



3 July 2026

Stephen Ferguson
National CEO
Australian Hotels Association
Sent via email: ceo@aha.org.au
CC: kirsty.porteous@pitchernewcastle.com.au

Dear Stephen Ferguson

**Australian Hotels Association
Financial Report for the year ended 31 December 2025 – (FR2025/203)**

I acknowledge receipt of the financial report for the year ended 31 December 2025 for the Australian Hotels Association (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 22 June 2026. I also acknowledge receipt of the signed designated officer's certificate which was lodged with the Commission on 26 June 2026.

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 the financial report for the year ending 31 December 2026 may be subject to an advanced compliance review.

You are not required to take any further action in respect of the report lodged. I make the following comments to assist you when you next prepare a financial report. The Commission will confirm these concerns have been addressed prior to filing next year's report.

Documents must be lodged with the Commission within 14 days after general meeting

Section 268 of the RO Act requires a copy of the full report and the designated officer's certificate to be lodged with the Commission within 14 days after the general meeting of members referred to in section 266. The designated officer's certificate indicates that this meeting occurred on 3 June 2026, therefore the documents should have been lodged with the Commission by 17 June 2026.

The full report was not lodged until 22 June 2026 and the signed designated officer's certificate not until 26 June 2026.

The reporting unit advised the Commission on 26 June 2026, that the late lodgement was due to an administrative oversight. To avoid future instances of non-compliance with the obligations under the RO Act, I advise the reporting unit to ensure that appropriate controls and processes are in place to meet their reporting obligations within the statutory timeframes.

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

Certificate by Prescribed Designated Officer

For the year ended 31 December 2025

I, Ben Carpenter, being the Honorary Secretary/Treasurer of the Australian Hotels Association - National Body certify:

- that the documents lodged herewith are copies of the full report for the Australian Hotels Association - National Body for the period ended referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009* ; and
- that the full report was provided to members of the reporting unit on 29 May 2026 and
- that the full report was presented to a meeting of the Committee of Management of the reporting unit on 3 June 2026 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009* .

BEN CARPENTER

National Secretary/Treasurer



Dated this 29th day of June 2026



**Australian Hotels Association
National Body**

ABN 78 756 030 961

**Annual Financial Report
for the year ended 31 December 2025**

Australian Hotels Association - National Body ABN 78 756 030 961

Annual financial report for the year ended 31 December 2025

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These financial statements are the financial statements of Australian Hotels Association - National Body. The financial statements are presented in the Australian currency.

The financial statements were authorised for issue by the Committee of Management on 29 April 2026. The Committee for Management have the power to amend and reissue the financial statements.

Certificate by Prescribed Designated Officer

For the year ended 31 December 2025

I, Ben Carpenter, being the Honorary Secretary/Treasurer of the Australian Hotels Association - National Body certify:

- that the documents lodged herewith are copies of the full report for the Australian Hotels Association - National Body for the period ended referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009* ; and
- that the full report was provided to members of the reporting unit on 29 May 2026 and
- that the full report was presented to a meeting of the Committee of Management of the reporting unit on 3 June 2026 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009* .

BEN CARPENTER

National Secretary/Treasurer

Dated this 3rd day of June 2026

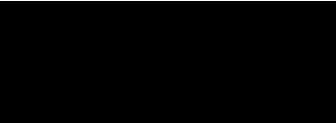
Report required under subsection 255(2A)

For the year ended 31 December 2025

The Committee of Management 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	413,866	406,818
Advertising	-	-
Operating costs	605,145	631,013
Donations to political parties	252,501	242,843
Legal costs	49,545	12,000
Total	<u>1,321,057</u>	<u>1,292,674</u>



BEN CARPENTER

National Secretary/Treasurer

Dated this 29th day of April 2026

Operating report

For the year ended 31 December 2025

The Committee of Management presents its report on the reporting unit for the financial year ended 31 December 2025.

Principal activities

The principal activities of the reporting unit, as conducted through the council and the executive board during the past year fell into the following categories:

- Provision of industrial support to members including advice on legal and legislative matters, contractual obligations and representation of state members. Administration of Federal awards, the variation of awards following major test cases.
- Media and communications to members and to the broader community via media releases in support of campaigns, targeted publications including national magazines.
- Provision of information for members providing up to date material relevant to hotels.
- Organisation of events to members such as Awards for Excellence, National Convention, charity fund raising etc. in order to recognise their achievements and contribution to the community.

Review of principal activities

The Committee of Management has reviewed its principal activities and is satisfied that activities have been successfully conducted throughout the year.

Results of operations

The results of the reporting unit's activities were consistent with the reporting unit's aims and activities.

The profit for the year ended 31 December 2025 is \$347,881 (2024: profit of \$117,176). The Committee of Management has considered the going concern principle and is satisfied that the going concern concept is appropriate.

Significant changes in the nature of principal activities and financial affairs

There were no significant changes in the nature of the principal activities and financial affairs undertaken by the reporting unit during the year ended 31 December 2025.

Right of members to resign

Members have the right to resign their membership in accordance with rule 32, which reads as follows:

- 1) A member of the reporting unit may resign from membership by written notice addressed and delivered to the Branch Secretary of the Branch of which it is a member.
- 2) A notice of resignation from membership of the reporting unit takes effect:
 - (a) Where the member ceases to be eligible to become a member of the reporting unit:
 - (i) on the day on which the notice is received by the reporting unit; or
 - (ii) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member;whichever is later; or
 - (b) In any other case:
 - (i) at the end of two (2) weeks after the notice is received by the reporting unit; or
 - (ii) on the day specified in the notice;whichever is later.
- 3) Any dues payable but not paid by a former member of the reporting unit, in relation to a period before the member's resignation from the reporting unit took effect, may be sued for and recovered in the name of the reporting unit in a court of competent jurisdiction, as a debt due to the reporting unit.
- 4) A notice delivered to the person mentioned in sub rule (1) shall be taken to have been received by the reporting unit when it was delivered.
- 5) A notice of resignation that has been received by the reporting unit is not invalid because it was not addressed and delivered in accordance with sub rule (1).
- 6) A resignation from membership of the reporting unit is valid even if it is not affected in accordance with the rule if the member is informed in writing by or on behalf of the reporting unit that the resignation has been accepted.
- 7) Cessation of membership other than by way of resignation by the member shall be governed by the Rules of the Branch of the member. If the Rules of a Branch do not provide for such cessation of membership the Rules of New South Wales Branch shall apply, mutatis mutandis.

Officers or members who are superannuation fund trustee or director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such position.

No officer or member of the reporting unit holds a position as a trustee or director of a superannuation entity or exempt public sector superannuation scheme where the criterion for holding such position is that they are an officer or member of an organisation.

Operating report (continued)

For the year ended 31 December 2025

Number of Members

The number of persons who, at the end of the reporting period, were recorded on the Register of Members of the reporting unit was 5,949.

Number of Employees

The number of persons who, at the end of the reporting period, employees of the reporting unit comprised of 1 full time staff member.

Names of Committee of Management members and period positions held during the financial year

During the year ended 31 December 2025 and the date of this report, the following persons held membership of the Committee of Management of the reporting unit:

Officers:		
David Basheer	AHA SA	President - since 16 September 2025
		Delegate - Branch President ex officio - full year
Scott Leach	AHA NSW	Senior Vice President - full year
		Delegate - Branch President ex officio - full year
Paul Palmer	Hospitality NT	Vice President - Full Year
		Delegate - Branch President ex officio - full year
Ben Carpenter	THA	Secretary/Treasurer- full year
		Delegate - Branch President ex officio - full year
David Canny	AHA Vic	President - till 16 September 2025
		Delegate - Branch President ex officio - full year
Neil Randall	AHA WA	Delegate - Branch President ex officio - full year
Richard Deery	AHA QLD	Delegate - Branch President ex officio - full year
David Mansfield	NAD	Delegate - Branch President ex officio - full year
Peter Barclay	AHA ACT	Delegate - Branch President ex officio - commenced 1 January 2025



BEN CARPENTER

National Secretary/Treasurer

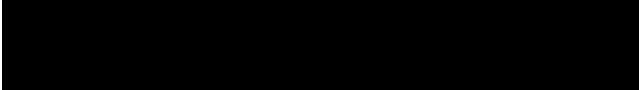
Dated this 29th day of April 2026

Auditor's independence declaration

To the Committee of Management of Australian Hotels Association - National Body

In accordance with the requirements of the Accounting Professional and Ethical Standards Board, as lead auditor for the audit of Australian Hotels Association - National Body for the year ended 31 December 2025, I declare that, to the best of my knowledge and belief, there have been:

- (a) no contraventions of the ethical requirements of the Accounting Professional and Ethical Standards Board's auditor independence requirements of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)*; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.


Kirsty Porteous - Partner
Pitcher Partners NH Partnership
Chartered Accountants

Dated: 29 April 2026
Newcastle West, NSW

Statement of profit or loss and other comprehensive income

For the year ended 31 December 2025

	Notes	2025 \$	2024 \$
Revenue from continuing operations			
Affiliation fees	2	2,400	2,400
Capitation fees	2	545,291	515,802
Sponsorship revenue	2	1,089,598	937,583
Other revenue	2	213,301	298,973
Total revenue from continuing operations		1,850,590	1,754,758
Other income			
Interest income	3	155,526	83,557
Other income	3	202,830	195,976
Total other income		358,356	279,533
Total Income		2,208,946	2,034,291
Accommodation divisional survey and operational costs		(51,059)	(54,011)
Employee expenses	3	(413,866)	(406,818)
Depreciation expenses		(36,653)	(43,001)
Consultancy expenses		-	(18,500)
Legal costs	3	(49,545)	(12,000)
Marketing and convention expenses		(309,270)	(332,512)
Executive and council conferences and meetings		(35,927)	(56,272)
Travel expenses		(105,051)	(117,871)
Bank charges and finance costs		(2,048)	(2,274)
Administration expenses	3	(605,145)	(631,013)
Donations expense	3	(252,501)	(242,843)
		(1,861,065)	(1,917,115)
Profit / (loss) for the year		347,881	117,176
Other comprehensive income			
Gain on revaluation of buildings		311,875	-
Other comprehensive income for the year		311,875	-
Total comprehensive income / (loss) for the year		659,756	117,176

The above *statement of profit or loss and other comprehensive income* should be read in conjunction with the accompanying notes

Australian Hotels Association - National Body
Statement of financial position
For the year ended 31 December 2025

	Notes	2025 \$	2024 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	3,273,372	1,437,503
Trade and other receivables	5	271,173	142,573
Financial assets at amortised cost	6	316,673	1,900,000
Other assets	8	144,329	37,960
Total current assets		4,005,547	3,518,036
Non-current assets			
Financial assets at fair value through other comprehensive income	7	779	779
Property, plant and equipment	9	1,887,968	1,609,475
Total non-current assets		1,888,747	1,610,254
Total assets		5,894,294	5,128,290
LIABILITIES			
Current liabilities			
Trade and other payables	10	177,128	151,024
Provisions	11	113,795	102,627
Contract liabilities	12	477,181	408,205
Total current liabilities		768,104	661,856
Total liabilities		768,104	661,856
Net assets		5,126,190	4,466,434
EQUITY			
Asset revaluation reserve		1,397,253	1,085,378
Retained profits		3,728,937	3,381,056
Total equity		5,126,190	4,466,434

The above *statement of financial position* should be read in conjunction with the accompanying notes

Statement of changes in equity

For the year ended 31 December 2025

	Asset revaluation reserve \$	Retained profits \$	Total \$
Balance at 1 January 2024	1,085,378	3,263,880	4,349,258
Profit / (loss) for the year	-	117,176	117,176
Balance at 31 December 2024	1,085,378	3,381,056	4,466,434
Profit / (loss) for the year	-	347,881	347,881
Revaluation of buildings	311,875	-	311,875
Balance at 31 December 2025	1,397,253	3,728,937	5,126,190

The above *statement of changes in equity* should be read in conjunction with the accompanying notes

Statement of cash flows

For the year ended 31 December 2025

	Notes	2025 \$	2024 \$
Cash flows from operating activities			
Receipts from capitation fees		599,820	567,382
Receipts from promotional and sundry activities		1,631,218	2,000,402
Payments to suppliers and employees		(2,128,768)	(2,021,799)
Interest received		138,853	83,557
Interest paid		(2,048)	(2,274)
Dividends received		65	56
Net cash inflow (outflow) from operating activities	15	239,140	627,324
Cash flows from investing activities			
Payments for property, plant and equipment		(3,271)	-
Transfer (to)/from interest bearing deposit		1,600,000	(500,000)
Net cash inflow (outflow) from investing activities		1,596,729	(500,000)
Net increase in cash and cash equivalents		1,835,869	127,325
Cash and cash equivalents at the beginning of the financial year		1,437,503	1,310,178
Cash and cash equivalents at the end of the financial year	4	3,273,372	1,437,503

The above *statement of cash flows* should be read in conjunction with the accompanying notes

Notes to the financial statements

For the year ended 31 December 2025

1 Summary of material accounting policies

(a) Information about the entity

- Australian Hotels Association - National Body is a registered organisation, incorporated and domiciled in Australia.
- Australian Hotels Association - National Body is a not for profit entity for the purpose of preparing the financial report.
- The registered office of the reporting unit is 27 Murray Crescent, Griffith, ACT 2603.

(b) Basis of preparation

The financial statements are for Australian Hotels Association - National Body ("the reporting unit"). The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Accounting Standards and Australian Board ("AASB") and the *Fair Work (Registered Organisations) Act 2009*. The reporting unit is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis, except for certain assets & liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position.

The financial statements were authorised for issue on 29 April 2026 by the Members of the Committee.

The following is a summary of the material accounting policies adopted by the reporting unit in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated.

(c) Material accounting policy information

The material accounting policies applied in the preparation of this financial report are consistent with the previous period unless otherwise stated.

(d) Income taxes

The reporting unit is exempt from income tax under section 50-1 of the *Income Tax Assessment Act 1997*.

(e) Goods and services tax

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In this case, it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the ATO, are presented as operating cash flows.

(f) Rounding of amounts

The reporting unit is of a kind referred to in ASIC Legislative Instrument 2016/191, relating to the 'rounding off' of amounts in the financial statements. Amounts in the financial statements have been rounded off in accordance with the instrument to the nearest dollar.

(g) Comparative information

Comparative information has been adjusted to reflect current year disclosures where applicable.

(h) New or amended accounting standards and interpretations adopted

The reporting unit has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any material impact on the financial performance or position of the reporting unit.

Any new or amending Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

There was no material impact of the new Accounting Standards compared with the previous Accounting Standards on the current reporting period.

2 Revenue

(a) Disaggregation of revenue from contracts with customers

The reporting unit derives revenue from the transfer of goods and services over time and at a point in time for the following services:

	Sponsorship revenue \$	Affiliation fees \$	Capitation fees \$	Other revenue \$	Total \$
2025					
Revenue from contracts with customers	1,089,598	2,400	545,291	213,301	1,850,590
Other revenue (not covered by AASB15)	-	-	-	-	-
	<u>1,089,598</u>	<u>2,400</u>	<u>545,291</u>	<u>213,301</u>	<u>1,850,590</u>

Timing of revenue recognition

At a point in time	-	-	-	213,301	213,301
Over time	1,089,598	2,400	545,291	-	1,637,289
	<u>1,089,598</u>	<u>2,400</u>	<u>545,291</u>	<u>213,301</u>	<u>1,850,590</u>

	Sponsorship revenue \$	Affiliation fees \$	Capitation fees \$	Other revenue \$	Total \$
2024					
Revenue from contracts with customers	937,583	2,400	515,802	298,973	1,754,758
Other revenue (not covered by AASB15)	-	-	-	-	-
	<u>937,583</u>	<u>2,400</u>	<u>515,802</u>	<u>298,973</u>	<u>1,754,758</u>

Timing of revenue recognition

At a point in time	-	-	-	241,473	241,473
Over time	937,583	2,400	515,802	57,500	1,513,285
	<u>937,583</u>	<u>2,400</u>	<u>515,802</u>	<u>298,973</u>	<u>1,754,758</u>

Breakdown of capitation fees from States

	General levy from States	
	2025	2024
	\$	\$
New South Wales	175,856	166,345
Victoria	136,323	128,949
Queensland	110,421	104,450
South Australia	39,534	37,397
Western Australia	59,982	56,738
Tasmania	12,269	11,606
Australian Capital Territory	5,453	5,158
Northern Territory	5,453	5,158
	<u>545,291</u>	<u>515,802</u>

There is no other revenue from any other reporting units other than those disclosed above.

(b) Accounting policies and significant judgements

Revenue and other income

The reporting unit enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of capitation fees, levies and other revenues.

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

2 Revenue (continued)

(b) Accounting policies and significant judgements (continued)

Revenue from contracts with customers

Where the reporting unit has a contract with a customer, the reporting unit recognises revenue when or as it transfers control of goods or services to the customer. The reporting unit 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.

(i) *Capitation fees*

Where the reporting unit's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, reporting unit recognises the capitation fees promised under that arrangement when or as it transfers to the reporting unit over time.

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

(ii) *Sponsorship revenue*

Sponsorship revenue is recognised over time from the date of execution of the contracts with the corporate sponsors and in accordance with the terms and conditions of the sponsorship contracts.

(iii) *Other revenue*

Other revenue is recognised when the reporting unit satisfies its performance obligations, which occurs when control of the goods or services is transferred to the customer. This can happen either at a point in time or over time, depending on the nature of the contract with the customer.

3 Other income and expense items

(a) Other income

	2025	2024
	\$	\$
Rental income	202,765	195,920
Interest income	155,526	83,557
Dividends received	65	56
	<u>358,356</u>	<u>279,533</u>

(i) *Rental income*

Leases in which the reporting unit, as a lessor, do 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 asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as income in the period in which they are earned.

(ii) *Interest income*

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

3 Other income and expense items (continued)

	2025	2024
	\$	\$
(b) Other expenses		
Employee benefits expense		
Holders of office:		
Wages and salaries	314,121	297,967
Superannuation	30,000	28,750
Leave and other entitlements	11,168	13,042
Other employee expenses	22,535	32,059
Honorariums	36,042	35,000
Total employee expenses	413,866	406,818
Administration expenses		
Industrial relations expense	47,973	43,689
Accounting expense	95,996	96,416
Body corporate and outgoings	66,083	57,857
Expenses incurred in relation to special project	39,400	12,400
Operating expenses	253,112	174,757
Insurance expenses	29,256	21,851
Short term lease expenses	28,905	28,391
Sponsorship support	31,528	50,000
Subscriptions expenses	12,892	145,652
Total administration expenses	605,145	631,013
Grants and donations		
Donations that were \$1,000 or less	3,303	1,993
Donations that exceeded \$1,000	249,198	240,850
Total grants and donations	252,501	242,843
Legal expenses		
Legal fees - litigation	-	-
Legal fees - other legal matters	49,545	12,000
Total legal expenses	49,545	12,000

4 Cash and cash equivalents

Current

Cash and cash equivalents	3,273,372	1,437,503
	3,273,372	1,437,503

Accounting policy

Cash and short-term deposits in the statement of financial position comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less. For the purpose of the Statement of cash flows, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts (if any).

5 Trade and other receivables

Current

Trade receivables	240,100	54,198
GST receivable	31,073	28,375
Accrued income	-	60,000
	271,173	142,573

Accounting policy

Trade receivables and other receivables include amounts due from members as well as amounts receivable from customers for goods sold in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest rate method, less any allowance for expected credit losses.

Notes to the financial statements

For the year ended 31 December 2025

6 Financial assets at amortised cost

	2025	2024
	\$	\$
Current		
Term deposits	300,000	1,900,000
Interest accrued	16,673	-
	<u>316,673</u>	<u>1,900,000</u>

Accounting policy

Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Interest income from these financial assets is included in interest income using the effective interest rate method.

Classification and subsequent measurement

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest method, or cost as applicable. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the effective interest method.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying amount with a consequential recognition of an income or expense item in profit or loss.

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

7 Financial assets at fair value through other comprehensive income

Non Current

Equity securities (Shares in Insurance Australia Group Limited)	779	779
	<u>779</u>	<u>779</u>

8 Other assets

Current

Prepayments	144,329	37,960
	<u>144,329</u>	<u>37,960</u>

Notes to the financial statements

For the year ended 31 December 2025

9 Property, plant and equipment

2025

Non-current assets

At 1 January 2025

	Land & Buildings \$	Office Equipment \$	Total \$
Cost	1,650,000	44,493	1,694,493
Accumulated depreciation	(41,250)	(43,768)	(85,018)
Net book amount	1,608,750	725	1,609,475

Year ended 31 December 2025

Opening net book amount	1,608,750	725	1,609,475
Additions	-	3,271	3,271
Revaluation	311,875	-	311,875
Depreciation charge	(36,151)	(502)	(36,653)
Closing net book amount	1,884,474	3,494	1,887,968

At 31 December 2025

Cost	1,900,000	48,564	1,948,564
Accumulated depreciation	(15,526)	(45,070)	(60,596)
Net book amount	1,884,474	3,494	1,887,968

2024

Non-current assets

At 1 January 2024

	Land & Buildings \$	Office Equipment \$	Total \$
Cost	1,650,000	44,893	1,694,893
Accumulated depreciation	-	(42,417)	(42,417)
Net book amount	1,650,000	2,476	1,652,476

Year ended 31 December 2024

Opening net book amount	1,650,000	2,476	1,652,476
Revaluation	-	-	-
Depreciation charge	(41,250)	(1,751)	(43,001)
Closing net book amount	1,608,750	725	1,609,475

At 31 December 2024

Cost	1,650,000	44,493	1,694,493
Accumulated depreciation	(41,250)	(43,768)	(85,018)
Net book amount	1,608,750	725	1,609,475

The land and buildings, being located at Unit 1, 24 Brisbane Avenue, Barton was inspected by Colliers Valuation and Advisory Services November 2025. The valuation of property has been determined on a valuation basis as at 30 June 2025. The property is recognised at fair value as at 31 December 2025. The Committee of Management have determined that the fair value of the property based on this valuation still reflects the fair value of the property at balance date.

The Committee of Management has determined that the intended use of the land and buildings is consistent with the requirements of AASB 116 Property, Plant and Equipment, being for use in the future operations of the Association and not for investment purposes. Accordingly, the asset continues to be classified and measured in accordance with AASB 116.

Accounting policy

(a) Land and buildings

Freehold land and buildings are shown at their fair value based on periodic valuations by external independent valuers, less subsequent depreciation for buildings.

Increases in the carrying amount arising on revaluation of land and buildings are recognised in other comprehensive income and accumulated in the asset revaluation reserve in equity. Revaluation decreases that offset previous increases of the same class of assets shall be recognised in other comprehensive income under the heading of gain on revaluation of land and buildings. All other decreases are charged to the statement of profit or loss and other comprehensive income.

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

9 Property, plant and equipment (continued)

(b) Plant and equipment

Each class of plant and equipment is carried at cost less any accumulated depreciation and any accumulated impairment losses.

Plant and equipment is measured on the cost basis and is therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount.

(c) Depreciation

The depreciable amount of all fixed assets including buildings are depreciated on a straight line basis over the asset's useful life commencing from the time the asset is available for use. The depreciation rates used for each class of depreciable asset are:

Buildings	40 years
Office Equipment	3 - 6 years

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period. Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained earnings.

(d) Impairment

Property, plant and equipment are tested for impairment whenever events or circumstances indicate that the asset may be impaired.

For impairment assessment purposes, assets are generally grouped at the lowest levels for which there are largely independent cash inflows ('cash generating units'). Accordingly, most assets are tested for impairment at the cash generating unit level. An impairment loss is recognised when the carrying amount of an asset or cash generating unit (to which the asset belongs) exceeds its recoverable amount.

Significant accounting estimates and judgements

The useful life of property, plant and equipment is initially assessed at the date the asset is ready for use and reassessed at each reporting date based on the use of the assets and the period over which economic benefits will be derived from the asset. There is uncertainty in relation to the assessment of the life of the asset including factors such as the rate of wear and tear and technical obsolescence. The estimates and judgements involved may impact the carrying value of the non-current assets and the depreciation and amortisation charges recorded in the statement of profit or loss and other comprehensive income should they change.

The fair value of land and buildings is estimated at each reporting date, based on independent assessments of the market value of the property conducted at least every three years and other available knowledge of current market prices. Estimation uncertainty exists and is related to the various assumptions used in determining the fair value.

10 Trade and other payables

	2025	2024
	\$	\$
Current		
Trade payables	39,329	14,246
Other payables and accruals	137,799	136,778
	<u>177,128</u>	<u>151,024</u>

Accounting policy

Trade and other payables, including accruals, are non-interest bearing and are generally due for payment within 30 days of the invoice date.

11 Provisions	2025	2024
	\$	\$
Current		
Employees:		
Annual leave	35,355	37,771
Long service leave	78,440	64,856
Separation and redundancy provision	-	-
Other employee provisions	-	-
	<u>113,795</u>	<u>102,627</u>
Office holders:		
Annual leave	-	-
Long service leave	-	-
Separation and redundancy provision	-	-
Other employee provisions	-	-
	<u>-</u>	<u>-</u>

Accounting policy

Provision is made for the reporting unit's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

12 Contract liabilities

Current		
Contract liabilities - income received in advance	477,181	408,205
	<u>477,181</u>	<u>408,205</u>

Accounting policy

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

13 Remuneration of auditors

<i>Remuneration of the auditor of the reporting unit for:</i>		
Audit of the financial statements	25,900	25,000

14 Capital and leasing commitments

Operating lease commitments - as lessor

The Association has a non-cancellable operating lease contracted for but not recognised in the financial statements.

The property lease commitment is a non-cancellable operating lease with a three year term, with rent received monthly in advance. Contingent rental provisions within the lease agreement require that the minimum lease receipts shall be increased by a fixed rate of 3.5% per annum.

Maturity analysis of undiscounted lease payments for operating leases (as a lessor) as at 31 December are:

Receivables - minimum lease receipts		
Not later than 12 months	194,291	123,705
Later than 12 months but not later than 5 years	338,245	-
	<u>532,536</u>	<u>123,705</u>

Notes to the financial statements

For the year ended 31 December 2025

15 Cashflow information

Cash and cash equivalents

Cash and cash equivalents reported in the statement of cash flows includes the following:

(a) Reconciliation of cash flow from operations with surplus/(deficit)

	2025 \$	2024 \$
Profit / (loss) for the year	347,881	117,176
<i>Non-cash flows in surplus/(deficit):</i>		
Depreciation expense	36,653	43,001
<i>Changes in assets and liabilities</i>		
(Increase)/decrease in trade receivables	(128,600)	474,138
(Increase)/decrease in financial assets	(16,673)	(28,375)
(Increase)/decrease in prepayments	(106,369)	58,251
Increase/(decrease) in trade and other payables	26,104	3,178
Increase/(decrease) in income received in advance	68,976	(53,087)
Increase/(decrease) in provisions	11,168	13,042
Net cash inflow (outflow) from operating activities	239,140	627,324

(b) Cash flow information - Branches

Cash outflows

Amounts paid to the NSW Association for accounting, media support and others	122,676	117,354
Amounts paid to the ACT Association for reimbursements and other	10,570	2,881
Amounts paid to the WA Association for industrial relations services and reimbursements	24,750	20,625
Amounts paid to the QLD Association for industrial relations services and reimbursements	22,370	27,433
Amounts paid to the TAS Association for reimbursements, sponsorship and projects	50,906	22,927
Amounts paid to the VIC Association for reimbursements	11,340	14,319
Amounts paid to the SA Association for reimbursements	4,188	-
Total cash outflows	246,800	205,538

Cash inflows

Amounts received from AHA ACT - rent	16,265	15,616
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Breakdown of capitation fees from States

	General levy from States	
	2025 \$	2024 \$
New South Wales	193,442	182,980
Victoria	149,955	141,846
Queensland	121,464	114,895
South Australia	43,487	41,135
Western Australia	65,980	62,412
Tasmania	13,496	12,766
Australian Capital Territory	5,998	5,674
Northern Territory	5,998	5,674
	599,820	567,382

15 Cashflow information (continued)

	2025	2024
	\$	\$
Breakdown of affiliation fees from States		
New South Wales	330	330
Victoria	330	330
Queensland	330	330
South Australia	330	330
Western Australia	330	330
Tasmania	330	330
Australian Capital Territory	330	330
Northern Territory	330	330
	<u>2,640</u>	<u>2,640</u>

16 Related parties

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

(a) *Key management personnel compensation*

Directors' remuneration

Remuneration received or receivable by all officers of the reporting unit

- from the entity or any related party in connection with the management of the reporting unit

36,042	35,000
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Names of those members of Committee of Management and other members of National Board who have held office during the financial year can be found on page 6.

Key management personnel

Short term employment benefits

Salary	314,121	297,967
Other salary package items	34,249	32,059
Annual leave accrued	(2,416)	(814)
Total short-term employee benefits	<u>345,954</u>	<u>329,212</u>

Post-employment benefits:

Superannuation	30,000	28,750
Total post-employment benefits	<u>30,000</u>	<u>28,750</u>

Other long term benefits

Long service leave accrued	13,584	13,856
Bonus payable	-	-
Total other long term benefits	<u>13,584</u>	<u>13,856</u>

Total key management personnel benefits

<u>389,538</u>	<u>371,818</u>
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16	Related parties (continued)	2025	2024
		\$	\$
(b)	<i>Transactions with other related parties</i>		
	Amounts paid to the NSW Association for accounting, media support, and others	111,596	106,685
	Amounts paid to the ACT Association for reimbursements	10,570	2,881
	Amounts paid to the WA Association for industrial relations services and reimbursements	22,500	18,750
	Amounts paid to the QLD Association for industrial relations services and reimbursements	20,337	24,939
	Amounts paid to the TAS Association for reimbursements, sponsorship and projects	46,373	20,927
	Amounts paid to the VIC Association for reimbursements	11,084	13,593
	Amounts paid to the SA Association for reimbursements	4,188	-
	Amounts received from AHA ACT - rent	(14,786)	(14,196)
	Total transactions with related parties	<u>211,862</u>	<u>173,579</u>

Affiliation fees and capitation fees received from States are disclosed in Note 2 and Note 15.

All State associations receive remuneration for actual expenses incurred and these amounts are disclosed in the relevant expense category of the statement of comprehensive income. Transactions between related parties are on normal commercial term and conditions no more favourable than those available to other persons unless otherwise stated.

(c)	<i>Balances with other related parties</i>		
	Trade receivables - NSW, SA, VIC, WA Associations	-	1,556
	Trade payables - TAS Association	(22,000)	(3,808)
	Total balances with related parties	<u>(22,000)</u>	<u>(2,252)</u>

17 Further disclosures

Financial support provided to enable the reporting unit to continue as a going concern

Australian Hotels Association — National Body's ability to continue as a going concern is not reliant on the agreed financial support of another reporting unit(s).

Financial support provided to another reporting unit to ensure they have the ability to continue as a going concern

Australian Hotels Association — National Body has not agreed to provide financial support to ensure another reporting unit(s) has the ability to continue as a going concern.

Acquisition of an asset or liability during the financial year

Australian Hotels Association — National Body has not acquired an asset or liability during the financial year as a result of:

- a) an amalgamation under Part 2 of Chapter 3, of the RO Act; or
- b) a restructure of the reporting units of the organisation; or
- c) a determination by the General Manager; or
- d) a revocation by the General Manager.

Financial support received from another reporting unit

The Australian Hotels Association — National Body has not received any financial support from another reporting unit of the organisation during the financial year.

Expenses incurred as consideration for employers making payroll deductions of membership subscriptions

The Australian Hotels Association — National Body did not incur any expenses as consideration for employers making payroll deductions of membership subscriptions.

Capitation fees paid

The Australian Hotels Association — National Body is not required to pay and did not pay capitation fees to another reporting unit of the organisation.

Payment to former related party of the reporting unit

The Australian Hotels Association — National Body is not required to pay and did not pay any former related party of the reporting unit.

Fees and periodic subscriptions

The Australian Hotels Association — National Body has not paid fees and periodic subscriptions 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 matters during the financial year.

Compulsory levies imposed

No compulsory levies were imposed on the Australian Hotels Association — National Body during the financial year.

Fees or allowances paid to persons to attend a conferences or other meeting as a representative of the reporting unit

Australian Hotels Association — National Body did not provide allowances and subsistence during the financial year to attend meetings (2024: nil).

Penalties imposed under the RO Act

No penalties were imposed on Australian Hotel Association - National Body under the RO Act with respect to conduct of the Association.

Payables to employers as consideration for the employers making payroll deductions of membership subscriptions

There were no instances of payables of this nature as at year end.

Name and balance of each fund or account in respect to compulsory levies or voluntary contributions

Australian Hotels Association — National Body did not operate any funds or accounts in respect of compulsory levies raised by the reporting unit or voluntary contributions collected from members of the reporting unit during the financial year.

17 Further disclosures (continued)

Details of any transfer or withdrawals to a fund, account or controlled entity

Australian Hotels Association — National Body has made 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 reporting unit during the financial year.

Details of any transfer or withdrawals to a fund, account or controlled entity

No other reporting unit and/or controlled entity of the organisation was the source of a cash inflow or the application of a cash outflow during the financial year.

18 Financial risk management

The reporting unit's financial instruments consist mainly of deposits with bank, short term investments, and investments in listed shares, receivables and payables.

The totals for each category of financial instruments, measured in accordance with AASB 13 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2025 \$	2024 \$
Financial assets			
Cash and cash equivalents	4	3,273,372	1,437,503
Financial assets at amortised cost			
- Trade and other receivables	5 & 6	287,846	142,573
- Term deposits	6	300,000	1,900,000
Financial assets at fair value through other comprehensive income			
- Shares in listed companies	7	779	779
		<u>3,861,997</u>	<u>3,480,855</u>
Financial liabilities			
Financial liabilities at amortised cost			
- Trade and other payables	10	177,128	151,024
- Contract liabilities	12	477,181	408,205
		<u>654,309</u>	<u>559,229</u>

Financial risk management policies

The reporting unit's Treasurer is responsible for, among other issues, monitoring and managing financial risk exposures of the reporting unit. The Treasurer monitors the reporting unit's transactions and reviews the effectiveness of controls relating to credit risk, financial risk and interest rate risk. Discussions on monitoring and managing financial risk exposures are held bi-monthly and minuted by the committee of management.

The Treasurer's overall risk management strategy seeks to ensure that the reporting unit meets its financial targets, whilst minimising potential adverse effects of cash flow shortfalls.

Specific financial risk exposures and management

The main risks the reporting unit is exposed to through its financial instruments are interest rate risk, liquidity risk and credit risk. There have been no substantive changes in the types of risks the reporting unit is exposed to, how these risks arise, or the reporting unit's objectives, policies and processes for managing or measuring the risks from the previous period.

Credit risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contractual obligations that could lead to a financial loss to the reporting unit. Credit risk is managed through maintaining procedures (such as the utilisation of systems for the approval, granting and removal of credit limits, regular monitoring of exposure against such limits and monitoring of the financial stability of significant customers and counterparties) ensuring, to the extent possible, that members and counterparties to transactions are of sound credit-worthiness. Risk is also minimised through investing surplus funds in financial institutions that maintains a high credit rating or in entities that the committee has otherwise assessed as being financially sound.

18 Financial risk management (continued)

Credit risk exposures

The maximum exposure to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying amount and classification of those financial assets (net of any provisions) as presented in the statement of financial position. There is no collateral held by the association securing trade and other receivables. Accounts receivable and other debtors that are neither past due nor impaired are considered to be high credit quality. The reporting unit has no significant concentrations of credit risk with any single counterparty or group of counterparties.

Liquidity risk

Liquidity risk arises from the possibility that the reporting unit might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. the reporting unit manages its risk through the following mechanisms:

- preparing forward-looking cash flow analysis in relation to its operational, investing and financing activities; and
- only investing surplus cash with major financial institutions.

The table below reflects an undiscounted contractual maturity analysis for non-derivative financial liabilities. The reporting unit does not hold directly any derivative financial liabilities.

Cash flows realised from financial assets reflect management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflects the earliest contractual settlement dates.

Financial Liability and financial asset maturity analysis

2025

Financial Liabilities due for payment

	Within 1 Year	1 to 5 Years	Over 5 Years	Total
	\$	\$	\$	\$
Trade and other payables	177,128	-	-	177,128
Total contractual and expected outflows	177,128	-	-	177,128

Financial assets - cash flows realisable

Cash and cash equivalents	3,273,372	-	-	3,273,372
Trade and other receivables	271,173	-	-	271,173
Financial assets at amortised cost	316,673	-	-	316,673
Financial assets at fair value through other comprehensive income	779	-	-	779
Total anticipated inflows	3,861,997	-	-	3,861,997
Net inflows on financial instruments	3,684,869	-	-	3,684,869

Financial Liability and financial asset maturity analysis

2024

Financial Liabilities due for payment

	Within 1 Year	1 to 5 Years	Over 5 Years	Total
	\$	\$	\$	\$
Trade and other payables	151,024	-	-	151,024
Total contractual and expected outflows	151,024	-	-	151,024

Financial assets - cash flows realisable

Cash and cash equivalents	1,437,503	-	-	1,437,503
Trade and other receivables	142,573	-	-	142,573
Financial assets at amortised cost	1,900,000	-	-	1,900,000
Financial assets at fair value through other comprehensive income	779	-	-	779
Total anticipated inflows	3,480,855	-	-	3,480,855
Net inflows on financial instruments	3,329,831	-	-	3,329,831

18 Financial risk management (continued)

Net fair values

Fair value estimation

The fair values of financial assets and financial liabilities are presented in the following table and can be compared to their carrying values as presented in the balance sheet. Fair values are those amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair values derived may be based on information that is estimated or subject to judgment, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgment and the assumptions have been detailed below. Where possible, valuation information used to calculate fair value is extracted from the market, with more reliable information available from markets that are actively traded. In this regard, fair values for listed securities are obtained from quoted market bid prices.

	2025		2024	
	Net carrying amount	Net fair value	Net carrying amount	Net fair value
	\$	\$	\$	\$
Financial assets				
Cash and cash equivalents	3,273,372	3,273,372	1,437,503	1,437,503
Trade and other receivables	271,173	271,173	114,198	114,198
Financial assets at amortised cost	316,673	316,673	1,928,375	1,928,375
Financial assets at fair value through other comprehensive income	779	779	779	779
	3,861,997	3,861,997	3,480,855	3,480,855
Financial liabilities				
Trade and other payables	177,128	177,128	151,024	151,024
Contract liabilities	477,181	477,181	408,205	408,205
	654,309	654,309	559,229	559,229

The fair values disclosed in the above table have been determined based on the following methodologies:

- (i) Cash and cash equivalents, accounts receivable and other debtors and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Accounts payable and other payables exclude amounts relating to the provision for annual leave, which is outside the scope of AASB 13.

Fair value measurements

AASB 13: Fair value measurement requires the disclosure of fair value information by level of the fair value hierarchy, which categorises fair value measurements into one of three possible levels based on the lowest level that an input that is significant to the measurement can be categorised into as follows:

Level 1: Quote prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at measurements date.
Level 2: Inputs other than quoted prices included within Level 1 that are observable for assets or liabilities, either directly or indirectly.
Level 3: Unobservable inputs for the asset or liability.

Valuation techniques

The reporting unit selects a valuation technique that is appropriate in the circumstances and for which sufficient data is available to measure fair value. The availability of sufficient and relevant data primarily depends on the specific characteristics of the asset or liability being measured. The valuation techniques selected by the reporting unit is consistent with one or more of the following valuation approaches:

- Market approach: valuation techniques that use prices and other relevant information generated by market transactions for identical or similar assets or liabilities.
- Income approach: valuation techniques that convert estimated future cash flows or income and expenses into a single discounted present value.
- Cost approach: valuation techniques that reflect the current replacement cost of an asset at its current service capacity.

Each valuation technique requires inputs that reflect the assumptions that buyers and sellers would use when pricing the asset or liability, including assumptions about risks. When selecting a valuation technique, the reporting unit gives priority to those techniques that maximise the use of observable inputs and minimise the use of unobservable inputs. Inputs that are developed using market data (such as publicly available information on actual transactions) and reflect the assumptions that buyers and sellers would generally use when pricing the asset or liability are considered observable, whereas inputs for which market data is not available and therefore are developed using the best information available about such assumptions are considered unobservable.

18 Financial Risk Management (continued)

The following table shows an analysis of financial instruments held at reporting date, recorded at fair value by level of the fair value hierarchy:

	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
2025				
Non-financial Assets				
- Property, plant & equipment	-	1,887,968	-	1,887,968
Total assets	-	1,887,968	-	1,887,968
2024				
Non-financial Assets				
- Property, plant & equipment	-	1,609,475	-	1,609,475
Total assets	-	1,609,475	-	1,609,475

Sensitivity analysis

The following table illustrates sensitivities to the reporting unit's exposures to changes in interest rates and equity prices. The table indicates the impact on how profit and equity values reported at balance date would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

	Financial assets	
	Profit \$	Equity \$
Year ended 31 December 2025		
+/- 1% in interest rates	35,734	35,734
+/- 10% in listed investments	78	78
Year ended 31 December 2024		
+/- 1% in interest rates	33,375	33,375
+/- 10% in listed investments	78	78

No sensitivity analysis has been performed on foreign exchange risk as the reporting unit has no significant exposure to currency risk.

There have been no changes in any of the assumptions used to prepare the above sensitivity analysis from the prior year.

19 Contingent liabilities

The reporting unit has no contingent liabilities and assets at the end of the financial year (2024: \$nil).

20 Section 272 Fair Work (Registered Organisations) Act 2009

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or the General Manager of the Fair Work Commission:

- 1) A member of a reporting unit, or the General Manager of the Fair Work Commission, 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).

21 Events subsequent to reporting date

No matters or circumstances have arisen since the end of the year which significantly affected or may significantly affect the operations of the reporting unit, the results of those operations, or the state of affairs of the reporting unit in future financial years.

Committee of management statement

For the year ended 31 December 2025

On the date below, the Committee of Management of the Australian Hotels Association passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the year ended 31 December 2025.

The Committee of Management declares in relation to the GPFR 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 to which they relate;
- 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 to which the GPFR relates and since the end of that year:
 - i. meetings of the Committee of Management were held in accordance with the rules of the reporting unit including the rules of a branch concerned;
 - 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;
 - 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 sought in any request by a member of the reporting unit or the General Manager of the Fair Work Commission duly made under section 272 of the RO Act, that information has been provided to the member or the General Manager of the Fair Work Commission; 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.



DAVID BASHEER
President

Dated this 29th day of April 2026



BEN CARPENTER
National Secretary/Treasurer

Australian Hotels Association - National Body

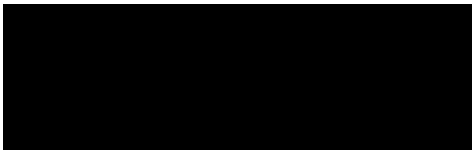
Officer declaration statement

For the year ended 31 December 2025

I, Ben Carpenter, being the National Secretary of the Australian Hotels Association, declare that the following activities did not occur during the reporting year ending 31 December 2025.

Australian Hotels Association did not:

- agree to receive financial support from another reporting unit to continue as a going concern
- agree to provide financial support to another reporting unit to ensure they continue as a going concern
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General
- receive periodic or membership subscriptions
- receive donations or grants
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay affiliation fees to other entity
- pay compulsory levies
- pay a grant that was \$1,000 or less
- pay a grant that exceeded \$1,000
- pay separation and redundancy to holders of office
- pay leave and other entitlements to employees (other than holders of office)
- pay separation and redundancy to employees (other than holders of office)
- pay a penalty imposed under the RO Act or the *Fair Work Act 2009*
- have a payable to an employer for that employer making payroll deductions of membership subscriptions
- have a payable in respect of legal costs relating to litigation
- make a payment to a former related party of the reporting unit



BEN CARPENTER

Secretary/Treasurer

Dated this 29th day of April 2026

Independent auditor's report to the members of Australian Hotels Association - National Body

Opinion

We have audited the financial report of Australian Hotels Association - National Body (the "reporting unit") which comprises the statement of financial position as at 31 December 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements including material accounting policy information, the committee of management statement, subsection 255(2A) report and the officers' declaration statement.

In our opinion, the accompanying financial report of the reporting unit presents fairly, in all material respects, the financial position of the reporting unit as at 31 December 2024, and of its financial performance and its cashflows of the year then ended 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)

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 reporting unit in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including the Independence Standards)* ("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 confirm that the independence declaration required by the Accounting Professional and Ethical Standards Board's APES 110 code of ethics for professional Accountants (including the independence standards), which has been given to the directors of the Committee of Management, would be in the same terms if given to the directors as at the time of this auditor's report.

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

Other information

The Committee of Management are responsible for the other information. The other information comprises the information included in the reporting unit's operating report for the year ended 31 December 2025, but does not include the financial report and our auditor's report thereon.

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 further to report in this regard.

Responsibilities of the Committee of Management for the financial report

The Committee of Management of the reporting unit are 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 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.

Responsibilities of the Committee of Management for the financial report

In preparing the financial report, the Committee of Management are 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 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 directors.
- Conclude on the appropriateness of the 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.

We communicate with the 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.

I declare that I am an auditor registered under the RO Act.


Kirsty Porteous - Partner

Registration number (as registered by the General Manager of the Fair Work Commission under the RO Act): AA2023/16

29 April 2026
Newcastle West, NSW


Pitcher Partners NH Partnership
Chartered Accountants**Pitcher Partners Newcastle & Hunter Pty Ltd**

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