



Fair Work
Commission

3 June 2026

Michael Kaine
Secretary
Transport Workers' Union of Australia

Sent via email: legal@twu.com.au

CC: Peter.kanellis@rsm.com.au

Dear Michael Kaine

**Transport Workers' Union of Australia
Financial Report for the year ended 31 December 2025 – FR2025/207**

I acknowledge receipt of the financial report for the year ended 31 December 2025 for the Transport Workers' Union of Australia (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 2 June 2026.

The financial report has now been filed. You are not required to take any further action in respect of the report lodged.

The financial report was filed based on a primary review. This involved confirming that the financial reporting timelines required under sections 253, 265, 266 and 268 of the *Fair Work (Registered Organisations) Act 2009* (RO Act) have been satisfied, all documents required under section 268 of the RO Act were lodged and that various disclosure requirements under the Australian Accounting Standards, RO Act and reporting guidelines have been complied with. A primary review does not examine all disclosure requirements.

Please note that next year's financial report may be subject to an advanced compliance review.

Reporting Requirements

The Commission's website provides a number of factsheets in relation to the financial reporting process and associated timelines. The website also contains the section 253 reporting guidelines and a model set of financial statements.

The Commission recommends that reporting units use these model financial statements to assist in complying with the RO Act, the section 253 reporting guidelines and Australian Accounting Standards. Access to this information is available via [this link](#).

If you have any queries regarding this letter, please call 1300 341 665 or email regorgs@fwc.gov.au.

Yours sincerely

Fair Work Commission

National Office

a. 447 Kent St Sydney NSW 2000

t. 02 8114 6500

ABN 18 559 030 246



National Secretary
Michael Kaine

Section 268 *Fair Work (Registered Organisations) Act 2009* (RO Act).

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

I, Michael Kaine, being the National Secretary of the Transport Workers' Union of Australia certify:

- that the documents lodged herewith are copies of the full report referred to in s268 of the RO Act for the Transport Workers' Union of Australia for the period ended 31st December 2025; and
- that, in accordance with s266 of the RO Act, the full report was presented to the relevant series of meetings as follows:
 - to the National Committee of Management of the reporting unit on 26th March 2026 (at which meeting the Committee of Management authorised the signing of the full report and also resolved (as required by section 265(2)) to provide a copy of the full report to members); and
 - to the National Council of the reporting unit on 25th May 2026 (at which meeting the National Council endorsed the signed full report): and
 - to the National Committee of Management of the reporting unit on 27th May 2026 (at which meeting the National Committee of Management endorsed the signed full report as endorsed by the National Council).
- That the full report was provided to members from 27th March 2026 in accordance with section 265 of the RO Act.



Michael Kaine

NATIONAL SECRETARY

27th May 2026

NSW/QLD/VIC/TAS (Interim Governance)
Branch Secretary **Richard Olsen**
NSW: 1800 729 909
Qld: 07 3890 3066
Vic/Tas: 1300 727 614

SA/NT Branch
Secretary
Sam McIntosh
08 8346 4177

WA Branch
Secretary
Tim Dawson
08 6313 3000

**TRANSPORT WORKERS' UNION OF AUSTRALIA
NATIONAL COUNCIL**

FINANCIAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2025

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

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ANALYSIS OF FINANCIAL STATEMENTS

The Transport Workers' Union of Australia National Council (National Office) presents its report for the 2025 financial year.

STATEMENT OF COMPREHENSIVE INCOME AND STATEMENT OF FINANCIAL POSITION:

REVENUE

Revenue earned from Sustentation Fees for the year was \$5,468,581 which when compared to the prior year has increased by \$515,854 (2024: \$4,952,727).

The total income generated by National Office was \$57,755,466 a increase of \$51,633,834 when compared to the prior year (2024: \$6,121,632).

EXPENDITURE

- (i) Employee Related Payments (ERP) for the year was \$3,152,580 which includes salary on costs, superannuation payments, FBT (2024: \$2,671,509).
- (ii) Operating Expenditure for the year was \$22,482,820 (2024: \$3,505,952). A increase in expenditure of \$18,976,866.
- (iii) Cumulative Operating Expenditure which includes Employee Related payments for the year was \$25,635,400 (2024: \$6,177,464).

NET POSITION

In 2025 the TWU intensified activities in line with the Union's strategic 2035 Vision. Strong growth continued across all sectors and throughout the country with particular highlights being the retail sector of road transport, the bus industry and aviation. The Union's success in campaigning to change the laws of the Commonwealth in road transport resulted in significant progress for exploited gig workers in food delivery, with gig companies agreeing to TWU demands to establish a minimum set of standards across Australia. Gig economy progress was also made in rideshare where the Union made application to the Fair Work Commission for a minimum standards order, the culmination of years of organising and campaigning. In August 2025, after 5 years of Qantas dragging the TWU and its membership through the legal system, the Federal Court of Australia ordered Qantas to pay a record \$90 million in penalties for illegally terminating its ground staff. The court awarded \$50 million of the penalty to the Union in recognition of the effort and resources it expended in holding Qantas to account while other regulators refused to act. The remaining \$40 million was allocated to the illegally sacked workers, taking their total global payments to \$160 million. In 2025 the ongoing Qantas litigation cost the Union over \$900k. Without the Qantas costs, spend would have been under budget, emphasising the strength and discipline of the oversight of the Union's finances. Branches were reimbursed the costs each incurred in the Qantas litigation over the 5 years. In addition, the National Committee of Management endorsed a further distribution across branches and the National accounts of penalty funds to advance the lives of members right across the Union.

CASH FLOW STATEMENT

The cash flow of the National Office has been managed to ensure liabilities are met when they fall due. Cash at the end of the year amounted to \$35,327,169 (2024: \$1,085,489). National Office continues to perform to expectations. →


Michael Kaine
NATIONAL SECRETARY

26 March 2026

**REPORT REQUIRED UNDER SUBSECTION 255(2A)
FOR THE YEAR ENDED 31 DECEMBER 2025**

The Transport Workers Union of Australia presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 31 December 2025.

Categories of expenditures	2025 \$	2024 \$
Remuneration and other employment-related costs and expenses - employees	3,152,581	2,671,508
Advertising	-	1,267
Operating costs	21,343,026	2,401,618
Donations to political parties	57,501	6,455
Legal costs	1,082,293	1,096,614

Signature of designated officer



Name of designated officer:

Michael Kaine

Title of designated officer:

National Secretary

Dated:

26 March 2026

**OPERATING REPORT
FOR THE YEAR ENDED 31 DECEMBER 2025**

The National Committee of Management presents its operating report of the Transport Workers Union of Australia, National Council for the financial year ended 31 December 2025.

1. The principal activity of National Council during the financial year was that of the governing body of the Transport Workers' Union of Australia. No significant changes in the nature of that activity occurred during the year.
2. In accordance with the decision made by the Federal Court of Australia on 18 August 2025, \$50 million was paid to the Union by Qantas as penalty for breaching the Fair Work Act.

There were no other significant changes to National Council's financial affairs during the year.
3. National Council's principal activity resulted in a surplus for the year of \$32,120,066 (2024: deficit of \$55,832).
4. In accordance with Section 174(1) of the *Fair Work (Registered Organisations) Act 2009* a member of an organisation may resign from membership by written notice addressed and delivered to a person designated for the purpose in the rules of the organisation or a branch of the organisation.
5. The following officers of the Transport Workers Union of Australia, National Council are directors of the TWU Superannuation Fund and Team Superannuation Fund (prior to the merge that occurred on 21 March 2025, this was TWU Superannuation Fund): Michael Kaine.
6. The number of members of the Transport Workers Union of Australia at 31 December 2025 was 56,394.
7. The number of persons who were employees of National Council on 31 December 2025 was 23 (2024: 19), where the number of employees includes both full-time employees and part-time employees measured on a full-time equivalent basis.
8. The names of each person who were members of the National Committee of Management at any time during the financial year are as follows:

Name	Period Position Held
Michael Kaine	1st January - 31st December 2025
Emily McMillan	1st January - 31st December 2025
Richard Olsen	1st January - 31st December 2025
Sam McIntosh	1st January - 31st December 2025
Tim Dawson	1st January - 31st December 2025

Signed in accordance with a resolution of the National Committee of Management.



Michael Kaine
NATIONAL SECRETARY
26 March 2026



Richard Olsen
PRESIDENT
26 March 2026

**NATIONAL COMMITTEE OF MANAGEMENT STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2025**


On 26 March 2026 the National Committee of Management of Transport Workers Union of Australia, National Council passes the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 31 December 2025.

The National Committee of Management declares in relation that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year ending 31 December 2025;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year ending 31 December 2025 and since the end of the financial year:
 - (i) meetings of the National Committee of Management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - (iv) where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - (v) where information has been sought in any request by a member of the reporting unit or the General Manager duly made under section 272 of the RO Act, that information has been provided to the member of General Manager; and
 - (vi) where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance;

This declaration is made in accordance with a resolution of the committee of management.

For the National Committee of Management



Michael Kaine
NATIONAL SECRETARY
26 March 2026

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2025**

		2025	2024
	Notes	\$	\$
REVENUE FROM CONTRACTS WITH CUSTOMERS			
Membership Subscriptions	4	-	-
Capitation Fees and Other Revenue from Another Reporting Unit	4A	5,468,581	4,952,727
TWU Pilots	4A	528,738	368,714
Gig Transport	4A	121,959	33,685
Campaign Fund	4A	323,564	-
Levies		-	-
Other Sales of Goods or Services to Members		-	-
Revenue from recovery of wages activity		-	-
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS		<u>6,442,842</u>	<u>5,355,126</u>
INCOME FOR FURTHERING OBJECTIVES			
Grants and/or Donations	4B	-	-
Income Recognised from Volunteer Services		-	-
Income Recognised from Transfers		-	-
TOTAL INCOME FOR FURTHERING OBJECTIVES		<u>-</u>	<u>-</u>
OTHER INCOME			
Net Gains from Sale of Assets		32,727	-
Revenue from Recovery of Wages Activity		-	-
Investment Income	4C	693,680	242,444
Other Income	4D	50,586,217	524,062
TOTAL OTHER INCOME		<u>51,312,624</u>	<u>766,506</u>
TOTAL INCOME		<u>57,755,466</u>	<u>6,121,632</u>
EXPENDITURE			
Loss on Sale of Property, Plant and Equipment		-	-
DEPRECIATION EXPENSES			
Intangible Asset Amortisation		-	-
Right-of-use Asset Depreciation		27,585	27,585
Property, Plant and Equipment Depreciation		39,142	43,503
		<u>66,727</u>	<u>71,088</u>
EMPLOYEE BENEFITS EXPENSE			
Accrued Annual Leave	5(e,f)	94,513	(42,742)
Accrued LSL	5(e,f)	112,470	3,163
Fringe Benefits Tax	5(e,f)	34,545	27,062
Salaries	5(e,f)	2,538,356	2,362,044
Superannuation	5(e,f)	372,696	321,982
		<u>3,152,580</u>	<u>2,671,509</u>
OTHER EXPENSES			
Securing the Future for Aviation Workers (includes advertising, legal and professional fees, preparation of IHB on behalf of all Qantas workers)	5(a)	930,448	947,258
Advertising		5,810	6,646
Affiliation Fees	5(b)	438,442	417,675
Accommodation		92,739	111,874
ACTU Growth & Campaign Levy	5(c)	150,738	146,301
Auditors' Remuneration		36,187	34,377
Bank Charges		9,937	7,492
Building Expenses		30,423	28,947
Carried Forward		<u>1,694,724</u>	<u>1,700,570</u>

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2025**

	Notes	2025 \$	2024 \$
Brought Forward		1,694,724	1,700,570
Campaign Expenses		232,307	266,670
Medical Expenses		638	662
Computer Maintenance		39,810	31,981
Donations	5(d)	57,501	6,455
Gifts		5,934	4,803
Functions		-	18,496
National Council		153,586	158,980
National Committee of Management Expenses		114,989	41,448
General Expenses		-	1,150
Insurance		18,584	17,981
Legal and Professional Fees		368,006	164,293
Meeting Expense		46,304	37,486
Membership System		-	32,300
Motor Vehicle Expenses		44,914	48,195
Payroll Tax		120,918	125,279
Postage & Freight		1,408	3,111
Printing and Stationery		8,067	16,408
Publications & Subscriptions		33,340	58,528
Temporary Staff Costs		45,755	21,920
Records Storage		4,114	2,070
Repairs and Maintenance		490	500
Rent		400,988	352,886
Secondment		43,289	6,874
Staff Amenities		11,667	8,108
Telephone and Faxes		37,787	32,569
Training		4,560	9,478
Travelling Expenses		186,496	189,136
Workers Compensation		32,394	34,305
NT Expenses	5(h)	429,941	39,921
Qantas Branch Reimbursement	5(h)	18,275,702	-
Interest on expense on right of use		1,880	2,305
TOTAL OTHER EXPENSES		<u>22,416,093</u>	<u>3,434,867</u>
TOTAL EXPENDITURE		<u>25,635,400</u>	<u>6,177,464</u>
SURPLUS/(DEFICIT) FOR THE YEAR		<u>32,120,066</u>	<u>(55,832)</u>
OTHER COMPREHENSIVE INCOME			
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Loss on revaluation of equity instruments at fair value through other comprehensive income, net of tax		<u>(28,064)</u>	<u>(43,688)</u>
OTHER COMPREHENSIVE LOSS FOR THE YEAR		<u>(28,064)</u>	<u>(43,688)</u>
TOTAL COMPREHENSIVE PROFIT/(LOSS) FOR THE YEAR		<u>32,092,002</u>	<u>(99,520)</u>

(The accompanying notes form part of this financial report)

**STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2025**

	Notes	2025 \$	2024 \$
CURRENT ASSETS			
Cash and Cash Equivalents	9	35,327,469	1,085,489
Trade and Other Receivables	10	702,857	628,346
Other Financial Assets	9	-	2,500,000
Financial Asset at Fair Value	11	<u>914,727</u>	<u>800,841</u>
TOTAL CURRENT ASSETS		<u>36,945,053</u>	<u>5,014,676</u>
NON-CURRENT ASSETS			
Property, Plant and Equipment	12	170,686	83,751
Right-of-use Asset	13	<u>27,586</u>	<u>55,171</u>
TOTAL NON-CURRENT ASSETS		<u>198,272</u>	<u>138,922</u>
TOTAL ASSETS		<u>37,143,325</u>	<u>5,153,598</u>
CURRENT LIABILITIES			
Trade and Other Payables	14	(629,641)	(831,414)
Contract Liabilities	14	(18,800)	(136,563)
Employee Provisions	6	(673,297)	(444,514)
Lease Liabilities	15	<u>(28,195)</u>	<u>(5,531)</u>
TOTAL CURRENT LIABILITIES		<u>(1,349,933)</u>	<u>(1,418,022)</u>
NON-CURRENT LIABILITIES			
Employee Provisions	6	(55,987)	(35,003)
Lease Liabilities	15	<u>-</u>	<u>(55,170)</u>
TOTAL NON-CURRENT LIABILITIES		<u>(55,987)</u>	<u>(90,173)</u>
TOTAL LIABILITIES		<u>(1,405,920)</u>	<u>(1,508,195)</u>
NET ASSETS		<u>35,737,405</u>	<u>3,645,403</u>
Accumulated Funds		35,920,223	3,800,157
Available for Sale Reserve		<u>(182,818)</u>	<u>(154,754)</u>
TOTAL EQUITY		<u>35,737,405</u>	<u>3,645,403</u>

(The accompanying notes form part of this financial report)

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2025**

	Accumulated Funds	Reserves	Total Equity
	\$	\$	\$
Balance as at 1 January 2024	3,855,989	(111,066)	3,744,923
Deficit for the year	(55,832)	-	(55,832)
<i>Other comprehensive income</i>			
Other comprehensive income for the year, net of tax	-	(43,688)	(43,688)
Total comprehensive loss for the year	(55,832)	(43,688)	(99,520)
Balance as at 31 December 2024	3,800,157	(154,754)	3,645,403
Surplus for the year	32,120,066	-	32,120,066
<i>Other comprehensive income</i>			
Other comprehensive loss for the year, net of tax	-	(28,064)	(28,064)
Total comprehensive income/(loss) for the year	32,120,066	(28,064)	32,092,002
Balance as at 31 December 2025	35,920,223	(182,818)	35,737,405

(The accompanying notes form part of this financial report)

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2025**

	Notes	2025 \$	2024 \$
OPERATING ACTIVITIES			
Sustentation Fees		5,965,918	5,448,000
TWU Pilots		581,612	405,585
Gig Transport		134,155	37,054
Interest and Distribution Received		737,771	242,444
Branch Reimbursement		100,554	137,749
Fair Work Penalty Income		50,000,000	-
Director Fees		138,696	117,590
Other Income		311,444	249,935
Campaign Fund		324,477	42,000
ACTU		(532,564)	(695,241)
International Transport Workers Federation		(15,031)	(93,670)
Payment to Suppliers and Employees		<u>(25,683,261)</u>	<u>(5,847,147)</u>
NET CASH PROVIDED IN OPERATING ACTIVITIES	16(b)	32,063,771	44,299
INVESTING ACTIVITIES			
Payment for Property, Plant & Equipment		(145,455)	1,528
Transfer from Term Deposits to Cash		2,500,000	750,000
Payment for Financial Assets		(141,950)	(48,324)
NET CASH PROVIDED IN INVESTING ACTIVITIES		<u>2,212,595</u>	<u>703,204</u>
FINANCING ACTIVITIES			
Payment for Lease Liabilities		<u>(34,386)</u>	<u>(33,833)</u>
NET CASH USED IN BY INVESTING ACTIVITIES		(34,386)	(33,833)
NET INCREASE IN CASH HELD		34,241,980	713,670
Cash at Beginning of Year		1,085,489	371,820
CASH AT END OF THE YEAR	16(a)	<u>35,327,469</u>	<u>1,085,489</u>

(The accompanying notes form part of this financial report)

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

1. STATEMENT OF ACCOUNTING POLICIES

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards Board (AASB), other authoritative pronouncements of the Australian Standards Board, and the *Fair Work (Registered Organisations) Act 2009*.

The reporting guidelines made under section 255 of the *Fair Work (Registered Organisations) Act 2009 (the RO Act)* require all reporting units to apply the Tier 1 reporting requirements as per Australian Accounting Standard *AASB 1053 Application for Tiers of Australian Accounting Standards*. As such the National Council of the Transport Workers' Union of Australia have prepared a full set of financial statements with all disclosures requirements. For the purpose of preparing the general purpose financial statements the Union is a not-for profit entity.

The financial statements were authorised for issue in accordance with a resolution of the committee of management on the 26 March 2026.

BASIS OF PREPARATION

The Financial report is for the National Council of the Transport Workers' Union of Australia, and in accordance with the Fair Work (Registered Organisations) Act 2009 the National Council is a reporting unit. The Transport Workers' Union of Australia is an organisation registered under the Fair Work (Registered Organisations) Act 2009. The National Council is a reporting unit of the registered organisation. In accordance with the Act the Union and National Council are not subject to the Corporations Act 2001.

The financial report is a general purpose financial report (GPFR) and has been prepared on the basis of historical costs, except for financial assets that have been measured at fair value. Cost is based on the fair value of the consideration given in exchange for assets. The accounting policies have been consistently applied, unless otherwise stated.

The following is a summary of the significant accounting policies adopted by the National Council in the preparation of the financial report.

(a) Comparative Amounts

When required by Accounting Standards, comparative figures have been adjusted to confirm to changes in presentation for the current year.

(b) Revenue

The National Council enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, capitation fees, levies, grants, and donations.

The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.

Revenue from contracts with customers

Where the National Council has a contract with a customer, the National Council recognises revenue when or as it transfers control of goods or services to the customer. The National Council accounts for an arrangement as a contract with a customer if the following criteria are met:

- the arrangement is enforceable; and
- the arrangement contains promises (that are also known as performance obligations) to transfer goods or services to the customer (or to other parties on behalf of the customer) that are sufficiently specific so that it can be determined when the performance obligation has been satisfied.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2025**

1. STATEMENT OF ACCOUNTING POLICIES (continued)

(b) Revenue (continued)

Capitation fees

Where the National Council's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the National Council recognises the capitation fees promised under that arrangement when or as it transfers the National Council to specify the goods or services that will transfer as part of its sufficiently specific promise to the branch/other reporting unit.

In circumstances where the criteria for a contract with a customer are not met, the National Council will recognise capitation fees as income upon receipt (as specified in the income recognition policy below).

Income of the National Council as a Not-for-Profit Entity

Consideration is received by the National Council to enable the entity to further its objectives. The National Council recognises each of these amounts of consideration as income when the consideration is received (which is when the National Council obtains control of the cash) because, based on the rights and obligations in each arrangement:

- the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and
- the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and

During the year, the National Council received cash consideration from the following arrangements whereby that consideration will be recognised as income upon receipt:

- donations and voluntary contribution from members (including whip arounds); and
- government grants.
- fair work penalty income

Gains from sale of assets

An item of property, plant and equipment is derecognised upon disposal (which is at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss when the asset is derecognised.

Interest income

Interest revenue is recognised on an accrual basis using the effective interest method.

Rental income

Leases in which the National Council as a lessor, does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the relevant lease term. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2025**

1. STATEMENT OF ACCOUNTING POLICIES (continued)

(b) Revenue (continued)

Levies

Levies paid by a member (or other party) in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the National Council transfers the the goods or services.

In circumstances where the criteria for a contract with a customer are not met, the National Council will recognise levies as income upon receipt (as specified in the income recognition policy).

(c) Income Tax

No provision for Income Tax is necessary as the Union is exempt from Income Tax under Section 50-15 of the *Income Tax Assessment Act 1997*.

(d) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost less where applicable, any accumulated depreciation and any impairment in value.

Depreciation

The depreciable amounts of all fixed assets are depreciated on a straight-line basis over their estimated useful lives to the Union commencing from the time the asset is held ready for use.

The depreciation rates used for each class of assets are:

Class of Fixed Asset	Depreciation Rate
Office Furniture and Equipment	5 - 40 %
Library Computer Equipment	5 - 40 %
Motor Vehicles	15 - 20%

The asset residual values and useful lives are reviewed, and adjusted if appropriate, at each balance date.

The gain or loss on disposal of all fixed assets is determined as the difference between the carrying amount of the asset at the time of disposal and the proceeds of disposal, and is included in the statement of comprehensive income in the year of disposal.

(e) Impairment

The carrying amounts of property, plant and equipment are reviewed for impairment when events or changes in circumstances indicate that the carrying value may not be recoverable. An impairment loss is recognised in the income statement for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of the asset's fair value less cost to sell and value in use. For the purpose of assessing value in use, this represents depreciated current replacement cost, as the Union is a not-for-profit organisation.

(f) Employee Benefits

Provision is made for the Union's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled plus related on-costs.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2025**

1. STATEMENT OF ACCOUNTING POLICIES (continued)

(f) Employee Benefits (continued)

Other employee benefits payable later than one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. In the case of Long Service Leave this results in an amount not materially different to that achieved by discounting future cash flows.

Contributions are made by the Union to employee superannuation funds and are charged as expenses when incurred.

(g) Financial Assets

(i) Classification

Investments

The National Council classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through OCI or through profit or loss), and
- those to be measured at amortised cost.

The classification depends on the National Council's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss or OCI. For investments in equity instruments that are not held for trading, this will depend on whether the National Council has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (FVOCI).

The National Council reclassifies debt investments when and only when its business model for managing those assets changes.

Trade and other receivables

A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

(ii) Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade-date, the date on which the National Council commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the National Council has transferred substantially all the risks and rewards of ownership.

(iii) Measurement

At initial recognition, the National Council measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss (FVPL), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit or loss.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2025**

1. STATEMENT OF ACCOUNTING POLICIES (continued)

(g) Financial Assets (continued)

(iv) Impairment

The National Council assesses on a forward looking basis the expected credit losses associated with its debt instruments carried at amortised cost and FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

For trade receivables, the National Council applies the simplified approach permitted by AASB 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

(h) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables on the statement of financial position are shown inclusive of GST.

(i) Cash and Cash Equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at call with bank, other short-term highly liquid investments with 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 and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

(j) Intangibles

Intangible assets with finite lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful life. The estimated useful lives and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses. The useful life of Transport Workers Union of Australia intangible assets are:

Website	1-3 years
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An intangible asset is derecognised on disposal, or when no future economic benefits are expected from use or disposal. Gains or losses arising from derecognition of an intangible asset, measured as the difference between the net disposal proceeds and the carrying amount of the asset are recognised in profit and loss when the asset is derecognised.

(k) Fair Value Measurement

The National Council measures financial instruments, such as, financial assets as at fair value through the profit and loss, financial assets at fair value through OCI, and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2025**

1. STATEMENT OF ACCOUNTING POLICIES (continued)

(k) Fair Value Measurement (continued)

- In the principal market for the asset or liability, or
- In absence of a principal market, in the most advantageous market for the asset or liability

The principal or the most advantageous market must be accessible by the National Council. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The National Council uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1—Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2—Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3—Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the National Council determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

(l) Trade and Other Payables

These amounts represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

(m) Leases

The National Council assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The National Council applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The National Council recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2025**

1. STATEMENT OF ACCOUNTING POLICIES (continued)

(m) Leases (continued)

i) Right-of-use assets

The National Council recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

IT equipment: 3 years

If ownership of the leased asset transfers to the National Council at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

The right-of-use assets are also subject to impairment. Refer to the accounting policies in section (e) Impairment.

ii) Lease liabilities

At the commencement date of the lease, the National Council recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the National Council and payments of penalties for terminating the lease, if the lease term reflects the Group exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the National Council uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

iii) Short-term leases and leases of low-value assets

The National Council applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

(n) Current versus Non-current Classification

The National Council presents assets and liabilities in the statement of financial based on current/non-current classification.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2025**

1. STATEMENT OF ACCOUNTING POLICIES (continued)

(n) Current versus Non-current Classification (continued)

An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realised within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period

The terms of the liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

The National Council classifies all other liabilities as non-current.

(o) Going Concern

The National Council ability to continue as a going concern is reliant on the on-going sustentation fees paid by the State branches.

The terms and conditions are as follows:

- i. The state branches must pay the National Council 17.64% (NSW 12.69%) of the total fees received by the State branches as Entrance fees and Annual Fees in each calendar month;
- ii. The payment must be made to the National Council within 21 days of the last day of the month in which the dues are received by the State Branches;
- iii. The payments of Sustentation Fees must not be used by Branches for any other purpose.

(p) Going Concern Support

The National Council has not agreed to provide financial support to any other reporting units to ensure they can continue on a going concern basis.

(q) Amalgamations and Restructures

There have been no amalgamations or restructures in the financial year and previous financial year. No assets or liabilities have been acquired as a result of any amalgamations or restructures.

(r) Business Combinations

There have been no business combinations during the financial year and previous financial year. No assets or liabilities have been acquired as a result of any business combinations.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

1. STATEMENT OF ACCOUNTING POLICIES (continued)

(s) Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the union transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the union performs under the contract (i.e. transfers control of the related goods or services to the customer).

(t) Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset 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.

(u) New Australian Accounting Standards

The Union has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the company for the annual reporting period ended 31 December 2025. The Union has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

(v) Administration by a third party

The National Council was not administered by a third party.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

2. ACCOUNTING ESTIMATES AND JUDGEMENT

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

(a) Significant accounting estimates and assumptions

The Union makes estimates and assumptions concerning the future. The resulting accounting estimates by definition seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

(b) Significant judgements in applying the Union's accounting principles

There are no significant judgements that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

3. INFORMATION TO BE PROVIDED TO MEMBERS OR THE GENERAL MANAGER

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of Sub-Sections (1), (2) and (3) of Section 272 of the *Fair Work (Registered Organisations) Act 2009* which reads as follows:

- (1) A member of a reporting unit, or the General Manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) A Reporting unit must comply with an application made under subsection (1).

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

4. REVENUE AND INCOME

Disaggregation of revenue from contracts with customers

A disaggregation of the Union's revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.

	2025	2024
	\$	\$
Sustentation fees received from branches	5,468,581	4,952,727
TWU Pilots	528,738	368,714
Gig Transport	121,959	33,685
Campaign Fund	323,563	-
Government	-	-
Other parties	-	-
Total revenue from contracts with customers	6,442,841	5,355,126

Disaggregation of income for furthering activities

A disaggregation of the Union's income by type of arrangement is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:

Income funding sources

Members	-	-
Other reporting units	-	-
Grants and/or donations	-	-
Other parties	-	-
Total income for furthering activities	-	-

Note 4A: Sustentation and other revenue

Sustentation:

TWU of Australia NSW (State)	1,628,954	1,470,232
Interim Governance Branch	2,685,856	1,580,645
TWU of Australian VIC/TAS Branch	-	863,312
TWU of Australia WA Branch	772,823	691,956
TWU of Australia SA Branch	380,948	346,582
	5,468,581	4,952,727

TWU Pilots	528,738	368,714
Gig Transport	121,959	33,685
Campaign Fund	323,563	-
Other Revenue from Another Reporting Unit	-	-

Total sustentation and other revenue from another reporting unit	6,442,841	5,355,126
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Note 4B: Grants and/or donations

Grants	-	-
Donations	-	-
Total Grants and/or donations	-	-

Note 4C: Investment income

Interest from:

Deposits	551,660	150,432
Dividends	69	-
Equity instruments at fair value through OCI	141,951	92,012
Total investment income	693,680	242,444

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

4. REVENUE AND INCOME (CONTINUED)

Note 4D: Other income

	2025	2024
	\$	\$
Branch reimbursement	91,413	125,227
TWU superannuation director fee	33,033	106,900
Team superannuation director fee	93,054	-
International Transport Workers' Federation contributions	90,000	107,000
Sundry income	278,717	150,935
Fair work penalty income*	50,000,000	-
Event sponsorship	-	34,000
Total revenue from other income	<u>50,586,217</u>	<u>524,062</u>

*\$50 million paid to the Union by Qantas as penalty for breaching the Fair Work Act in accordance with the 18 August 2025 decision of the Federal Court of Australia.

Other income that have not occurred in the reporting period

The following revenue items are prescribed under the reporting guidelines of the Fair Work (Registered Organisation) Act, 2009, have not occurred in the reporting period:

- a. No levies were received
- b. No revenue from recovery of wages activity arose

5. EXPENSES

- (a) Securing the future for aviation workers (includes advertising, legal and professional fees, preparation of IHB on behalf of all Qantas workers)

	2025	2024
	\$	\$
Campaign Advertising	-	-
Legal and Professional Fees	914,287	932,321
Other Campaign Costs	16,161	14,937
	<u>930,448</u>	<u>947,258</u>

- (b) Fees and periodic subscriptions are paid in respect of its affiliation to any political party, any federation, congress, council or group of organisations, or any international body having an interest in industrial

	2025	2024
	\$	\$
Affiliation Fee		
ACTU	333,411	324,005
International Transport Workers Federation (ITF)	105,031	93,670
	<u>438,442</u>	<u>417,675</u>

- (c) Compulsory Levies

ACTU Growth & Campaign Levy	<u>150,738</u>	<u>146,301</u>
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The levy is imposed by ACTU as a fee for affiliation with the peak union body.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

5. EXPENSES (continued)

(d) Donations

2025

Non-reportable donations less than or equal to \$1,000 (Incl. GST)

Details to whom payment made	Purpose	\$
TOTAL		-

Reportable donations exceeding \$1,000 (Incl. GST)

Details to whom payment made	Purpose	\$
Australian Labor Party	Donation	5,000
Australian Labor Party	Donation	5,000
Australian Labor Party	Donation	5,000
Australian Labor Party	Donation	5,000
Australian Labor Party	Donation	10,500
Australian Labor Party	Donation	5,000
Australian Labor Party	Donation	20,000
Australian Labor Party	Fundraising Lunch	2,001
TOTAL		57,501

2024

Reportable donations exceeding \$1,000 (Incl. GST)

Details to whom payment made	Purpose	\$
Australian Labor Party	Fundraising Dinner	1,000
Australian Labor Party	Fundraising Lunch	1,818
Australian Labor Party	Fundraising Dinner	1,136
Australian Labor Party	Fundraising Dinner	1,500
TOTAL		5,454

Non-reportable donations less than or equal to \$1,000 (Incl. GST)

Details to whom payment made	Purpose	\$
Australian Labor Party	Donation	500
Australian Labor Party	Donation	500
TOTAL		1,000

(e) Employee expenses related to holders of office

	2025	2024
	\$	\$
Wages and Salaries	388,728	389,582
Superannuation	56,477	49,655
Leave and other entitlements	55,584	(41,988)
Separation and redundancies	-	-
Other employee expenses	24,181	18,944
	<u>524,970</u>	<u>416,193</u>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

5. EXPENSES (continued)

(f) Employee expenses related to employees (other than holders of office)

	2025	2024
	\$	\$
Wages and Salaries	2,149,628	1,972,462
Superannuation	316,219	272,327
Leave and other entitlements	151,400	2,409
Separation and redundancies	-	-
Other employee expenses	10,363	8,118
	<u>2,627,611</u>	<u>2,255,316</u>

(g) Legal costs

	2025	2024
	\$	\$
Legal costs - Other	43,505	164,293
Legal costs - Litigation (i)	1,038,788	932,321
	<u>1,082,293</u>	<u>1,096,614</u>

(i) Includes legal fees incurred in securing the future of aviation workers. Please refer to note 5(a).

(h) Other expense to another reporting unit*

	2025	2024
	\$	\$
Interim Governance Branch	1,370,805	-
TWU of Australia SA Branch*	2,808,766	-
TWU of Australia WA Branch	5,691,941	-
TWU of Australia NSW (State)	8,804,191	-
	<u>18,675,703</u>	<u>-</u>

Monies paid to branches were to reimburse costs incurred by each branch in fighting the case against Qantas and also to distribute to the branches an agreed additional proportion of the \$50 million paid to the Union by Qantas as penalty for breaching the Fair Work Act in accordance with the 18 August 2025 decision of the Federal Court of Australia.

*\$400,000 of this balance relates to other expenses paid for NT Contribution which is not related to the Qantas matter.

(i) Other expenses

The following expense items are prescribed under the reporting guidelines of the Fair Work (Registered Organisation) Act, 2009, have not occurred in the reporting period:

- a. Payments to employers for payroll deduction activity
- b. Capitation fee payments to other reporting units
- c. Fees or allowances paid to persons in respect of their attendance as representatives of the Union at conferences or other meetings
- d. Expenses incurred in connection with holding meetings of members of the reporting unit and any conferences or meetings of councils, committees, panels or other bodies for the holding of which the reporting unit was wholly or partly responsible
- e. No amount paid in grants that were equal to or less than \$1,000 or in excess of \$1,000

6. DISCLOSURES IN RESPECT OF STATEMENT OF FINANCIAL POSITION

(a) Amounts receivable/payable to/from other reporting units of the Union

Amounts receivable and payable in respect of the State Branches have been disclosed in Note 10 and Note 14 respectively. A breakdown of amounts due from Branches is disclosed in Note 17.

(b) Legal costs payable

	2025	2024
	\$	\$
Legal costs - other	-	-
Legal costs - Litigation	146,337	99,649
	<u>146,337</u>	<u>99,649</u>

(c) Employee provisions related to holders of office

	2025	2024
	\$	\$
Annual leave	49,261	34,914
Long service leave	161,046	119,809
Separation and redundancies	-	-
Other employee provisions	-	-
	<u>210,308</u>	<u>154,723</u>

(d) Employee provisions related to employees (other than holders of offices)

	2025	2024
	\$	\$
Employees provisions		
Annual leave	323,434	200,484
Long service leave	195,542	124,310
Separation and redundancies	-	-
Other employee provisions	-	-
	<u>518,976</u>	<u>324,794</u>

(e) Items noted above as prescribed under the reporting guidelines of the *Fair Work (Registered Organisations) Act, 2009* which have not occurred in the reporting period do not have respective balances at year-end and therefore not disclosed. These include:

- (i) Payables to employers are consideration for the employers making payroll deductions of membership subscription

7. DISCLOSURES IN RESPECT OF STATEMENT OF CHANGES IN EQUITY

The following equity items as prescribed under the reporting guidelines of the *Fair Work (Registered Organisations) Act, 2009*, have not occurred in the reporting period:

- No separate fund or account operated in respect of compulsory levies raised by the union or voluntary contributions collected from members of the Union.
- No monies in respect of compulsory levies raised or voluntary contributions collected from members of the Union have been invested in any assets.
- No separate fund or account which is required by the rules of the Union or rules of a Branch of the Union.
- No transfer(s) and/or withdrawal(s) to a fund account or controlled entity, when any of these are kept for a specific purpose(s) by the Union.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

8. DISCLOSURES IN RESPECT OF STATEMENT OF CASH FLOWS

(a) Amounts received/paid to/from other reporting units of the Union

Amounts received and paid in respect of the State Branches have been incorporated as part of the Statement of Cash Flows and detailed below. A breakdown of amounts received can be found at Note 17.

		2025	2024
	Note	\$	\$
Cash inflows from State Branches	17	6,455,460	5,568,492
Cash outflows to State Branches	17	(769,898)	(510,137)
Cash outflows to State Branches - Qantas distribution		(18,538,272)	-
Cash outflows to SA Branch - NT contribution		(440,000)	-

9. CASH AND CASH EQUIVALENTS	2025	2024
	\$	\$
Cash at Bank	35,327,169	1,085,128
Cash in Hand	300	361
	<u>35,327,469</u>	<u>1,085,489</u>

OTHER FINANCIAL ASSETS

Term Deposits	-	2,500,000
	<u>-</u>	<u>2,500,000</u>

10. Trade and Other Receivables	2025	2024
	\$	\$
Receivables		
Debtors - Branches		
Interim Governance Branch	354,613	265,891
TWU of Australia SA Branch	34,467	25,470
TWU of Australia WA Branch	80,717	85,261
TWU of Australia NSW (State)	132,910	115,297
Provision for Doubtful Debtors	-	-
Prepayments	92,349	84,535
Refundable Security Deposit	500	500
Accrued Interest & Distributions	7,301	51,392
	<u>702,857</u>	<u>628,346</u>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

11. FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS

	2025	2024
	\$	\$
Coles Share Holding – Fair Value	279	246
Wesfarmers Share Holding – Fair Value	1,054	930
Tyndall Investment – Fair Value	913,394	799,665
TOTAL	914,727	800,841

Fair value of the unlisted share fund was based on the market value of the investment in accordance to the statement as at 31 December 2025 provided by the investment management institution. Fair value increments have been recognised in other comprehensive income as a separate component of equity.

Movement Schedule	2025	2024
	\$	\$
<u>Coles Share Holding</u>		
Opening January	246	209
Revaluations	33	37
Closing December	<u>279</u>	<u>246</u>
<u>Wesfarmers Share Holding</u>		
Opening January	930	742
Revaluations	124	188
Closing December	<u>1,054</u>	<u>930</u>
<u>Tyndall Investment - Share Fund</u>		
Opening January	799,665	751,566
Additions	141,793	92,012
Revaluations	(28,064)	(43,913)
Closing December	<u>913,394</u>	<u>799,665</u>

The Union measures and recognises the following assets and liabilities at fair value on a recurring basis:

- Financial assets, financial liabilities and available-for-sale financial assets at fair value through other comprehensive income (FVTOCI).
- The Union has no assets or liabilities measured at fair value on a non-recurring basis in the current reporting period.

(a) Fair value hierarchy

AASB 13 requires disclosure of fair value measurements by level of the following fair value measurement hierarchy:

- quoted prices (unadjusted) in active markets for identical assets or liabilities (level 1)
- inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices) (level 2), and;
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (level 3).

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

11. FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS (continued)

(i) Recognised fair value measurements

The following table presents the Union's assets and liabilities measured and recognised at fair value at 31 December 2025 and 2024:

At 31 December 2025	Level 1	Level 2	Level 3	Total
Coles Share Holding – Fair Value	279	-	-	279
Westfarmers Share Holding – Fair Value	1,054	-	-	1,054
Tyndall Investment – Fair Value	913,394	-	-	913,394
Total Financial Assets	914,727	-	-	914,727

At 31 December 2024	Level 1	Level 2	Level 3	Total
Coles Share Holding – Fair Value	246	-	-	246
Wesfarmers Share Holding – Fair Value	930	-	-	930
Tyndall Investment – Fair Value	799,666	-	-	799,666
Total Financial Assets	800,842	-	-	800,842

There were no transfers between levels for recurring fair value measurements during the year. The unions policy is to recognise transfers out of fair value hierarchy levels as at the end of the reporting period.

(ii) Disclosed fair values

For all financial instruments other than those measured at fair value, their carrying value approximates fair value.

The carrying amounts of receivables and payables are assumed to approximate their fair values due to their short-term nature.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

	2025	2024
	\$	\$
12. PROPERTY, PLANT AND EQUIPMENT		
Office Furniture and Equipment – At Cost	-	-
Less: Accumulated Depreciation	-	-
	<u>-</u>	<u>-</u>
Computer Equipment – At Cost	105,257	82,514
Less: Accumulated Depreciation	(93,252)	(78,152)
	<u>12,005</u>	<u>4,362</u>
Motor Vehicles – At Cost	139,991	116,313
Less: Accumulated Depreciation	(26,859)	(100,168)
	<u>113,132</u>	<u>16,145</u>
Leasehold Improvements – At Cost	125,537	119,190
Less: Accumulated Depreciation	(79,988)	(55,946)
	<u>45,549</u>	<u>63,244</u>
Total Property, Plant and Equipment	<u>170,686</u>	<u>83,751</u>

	Office Furniture and Equipment	Computer Equipment	Motor Vehicles	Leasehold Improvements	Total
	\$	\$	\$	\$	\$
1 January 2025	-	4,362	16,145	63,244	83,751
Additions	-	22,742	116,365	6,347	145,454
Depreciation	-	(15,099)	(19,378)	(24,042)	(58,519)
31 December 2025	<u>-</u>	<u>12,005</u>	<u>113,132</u>	<u>45,549</u>	<u>170,686</u>

	Office Furniture and Equipment	Computer Equipment	Motor Vehicles	Leasehold Improvements	Total
	\$	\$	\$	\$	\$
1 January 2024	1,807	8,209	31,684	87,082	128,782
Additions	-	14,244	-	-	14,244
Depreciation	(1,807)	(18,091)	(15,539)	(23,838)	(59,275)
31 December 2024	<u>-</u>	<u>4,362</u>	<u>16,145</u>	<u>63,244</u>	<u>83,751</u>

13. RIGHT-OF-USE ASSET

	2025	2024
	\$	\$
IT Equipment - right-of-use-lease	82,756	82,756
Accumulated Depreciation - IT Equipment	(55,170)	(27,585)
	<u>27,586</u>	<u>55,171</u>
Total Right-of-use Asset	<u>27,586</u>	<u>55,171</u>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

13. RIGHT-OF-USE ASSET (continued)

The Union leases buildings and IT equipment under a non-cancelable lease with 3 years, in some cases, options to extend. On renewal, the terms of the leases are renegotiated.

	IT Equipment \$	Total \$
1 January 2024	6,221	6,221
Additions	76,535	76,535
Depreciation	(27,585)	(27,585)
1 January 2025	55,171	55,171
Depreciation	(27,585)	(27,585)
31 December 2025	<u>27,586</u>	<u>27,586</u>

14. TRADE AND OTHER PAYABLES

	2025 \$	2024 \$
Creditors – Other	610,866	829,537
TWU of Australia NSW (State)	-	-
TWU of Australia SA Branch	18,775	1,877
Interim Governance Branch	-	-
TWU of Australia WA Branch	-	-
	<u>629,641</u>	<u>831,414</u>

Contract Liabilities

Contract Liabilities - current	18,800	136,563
	<u>18,800</u>	<u>136,563</u>

15. LEASE LIABILITIES

	2025 \$	2024 \$
Current Lease Liabilities	28,195	5,531
Non-current Lease Liabilities	-	55,170
	<u>28,195</u>	<u>60,701</u>

	Lease Liability \$
1 January 2025	60,701
Additions	-
Payments	(32,506)
31 December 2025	<u>28,195</u>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

16. CASH FLOW INFORMATION

(a) Cash includes: **2025** **2024**
\$ \$

For the purpose of the statement of cash flows, cash includes:

Cash on hand and in at call deposits with banks or financial institutions, net of bank overdrafts.

Cash at Bank	35,327,169	1,085,128
Cash in Hand	300	361
	35,327,469	1,085,489

(b) Reconciliation of cash flow from operations with operating result

	2025	2024
	\$	\$
Operating Surplus/(Deficit)	32,120,066	(55,832)

Non Cash Flows in Operating Result

Amortisation	-	-
Depreciation of Property, Plant and Equipment	58,520	43,503
Depreciation of Right-of-use Asset	27,585	27,585
Lease Interests	1,880	2,305

Changes in Assets and Liabilities

Increase/(Decrease) in Payables	(319,536)	212,515
(Increase)/Decrease in Receivables	(74,511)	(60,448)
(Decrease)/Increase in Employees Entitlements	249,767	(125,330)
CASH FLOWS FROM OPERATIONS	32,063,771	44,298

(c) Changes in liabilities arising from financing activities

	Lease Liability
	\$
Balance as at 1 January 2025	60,701
Net cash used in financing activities	(32,506)
Acquisition of leases	-
Balance as at 31 December 2025	28,195
Balance as at 1 January 2024	15,694
Net cash used in financing activities	(37,749)
Acquisition of leases	82,756
Balance as at 31 December 2024	60,701

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

17. AMOUNTS DUE FROM BRANCHES

	NSW (State)	SA	Interim Governance Branch	WA	TOTAL
AMOUNTS DUE FROM BRANCHES AT 1 JANUARY 2025 (EXC GST)					
Sustentation Fees	102,014	66,402	241,719	64,177	474,312
NT Contribution	-	(43,248)	-	-	(43,248)
Campaign Funds	-	-	-	-	-
Other Recharge	2,801	-	-	13,333	16,134
Campaign & Growth Contribution	-	-	-	-	-
Annual Leave Reimbursement	-	-	-	-	-
	<u>104,816</u>	<u>23,154</u>	<u>241,719</u>	<u>77,510</u>	<u>447,198</u>

AMOUNTS CHARGED TO BRANCHES (EXC GST)

Sustentation Fees	1,628,954	380,948	2,685,856	772,823	5,468,582
NT Contribution	-	(29,941)	-	-	(29,941)
Campaign Funds	113,850	22,588	140,826	46,300	323,563
Other Recharge	21,710	9,199	34,503	7,504	72,917
Campaign & Growth Contribution	33,912	5,690	40,494	11,316	91,412
Annual Leave Reimbursement	42,784	-	-	-	42,784
	<u>1,841,210</u>	<u>388,484</u>	<u>2,901,680</u>	<u>837,943</u>	<u>5,969,317</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

17. AMOUNTS DUE FROM BRANCHES (CONTINUED)

	NSW (State)	SA	Interim Governance Branch	WA	TOTAL
AMOUNTS RECEIVED FROM BRANCHES (EXC GST)					
Sustentation Fees	1,617,341	417,614	2,620,867	767,739	5,423,561
NT Contribution	-	(73,189)	-	-	(73,189)
Campaign Funds	106,650	20,989	125,159	42,182	294,979
Other Recharge	24,512	9,199	34,503	20,837	89,052
Campaign & Growth Contribution	33,912	5,690	40,494	11,316	91,412
Annual Leave Reimbursement	42,784	-	-	-	42,784
	<u>1,825,198</u>	<u>380,304</u>	<u>2,821,023</u>	<u>842,074</u>	<u>5,868,599</u>

AMOUNTS DUE FROM BRANCHES AT 31 DECEMBER 2025 (EXC GST)

Sustentation Fees	113,627	29,736	306,708	69,262	519,332
NT Contribution	-	0	-	-	0
Campaign Funds	7,200	1,598	15,667	4,118	28,584
Other Recharge	-	-	-	-	-
Campaign & Growth Contribution	-	-	-	-	-
Annual Leave Reimbursement	-	-	-	-	-
	<u>120,827</u>	<u>31,334</u>	<u>322,375</u>	<u>73,380</u>	<u>547,916</u>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

18. RELATED PARTY DISCLOSURES

(a) Related party transactions

Transactions with related parties are on normal terms and conditions no more favourable than those available to other parties, unless otherwise stated.

- (i) The aggregate amount of remuneration paid to officers during the financial year is disclosed in the Financial Report (Note 5 (e)).
- (ii) The aggregate amount paid during the financial year to a superannuation plan in respect of elected full time officers was \$56,477 (2024: \$49,654).
- (iii) There have been no other transactions between the officers and the National Council other than those relating to their membership of National Council and the reimbursement by National Council in respect of expenses incurred by them in the performance of their duties. Such transactions have been on conditions no more favourable than those which it is reasonable to expect would have been adopted by parties at arm's length.
- (iv) National Council of the Transport Workers' Union of Australia is a member of Transport Education Audit Compliance Health Organisation (TEACHO) Limited. There were no transactions between this entity and the National Council of the Transport Workers' Union of Australia during the year.
- (v) Sustentation Fees received from and administration fees paid to the Transport Workers' Union State Branches are disclosed as income and expenses respectively in the Statement of Comprehensive Income and as cash received and cash paid respectively in Note 8(a).
- (vi) Amounts receivable from and payable to the Transport Workers' of Australia State Branches at balance date are disclosed at Note 10 and Note 14 of the accounts respectively.
- (vii) Other than the receivables and payables noted at 18 (a)(v), there are no outstanding balances from related parties at the end of the financial year, including loans.
- (viii) There are no doubtful debt provisions raised against any related party balances at the end of the financial year.
- (ix) There have been no payments made during the reporting period to a former related party.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

18. RELATED PARTY DISCLOSURES (Continued)

(b) Key management personnel remuneration

Key management persons are those persons having authority and responsibility for planning, directing and controlling the activities of the Union, directly or indirectly, including any member of the National Committee of Management. Key management personnel remuneration includes the following expenses:

	2025	2024
	\$	\$
Short-term employee benefits		
Wages and Salaries	388,728	389,582
Annual Leave	55,584	(41,988)
Other employee expenses	-	-
Post-employment benefits		
Superannuation	56,477	49,655
Other long-term employee benefits		
Long service leave	-	-
Total	<u>500,789</u>	<u>397,249</u>

19. SUPERANNUATION

Employees of National Council are entitled to benefits from a superannuation plan on retirement, disability or death. National Council participated in a defined contribution plan. The benefits provided under this plan are based on accumulated contributions and earnings for each employee. National Council's liability is limited to paying the contributions to the plan.

20. FINANCIAL RISK MANAGEMENT

(a) General objectives, policies and processes

The National Council is exposed to risks that arise from its use of financial instruments. This note describes the National Council's objectives, policies and processes for managing those risks and the methods used to measure them.

There have been no substantive changes in the National Council's exposure to financial instrument risk, its objectives, policies and processes for managing those risks or the methods used to measure them from previous periods unless otherwise stated in this note.

The National Council's financial instruments consist mainly of deposits with banks and receivables. The main risks the National Council is exposed to through its financial instruments are interest rate risk (see section (e (i)) below), liquidity risk and credit risk.

The National Committee of Management and the National Secretary have overall responsibility for the determination of the Branch's risk management objectives and policies.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

20. FINANCIAL RISK MANAGEMENT (continued)

(b) Credit Risk

Credit risk is the risk that the other party to a financial instrument will fail to discharge their obligation resulting in the National Council incurring a financial loss. This usually occurs when debtors fail to settle their obligations owing to the National Council.

There is no concentration of credit risk with respect to current and non-current receivables.

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount of those assets, net of any provision for doubtful debts, as disclosed below:

	2025	2024
	\$	\$
Cash and cash equivalents	35,327,469	1,085,489

The cash and cash equivalents are held in a high quality Australian financial institution.

Debtors - Branches	602,707	490,846
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There has been no history of default, no amounts are past due and all receivables are likely to be repaid within the expected terms.

(c) Liquidity Risk

Liquidity risk is the risk that the National Council may encounter difficulties raising funds to meet commitments associated with financial instruments.

The National Council is not significantly exposed to this risk. As at 31 December 2025 it had \$35,327,469 (2024: \$1,085,489) of cash and cash equivalents and \$nil (2024: \$2,500,000) of other financial assets (term deposits) to meet these obligations as they fall due. Financial liabilities at 31 December 2025 totalled \$648,441 (2024: \$967,977). The National Council manages liquidity risk by monitoring cash flows.

Remaining contractual maturities

The following tables detail the The National Committee's remaining contractual maturity for its financial instrument liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the financial liabilities are required to be paid. The tables include both interest and principal cash flows disclosed as remaining contractual maturities and therefore these totals may differ from their carrying amount in the statement of financial position.

	Weighted Average Interest Rate		1 year or Less		Between 1 and 2 Years		Remaining Contractual Maturities	
	2025	2024	2025	2024	2025	2024	2025	2024
	%	%	\$	\$	\$	\$	\$	\$
Trade and other payables	-	-	648,441	967,977	-	-	648,441	967,977
Lease liability	3.42	3.42	28,195	5,531	-	55,170	28,195	60,701
Total	-	-	676,636	973,508	-	55,170	676,636	1,028,678

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

20. FINANCIAL RISK MANAGEMENT (continued)

(d) *Market Risk*

Market risk arises from the use of interest bearing, tradable financial instruments. It is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in interest rates (interest rate risk) or other market factors (other price risk).

(e) *Interest Rate Risk*

The Branch's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and liabilities are summarised below:

31 December 2025	Fixed Interest Rate	Floating Interest Rate	Non-interest Bearing	Total
	\$	\$	\$	\$
Financial Assets				
Cash and cash equivalents	-	35,327,169	300	35,327,469
Held- to maturity investments	-	-	-	-
Financial assets at fair value	914,727	-	-	914,727
Trade Receivables	-	-	602,707	602,707
Total financial assets	914,727	35,327,169	603,007	36,844,903
Weighted average Interest rate	3.1%	-	-	-
Financial Liabilities				
Payables	-	-	(648,441)	(648,441)
Lease liabilities	(28,195)	-	-	(28,195)
Total financial liabilities	(28,195)	-	(648,441)	(676,636)
Weighted average Interest rate	4.0%	-	-	-
Net Financial Assets	886,532	35,327,169	(45,434)	36,168,267

31 December 2024	Fixed Interest Rate	Floating Interest Rate	Non-interest Bearing	Total
	\$	\$	\$	\$
Financial Assets				
Cash and cash equivalents	-	1,085,128	361	1,085,489
Held- to maturity investments	2,500,000	-	-	2,500,000
Financial assets at fair value	800,841	-	-	800,841
Trade Receivables	-	-	491,919	491,919
Total financial assets	3,300,841	1,085,128	492,280	4,878,249
Weighted average Interest rate	3.1%	-	-	-
Financial Liabilities				
Payables	-	-	(967,977)	(967,977)
Lease liabilities	(60,701)	-	-	(60,701)
Total financial liabilities	(60,701)	-	(967,977)	(1,028,678)
Weighted average Interest rate	4.0%	-	-	-
Net Financial Assets	3,240,140	1,085,128	(475,697)	3,849,571

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

20. FINANCIAL RISK MANAGEMENT (continued)

(e) Interest rate risk (continued)

2025	Carry Amount	+0.5% (50 basis points)	+0.5% (50 basis points)
	\$	\$	\$
Cash Assets	35,327,469	176,637	(176,637)
<hr/>			
2024			
Cash Assets	1,085,489	5,427	(5,427)
<hr/>			

(f) Other Price Risks

The National Council manages risks arising from share price fluctuations as deemed appropriate.

(g) Foreign Exchange Risk

The National Council is not directly exposed to foreign exchange rate fluctuations.

21. AUDITOR'S REMUNERATION

	2025	2024
	\$	\$
Audit Fees	30,500	29,500
Audit Other Fees	5,200	5,200
	<hr/>	<hr/>
	35,700	34,700
	<hr/>	<hr/>

22. CONTINGENT ASSETS

The National Council did not have any commitments as at 31 December 2025.

(31 December 2024: In 2023 the High Court unanimously dismissed Qantas' appeal against the Federal Court and Full Court of the Federal Court findings that it illegally dismissed around 1,700 workers. 11 Judges have now found Qantas guilty of illegally terminating the employment of approximately 1,700 of its workforce. Given Qantas has now exhausted all avenues of appeal, the matter of allocation of the compensation of \$120 million will be determined. Following this phase the Federal Court will determine what penalties Qantas will be liable to pay as a result of this illegal behaviour, although it is unclear as to both when the matter will be heard and a decision handed down. The union will not recover its substantial legal and other costs associated with pursuing justice for its members given this is a no costs jurisdiction. The Federal Court has a large degree of discretion both in terms of the quantum of the penalty and who the penalty is paid to. The TWU, as the Registered Organisation responsible for bringing the proceedings, will submit that part of the penalty should be paid to it and there is strong legal precedent that this should occur. However, given the timing and quantum are unknown no asset has been recognised within these financial statements.)

TRANSPORT WORKERS' UNION OF AUSTRALIA
NATIONAL COUNCIL

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

23. COMMITMENTS

The National Council did not have any commitments as at 31 December 2025 (31 December 2024: nil).

24. EVENTS AFTER THE REPORTING PERIOD

No matter or circumstance has arisen since 31 December 2025 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the Company's state of affairs in future financial years.

25. UNION DETAILS

The registered office and the principal place of business of the Union is:

Level 9, 447 Kent Street
Sydney, NSW 2000

RSM Australia Pty Ltd

Level 7, 1 Martin Place
Sydney
NSW 2000
Australia
T +61 (02) 8226 4500
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rsm.com.au

INDEPENDENT AUDITOR'S REPORT

To the Members of Transport Workers' Union of Australia National Council

Report on the Audit of the Financial Report

We have audited the financial report of Transport Workers' Union of Australia National Council, which comprises the statement of financial position as at 31 December 2025, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of material accounting policies, the national committee of management statement, the subsection 255(2A) report and the officer declaration statement.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Transport Workers' Union of Australia National Council as at 31 December 2025, and its financial performance and its cash flows for the year ended on that date in accordance with:

- a. the Australian Accounting Standards; and
- b. any other requirements imposed by the reporting guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

We declare that management's use of the going concern basis in the preparation of the financial statements of the reporting unit is appropriate.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Transport Workers' Union of Australia National Council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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Information Other than the Financial Report and Auditor's Report Thereon

The National Committee of Management is responsible for the other information. The other information obtained at the date of this auditor's report is in the operating report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of The National Committee of Management for the Financial Report

The National Committee of Management of the reporting unit is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the RO Act, and for such internal control as the national committee of management determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the National Committee of Management is responsible for assessing the reporting unit's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Committee of Management either intend to liquidate the reporting unit or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian 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 this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- 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 Reporting Unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the National Committee of Management.

- Conclude on the appropriateness of the National Committee of Management'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 Reporting Unit's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Reporting Unit audit. We remain solely responsible for our audit opinion.

We communicate with the National Committee of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The engagement partner on the audit resulting in this independent auditor's report is Peter Kanellis who is an approved registered auditor, a member of Chartered Accountants Australia and New Zealand and holds a current Certificate of Public Practice.



RSM AUSTRALIA PTY LTD



Peter Kanellis
Partner

Sydney, NSW

Dated: 27 March 2026

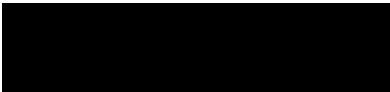
Registration number (as registered by the RO Commissioner under the RO ACT): AA2021/43

**OFFICER DECLARATION STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2025**

I, Michael Kaine, being the National Secretary of the Transport Workers Union of Australia, declare that the following activities did not occur during the reporting period ending 31 December 2025.

The reporting unit did not:

- Receive revenue from undertaking recovery of wages activity
- Pay a penalty imposed under the RO Act or the Fair Work Act 2009
- Have another entity administer the financial affairs of the reporting unit
- Make a payment to a former related party of the reporting unit

Signed by the officer. 

Dated: 26 March 2026