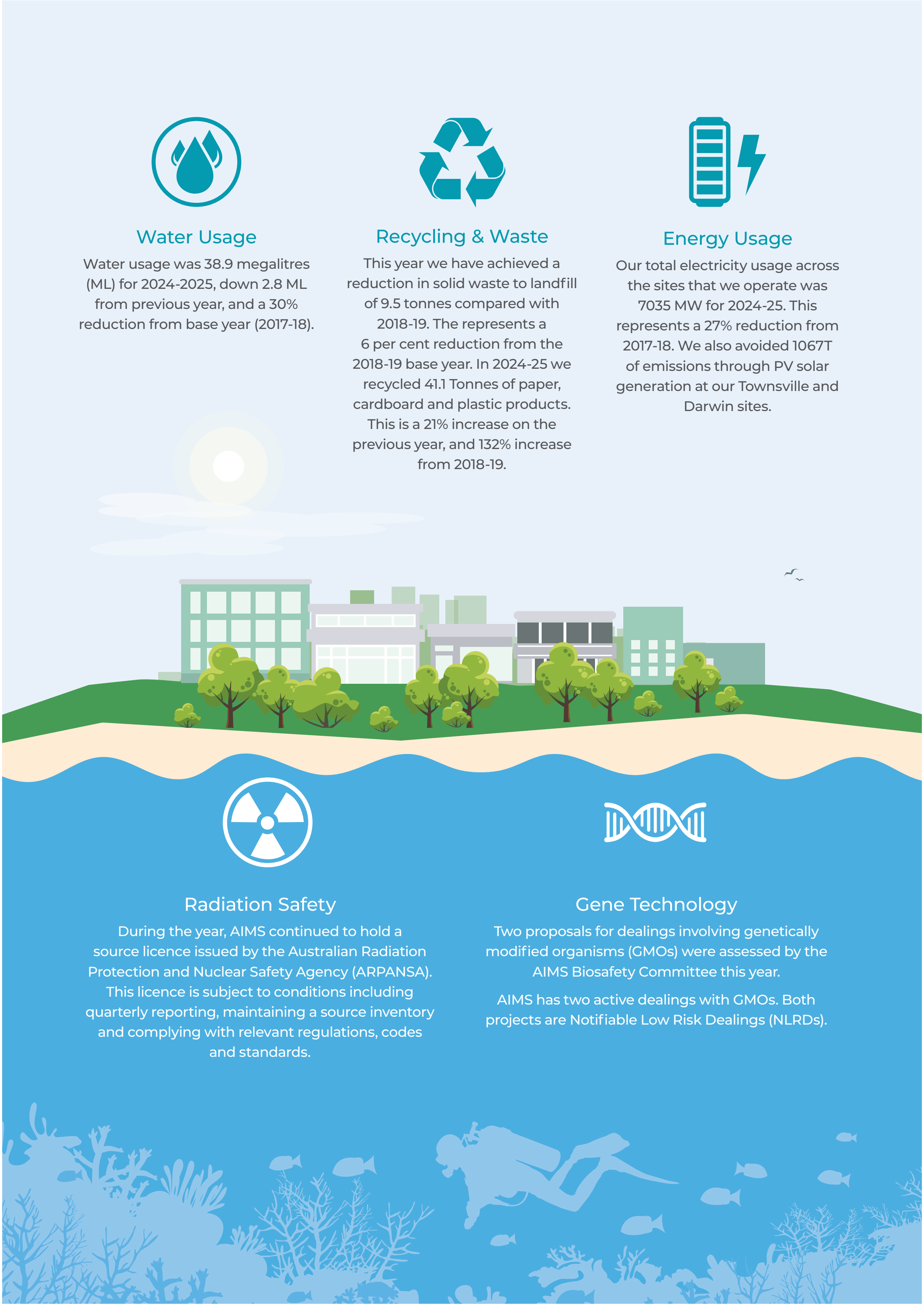


Figure 12: Environmental performance

Our Alignment to Ecologically Sustainable Development

Table 14: Alignment and contribution to ESD principles

Ecologically Sustainable Development (ESD) Principle	Our Alignment and Contribution
Decision-making processes should effectively integrate both long-term and short term economic, environmental, social, and equitable considerations.	All AIMS work is assessed with ESD impact in mind. Projects are selected based on their environmental, economic, and social net value to the organisation, community, and country in line with the AIMS Strategy 2030.
If there are threats of serious or irreversible environmental damage, lack of full scientific certainty should not be used as a reason for postponing measures to prevent environmental degradation.	AIMS complies with all major environmental laws and requirements in its operations and capital works. Environmental protection is mandated when planning and undertaking major capital works. Any proposed activities that may fall under the EPBC Act are assessed for referral to the Department of Climate Change, Energy, the Environment and Water. Proposals for new or modifications to existing facilities undergo rigorous internal safety, regulatory, and environmental processes with independent oversight. A continuous improvement program is in place to reduce environmental impact through reducing energy and water consumption and waste generated. AIMS conducts large scale environmental monitoring programs and risk-based modelling to provide impartial advice on management and policy for government and industry decision makers. The organisation is leading the Australian research effort to identify innovative ways to assist coral reefs to recover from the impact of existing environmental conditions.
The principle of inter-generational equity – that the present generation should ensure that the health, diversity and productivity of the environment is maintained or enhanced for the benefit of future generations.	AIMS' Project Management Framework includes evaluations of future impact (targeting net social, economic, and environmental benefits) for Australia. The organisation leads the global research effort to assist coral reefs in adapting to future environmental conditions to ensure the benefits of coral reefs are sustained for generations of Australians to come. AIMS actively integrates environmental responsibility and sustainability into our operations, minimising our environmental footprint through building infrastructure and behaviour change, and preventing, minimising, and controlling pollution. Reducing our consumption of energy, water, and resources not only supports sustainable objectives, it also contributes to our financial sustainability and allows us to redirect more funds into our science.
The conservation of biological diversity and ecological integrity should be a fundamental consideration in decision-making.	AIMS provides monitoring, modelling, and research ensuring that the impact of policy and decisions on biological diversity and ecological integrity are understood by tropical marine managers. AIMS works with managers and decision makers to deliver sustainability.
Improved valuation, pricing and incentive mechanisms should be promoted.	AIMS has no activities in this area.

Part Five: Financial Statements

Contents

Australian National Audit Office

INDEPENDENT AUDITOR'S REPORT

To the Minister for the Environment and Water

Opinion

In my opinion, the financial statements of the Australian Institute of Marine Science (the Entity) for the year ended 30 June 2025:

(a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*;

(b) comply with Division 60 of the *Australian Charities* and *Not-for-profits Commission Act 2012* and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022;* and

(c) present fairly the financial position of the Entity as at 30 June 2025 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2025 and for the year then ended:

- Statement by the Accountable Authority, Chief Executive and Chief Finance Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code.

I confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the Council, would be in the same terms if given to the Council as at the time of this auditor's report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Council is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Council is also responsible for the preparation and fair presentation of annual financial statements that comply with the *Australian Charities and Not-for-profits Commission Act 2012* for such internal control as the

GPO Box 707, Canberra ACT 2601
38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Council is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

My objective is 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 my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- 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 my 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;
- 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 Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- 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.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office

Philip Collier
Acting Executive Director
Delegate of the Auditor-General

Canberra
27 August 2025

Australian Institute of Marine Science

STATEMENT BY THE ACCOUNTABLE AUTHORITY, CHIEF EXECUTIVE AND CHIEF FINANCE OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), are based on properly maintained financial records as per subsection 41(2) of the PGPA Act and the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* .

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Institute of Marine Science will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Council and signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulations 2022* .

Signed

Dr Elizabeth Woods
Chairman
On behalf of the Accountable Authority
26 August 2025

Signed

Prof Selina Stead
Chief Executive Officer
26 August 2025

Signed

Ms Michelle Noack
Chief Finance Officer
26 August 2025

Statement of Comprehensive Income
for the period ended 30 June 2025

	Notes	2025 $'000	2024 $'000	Original Budget $'000
NET COST OF SERVICES				
Expenses				
Employee Benefits	1.1A	**61,322**	54,019	68,316
Suppliers	1.1B	**71,337**	67,158	51,173
Depreciation and amortisation	2.2	**19,745**	13,649	19,016
Finance costs		**16**	20	15
Write-down and impairment of assets		**-**	2,035	-
Foreign exchange losses		**1**	27	-
Losses from asset disposal		**483**	154	100
Total Expenses		**152,904**	137,062	138,620
Own-source Income				
Own-source revenue				
Revenue from contracts with customers	1.2A	**55,033**	32,094	44,321
National Sea Simulator construction and operations funding		**6,721**	22,951	-
Interest		**9,565**	8,981	1,600
Other revenue		**1,494**	986	400
Total own-source revenue		**72,813**	65,012	46,321
Gains				
Gains from sale of assets		**944**	260	100
Total gains		**944**	260	100
Total own-source income		**73,757**	65,272	46,421
Net cost of services		**(79,147)**	(71,790)	(92,199)
Revenue from Government		**81,869**	99,852	81,869
Total Revenue from Government		**81,869**	99,852	81,869
Surplus/(deficit) attributable to the Australian Government		**2,722**	28,062	(10,330)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		**3,548**	(2,087)	-
Total comprehensive income/(loss) attributable to the Australian Government		**6,270**	25,975	(10,330)

The above statement should be read in conjunction with the accompanying notes.

Statement of Financial Position

as at 30 June 2025

	Notes	2025 $'000	2024 $'000	Original Budget $'000
ASSETS				
Financial Assets				
Cash and cash equivalents	2.1A	**168,384**	22,417	167
Trade and other receivables	2.1B	**15,083**	13,424	15,654
Other investments	2.1C	**-**	114,000	57,878
Total financial assets		**183,467**	149,841	73,699
Non-Financial Assets				
Buildings[1]	2.2	**123,166**	119,335	173,375
Infrastructure, plant & equipment	2.2	**52,453**	54,256	47,715
Computer software	2.2	**402**	730	1,288
Prepayments		**2,745**	2,925	2,834
Inventory		**370**	373	304
Total non-financial assets		**179,136**	177,619	225,516
Total assets		**362,603**	327,460	299,215
LIABILITIES				
Payables				
Suppliers	2.3A	**5,088**	7,913	2,288
Salaries and wages		**1,710**	1,646	-
Other payables	2.3B	**47,146**	28,745	16,232
Total payables		**53,944**	38,304	18,520
Interest bearing liabilities				
Leases	2.3B	**678**	763	769
Total interest bearing liabilities		**678**	763	769
Provisions				
Employee provisions	3.1	**18,165**	16,262	19,889
Other provisions		**17**	17	17
Total provisions		**18,182**	16,279	19,906
Total liabilities		**72,804**	55,346	39,195
Net assets		**289,799**	272,113	260,020
EQUITY				
Contributed equity		**146,569**	135,153	146,569
Reserves		**120,227**	116,680	118,767
Retained earnings		**23,003**	20,281	(5,316)
Total equity		**289,799**	272,114	260,020

The above statement should be read in conjunction with the accompanying notes.

1. Right of use assets are included in the non-financial assets buildings line item.

Statement of Changes in Equity

for the period ended 30 June 2025

	2025 $'000	2024 $'000	Original Budget $'000
CONTRIBUTED EQUITY			
Opening balance as at 1 July			
Balance carried forward from previous period	**135,153**	105,907	135,153
Transactions with owners			
Contributions by owners			
Equity injection	**11,416**	29,246	11,416
Total transactions with owners	**11,416**	29,246	11,416
Closing balance as at 30 June	**146,569**	135,153	146,569
RETAINED EARNINGS			
Opening balance			
Balance carried forward from previous period	**20,281**	(7,781)	5,014
Comprehensive income			
Surplus/(Deficit) for the period	**2,722**	28,062	(10,330)
Total comprehensive income	**2,722**	28,062	(10,330)
Closing balance as at 30 June	**23,003**	20,281	(5,316)
ASSET REVALUATION RESERVE			
Opening balance			
Balance carried forward from previous period	**116,680**	118,767	118,767
Comprehensive income			
Other comprehensive income	**3,547**	(2,087)	-
Total comprehensive income	**3,547**	(2,087)	-
Closing balance as at 30 June	**120,227**	116,680	118,767
TOTAL EQUITY			
Opening balance			
Balance carried forward from previous period	**272,114**	216,893	258,934
Comprehensive income			
Surplus/(Deficit) for the period	**2,722**	28,062	(10,330)
Total comprehensive income	**2,722**	28,062	(10,330)
Asset revaluation reserve			
Other comprehensive income	**3,547**	(2,087)	-
Total asset revaluation reserve	**3,547**	(2,087)	-
Transactions with owners			
Contributions by owners			
Equity injection	**11,416**	29,246	11,416
Total transactions with owners	**11,416**	29,246	11,416
Closing balance as at 30 June	**289,799**	272,114	260,020

The above statement should be read in conjunction with the accompanying notes.

Accounting Policy

Equity injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions).

Cash Flow Statement
for the period ended 30 June 2025

	Notes	2025 $'000	2024 $'000	Original Budget $'000
OPERATING ACTIVITIES				
Cash received				
Receipts from Government		**81,869**	99,852	81,869
Sale of goods and rendering of services		**57,301**	23,300	45,729
National Sea Simulator construction and operational expenses funding		**8,688**	18,543	-
Interest		**11,132**	8,437	1,604
GST received		**11,225**	9,287	-
Other		**1,493**	958	(1,194)
Total cash received		**171,708**	160,377	128,008
Cash used				
Employees		**58,810**	50,336	63,851
Suppliers		**70,182**	61,193	52,491
Interest payments on lease liabilities		**16**	20	15
GST paid		**4,628**	3,854	-
Total cash used		**133,636**	115,403	116,357
Net cash from/(used by) operating activities		**38,072**	44,974	11,651
INVESTING ACTIVITIES				
Cash received				
Proceeds from sales of property, plant & equipment		**944**	260	100
Proceeds from investments		**114,000**	-	-
Total cash received		**114,944**	260	100
Cash used				
Purchase of property, plant and equipment		**18,380**	30,977	34,576
Purchase of investments		**-**	54,000	(11,454)
Total cash used		**18,380**	84,977	23,122
Net cash from/(used by) investing activities		**96,564**	(84,718)	(23,022)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		**11,416**	29,246	11,416
Total cash received		**11,416**	29,246	11,416
Cash used				
Principal payments of lease liabilities		**84**	94	45
Total cash used		**84**	94	45
Net Cash from/(used by) financing activities		**11,332**	29,152	11,371
Net increase/(decrease) in cash held		**145,967**	(10,592)	-
Cash and cash equivalents at the beginning of the reporting period		**22,417**	33,009	69,499
Cash and cash equivalents at the end of the reporting period	2.1A	**168,384**	22,417	69,499

The above statement should be read in conjunction with the accompanying notes.

Budgetary Reporting of Major Variances (AASB1055)

The Budget variances reporting commentary provides a comparison between the 2024-25 Portfolio Budget Statements (PBS) provided to Parliament in March 2024 and the final outcome in the 2024-25 financial statements. The PBS is not audited.
Major changes in budget have been explained as part of the variance analysis where relevant.
Variances are considered to be 'major' where:

(a) the variance between budget and actual is greater than +/-10% of the budget for the line items; and

(b) the variance between budget and actual is greater than +/-3% of the relevant budget base.

Variance explanations will also be provided where there have been major changes to business activities that may not be numerically material but by nature may assist users in understanding underlying business changes that may have occurred since the original budget was released.

Explanations of major variances	**Affected line items/statements**
Statement of Comprehensive Income	
Expenses	
Employee Benefits were $6.9m lower than budget due to full year impact of vacant positions (time to fill replacement positions), budgeting parameters where positions are budgeted for at the top of the AOF band to allow for annual increments, and unallocated new positions. This was offset by an increase of $1m additional fixed term contracts for science projects/activities provided by Labour Hire staff (Suppliers expense).	Employee benefits
Suppliers expenses were $20.2m above budget reflecting new Reef Restoration and Adapation Program advanced research and development activity and additional activity approved by ALT for activities such as: Site master planning; RV Cape Ferguson replacement project costs; AIMS bleaching response; contractor costs associated with wharf restoration activities, and vessel maintenance and vessel hire.	Suppliers
Depreciation and amortisation were $0.7m higher reflecting the commissioning of SeaSim expansion and an increase in fleet vehicles plus extended useful life on existing vehicles due market supply restrictions.	Depreciation and amortisation
AIMS disposed of a number of vehicles and scientific equipment this financial year, this amount is offset by proceeds from the sale of assets in gains.	Losses from asset disposal
Revenue	
Revenue from contracts with customers was $10.7m higher than budget reflecting the new Reef Restoration and Adaptation Program advanced research anddevelopment funding agreeement with the Department of Climate Change, Energy, the Environment and Water.	Revenue from contracts with customers
Interest income was $7.9m higher than budget due to $110m higher than budgeted cash and investment balances.	Interest
AIMS disposed of a number of vehicles and scientific equipment this financial year, this amount offsets the losses from asset disposal.	Gains from asset disposal
Statement of Financial Position	
Total Financial Assets were $110m higher than budgeted and Total Non-Financial Assets were $46m lower than budgeted as a result of the timing associated with major capital and infrastructure works. The National Sea Simulator building expansion was commissioned however the fitout will continue throughout 2025-26 and the equity contributions received for the AIMS wharf remediation and new vessel design concept remain unspent as the work to date continues to recorded as expenditure.	Total Financial Assets Total Non-Financial Assets
Other Payables were $35m higher than budget largely due to the ongoing National Sea Simulator fitout and unearned income for payments received from contracts with customers for services that are not yet fully performed.	Other Payables
Statement of Changes in Equity	
Retained earnings performed favourably. The actual surplus of $2.72m was $13.05m higher than budgeted largely due to new Reef Restoration and Adaptation Program advances research and development activity, higher than budgeted interest received, lower employee expenses and asset revaluation on buildings.	Surplus
Cashflow Statement	
Total cash received was $43m higher than budget due to the additional Reef Restoration and Adaptation Program advanced research and development, higher than budgeted interest received and National Sea Simulator funding.	Operating receipts
Purchase of property, plant and equipment was $16m lower than budgeted due to timing associated with major capital and infrastructure works.	Purchase of property, plant and equipment

Overview

Objectives of the Australian Institute of Marine Science

The Australian Institute of Marine Science (AIMS) is a Corporate Commonwealth entity established by the *Australian Institute of Marine Science Act 1972* . It is a not-for-profit entity. AIMS registered office address is included at the front of the Annual Report.

The mission of AIMS is to provide the research and knowledge of Australia's tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

The continued existence of AIMS in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for AIMS administration and science research programs.

The Basis of Preparation

The financial statements are required by section 42 of the *Public Governance, Performance and Accountability Act 2013* .

The financial statements and notes have been prepared in accordance with:

a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and

b) Australian Accounting Standards and Interpretations - including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

c) The financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position.

The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

Significant Accounting Judgements and Estimates

In the process of applying the accounting policies listed in this note, AIMS has made the following judgements that have the most significant impact on the amounts recorded in the financial statements.

Recognition of revenue for rendering of services – Refer Note 1.2: Own-Source Revenue and Gains
Fair value of buildings, plant and equipment – Refer Note 2.2: Non-Financial Assets
Remaining useful lives of buildings, infrastructure, plant and equipment - Refer Note 2.2: Non-Financial Assets
Employee entitlement provision – Refer Note 3.1: Employee Provisions

No accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

New Australian Accounting Standards

All new/revised standards and/or interpretations that were issued prior to the sign-off date and are applicable to the current reporting period, did not have a material effect to AIMS' financial statements.

Taxation

AIMS is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST). Revenues, expenses, assets and liabilities are recognised net of GST, except:

a) where the amount of GST incurred is not recoverable from the Australian Taxation Office; and

b) for receivables and payables.

Insurance

AIMS is insured through the Federal Government self-insured managed insurance fund Comcover.
Workers compensation is insured through Comcare.

Events After the Reporting Period

There was no subsequent event that had the potential to significantly affect the ongoing structure and financial activities of AIMS.

Financial Performance

This section analyses the financial performance of Australian Institute of Marine Science for the year ended 2025

1.1: Expenses

	2025 $'000	2024 $'000
1.1A: Employee Benefits		
Wages and salaries	**46,046**	40,190
Superannuation		
Defined contribution plans	**6,271**	5,270
Defined benefit plans	**1,309**	1,214
Leave and other entitlements	**7,182**	6,853
Fringe Benefit Tax	**514**	492
Total employee benefits	**61,322**	54,019

Accounting Policy
Accounting policies for employee related expenses are contained in the People and relationships section.

	2025 $'000	2024 $'000
1.1B: Suppliers		
Goods and services supplied or rendered		
ANAO Audit fees	**52**	56
Assistance to external providers	**440**	472
Communication expenses	**781**	754
Consultants	**6,803**	7,230
Consumables	**2,909**	2,706
Contractors	**19,881**	17,115
Corporate memberships and subscription	**185**	117
Electricity	**1,520**	1,466
Employee related expenses	**2,199**	1,162
Fuel, oil and gas	**1,199**	1,167
General expenses	**1,326**	1,186
Hire of equipment	**3,434**	3,576
IT expenses	**2,937**	2,717
Labour Hire staff	**4,543**	3,596
Legal and instrument registration expenses	**707**	315
Library expenses	**98**	57
Meeting expenses	**504**	466
Property expenses	**1,890**	2,156
Repairs and maintenance	**7,361**	7,146
Science expenses	**832**	631
Support for post-doctorate positions	**3,466**	4,511
Travel	**3,126**	3,715
Vessel management	**5,022**	4,777
Total goods and services supplied or rendered	**71,215**	67,094
Goods supplied	**9,373**	10,020
Services rendered	**61,842**	57,074
Total goods and services supplied or rendered	**71,215**	67,094
Other Suppliers		
Workers compensation expenses	**122**	64
Total other suppliers	**122**	64
Total suppliers	**71,337**	67,158

Accounting Policy
Short-term leases and lease of low-value assets
AIMS has elected not to recognise right of use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than $10,000). AIMS recognises the lease payments associated with these leases as an expense on a straight-line basis over lease term, these expenses are included in Hire of equipment.
Finance costs
All borrowing costs are expensed as incurred.

1.2 Own-Source Revenue and Gains

	2025 $'000	2024 $'000
Own-Source Revenue		
1.2A Revenue from contracts with customers		
Rendering of services	**55,033**	32,094
Total revenue from contracts with customers	**55,033**	32,094
Disaggregation of revenue from contracts with customers		
Major product/service line:		
Research services	**55,033**	32,094
	55,033	32,094
Type of customer:		
Australian Government entities (related parties)	**13,547**	9,819
Australian Government entities (RRAP)	**23,782**	-
Industry	**11,086**	9,295
International Government	**996**	1,008
International Industry	**19**	43
International Philanthropic	**97**	702
Philanthropy	**5,347**	9,806
State and Territory Governments	**159**	1,421
	55,033	32,094
Timing of transfer of goods and services:		
Over time	**28,348**	25,779
Point in time	**26,685**	6,315
	55,033	32,094

Accounting Policy - AASB 15 & AASB 1058

AIMS contracts comprise a number of performance obligations pertaining to research services. Under AASB, AIMS needs to first determine whether such a contract is in scope of AASB 15 or AASB 1058, that is whether the transaction is a contract with a customer (AASB 15) or a genuine donation or volunteer service (AASB 1058) or construction of an asset (AASB 1058).

The standard (AASB 15.9) specifies criteria which must be met for each contract to be in the scope of AASB 15. These are:

a) The parties have approved the contract;
b) AIMS can identify each party's rights regarding the goods or services to be transferred;
c) AIMS can identify the payment terms for the transferred goods;
d) The contract has commercial substance; and
e) It is probable that AIMS will collect the consideration to which it is entitled.

Notwithstanding paragraph 15.9, in respect of not-for-profits, if a contract that would otherwise be within the scope of AASB 15 does not meet the criteria in paragraph 15.9 noted above, as it is unenforceable or not sufficiently specific, it is not a contract with a customer within the scope of AASB 15. AIMS shall consider the requirements of AASB 1058 in accounting for such contracts.

Additional considerations from the standard also contemplate cancellability of arrangements, and states a contract does not exist if each party to the contract has the unilateral enforceable right to terminate a wholly unperformed contract without compensating the other party.

A contract is wholly unperformed if both of the following criteria are met (AASB 15.12):

a) AIMS has not yet transferred any promised goods or services to the customer; and
b) AIMS has not yet received, and is not yet entitled to receive, any consideration in exchange for the promised goods or services.

If a contract does not meet the criteria above, AIMS shall continue to reassess the contract until the criteria are met. Once the criteria have been met, no subsequent reassessment is needed unless there is a significant change in circumstances (AASB 15.13 and 15.14).
AIMS recognises contract liabilities for consideration received in respect of performance obligations paid for up-front and reports these amounts as contractual liabilities in the statement of financial position. Similarly, if AIMS satisfies a performance obligation before it receives the consideration, AIMS recognises either a contractual asset or a receivable in its statement of financial position, depending on whether something other than the passage of time is required before the consideration is due.

The transaction price is the total amount of consideration to which AIMS expects to be entitled in exchange for transferring promised goods or services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both.

AIMS recognises a construction liability for income received in respect of its obligations under construction grant agreement. AIMS will satisfy its obligations over-time during construction process (AASB 1058). The operations component of the grant agreement will recognise revenue, similar to contracts with customers, according to annual agreed activities (AASB 15) of the grant agreement otherwise refunds may be processed.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

National Sea Simulator construction and operational expenses funding

AIMS recognises a construction liability for income received in respect of its obligations under contructions grant agreement. AIMS will satisfy its obligations over time during construction process (AASB 1058). The operations component of the grant agreement will recongise revenue, similar to contracts with customers, according to annual agreed activities (AASB 15) of the grant agreement otherwise refunds may be processed.

Interest

Interest revenue is recognised using the effective interest method.

Revenue from Government

Funding received or receivable from agencies (appropriated to AIMS as a corporate body payment item) is recognised as revenue from Government when the entity gains control of the funding unless the funding is in the nature of an equity injection or loan.

Accounting Judgement and Estimates

Revenue recognition for contractual revenue with customers has significant judgements. The determination of the revenue recognition is on contractual term, distinction of research services over time or time and materials at a point in time, transaction price, satisfaction of control has passed to a client, identification of costs that can be capitalised and any material variations to contracts.

Financial Position

This section analyses the Australian Institute of Marine Science assets used to conduct its operations and the operating liabilities incurred as a result.
Employee related information is disclosed in the People and Relationships section.

2.1 Financial Assets

	2025 $'000	2024 $'000
2.1A: Cash and Cash Equivalents		
Cash on hand	**1**	4
Cash on deposit	**168,383**	22,413
Total cash and cash equivalents	**168,384**	22,417

Accounting Policy
Cash is recognised at its nominal amount. Cash and cash equivalents includes:
a) Cash on hand; and
b) Demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

	2025 $'000	2024 $'000
2.1B: Trade and other receivables		
Goods and services receivables		
Contract assets from contracts with customers	**5,778**	6,361
Goods and services	**8,634**	3,994
Total Goods and services receivables	**14,412**	10,355
Other receivables		
GST receivable from the Australian Taxation Office (net)	**144**	975
Interest	**527**	2,094
Total services receivables	**671**	**3,069**
Total trade and other receivables (gross)	**15,083**	13,424

The contract assets from contracts with customers are associated with research services.
Credit terms for goods and services were within 30 days (2024: 30 days).

Accounting Policy
Financial Assets
Trade receivables and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest rate method adjusted for an loss allowance.

	2025 $'000	2024 $'000
2.1C: Investments		
Deposits	**-**	114,000
Total investments	**-**	114,000

Accounting Policy
Investments
Investments are placed with Council authorised Australian banks who provide the highest quoted interest rate, ensuring maximum amount invested with an individual bank does not exceed 75% of total AIMS' relevant monies.

2.2 Non-Financial Assets

2.2: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Computer Software

	Buildings $'000	Infrastructure Plant & Equipment $'000	Computer Equipment $'000	Computer Software $'000	Vehicles $'000	Office Equipment $'000	Ships, Launches & Vessels $'000	Total $'000
As at 1 July 2024								
Gross book value	**119,777**	**28,037**	**2,576**	**8,617**	**2,837**	**76**	**21,224**	**183,144**
Accumulated depreciation, amortisation and impairment	**(442)**	**(202)**	**4**	**(7,887)**	**22**	**0**	**(318)**	**(8,823)**
Net book value 1 July 2024	**119,335**	**27,835**	**2,580**	**730**	**2,859**	**76**	**20,906**	**174,321**
Additions								
Purchase or internally developed	54	(143)	-	-	-	-	-	(89)
Work in progress additions	22,418	2,529	1,403	-	1,909	3	1,940	30,202
Work in progress transferred to capital	(16,000)	3,026	370	-	-	-	832	(11,772)
Right-of-use assets	40	-	-	-	-	-	-	40
Revaluations and impairments recognised in other comprehensive income	3,548	-	-	-	-	-	-	3,548
Revaluation recognised in net cost of services	-	-	-	-	-	-	-	-
Depreciation and amortisation	(6,106)	(7,002)	(1,331)	(328)	(1,869)	(25)	(2,961)	(19,622)
Depreciation on right-of-use assets	(123)	-	-	-	-	-	-	(123)
Disposals Cost	-	(70)	(19)	(4)	(1,232)	-	(8)	(1,333)
Disposals Depreciation	-	22	11	4	808	-	6	850
Total as at 30 June 2025	**123,166**	**26,196**	**3,014**	**402**	**2,475**	**54**	**20,714**	**176,022**
Total as at 30 June 2025 represented by								
Gross book value	124,984	33,378	4,330	8,613	3,514	79	23,988	198,886
Accumulated depreciation, amortisation and impairment	(1,818)	(7,182)	(1,316)	(8,211)	(1,039)	(25)	(3,273)	(22,864)
Total as at 30 June 2025	**123,166**	**26,196**	**3,014**	**402**	**2,475**	**54**	**20,714**	**176,022**
Carrying amount of right-of-use assets	611							**611**
Depreciation rates are based on the following useful lives:	**5-72 years**	**2-42 years**	**4-23 years**	**2-10 years**	**4-12 years**	**5-30 years**	**3-25 years**	

1. Right-of-use assets associated with the lease of buildings have been classified as buildings.
2. No property, plant and equipment and intangibles are expected to be sold or disposed of within the next 12 months.
3. In 2025 the carrying amount of property, plant and equipment included $29.836m (2024: $41.698m) relating to expenditure incurred in the course of construction.

Contractual commitments for the acquisition of property, plant, equipment and intangible assets
As at 30 June 2025, AIMS had contractual commitments for the construction of assets of $4.494m (2024: $5.303m).

Revaluations of non-financial assets
In the current year a desktop valuation was completed by Pickles Valuation Services (Pickles).

For assets classified as having Level 2 inputs, AIMS reviewed the market data and replacement costs against similar assets in the most appropriate active market. This enabled AIMS to ascertain that the fair value was materially in line with observable market data. For assets classified as having Level 3 inputs, these assets were valued using the cost approach which is replacement cost new less physical deterioration, less functional (design/materials) and economic obsolescence to determine fair value.

All increments and decrements are transferred to the asset revaluation surplus by asset class and included in the equity section of the statement of financial position.
Any disposals of revalued assets, the revaluation amount is transferred to the retained surplus/deficit account. $3.55m was recognised as an increment (2024: $2.087m decrement).

2.2 Non-Financial Assets (cont)

Accounting Policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than $2,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total such as IT equipment).

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16 AIMS adjusted the ROU assets at the date of intial application by the amount of any provision for onerous leases recognised immediately before the date of initial application Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in Commonwealth agency, GGS and Whole of Government financial statements.

Revaluations

Following initial recognition at cost, property plant and equipment (excluding ROU assets) are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment was credited to equity under the heading of asset revaluation surplus except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets were recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to AIMS using, in all cases, the straight-line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Impairment

All assets were assessed for impairment at 30 June 2025. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if AIMS were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

2.2 Non-Financial Assets (cont)

Computer software
These assets are carried at cost less accumulated amortisation and accumulated impairment losses. Computer software costing less than $2,000 is expensed in the year of acquisition. Computer software is amortised on a straight-line basis over its anticipated useful life and SaaS assets over the contractual term of the agreement. All software assets were assessed for indications of impairment as at 30 June 2025.

Accounting Judgements and Estimates
The fair value of property, plant and equipment is assessed at market value or current replacement costs as determined by an independent valuer. Every 3 years a full revaluation is completed and in between those years a desktop valuation is completed.

2.3 Payables

	2025 $'000	2024 $'000
2.3A: Suppliers		
Trade creditors and accruals	**5,088**	7,913
Total suppliers	**5,088**	7,913

	2025 $'000	2024 $'000
2.3B: Other payables		
Contract liabilities from contracts with customers	**27,410**	10,977
National Sea Simulator construction and operational expenses funding	**19,736**	17,768
Total other payables	**47,146**	28,745

The contract liabilities are associated with research service contracts.
Refer Note 2.1B for information relating to contract assets.

Accounting Policy
Other Payables
Contract liabilities from contracts with customers is classified as other payables is recognised for payments received for services that are not yet fully performed. This is measured in accordance with the accounting policy in Note 1.2A for own-source revenue.

	2025 $'000	2024 $'000
2.3B: Leases		
Lease liabilities	**678**	763
Total leases	**678**	763

Total cash outflow for leases for the year ended 30 June 2025 was $131,121 (2024: $180,080).

AIMS in its capacity as lessee has significant leasing arrangements at Port of Townsville for vessel berthing facilities. The lease has a monthly amount payable with annual CPI increase clauses over 25 years. AIMS extended the storage facility lease for a further two years to store items associated with the Sea Simulator facility.

	2025 $'000	2024 $'000
Maturity analysis - contractual undiscounted cash flows		
Within one year	**90**	121
Between one to five years	**250**	246
More than five years	**434**	498
Total leases	**774**	865

The above lease disclosure should be read in conjunction with the accompanying notes 2.2.

Accounting Policy
For all new contracts entered into, AIMS considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'. Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the Governments incremental borrowing rate. Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right of use asset or profit and loss depending on the nature of the reassessment or modification.

People and relationships

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

3.1 Employee Provisions

	2025 $'000	2024 $'000
Leave	**18,165**	16,262
Total employee provisions	**18,165**	16,262

Accounting Policy
Liabilities for 'short-term employee benefits' (as defined in AASB 119 *Employee Benefits*) and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.

Other long term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave
The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees of AIMS is estimated to be less than the annual entitlement for sick leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including AIMS' employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Superannuation
AIMS staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government.
The CSS and PSS are defined benefit schemes for the Australian Government. All other schemes are defined (accumulated funds) contribution schemes.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported by the Department of Finance administered schedules and notes.

AIMS makes employer contributions to the employees' superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. AIMS accounts for contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding contributions for the final fortnight of the year.

Accounting Judgements and Estimates
Leave provisions involve assumptions based on the expected tenure of existing staff, patterns of leave claims and payouts, future salary movements and future discount rates.

3.2: Key Management Personnel Remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of the entity. AIMS has determined the Key Management Personnel during the reporting period to be Council members, CEO and Senior Management. Key management personnel remuneration is reported below.

	2025 $'000	2024 $'000
Short-term employee benefits	**2,896**	2,738
Post-employment benefits	**387**	378
Other long-term employee benefits	**(5)**	1
Termination benefits	**-**	14
Total key management personnel remuneration expenses[1]	**3,278**	3,131

	Short-term benefits		Post employment benefits	Other long term benefits	Total remuneration
Name & Position title	**Base Salary**	**Other benefits and allowances**	**Superannuation contributions**	**Long service leave**	
Dr Elizabeth Woods OAM - Chairperson*	58,346	-	8,938	-	67,284
Ms Patricia Kelly PSM - Council and Audit Committee member*	29,183	-	4,471	-	33,654
Dr Erika Techera - Council member* (ceased 15/03/2025)	20,727	-	3,003	-	23,730
Professor Simon Biggs - Council member*	29,150	-	-	-	29,150
Mr Stephen Duffield - Council member and Audit Committee member*	33,503	-	5,270	-	38,773
Professor Peter Steinberg - Council member*	29,183	-	4,471	-	33,654
Dr Cass Hunter - Council member* (commenced 16/03/2025)	8,456	-	1,168	-	9,624
Professor Selina Stead - CEO and Council member^	549,390	17,172	29,932	12,230	608,724
Mr David Mead - Executive Director Strategic Development+	375,968	-	62,890	7,872	446,730
Mr Basil Ahyick - Chief Finance Officer+ (ceased 09/08/2024)	40,778	-	4,605	(69,137)	(23,754)
Ms Justine Bolton - Acting Chief Finance Officer (from 01/08/2024 to 01/02/2025)	82,259	35,284	18,102	-	135,645
Ms Michelle Noack - Chief Finance Officer+ (commenced 03/02/2025)	121,670	-	13,511	2,559	137,740
Dr Richard Brinkman - Chief Operating Officer+	288,298	-	54,334	17,036	359,668
Dr Claire Streten - Research Program Director	199,760	33,340	33,777	7,271	274,148
Dr Line Bay - Research Program Director	186,411	19,939	30,706	7,329	244,385
Dr Karen Miller - Research Program Director	198,934	28,932	30,706	8,273	266,845
Dr David Wachenfeld - Research Program Director	181,741	32,061	40,863	(2,348)	252,317
Dr Kameron Christopher-Research Program Director+	279,086	15,967	40,017	4,266	339,336
Total	**2,712,843**	**182,695**	**386,764**	**(4,649)**	**3,277,653**

* denotes staff paid under Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2024.
^ denotes staff paid under Remuneration Tribunal (Principal Executive Offices) Determination 2024.
+ denotes staff paid through Individual Workplace Agreements.
All other KMP are paid with accordance to AIMS Enterprise Agreement.

The total number of key management personnel that are included in the above table are 18 individuals (2024: 18 individuals). All members in the table were a Key Management Personnel for the financial year except where noted.

[1] The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by AIMS.

Remuneration of Senior Executives
All AIMS Senior Executives are captured within the Key Management Personnel (above).

Other highly paid staff - non-Key Management Personnel

		Short-term benefits		Post employment	Other long term	Termination benefits
Total remuneration Band	**# highly paid staff**	**Average base Salary**	**Average other benefits and**	**Average superannuation**	**Average long service leave**	**Average terminations benefits**
$260,000 - $270,000	1	190,325	21,698	36,255	17,023	340,277
$270,001 - $295,000	1	213,848	15,535	36,374	7,661	332,988
$295,001 - $320,000 *	2	230,326	1,372	18,220	3,603	276,716
Total		**634,499**	**38,605**	**90,849**	**28,287**	**949,981**

* Includes 1 staff member who worked 0.60 FTE

3.3 Related Party Disclosures

Related party relationships
AIMS is a Commonwealth controlled entity. Related parties to AIMS are Board members, Executive and Senior Management, the Portfolio Minister, and other Australian Government entities.

Transactions with related parties
Given the breadth of Government activities, related parties may transact with the Government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of Medicare rebate or Higher Education loans. These transactions have not been separately included in this note.

Details of transactions between key management personnel and related parties during the year for the purchase of science services were:

	2025	2024
	$,000	$'000
James Cook University	**687**	1,422
University of Western Australia	**725**	867
Total	**1,412**	2,289

Details of transactions between key management personnel and related parties during the year for the rendering of science services were:

	2025	2024
	$,000	$'000
Great Barrier Reef Foundation	**5,958**	5,201
University of Tasmania	**3,013**	3,485
Total	**8,971**	8,686

There were no other transactions with related entities during the year.

Managing Uncertainties

This section analyses how the Australian Institute of Marine Science manages financial risks within its operating environment.

4.1 Contingent Assets and Liabilities

Contingent assets

Guarantees	2025 $,000	2024 $'000
Balance from previous period	**1,110**	1,081
New contingent assets recognised	**-**	61
Rights expired	**(68)**	(32)
Total	**1,042**	1,110

Quantifiable Contingencies

AIMS holds performance guarantees of $1.042m (2024: $1.110m). Performance guarantees include Bank guarantees in relation to the construction of new and refurbishment of AIMS' buildings and facilities.

Unquantifiable Contingencies

AIMS has a 25 year lease on a berthing facility with Port of Townsville. At the expiry of the lease AIMS is required to carry out its own cost remediation work necessary to return the level of contamination in the leased land to a level as prescribed by Assessment and Management of Containment Land in Queensland (May 1998). AIMS is unable to reliably estimate the cost of any future remediation.

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant schedules and notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

Accounting Judgements and Estimates

AIMS does not hold any or transport dangerous goods and/or chemicals at the Port of Townsville property and we are required to formally assess the property every 5 years for contamination by an independent environmental assessor therefore our estimate is that there will be no contamination of the Townsville Port land over the lease period and we will not be required to complete any remediation work at the end of the lease.

4.2 Financial Instruments

	2025 $,000	2024 $'000
4.2: Categories of Financial Instruments		
Financial Assets at amortised cost		
Cash and cash equivalents	**168,384**	22,417
Other investments	**-**	114,000
Trade and other receivables	**15,083**	13,424
Total financial assets at amortised cost	**183,467**	149,841
Financial Liabilities		
Financial liabilities measured at amortised cost		
Suppliers	**5,088**	7,913
Total financial liabilities measured at amortised cost	**5,088**	7,913

Accounting Policy

Financial Assets

AIMS classifies its financial assets measured at amortised cost as per AASB 9 Financial Instruments.
The classification depends on both the AIMS' business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when AIMS becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash from the financial asset expire or are transferred upon trade date.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.
The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.
A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

Financial Assets at amortised cost

Financial assets included in this category need to meet two criteria:

1. the financial asset is held in order to collect the contractual cash flows; and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest rate method.

Effective interest rate

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial liabilities at amortised cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.
Suppliers and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (irrespective of having been invoiced).

4.3 Fair Value Measurements

Accounting Policy
AIMS deems transfers between levels of the fair value hierarchy to have occurred at 30 June 2025.

4.3: Fair Value Measurements

	Fair value measurements at the end of the reporting period	
	2025	2024
	$,000	$,000
Non-financial assets		
Buildings	**123,166**	119,335
Infrastructure, plant and equipment	**26,196**	27,835
Ships, launches & vessels	**20,714**	20,907
Computer equipment	**3,416**	3,309
Vehicles	**2,475**	2,859
Office equipment	**54**	76
Total non-financial assets	**176,022**	174,321

1. The following valuation techniques were used:
Cost approach: based on the amount required to replace the service potential of an asset
Market approach: based on market transactions involving identical or similar assets or liabilities

AIMS procured valuation services from Pickles Valuation Services (Pickles) and relied on valuation models provided by Pickles. Pickles re-tests the valuation model every 12 months and has provided written assurance to AIMS that the model developed is compliant with AASB 13.

Other Information

5.1 Current / non-current distinction for assets and liabilities

	2025 $,000	2024 $,000
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	**168,384**	22,417
Trade and other receivables	**15,083**	13,424
Other investments	**-**	114,000
Inventory	**370**	373
Prepayments	**875**	903
Total no more than 12 months	**184,712**	151,117
More than 12 months		
Buildings	**123,166**	119,335
Infrastructure, plant & equipment	**26,196**	27,835
Computer equipment	**3,014**	2,579
Computer software	**402**	730
Vehicles	**2,475**	2,859
Office Equipment	**54**	76
Ships, Launches and vessel	**20,714**	20,907
Prepayments	**1,870**	2,022
Total more than 12 months	**177,891**	176,343
Total assets	**362,603**	327,460
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	**5,088**	7,913
Salaries and wages	**1,710**	1,646
Other payables	**43,109**	20,685
Leases	**76**	116
Employee provisions	**16,258**	13,902
Total no more than 12 months	**66,241**	44,262
More than 12 months		
Other payables	**4,036**	8,060
Leases	**603**	647
Make good provision	**17**	17
Employee provisions	**1,907**	2,360
Total more than 12 months	**6,563**	11,084
Total Liabilities	**72,804**	55,346

5.2 Management of Great Barrier Reef Foundation Reef Restoration and Adaptation Program funds

From 1 July 2020, AIMS has managed the Great Barrier Reef Foundation (GBRF) Reef Restoration and Adaptation Program (RRAP) funds on behalf of the RRAP collaboration partnership. AIMS has created separate bank accounts to manage these funds and the total balance of these accounts as at 30 June 2025 are $12,877,244 (2024: $14,276,896). These funds do not form part of these accounts.

AIMS received $25,984,000 (2024: $20,000,000) in government funding that was subsequently paid as a contractor expense to the RRAP collaboration partnership as the Institute's portion of the 2024/25 activities of the RRAP partnership. This funding represents 100% (2024: approximately 60%) of all the funding received by the RRAP Collaboration partnership in respect of the 2024-25 program which is then used to pay for the services of the various research and development partners including AIMS. AIMS recognised revenue for providing services to the partnership in 2025 of $11,853,000 (2024: $10,355,000).
In 2025, $10,102,283 (2024: $5,661,717) of this revenue was funded from the $25,984,000 (2024: $20,000,000) funding received by AIMS and initially reported as a contractors expense and elimination entries were processed in the financial statements.

$2,202,000 of the $25,984,000 government funding, originally received by AIMS and subsequently paid as a contractor expense to the RRAP collaboration partnership, represents amounts that were not paid to AIMS for services in 2024-25 as the underlying deliverables had not been met. As these services were not earned in 2024-25, $2,202,000 of this $25,984,000 government funding and the related $2,202,000 contractors expense have been reported as Unearned Income and Sundry Debtors respectively in the Balance Sheet at 30 June 2025. When the underlying deliverables are met in 2025-26, the $2,202,000 will be reported as income and contractors expense.

In 2024-25, AIMS also received $4,532,000 in government funding for the 2025/26 activities of the RRAP partnership. AIMS has reported this as Unearned Income in 2025 and will recognise this as income in 2025-26 when it pays this as a contractor expense to the RRAP collaboration partnership where it will be used to pay for the services of the various research and development partners for part of the 2025/26 research and development program.

Part Six: Appendices and Indexes

Appendix A: Science Publications

AIMS' complete bibliography for 2024-25 is available at https://www.aims.gov.au/information-centre/corporate-publications/annual-reports.

Appendix B: External Committees and Non-Government Organisations and Positions

A list of external committees and non-government organisations and positions in which AIMS participates is available at https://www.aims.gov.au/information-centre/corporate-publications/annual-reports.

Index: Acronyms

Acronym	Term in full
ABN	Australian Business Number
ACT	Australian Capital Territory
AI	Artificial Intelligence
AIMS	Australian Institute of Marine Science
AIMS Act	Australian Institute of Marine Science Act 1972
ANAO	Australian National Audit Office
APS	Australian Public Service
ASSETS	Aboriginal Summer School for Excellence in Technology and Science
ATSIMS	Aboriginals and Torres Strait Islanders in Marine Science
CEO	Chief Executive Officer
CFO	Chief Finance Officer
CORDAP	Coral Research and Development Accelerator Platform
DCCEEW	Department of Climate Change, Energy, the Environment and Water
EPBC Act	Environment Protection and Biodiversity Conservation Act 1999
ESD	Ecologically Sustainable Development
FOI	Freedom of Information
FOI Act	Freedom of Information Act 1982
FWCI	Field Weighted Citation Impact
GCRMN	Global Coral Reef Monitoring Network
GOOS	Global Ocean Observing System
HSW	Health, Safety and Wellbeing
IPBC	International Partnership for Blue Carbon
ICRI	International Coral Reef Initiative
IMOS	Integrated Marine Observing System
IPS	Information Publication Scheme
ISSN	International Standard Serial Number

Acronym	Term in full
LTMP	Long-Term Monitoring Program
MMP	Marine Monitoring Program
MMRI	Maldives Marine Research Institute
MP	Member of Parliament
MRI	Marine Resources Initiative
NAMMA	Northern Australian Marine Monitoring Alliance
NCRIS	National Collaborative Research Infrastructure Strategy
NMSC	National Marine Science Committee
NOAA	US National Oceanic and Atmospheric Administration
NT	Northern Territory
OAM	Order of Australia Medal
PBS	Portfolio Budget Statement
PGPA Act	Public Governance, Performance and Accountability Act 2013
PI	Psychological Incident
PV	Photovoltaic
RRAP	Reef Restoration and Adaptation Program
SREP	Secretariat of the Pacific Regional Environment Program
SeaSim	National Sea Simulator
STEMM	Science, Technology, Engineering, Mathematics and Medicine
UNOC	United Nations Ocean Conference
WAMSI	Western Australian Marine Science Institution

List of Requirements

AIMS' requirement for annual reporting is outlined under s. 7 (2) of the AIMS Act, which states that the Public Governance, Performance and Accountability Act 2013 applies to the Institute. That Act deals with matters relating to corporate Commonwealth entities, including reporting and the use and management of public resources.

The list below shows AIMS' compliance with annual report information requirements for corporate Commonwealth entities as stipulated under s. 46 of Public Governance, Performance and Accountability Act 2013 (PGPA Act).

The annual financial statements (Part 5 of this report) were prepared in accordance with ss. 42 and 43 of the PGPA Act and the Public Governance, Performance and Accountability (Financial Reporting) Rule 2015.

This annual report complies with parliamentary standards of presentation and printing and uses plain English and clear design.

PGPA Rule Reference	Part of Report	Description	Requirement
17BE	Contents of annual report		
17BE(a)	Part 1 Overview - About AIMS Part 3 Management and Accountability - Role and Legislation	Details of the legislation establishing the body	Mandatory
17BE(b)(i)	Part 3 Management and Accountability - Role and Legislation	A summary of the objects and functions of the entity as set out in legislation	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17BE(b)(ii)	Part 3 Management and Accountability - Role and Legislation	The purposes of the entity as included in the entity's corporate plan for the reporting period	Mandatory
17BE(c)	Part 3 Management and Accountability - Responsible Minister	The names of the persons holding the position of responsible Minister or responsible Ministers during the reporting period, and the titles of those responsible Ministers	Mandatory
17BE(d)	Part 3 Management and Accountability Government Engagement	Directions given to the entity by the Minister under an Act or instrument during the reporting period	If applicable, mandatory
17BE(e)	Part 3 Management and Accountability Government Engagement	Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(f)	Part 3 Management and Accountability Government Engagement	Particulars of non-compliance with: (a) a direction given to the entity by the Minister under an Act or instrument during the reporting period; or (b) a government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(g)	Part 2 Performance Statements	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule	Mandatory
17BE(h), 17BE(i)	Part 3 Management and Accountability Duty to inform & Ministerial issues Fraud control	A statement of significant issues reported to the Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with finance law and action taken to remedy non-compliance	If applicable, mandatory
17BE(j)	Part 3 Management and Accountability Governance, AIMS Council	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period	Mandatory
17BE(k)	Part 4 Our People Organisational Structure	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	Mandatory
17BE(ka)	Part 4 Our People Staff	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location	Mandatory
17BE(l)	Part 1 Overview About AIMS	Outline of the location (whether or not in Australia) of major activities or facilities of the entity	Mandatory
17BE(m)	Part 3 Management and Accountability Corporate Governance	Information relating to the main corporate governance practices used by the entity during the reporting period	Mandatory
17BE(n), 17BE(o)	Part 3 Management and Accountability Related Parties Part 5 Financial Statements section 3.3	For transactions with a related Commonwealth entity or related company where the value of the transaction, or if there is more than one transaction, the aggregate of those transactions, is more than $10,000 (inclusive of GST): (a) the decision-making process undertaken by the accountable authority to approve the entity paying for a good or service from, or providing a grant to, the related Commonwealth entity or related company; and (b) the value of the transaction, or if there is more than one transaction, the number of transactions and the aggregate of value of the transactions	If applicable, mandatory
17BE(p)	Part 2 Performance Statements Results and Commentary on Performance	Any significant activities and changes that affected the operation or structure of the entity during the reporting period	If applicable, mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17BE(q)	n/a	Particulars of judicial decisions or decisions of administrative tribunals that may have a significant effect on the operations of the entity	If applicable, mandatory
17BE(r)	n/a	Particulars of any reports on the entity given by: (a) the Auditor-General (other than a report under section 43 of the Act); or (b) a Parliamentary Committee; or (c) the Commonwealth Ombudsman; or (d) the Office of the Australian Information Commissioner	If applicable, mandatory
17BE(s)	n/a	An explanation of information not obtained from a subsidiary of the entity and the effect of not having the information on the annual report	If applicable, mandatory
17BE(t)	Part 3 Management and Accountability Indemnities and Insurance Premiums for Officers	Details of any indemnity that applied during the reporting period to the accountable authority, any member of the accountable authority or officer of the entity against a liability (including premiums paid, or agreed to be paid, for insurance against the authority, member or officer's liability for legal costs)	If applicable, mandatory
17BE(taa)	Part 3 Management and Accountability Governance, Audit Committee, AIMS Council	The following information about the audit committee for the entity: (a) a direct electronic address of the charter determining the functions of the audit committee; (b) the name of each member of the audit committee; (c) the qualifications, knowledge, skills or experience of each member of the audit committee; (d) information about each member's attendance at meetings of the audit committee; (e) the remuneration of each member of the audit committee	Mandatory
17BE(ta)	Part 5 Financial Statements section 3.2	Information about executive remuneration	Mandatory

Performance Statements		
The accountable authority must include a copy of the annual performance statements in the entity's annual report that is tabled in the Parliament. The annual performance statements must: (a) provide information about the entity's performance in achieving its purposes; and (b) comply with any requirements prescribed by the rules.	s. 39(1) and (2)	Part 2 Performance Statements
The performance statement must include a statement: declaring that the performance statements are prepared for section 39(1)(a) of the PGPA Act and any other applicable legislation specifying the reporting period for which the performance statements are prepared declaring that, in the opinion of the accountable authority, the performance statements accurately present the entity's performance and comply with s. 39(2) of the PGPA Act.	s. 16F(2)	Part 2 Performance Statements
The performance statement must include the results of the measurement and assessment of performance.	s. 16F(2)	Part 2 Performance Statements
The performance statement must include an analysis of the factors that contributed to the entity's performance, including any changes to: the entity's purpose, activities or organisational capacity; or the environment in which the entity operated that may have had a significant impact on performance.	s. 16F(2)	Part 2 Performance Statements Results and Commentary on Performance

Financial statements		
The accountable authority must prepare annual financial statements and given to the Auditor-General.	s. 42(1)	Part 5 Financial Statements
The accountable authority must ensure that all the subsidiaries' financial statements are audited by the Auditor-General.	s. 44(2)	n/a
A copy of the financial statement and the Auditor-General's report must be included in the annual report.	s. 43(4)	Part 5 Financial Statements
The financial statement must comply with the Public Governance, Performance and Accountability (Financial Reporting) Rule 2015.	s. 42(2)(a)	Part 5 Financial Statements

Other requirements		
Statement of Expectations	Suggested practice	Part 2 Performance Statements Statement of Ministerial Expectations
Environment Protection and Biodiversity Conservation Act 1999	EPBC Act Section 516A(6)	Part 4 Our People Environmental Performance
Equal Employment Opportunity (Commonwealth Authorities) Act 1997	EEO Act Section 9	Part 4 Our People Equal Opportunity and Workforce Diversity
Work Health and Safety Act 2011	WHS Act Section 4(1)	Part 4 Our People Health and Safety
Privacy Act 1988		Part 3 Management and Accountability Privacy Act 1988
Freedom of Information Act 1982	Department of the Prime Minister and Cabinet (PMC)	Part 3 Management and Accountability Freedom of Information Act 1982
National Disability Strategy 2010–2020	PMC	Part 4 Our People Equal Opportunity and Workforce Diversity
Public Interest Disclosure Act 2013	PID Act	Part 3 Management and Accountability Public Interest Disclosure Act 2013
Fraud control		Part 3 Management and Accountability Fraud Control

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Australian Government

Australian Institute of Marine Science

Townsville, Queensland

PMB 3 | Townsville MC, 4810 QLD
Ph:+61 7 4753 4444
Email: reception@aims.gov.au

Darwin, Northern Territory

PO Box 41775
Casuarina MC, 0811 NT
Ph:+61 8 8920 9240
Email: reception@aims.gov.au

Perth, Western Australia

Level 3 Indian Ocean Marine Research Centre
The University of Western Australia
Fairway Entry 4 | Crawley 6009, WA
Ph:+61 8 6369 4000
Email: WAadmin@aims.gov.au

Canberra, Australian Capital Territory

Suite G7, 65 Canberra Avenue
Griffith ACT 2603
Ph: +61 7 4753 4444
Email: reception@aims.gov.au

aims.gov.au