



28 July 2026

Grahame Kelly
General President
Mining and Energy Union

Sent via email: gkelly@meu.org.au
CC: mm@daley.com.au

Dear Grahame Kelly

**Mining and Energy Union
Financial Report for the year ended 31 December 2025 – (FR2025/247)**

I acknowledge receipt of the financial report for the year ended 31 December 2025 for the Mining and Energy Union (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 4 June 2026.

The financial report has now been filed.

I also acknowledge receipt of the amended designated officer's certificate which was lodged on 25 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 2025 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.

Comparative figures

When assessing the last year financial report of the reporting unit, the Commission raised a concern regarding the difference between the 2023 comparative figures in the 2024 financial report and figures originally reported in the reporting unit's 2023 financial report. The reporting unit advised the Commission on 4 July 2025 that when preparing the 2024 financial report, the reporting unit identified that the 'Operating expenditure' in the consolidated statement of profit and loss and other comprehensive income was a significant amount to not be further broken down. As the result, the reporting unit had remapped some items under 'Operating expenditure' to other expense codes to reduce the total amount of 'Operating expenditure' account.

I note that some comparative figures in the 2025 consolidated statement of profit and loss and other comprehensive income do not also align with the corresponding figures originally reported in the reporting unit's 2024 consolidated statement of profit and loss and other comprehensive income. It appears that some

comparative figures were also remapped to different expense accounts after the 2024 financial report was lodged. Please review the reporting unit's transaction allocation process to avoid the remapping of the comparative figures in the future financial reports.

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

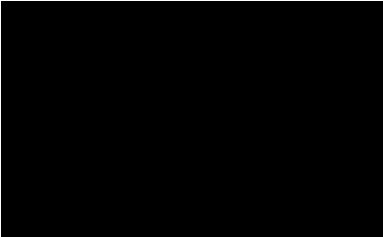
MINING & ENERGY UNION

DESIGNATED OFFICER CERTIFICATE

Certificate for the period ended 31 December 2025

I, Grahame Kelly, being the General President of the Mining and Energy Union, certify:

- That the documents lodged herewith are copies of the full report for the Mining and Energy Union for the period ended 31 December 2025, referred to in s.268 the Fair Work (Registered Organisations) Act 2009; and
- That the full report, was provided to members of the reporting unit on 18 March 2024, after adoption of the accounts by the Central Council; and
- That the full report was supplied to members through the union website, and circulation at work sites. A series of meetings were held by members of the Mining and Energy Union, the last meeting being on 25 May 2026; in accordance with section 266 of the Fair Work (Registered Organisations) Act 2009.



Grahame Kelly
General President

4 June 2026

Mining and Energy Union

ABN: 18 128 983 744

Consolidated Financial Statements

For the Year Ended 31 December 2025

Mining and Energy Union

ABN: 18 128 983 744

Financial Statements

For the Year Ended 31 December 2025

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Mining and Energy Union

ABN: 18 128 983 744

Operating Report

For the Year Ended 31 December 2025

The Committee of Management ("Central Council") presents its operating report on the reporting unit, for the financial year ended 31 December 2025.

Names of Central Council members and period positions held during the financial year

The names of each person who has been on the Central Council during the year are:

Name	Position	Period of Appointment
Mr A Maher	General President	1/1/2025 - 31/12/2025
Mr G Kelly	General Secretary	1/1/2025 - 31/12/2025
Mr S Smyth	General Vice President	1/1/2025 - 31/12/2025
Mr R Williams	Central Councillor	1/1/2025 - 31/12/2025
Mr M Hughes	Central Councillor	1/1/2025 - 31/12/2025
Mr G Busson	Central Councillor	1/1/2025 - 31/12/2025
Mr A Smith	Central Councillor	1/1/2025 - 31/12/2025
Mr R Gale	Central Councillor	1/1/2025 - 31/12/2025
Mr M Schofield	Central Councillor	1/1/2025 - 31/12/2025
Mr P Compton	Central Councillor	1/1/2025 - 31/12/2025
Mr S Duff	Central Councillor	1/1/2025 - 31/12/2025
Mr S Baird	Central Councillor	1/1/2025 - 31/12/2025
Mr D Hopkins	Central Councillor	1/1/2025 - 31/12/2025
Mr R Timbs	Central Councillor	1/1/2025 - 31/12/2025
Ms C Bailey	Central Councillor	1/1/2025 - 31/12/2025
Ms L Muller	Central Councillor	1/1/2025 - 31/12/2025
Mr J Noonan	Central Councillor	1/1/2025 - 31/12/2025
Mr S West	Central Councillor	1/1/2025 - 31/12/2025
Mr B Smith	Central Councillor	1/1/2025 - 28/12/2025

Mining and Energy Union

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Operating Report

For the Year Ended 31 December 2025

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year

The principal activities of the Reporting Unit during the financial year were the:

- Adherence to the rules of the Union in furtherance of the objects of the Union consistent with the industrial relations legislation.
- Implementation of the decisions of the Union's Executive and Central Council.
- Implementation of the Union's organising agenda, including assistance and advice on organising site projects, training and development of officials and planning and resourcing campaigns.
- Industrial Support including assistance with legal and legislative matters.
- The administration and variation of federal and state awards.
- Negotiation and registration of certified industrial instruments on behalf of members consistent with the objects of the Fair Work Act 2009 and the Union rules.
- Media and other communication to members of the Union and to the broader local communities on issues affecting the rank and file.
- Monitoring and improving the health and safety of members.
- Engaging with international labour organisations and unions in other countries to build solidarity and enforce and protect labour rights and human rights. Work collaboratively through international federations to share best practices and address common challenges faced by workers worldwide.

No significant change in the nature of these activities occurred during the year.

The consolidated surplus of the Reporting Unit amounted to \$5,586,721 (2024: \$11,118,167).

A review of the operations and results of the Group is performed in the meetings of the Executive Officers and by the Central Council. Additionally, such matters are considered periodically at a regular meeting of the Executive Officers of the Union. The Central Council believe that they have furthered the interests of their members throughout the financial year through the conducting of the Union's principal activities.

Significant changes in financial affairs

There have been no significant changes in the financial affairs of entities in the Reporting Unit during the year.

Right of members to resign

All members of the Union have the right to resign in accordance with Rule 5(iv)(a) of the Union Rules [and section 174 of the *Fair Work Act 2009*], namely, by providing written notice addressed and delivered to either the District Secretary, a Lodge Secretary or authorised delegate.

Mining and Energy Union

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Operating Report

For the Year Ended 31 December 2025

Officers or members who are superannuation fund trustee(s) 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

- Anthony Maher is a Director of Team Super Pty Ltd, which acts as a Trustee for the Team Superannuation Fund.
- Grahame Kelly is a Director of Team Super Pty Ltd, which acts as a Trustee for the Team Superannuation Fund.

These positions are held because of a criterion which requires that the reporting unit nominate a director of this entity.

No other officer or employee of the Union acts:

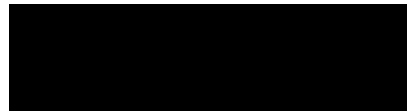
- i) as a trustee of a superannuation entity or an exempt public sector superannuation scheme; or
- ii) as a director of a company that is a trustee of a superannuation entity or an exempt public sector superannuation scheme.

Number of members

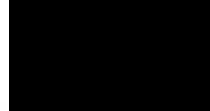
There were 25,435 members of the Union as at 31 December 2025.

Number of employees

As at 31 December 2025 the Union had 41 full-time equivalent employees (2024: 41).



Grahame Kelly
General President



Stephen Smyth
General Vice President

Dated: 18 March 2026

Mining and Energy Union

ABN: 18 128 983 744

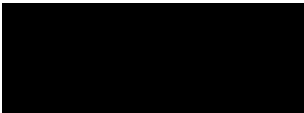
Committee of Management Statement For the Year Ended 31 December 2025

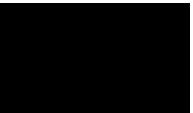
On 18 March 2026 the Committee of Management ("Central Council") of the Mining and Energy Union passed the following resolution in relation to the General Purpose Financial Report for the year ended 31 December 2025:

The Central Council declares 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 year to which the General Purpose Financial Report relates and since the end of that year:
 - i) meetings of the Central Council 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 General Manager duly made under section 272 of the RO Act, that information has been provided to the member or the 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 Central Council.


Grahame Kelly
General President


Stephen Smyth
General Vice President

Dated: 18 March 2026

Mining and Energy Union

ABN: 18 128 983 744

Consolidated Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 31 December 2025

	Note	2025 \$	2024 \$
Revenue	4	8,211,220	7,542,004
Other income	4	13,047,488	10,632,763
Employee benefits expense	5	(10,068,086)	(9,540,557)
Depreciation and amortisation expense		(1,248,514)	(1,148,296)
Advertising and campaign expenses		(4,062,048)	(727,698)
Insurance expenses		(123,586)	(85,497)
Union Development Scheme (UDS) distributions		(943,092)	(947,999)
Affiliation fees	27	(236,977)	(205,261)
Legal campaign fund expense		(1,193,089)	(642,191)
Travel and accommodation costs		(1,300,652)	(1,428,340)
Motor vehicle expenses		(238,391)	(209,982)
Property expenses		(945,217)	(1,008,797)
Digital & technology expenses		(591,841)	(545,353)
Investment costs		(308,054)	(267,928)
Conference and meeting expenses		(658,761)	(1,118,258)
Operating expenditure		(1,339,600)	(1,119,863)
Net gains from equity-accounted associates	20	7,585,921	11,939,420
Result for the year		5,586,721	11,118,167
Other comprehensive income for the year		-	-
Total comprehensive income/(loss) for the year		5,586,721	11,118,167

The accompanying notes form part of these financial statements.

Mining and Energy Union

ABN: 18 128 983 744

Consolidated Balance Sheet

As at 31 December 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	18,285,362	17,018,897
Trade and other receivables	7	3,419,042	3,388,945
Financial assets	8	96,652,349	88,652,029
Prepayments		289,806	440,930
TOTAL CURRENT ASSETS		118,646,559	109,500,801
NON-CURRENT ASSETS			
Financial assets	8	393,007	345,702
Property, plant and equipment	10	30,696,421	25,999,457
Intangible assets	11	-	-
Right-of-use assets		3,999	9,332
Investment in associate	20	14,105,499	15,593,087
TOTAL NON-CURRENT ASSETS		45,198,926	41,947,578
TOTAL ASSETS		163,845,485	151,448,379
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	12	4,871,706	932,656
Lease liabilities		4,426	10,082
Employee benefits	13	3,572,997	3,971,436
TOTAL CURRENT LIABILITIES		8,449,129	4,914,174
NON-CURRENT LIABILITIES			
		-	-
TOTAL LIABILITIES		8,449,129	4,914,174
NET ASSETS		155,396,356	146,534,205
EQUITY			
Reserves	14	38,572,570	35,297,140
Retained earnings		116,823,786	111,237,065
TOTAL EQUITY		155,396,356	146,534,205

The accompanying notes form part of these financial statements.

Mining and Energy Union

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Consolidated Statement of Changes in Equity For the Year Ended 31 December 2025

	Retained Earnings	Capital Reserve	Total
	\$	\$	\$
Balance at 31 December 2024	111,237,065	35,297,140	146,534,205
Result for the year	5,586,721	-	5,586,721
Capital contributions to the fund	-	6,426,020	6,426,020
Capital distributions from the fund	-	(3,150,590)	(3,150,590)
Balance at 31 December 2025	116,823,786	38,572,570	155,396,356
Balance at 31 December 2023	100,118,898	29,460,585	129,579,483
Result for the year	11,118,167	-	11,118,167
Capital contributions to the fund	-	5,836,555	5,836,555
Balance at 31 December 2024	111,237,065	35,297,140	146,534,205

The accompanying notes form part of these financial statements.

Mining and Energy Union

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Consolidated Statement of Cash Flows For the Year Ended 31 December 2025

	Note	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers and contributions		21,683,432	21,428,350
Capital Contributions from fund members		6,426,629	5,836,555
Payments to suppliers, beneficiaries and employees		(26,143,878)	(18,998,132)
Dividends received		1,969,207	1,964,557
Interest received		2,929,205	2,849,244
Net cash provided/(used) by operating activities	24	6,864,595	13,080,574
CASH FLOWS FROM INVESTING ACTIVITIES:			
Net proceeds/(purchases) of financial assets at amortised cost		(1,823,043)	(6,293,053)
Purchase of property, plant and equipment		(2,413,761)	(5,033,528)
Proceeds from sale of non-current assets		28,720	1,849,889
Net proceeds/(purchase) of financial assets at FVTPL		(1,384,390)	(4,808,845)
Net cash provided/(used) by investing activities		(5,592,474)	(14,285,537)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net payment of lease liabilities		(5,656)	(5,384)
Net cash provided/(used) by financing activities		(5,656)	(5,384)
Net increase/(decrease) in cash and cash equivalents held		1,266,465	(1,210,347)
Cash and cash equivalents at beginning of year		17,018,897	18,229,244
Cash and cash equivalents at end of financial year	6	18,285,362	17,018,897

The accompanying notes form part of these financial statements.

Mining and Energy Union

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Notes to the Financial Statements For the Year Ended 31 December 2025

The financial report covers the Mining and Energy Union and its controlled entities ("the Group" or "the Reporting Unit").

Each of the entities within the Group prepare their financial statements based on the currency of the primary economic environment in which the entity operates (functional currency). The consolidated financial statements are presented in Australian dollars which is the parent entity's functional and presentation currency.

1 Basis of Preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards and Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period, and the *Fair Work (Registered Organisations) Act 2009*. For the purpose of preparing the general purpose financial statements, the Union is a not-for-profit entity.

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 and 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.

Material accounting policy information relating to the preparation of these financial statements is presented below and is consistent with prior reporting periods unless otherwise stated.

2 Material Accounting Policy Information

(a) Basis of consolidation

The consolidated financial statements include the financial position and performance of controlled entities from the date on which control is obtained until the date that control is lost.

Intragroup assets, liabilities, equity, income, expenses and cashflows relating to transactions between entities in the consolidated entity have been eliminated in full for the purpose of these financial statements.

Appropriate adjustments have been made to a controlled entity's financial position, performance and cash flows where the accounting policies used by that entity were different from those adopted by the consolidated entity. All controlled entities have a December financial year end.

A list of controlled entities is contained in Note 18 to the financial statements.

Notes to the Financial Statements

For the Year Ended 31 December 2025

2 Material Accounting Policy Information (Continued)

(a) Basis of consolidation (Continued)

Subsidiaries

Subsidiaries are all entities (including structured entities) over which the parent has control. Control is established when the parent is exposed to, or has rights to variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the relevant activities of the entity.

Associates

Interests in associates, where the investor has significant influence over the investee, are accounted for using the equity method in accordance with AASB 128 Investments in Associates and Joint Ventures. Under this method, the investment is initially recognised as cost and the carrying amount is increased or decreased to recognise the investor's share of the profit or loss and other comprehensive income of the investee after the date of acquisition.

(b) Business combinations

Business combinations are accounted for by applying the acquisition method which requires an acquiring entity to be identified in all cases. The acquisition date under this method is the date that the acquiring entity obtains control over the acquired entity.

The fair value of identifiable assets and liabilities acquired are recognised in the consolidated financial statements at the acquisition date.

Goodwill or a gain on bargain purchase may arise on the acquisition date, this is calculated by comparing the consideration transferred and the amount of non-controlling interest in the acquiree with the fair value of the net identifiable assets acquired. Where consideration is greater than the net assets acquired, the excess is recorded as goodwill. Where the net assets acquired are greater than the consideration, the measurement basis of the net assets are reassessed and then a gain from bargain purchase recognised in profit or loss.

All acquisition-related costs are recognised as expenses in the periods in which the costs are incurred except for costs to issue debt or equity securities.

Any contingent consideration which forms part of the combination is recognised at fair value at the acquisition date. If the contingent consideration is classified as equity then it is not remeasured and the settlement is accounted for within equity. Otherwise subsequent changes in the value of the contingent consideration liability are measured through profit or loss.

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Notes to the Financial Statements

For the Year Ended 31 December 2025

2 Material Accounting Policy Information (Continued)

(c) Comparative amounts

Where required by accounting standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year. Additionally, some immaterial changes have been made to improve the consistency and clarity of the financial information presented. These reclassifications have no impact on the previously reported result, equity or cashflows.

(d) Income tax

The Union is exempt from income tax under section 50.1 of the *Income Tax Assessment Act 1997*, however still has an obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

(e) Leases

At inception of a contract, the Group assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The Group has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Group has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

Right-of-use asset

At the lease commencement, the Group recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Group believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

Notes to the Financial Statements

For the Year Ended 31 December 2025

2 Material Accounting Policy Information (Continued)

(e) Leases (Continued)

Right-of-use asset (Continued)

The right-of-use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

Lease liability

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Group's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Group's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Group as a lessor

Lessor accounting

When the Group is a lessor, the lease is classified as either an operating or finance lease at inception date based on whether substantially all of the risks and rewards incidental to ownership of the underlying asset have been transferred to the lessee. If the risks and rewards have been transferred then the lease is classified as a finance lease, otherwise it is an operating lease.

If the lease contains lease and non-lease components then the non-lease components are accounted for in accordance with AASB 15 Revenue from Contracts with Customers.

The lease income from operating leases is recognised on a straight-line basis over the lease term. Finance income under a finance lease is recorded on a basis to reflect a constant periodic rate of return on the Group's net investment in the lease.

Notes to the Financial Statements
For the Year Ended 31 December 2025

2 Material Accounting Policy Information (Continued)

(f) Revenue and other income

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Group expects to receive in exchange for those goods or services.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Group have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

The material revenue recognition policies for the principal revenue streams of the Group are:

Member income and capitation fees

For membership subscription and capitation fee arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of the Group.

There is only one distinct service promised in the arrangement. Accordingly, the Group recognises revenue as the service is provided, which is typically based on the passage of time over the subscription period to reflect the Group promise to stand ready to provide assistance and support to the member as required.

When a member subsequently purchases additional goods or services from the Group at their standalone selling price, the Group accounts for those sales as a separate contract with a customer.

Rental income

Rental revenue is recognised on a straight-line basis over a period of the lease term so as to reflect a constant periodic rate of return on the net investment.

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Notes to the Financial Statements

For the Year Ended 31 December 2025

2 Material Accounting Policy Information (Continued)

(f) Revenue and other income (Continued)

Dividend revenue

Dividends are recognised when the entity's right to receive payment is established.

Other income

Other income is recognised on an accrual basis when the Group is entitled to it.

(g) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the consolidated balance sheet.

Cash flows in the consolidated statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(h) Property, plant and equipment

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

Under cost model, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the Group, commencing when the asset is ready for use.

Notes to the Financial Statements

For the Year Ended 31 December 2025

2 Material Accounting Policy Information (Continued)

(h) Property, plant and equipment (Continued)

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Buildings	2 - 20 %
Furniture, Fixtures and Fittings	5 - 40 %
Motor Vehicles	22.5 %

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(i) Financial instruments

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Group classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL

Amortised cost

The Group's financial assets measured at amortised cost comprise trade and other receivables, term deposits and cash and cash equivalents in the consolidated balance sheet.

Fair value assets through profit or loss (FVTPL)

The Group holds various financial assets for the purposes returning investment income in the form of dividends or capital appreciation or both. The Group's financial assets measured at FVTPL comprises of investments in listed and unlisted entities, as well as managed funds, which are recorded in the consolidated balance sheet. Changes in the fair value of financial assets at fair value through profit or loss are recognised in the consolidated statement of profit or loss and other comprehensive income.

Notes to the Financial Statements
For the Year Ended 31 December 2025

2 Material Accounting Policy Information (Continued)

(i) Financial instruments (Continued)

Financial assets (Continued)

Trade receivables and contract assets

Impairment of trade receivables and contract assets have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Group renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Financial liabilities

The financial liabilities of the Group comprise trade and other payables and lease liabilities.

(j) Impairment of non-financial assets

At the end of each reporting period the Group determines whether there is any evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss, except for goodwill.

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Notes to the Financial Statements

For the Year Ended 31 December 2025

2 Material Accounting Policy Information (Continued)

(k) Intangibles

Amortisation

Amortisation is recognised in profit or loss on a straight-line basis over the estimated useful lives of intangible assets, other than goodwill, from the date that they are available for use.

Amortisation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

Software

Software has a finite life and is carried at cost less any accumulated amortisation and impairment losses. It has an estimated useful life of between one and three years.

(l) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, on-demand deposits and short-term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(m) Employee benefits

Defined contribution schemes

Obligations for contributions to defined contribution superannuation plans are recognised as an expense in profit or loss in the periods in which services are provided by employees.

Short-term obligations

Liabilities for wages and salaries, including non-monetary benefits and accumulating sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liabilities are presented as current employee benefit obligations in the balance sheet.

Notes to the Financial Statements

For the Year Ended 31 December 2025

2 Material Accounting Policy Information (Continued)

(m) Employee benefits (Continued)

Other long-term employee benefit obligations

The liabilities for long service leave, annual leave, accumulating personal leave and separation and redundancy entitlements that are not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. They are therefore measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the end of the reporting period of high-quality corporate bonds with terms and currencies that match, as closely as possible, the estimated future cash outflows. Remeasurements as a result of experience adjustments are recognised in profit or loss.

The obligations are presented as current liabilities in the balance sheet if the entity does not have an unconditional right to defer settlement for at least twelve months after the reporting period, regardless of when the actual settlement is expected to occur.

(n) Provisions

Provisions are recognised when the Group has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

(o) Capitation fees

Capitation fees and levies are recognised on an accrual basis and recorded as a revenue and/or expense in the year to which it relates.

(p) Volunteer services

During the year, the Group did not recognise any volunteer services as revenue because it could not reliably measure the fair value of those services.

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

2 Material Accounting Policy Information (Continued)

(q) Related party disclosures

Related party disclosures in this financial report are presented on an accruals basis. Whilst the financial records of the Group have been kept, as far as practicable, in a manner consistent with each of the other reporting units of the organisation, the balances and transactions reported in this financial report may differ to those recorded in the financial report of the counterparty reporting unit. This may arise due to timing differences in the respective record keeping of the related reporting units, for example, in the receipt of payments, correspondence in transit or the alternative categorisation of balances/transactions.

3 Critical Accounting Estimates and Judgements

The Central Council make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below:

(a) Key estimates - impairment of property, plant and equipment

The Group assesses impairment at the end of each reporting period by evaluating conditions specific to the Group that may be indicative of impairment triggers.

(b) Key estimates - useful lives of depreciable assets

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain property, plant and equipment.

(c) Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Notes to the Financial Statements

For the Year Ended 31 December 2025

3 Critical Accounting Estimates and Judgements (Continued)

(d) *Key estimates - employee entitlements*

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made after taking into account a range of possible outcomes, probabilities and assumptions and will vary as further information is obtained.

(e) *Key judgements - control assessments*

The Central Council have determined that they do not control a company called Auscoal Superannuation Pty Limited even though the Union holds 50% of the issued capital of this entity. Auscoal Superannuation Pty Ltd is the Trustee of Mine Superannuation Fund. It is not a controlled entity of the Union because the Union is not exposed, and has no right, to variable returns from this entity and is not able to use its power over the entity to affect those returns. The investment has a fair value of \$4 (2024: \$4) and is included in unlisted shares.

The Central Council have determined that they do not control a company called Coal Services Pty Limited even though the Union holds 50% of the issued capital of this entity. It is not a controlled entity of the Union because the Union is not exposed, and has no right, to variable returns from this entity and is not able to use its power over the entity to affect those returns. The investment has a fair value of \$1 (2024: \$1) and is included in unlisted shares.

The Central Council have determined that they control a company called NMEAF Pty Limited even though the Union owns no shares in the company. As both the parent and subsidiary are not-for-profit entities, control has been determined in accordance with the implementation guidance for not-for-profit entities included in AASB 10 Consolidated Financial Statements. NMEAF Pty Limited is the trustee of the National Assistance Fund and therefore the Union is deemed to also control this Trust. The Union is the income beneficiary of the trust and receives the net income of the trust on an annual basis. The Union will receive the repository assets of the fund at the vesting date of the trust. Refer to note 18 for further information regarding the restriction of the assets and capital reserve of the fund.

(f) *Key judgement - significant influence*

The Central Council have determined they have significant influence over the United Joint Venture even though the Union does not hold 20% of the voting rights of this entity. The Central Council believe that they have the power to participate in the financial and operating policy decisions of the Joint Venture, however they do not have control or joint control of those policies. This joint venture has therefore been accounted for as an investment in an associate (refer note 20).

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Notes to the Financial Statements For the Year Ended 31 December 2025

4 Revenue and other income

Revenue from contracts with customers

	2025	2024
	\$	\$
<i>Capitation fees by branch</i>		
- Northern Mining and NSW Energy District Branch	2,956,358	2,805,293
- Queensland District Branch	2,810,562	2,526,781
- South West District Branch	1,147,206	1,125,364
- Tasmanian District Branch	24,324	23,968
- Victorian District Branch	190,944	182,669
- Western Australia District Branch	287,038	302,724
- Western Mining Workers Alliance	794,788	575,205
	<u>8,211,220</u>	<u>7,542,004</u>
Other revenue		
- Rental income	1,530,949	1,612,231
- Interest received	2,914,984	2,766,581
- Dividend received	1,969,207	1,964,557
- Realised profit on sale of financial assets	596,401	1,690,731
- Gain/(loss) on sale of property, plant and equipment	15,890	1,212,374
- Fair value (loss)/gain on revaluation of financial assets	4,876,413	238,463
- Other income	1,143,644	1,147,826
	<u>13,047,488</u>	<u>10,632,763</u>
	<u>21,258,708</u>	<u>18,174,767</u>

Disaggregation of revenue from contracts with customers

Revenue from contracts with customers has been disaggregated and the following table shows this breakdown:

Timing of revenue recognition

- At a point in time		
- Over time	8,211,220	7,542,004
Revenue from contracts with customers	<u>8,211,220</u>	<u>7,542,004</u>

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Notes to the Financial Statements For the Year Ended 31 December 2025

5 Result for the year

(a) Employee benefits expense comprises:

	2025	2024
	\$	\$
Office holders:		
- Wages and salaries	1,866,689	1,038,649
- Superannuation	108,653	104,787
- Movement in leave and other entitlements	(538,002)	172,462
- Separation and redundancies	(130,103)	31,529
- Other employee expenses (including FBT, payroll tax and other expenses)	282,445	239,346
	<u>1,589,682</u>	<u>1,586,773</u>
Employees other than office holders:		
- Wages and salaries	6,488,938	5,924,617
- Superannuation	835,202	748,778
- Movement in leave and other entitlements	707,752	653,876
- Other employee expenses (including FBT, payroll tax, uniforms and other expenses)	446,512	626,513
	<u>8,478,404</u>	<u>7,953,784</u>
Total employee benefits expense	<u><u>10,068,086</u></u>	<u><u>9,540,557</u></u>

6 Cash and cash equivalents

Cash on hand	127	127
Cash at bank	<u>18,285,235</u>	<u>17,018,770</u>
	<u><u>18,285,362</u></u>	<u><u>17,018,897</u></u>

Restricted cash

The Group has restricted cash balances of \$8,447,962 (2024: \$6,827,830) which is held for a specific purpose and cannot be used to settle the liabilities of the Group. Refer note 18 for further information.

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Notes to the Financial Statements

For the Year Ended 31 December 2025

7 Trade and other receivables

	Note	2025 \$	2024 \$
Trade receivables from contracts with customers		1,496,287	1,486,508
Provision for impairment	7(b)	-	-
Other receivables		1,922,755	1,902,437
		<u>3,419,042</u>	<u>3,388,945</u>

(a) Aged analysis

The ageing analysis of trade receivables is as follows:

0-30 days	1,330,020	1,164,724
31-60 days	159,517	106,723
61-90 days (past due not impaired)	-	156,454
91+ days (past due not impaired)	6,750	58,607
	<u>1,496,287</u>	<u>1,486,508</u>

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

The maximum exposure to credit risk at the reporting date is the fair value of each class of receivable in the financial statements.

(b) Impairment of receivables

The Group applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all trade receivables. To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 31 December 2025 is determined incorporating forward looking information, and no provision is considered necessary (2024: NIL).

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Notes to the Financial Statements For the Year Ended 31 December 2025

7 Trade and other receivables (Continued)

(c) Receivables from other reporting units

	Note	2025 \$	2024 \$
Mining and Energy Union			
- Northern Mining and NSW Energy District Branch		282,289	282,329
- Queensland District Branch		404,921	266,384
- South West District Branch		396,362	579,410
- Tasmanian District Branch		37,477	19,890
- Victorian District Branch		489,284	543,681
- Western Australia District Branch		28,819	33,902
- Western Mining Workers Alliance		208,898	357,537
		1,848,050	2,083,133

Receivables from other reporting units are not considered impaired (2024: Nil).

Please refer to note 2(q) for further commentary in relation to the consistency of transactions and balances between reporting units.

8 Financial assets

CURRENT

Financial assets at fair value through profit or loss	8(a)	52,121,645	45,944,368
Other financial assets at amortised cost	8(b)	44,530,704	42,707,661
		96,652,349	88,652,029

NON-CURRENT

Financial assets at fair value through profit or loss	8(a)	393,007	345,702
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Notes to the Financial Statements For the Year Ended 31 December 2025

8 Financial assets (Continued)

(a) Financial assets at fair value through profit or loss comprise:

	2025	2024
	\$	\$
CURRENT		
Listed investments - fair value		
- shares in listed corporations	52,121,645	45,944,368
NON-CURRENT		
Listed investments - fair value		
- shares in listed corporations	393,002	345,681
Unlisted investments		
- shares in other corporations	5	21
	393,007	345,702

(b) Other financial assets at amortised cost comprise:

Term deposits	44,530,704	42,707,661
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9 Leases

The Group as a lessor - operating leases

The Group leases out a number of properties. These leases have been classified as operating leases for financial reporting purposes and the assets are included as property plant and equipment in the consolidated balance sheet (refer note 10).

Minimum lease payments receivable on leases of property are as follows:

Less than 1 year	1,263,753	1,349,342
Between 1 – 2 years	1,017,887	703,582
Between 2 – 3 years	740,621	439,252
Between 3 – 4 years	664,089	413,652
Between 4 – 5 years	492,119	413,652
Greater than 5 years	398,354	1,240,955
	4,576,823	4,560,435

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Notes to the Financial Statements

For the Year Ended 31 December 2025

10 Property, plant and equipment

	2025	2024
	\$	\$
Land & buildings		
At cost	34,848,586	29,219,194
Accumulated depreciation and impairment	(5,426,147)	(4,624,151)
	<u>29,422,439</u>	<u>24,595,043</u>
Furniture, fixture and fittings		
At cost	1,315,611	1,085,372
Accumulated depreciation	(966,156)	(693,615)
	<u>349,455</u>	<u>391,757</u>
Motor vehicles		
At cost	1,623,035	1,523,117
Accumulated depreciation	(698,508)	(510,460)
	<u>924,527</u>	<u>1,012,657</u>
Total property, plant and equipment	<u>30,696,421</u>	<u>25,999,457</u>

Mining and Energy Union

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Notes to the Financial Statements For the Year Ended 31 December 2025

10 Property, plant and equipment (Continued)

(a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Land & Buildings \$	Furniture, Fixtures and Fittings \$	Motor Vehicles \$	Total \$
Year ended 31 December 2025				
Balance at the beginning of year	24,595,043	391,757	1,012,657	25,999,457
Additions	5,629,392	109,560	245,803	5,984,755
Disposals - written down value	-	-	(44,609)	(44,609)
Depreciation expense	(801,996)	(151,862)	(289,324)	(1,243,182)
Balance at the end of the year	29,422,439	349,455	924,527	30,696,421
Year ended 31 December 2024				
Balance at the beginning of year	21,158,847	305,346	695,530	22,159,723
Additions	4,157,553	242,510	633,186	5,033,249
Disposals - written down value	-	(3,422)	(47,130)	(50,552)
Depreciation expense	(721,357)	(152,677)	(268,929)	(1,142,963)
Balance at the end of the year	24,595,043	391,757	1,012,657	25,999,457

11 Intangible Assets

	2025 \$	2024 \$
Computer software		
At cost	341,550	341,550
Accumulated amortisation	(341,550)	(341,550)
	-	-

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Notes to the Financial Statements

For the Year Ended 31 December 2025

12 Trade and other payables

	2025	2024
	\$	\$
Trade payables	746,251	425,926
Other payables	4,125,455	506,730
	<u>4,871,706</u>	<u>932,656</u>

All amounts are short term and the carrying values are considered to be a reasonable approximation of fair value.

(a) Payables to other reporting entities:

Mining and Energy Union

- Northern Mining and NSW Energy District Branch	277,211	209,633
- Queensland District Branch	38,612	187,790
- South West District Branch	81,345	68,055
- Tasmanian District Branch	342	646
- Victorian District Branch	3,797	6,783
- Western Australia District Branch	106,198	74,771
	<u>507,505</u>	<u>547,678</u>

Please refer to note 2(q) for further commentary in relation to the consistency of transactions and balances between reporting units.

(b) Amounts included in payables:

Legal fees payable - litigation	99,215	-
Legal fees payable - other legal matters	5,963	4,300
	<u>105,178</u>	<u>4,300</u>

Mining and Energy Union

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Notes to the Financial Statements For the Year Ended 31 December 2025

13 Employee benefits

	Note	2025 \$	2024 \$
Provision for employee benefits		<u>3,572,997</u>	<u>3,971,436</u>
(a) Total employee benefits attributable to:			
Office Holders - Current:			
Annual leave		343,185	427,825
Long service leave		515,711	750,160
Less: right of indemnity	13(b)	(515,711)	(750,160)
Separations and redundancies		324,937	455,040
Personal leave		210,323	429,235
		<u>878,445</u>	<u>1,312,100</u>
Employees other than Office Holders - Current:			
Annual leave		920,166	941,241
Long service leave		930,346	989,762
Personal leave		844,040	728,333
		<u>2,694,552</u>	<u>2,659,336</u>
National Officers other than Office Holders - Current:			
Long service leave		3,276,057	2,894,427
Less: right of indemnity	13(b)	(3,276,057)	(2,894,427)
		<u>-</u>	<u>-</u>
		<u>3,572,997</u>	<u>3,971,436</u>

(b) Right of indemnity

All long service leave entitlements relating to National Officers are the responsibility of the "Mining and Energy Union Employees' Entitlement Trust" from which all relevant long service leave entitlements and obligations are settled from. Accordingly, the provision for long service leave is reduced by the fair value of trust assets available and set aside to settle those entitlements. The Trust is an ATO approved Employee Entitlement Trust.

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Notes to the Financial Statements For the Year Ended 31 December 2025

14 Reserves

Capital reserve

The capital reserve represents the net trust capital of the National Assistance Fund, which are restricted funds. Refer note 18.

15 Financial risk management

The main risks the Group is exposed to through its financial instruments are liquidity risk, credit risk and market risk consisting of interest rate risk and equity price risk.

The Group's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and payable and lease liabilities.

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

	Note	2025 \$	2024 \$
Financial Assets			
Cash and cash equivalents	6	18,285,362	17,018,897
Trade receivables	7	1,496,287	1,486,508
Other receivables	7	1,922,755	1,902,437
Other financial assets at amortised cost	8	44,530,704	42,707,661
Financial assets at fair value through profit or loss			
Shares in listed corporations	8	52,514,647	46,290,049
Unlisted investments	8	5	21
Total financial assets		118,749,760	109,405,573
Financial Liabilities			
Financial liabilities at amortised cost			
Trade and other payables	12	4,871,706	932,656
Lease liabilities		4,426	10,082
Total financial liabilities		4,876,132	942,738

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Notes to the Financial Statements

For the Year Ended 31 December 2025

15 Financial risk management (Continued)

Liquidity risk

Liquidity risk arises from the Group's management of working capital and the finance charges and principal repayments on its debt instruments. It is the risk that the Group will encounter difficulty in meeting its financial obligations as they fall due.

The Group's policy is to ensure that it will always have sufficient cash to allow it to meet its liabilities as and when they fall due.

The Group's liabilities have contractual maturities which are summarised below:

	Less than 1 year	
	2025	2024
	\$	\$
Trade and other payables (excluding estimated annual leave)	4,871,706	932,656

Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Company.

Credit risk arises from cash and cash equivalents and deposits with banks and financial institutions, as well as credit exposure to customers, including outstanding receivables and committed transactions.

The Company has adopted a policy of only dealing with creditworthy counterparties as a means of mitigating the risk of financial loss from defaults.

Management considers that all the financial assets that are not impaired for each of the reporting dates under review are of good credit quality, including those that are past due.

The credit risk for liquid funds and other short-term financial assets is considered negligible, since the counterparties are reputable banks.

Accordingly, the Group does not have any material credit risk exposure to any single receivable or group of receivables.

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Notes to the Financial Statements

For the Year Ended 31 December 2025

15 Financial risk management (Continued)

Market risk

The Group is exposed to market risk, consisting of equity securities price risk. This arises from listed and unlisted investments held by the Group and classified as financial assets at fair value through profit or loss on the consolidated balance sheet.

The Group is not exposed to commodity price risk, nor does it have a material exposure to foreign exchange risk.

At reporting date, if the respective Stock Exchange index had increased/decreased by 10.00% with all other variables held constant and all of the Group's equity instruments moved according to the historical correlation with the index, the impact on profit and equity is shown in the table below:

	2025		2024	
	+10.00%	-10.00%	+10.00%	-10.00%
Australian and international market indices				
Impact on result	5,251,465	(5,251,465)	4,629,007	(4,629,007)

Equity would increase/decrease as a result of fair value movements through the investment reserve.

The price risk for the unlisted securities held by the Group is immaterial in terms of the possible impact on profit or loss or total equity. It has therefore not been included in the sensitivity analysis.

Net income and expense from Financial Assets

	2025	2024
	\$	\$
Financial assets at amortised cost		
Interest revenue	2,914,984	2,766,581
Financial assets held at fair value through profit or loss		
Gain/(loss) recognised in profit or loss	5,495,319	1,732,078
Dividends	1,969,207	1,964,557
Brokerage fees	(308,054)	(267,928)

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Notes to the Financial Statements

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16 Key Management Personnel Disclosures

Key management personnel remuneration included within employee expenses for the year is shown below:

	2025	2024
	\$	\$
Salary (including annual leave taken)	1,252,474	796,325
Leave accrued	136,307	131,062
	1,388,781	927,387
Long-term benefits	(194,693)	38,226
Superannuation	84,743	83,116
	1,278,831	1,048,729

17 Auditor's remuneration

Remuneration of the auditor of the Group, Daley Audit, for:

- auditing the financial report	74,475	63,950
- accounting and bookkeeping assistance	161,610	156,155
- taxation services	14,260	9,160
	250,345	229,265

18 Interests in Subsidiaries

	Principal Place of Business / Country of Incorporation	Percentage Owned (%) ¹ 2025	Percentage Owned (%) ¹ 2024
Subsidiaries:			
Unite Organising Pty Limited	Australia	100	100
NMEAF Pty Limited	Australia	-	-
National Assistance Fund	Australia	-	-

1. The percentage of ownership interest held is equivalent to the percentage voting rights for all subsidiaries. Refer note 3 for further information regarding control assessments made.

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Notes to the Financial Statements

For the Year Ended 31 December 2025

18 Interests in Subsidiaries (Continued)

Significant restrictions relating to subsidiaries

The assets and capital reserve of the National Assistance Fund are restricted by the terms and provisions of its Trust Deed and cannot be used to settle the liabilities of the other entities within the Group. The total value of the restricted assets and the restricted capital funds as at balance date are recorded at note 19.

19 Material Subsidiaries

The amounts disclosed below are prior to any inter-entity eliminations.

	2025	2024
	\$	\$
National Assistance Fund		
Summarised Balance Sheet		
Current assets	40,577,314	37,280,006
Non-current assets	149,217	133,245
Current liabilities	(2,153,344)	(2,116,103)
Non-current liabilities	-	-
Net assets	38,573,187	35,297,148
Summarised Statement of Profit or Loss and Other Comprehensive Income		
Revenue	2,087,812	2,244,692
Profit/(loss)	1,941,278	2,106,973
Total comprehensive income	1,941,278	2,106,973

20 Interests in Associates

Material associate

The following information is provided for associates that are material to the Group and is the amount per the Joint Venture financial statements, adjusted for fair value adjustments at acquisition date and differences in accounting policies, rather than the Group's share.

The Group holds a 5% ownership interest in the United Joint Venture. Refer note 3(f) for further information in relation to the level of influence of the Group over the Joint Venture and how this investment is accounted for.

Mining and Energy Union

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Notes to the Financial Statements For the Year Ended 31 December 2025

20 Interests in Associates (Continued)

Material associate (Continued)

	2025	2024
	\$'000	\$'000
United Joint Venture		
Summarised Balance Sheet		
Cash and cash equivalents	55,809	56,051
Other current assets	17,758	30,119
Non-current assets	308,466	328,761
Current liabilities	(40,070)	(60,380)
Non-current liabilities	(54,780)	(57,647)
Net assets	287,183	296,904
Summarised Statement of Profit or Loss and Changes in Equity		
Revenue		
Interest income	2,474	3,107
Finance costs	(2,811)	(898)
Depreciation and amortisation	(54,313)	(49,109)
Profit/(loss) from continuing operations	(393,923)	(364,592)
Contributions received	384,202	390,939
Commitment - Joint Venture		
Commitment to provide funding for the Joint Venture Capital Commitments	5,414	17,174

Reconciliation of carrying amount of interest in associate to summarised financial information for associates accounted for using the equity method:

	2025	2024
	\$	\$
Group's share of 5% of net assets	14,035,850	14,521,787
Add/less: Ableshore loan receivable/(payable)	69,649	1,071,300
Carrying amount	14,105,499	15,593,087

The United Joint Venture has a 50% share in the United Wambo Joint Venture, which is included in the results above.

Mining and Energy Union

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Notes to the Financial Statements For the Year Ended 31 December 2025

20 Interests in Associates (Continued)

	2025	2024
	\$	\$
Movement in the Ableshore loan	(1,001,650)	1,613,018
Movement in the share of Joint Venture net assets	(485,937)	1,316,926
Distributions received during the year	9,073,508	9,009,476
Net gains from equity accounted associates	7,585,921	11,939,420

21 Fair Value Measurement

The Group measures its financial assets, being shares at fair value on a recurring basis.

Fair value hierarchy

AASB 13 *Fair Value Measurement* requires all assets and liabilities measured at fair value to be assigned to a level in the fair value hierarchy as follows:

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

The table below shows the assigned level for each asset and liability held at fair value by the Group:

	Level 1	Level 2	Level 3	Total
31 December 2025	\$	\$	\$	\$
Recurring fair value measurements				
Financial assets				
Listed shares	52,514,647	-	-	52,514,647
Unlisted shares	-	-	5	5
31 December 2024				
Recurring fair value measurements				
Financial assets				
Listed shares	46,290,049	-	-	46,290,049
Unlisted shares	-	-	21	21

Mining and Energy Union

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Notes to the Financial Statements

For the Year Ended 31 December 2025

21 Fair Value Measurement (Continued)

Level 3 measurements

The Central Council believe that the fair value of these shares is equal to the cost that was paid for them, as they have no right to variable return for the entities.

22 Contingencies

In the opinion of the Central Council, the Union did not have any contingencies as at 31 December 2025 (31 December 2024: None).

23 Related parties

(a) Parent entity

The ultimate parent entity, which exercises control over the Group, is the Mining and Energy Union.

(b) Key management personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity is considered key management personnel.

For details of remuneration disclosures relating to key management personnel, refer to Note 16: Key Management Personnel Disclosures.

(c) Associate entities that are accounted for under the equity method

The Group has a 5% interest in the joint venture entity, United Joint Venture. The interest in the associate is accounted for in these consolidated financial statements of the Group, using the equity method of accounting. For details of interests held in associate entities, refer to Note 20: Interests in Associates.

(d) Transactions with related parties

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

Mining and Energy Union

ABN: 18 128 983 744

Notes to the Financial Statements For the Year Ended 31 December 2025

23 Related parties (Continued)

(d) Transactions with related parties (Continued)

The following transactions occurred with related parties and other reporting units [please refer to note 2(q) for further commentary in relation to the consistency of transactions and balances between reporting units]:

(i) Purchase of goods and services:

	2025	2024
	\$	\$
Northern Mining and NSW Energy District Branch		
- Director fees	114,689	128,424
- Office rental and related costs	14,000	-
- Legal officer costs	121,577	113,763
- ISHR funding	31,425	30,274
- Central council wages	7,184	14,751
- UDS distribution	347,453	358,460
- Event sponsorship	8,000	-
- National convention wages and costs	-	181,020
- Membership system cost reimbursement	100,387	-
Queensland District Branch		
- Director fees	36,642	72,728
- Legal officer costs	107,913	210,976
- Central council wages	7,184	13,153
- LSL entitlement payment	101,211	486,008
- UDS distribution	347,048	339,572
- Office rental expenses	24,659	67,001
- Event sponsorship	4,545	-
- National convention wages and costs	-	132,660
South West District Branch		
- Director fees	114,689	128,424
- ISHR funding	81,704	78,713
- Central council wages	6,400	13,997
- LSL entitlement payment	146,006	324,845
- UDS distribution	155,986	155,370
- National convention wages and costs	-	84,485

Mining and Energy Union

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Notes to the Financial Statements

For the Year Ended 31 December 2025

23 Related parties (Continued)

(i) Purchase of goods and services: (Continued)

	2025	2024
	\$	\$
Tasmanian District Branch		
- UDS distribution	3,460	3,647
Victorian District Branch		
- Central council wages	12,374	14,751
- UDS distribution	38,463	38,276
- National convention wages and costs	-	30,144
Western Australia District Branch		
- Central council wages	12,079	10,981
- UDS distribution	50,682	52,673
- Service fee	347,235	232,212
- National convention wages and costs	-	36,927
Western Mining Workers Alliance		
- Wages contribution	18,944	20,345
- Membership support services	49,889	15,092
- Coordinator contribution	175,000	200,000

Mining and Energy Union

ABN: 18 128 983 744

Notes to the Financial Statements

For the Year Ended 31 December 2025

23 Related parties (Continued)

(ii) Revenue:

	2025	2024
	\$	\$
Northern Mining and NSW Energy District Branch		
- Reimbursements	27,671	48,975
- Campaign and funding contributions	50,000	-
Queensland District Branch		
- Reimbursements	69,394	57,758
- Wages contribution	90,467	-
- Organising service fees	351,094	372,475
- Campaign and funding contributions	50,000	-
South West District Branch		
- Organising service fee	175,547	87,774
- Legal assistant fees	116,300	101,783
- Reimbursements	10,044	5,286
- Employee benefits	-	167,653
- Campaign and funding contributions	10,000	-
Tasmanian District Branch		
- Reimbursements	58,569	41,056
Victorian District Branch		
- Reimbursements	-	227
Western Australia District Branch		
- Reimbursements	903	3,249
Western Mining Workers Alliance		
- Reimbursements	54,926	33,916

Receivables and payables with related parties are disclosed in notes 7 and 12 respectively. Other transactions with related parties are shown within their respective notes.

Mining and Energy Union

ABN: 18 128 983 744

Notes to the Financial Statements

For the Year Ended 31 December 2025

24 Cash flow information

(a) Reconciliation of result for the year to cashflows from operating activities

	2025	2024
	\$	\$
Result for the year	5,586,721	11,118,167
Cash flows excluded from profit attributable to operating activities		
Adjustments for:		
- depreciation/amortisation	1,248,515	1,148,296
- gain on investment in associate	1,487,588	(2,929,944)
- gain/loss on investments	(4,840,192)	(1,929,194)
- capital contributions to the fund	3,275,430	5,836,555
- (profit)/loss on sale of assets/intangibles	15,890	(1,212,374)
Changes in assets and liabilities:		
- decrease in trade and other receivables	(30,097)	(12,375)
- (increase)/decrease in prepayments	151,124	(21,741)
- increase/(decrease) in trade and other payables	368,055	366,768
- increase/(decrease) in employee benefits	(398,439)	716,416
Cashflow from operations	6,864,595	13,080,574

Mining and Energy Union

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Notes to the Financial Statements

For the Year Ended 31 December 2025

24 Cash flow information (Continued)

(b) Cash flow information - other reporting units

	2025	2024
	\$	\$
Cash inflows		
Northern Mining and NSW Energy District Branch	3,330,034	3,072,884
Queensland District Branch	3,556,086	3,200,832
South West District Branch	1,775,593	1,475,349
Tasmanian District Branch	67,842	65,449
Victorian District Branch	264,435	239,338
Western Australia District Branch	322,735	320,268
Western Mining Workers Alliance	998,766	372,733
	<u>10,315,491</u>	<u>8,746,853</u>
Cash outflows		
Northern Mining and NSW Energy District Branch	(781,789)	(703,052)
Queensland District Branch	(734,650)	(1,230,020)
South West District Branch	(537,342)	(798,742)
Tasmanian District Branch	(4,140)	(3,928)
Victorian District Branch	(58,328)	(86,396)
Western Australia District Branch	(425,659)	(343,384)
Western Mining Workers Alliance	(174,742)	(236,968)
	<u>(2,716,650)</u>	<u>(3,402,490)</u>

In the current year, the parent entity was entitled to receive a trust distribution of \$1,941,278 (2024: \$2,106,973) from a subsidiary, the National Assistance Fund, which has been eliminated on consolidation in preparing this financial report.

Please refer to note 2(q) for further commentary in relation to the consistency of transactions and balances between reporting units.

Mining and Energy Union

ABN: 18 128 983 744

Notes to the Financial Statements

For the Year Ended 31 December 2025

25 Events after the end of the Reporting Period

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

26 Parent entity

The following information has been extracted from the books and records of the parent, Mining and Energy Union and has been prepared in accordance with Australian Accounting Standards.

The financial information for the parent entity, the Mining and Energy Union has been prepared on the same basis as the consolidated financial statements.

	2025	2024
	\$	\$
Balance Sheet		
Assets		
Current assets	80,064,242	17,374,068
Non-current assets	44,955,056	98,732,979
Total Assets	125,019,298	116,107,047
Liabilities		
Current liabilities	8,244,818	4,905,044
Total Liabilities	8,244,818	4,905,044
Equity		
Retained earnings	116,774,480	111,202,003
Total Equity	116,774,480	111,202,003
Consolidated Statement of Profit or Loss and Other Comprehensive Income		
Total profit or loss for the year	5,573,087	11,121,409
Total comprehensive income	5,573,087	11,121,409

Mining and Energy Union

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Notes to the Financial Statements

For the Year Ended 31 December 2025

27 Additional disclosures required under the Fair Work (Registered Organisations) Act 2009

	2025	2024
	\$	\$
Affiliation Fees		
IndustriALL Global Union	63,677	54,358
ACTU	173,300	150,903
	236,977	205,261
Conference and meeting expenses	91,764	1,027,962
NSW government grant funding	113,129	108,987
Donations - total paid that were \$1,000 or less	2,970	-
Donations - total paid that exceeded \$1,000	3,519,094	183,634
	3,522,064	183,634
Legal costs - litigation	1,132,875	108,420
Legal costs - other legal matters	60,214	533,771
	1,193,089	642,191

28 Section 272 Fair Work (registered Organisations) Act 2009

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

Information to be provided to members or the General Manager:

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).

Mining and Energy Union

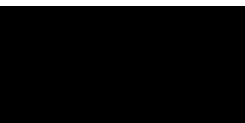
ABN: 18 128 983 744

Report required under subsection 255(2A)

For the Year Ended 31 December 2025

The Central Council presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 31 December 2025.

	2025	2024
Categories of expenditure	\$	\$
Remuneration and other employment related costs and expenses - employees	10,160,657	9,849,845
Advertising	460,027	244,809
Operating costs	6,779,077	7,025,259
Donations to political parties	3,358,541	85,000
Legal costs	1,193,089	642,191


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Grahame Kelly
General President

Dated: 18 March 2026

Mining and Energy Union

ABN: 18 128 983 744

Officer Declaration Statement

I, Grahame Kelly, being the General President of the Mining Energy Union ("the Reporting Unit"), declare that the following activities did not occur during the reporting period ending 31 December 2025 (including the comparative year).

The Reporting Unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- 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 Manager, Fair Work Commission
- receive periodic or membership subscriptions
- ~~receive capitation fees or any other revenue from another reporting unit~~
- receive revenue via compulsory levies
- ~~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 capitation fees or any other expense to another reporting unit~~
- ~~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 a donation that was \$1,000 or less~~
- ~~pay a donation that exceeded \$1,000~~
- ~~pay wages and salaries to holders of office~~
- ~~pay superannuation to holders of office~~
- ~~pay leave and other entitlements to holders of office~~
- ~~pay separation and redundancy to holders of office~~
- ~~pay other employee expenses to holders of office~~
- ~~pay wages and salaries to employees (other than holders of office)~~
- ~~pay superannuation to employees (other than 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 other employee expenses to employees (other than holders of office)~~
- ~~pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit~~
- ~~incur expenses due to holding a meeting as required under the rules of the organisation~~
- ~~pay legal costs relating to litigation~~
- ~~pay legal costs relating to other legal matters~~
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- ~~have a receivable with other reporting unit(s)~~
- ~~have a payable with other reporting unit(s)~~

Mining and Energy Union

ABN: 18 128 983 744

Officer Declaration Statement

- 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~~
- ~~• have a payable in respect of legal costs relating to other legal matters~~
- ~~• have an annual leave provision in respect of holders of office~~
- ~~• have a long service leave provision in respect of holders of office~~
- ~~• have a separation and redundancy provision in respect of holders of office~~
- ~~• have other employee provisions in respect of holders of office~~
- ~~• have an annual leave provision in respect of employees (other than holders of office)~~
- ~~• have a long service leave provision in respect of employees (other than holders of office)~~
- have a separation and redundancy provision in respect of employees (other than holders of office)
- ~~• have other employee provisions in respect of employees (other than holders of office)~~
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- ~~• transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity~~
- ~~• have a balance within the general fund~~
- ~~• provide cash flows to another reporting unit and/or controlled entity~~
- ~~• receive cash flows from another reporting units and/or controlled entity~~
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit

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Graeme Kelly
General President

Dated: 18 March 2026



Independent Audit Report to the members of the Mining and Energy Union

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of the Mining and Energy Union [the Union and its subsidiaries (the Group or Reporting Unit)], which comprises the consolidated balance sheet as at 31 December 2025, the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year ended 31 December 2025, notes to the financial statements, including material accounting policy information, the 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 the Reporting Unit as at 31 December 2025, and their financial performance and their 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 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 ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled my 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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ABN 43 152 844 291
Supporting members to
achieve their goals
through financial
intelligence.





Independent Audit Report to the members of the Mining and Energy Union

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

The Committee of Management ("Central Council") 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 Central Council for the Financial Report

The Central Council 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 Central Council 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 Central Council 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 Central Council 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 objective is 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 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 the financial report.



Independent Audit Report to the members of the Mining and Energy Union

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 Central Council.
- Conclude on the appropriateness of the Central Council'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.



**Independent Audit Report
to the members of the Mining and Energy Union**

We communicate with the Central Council 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.

[Redacted]
Daley Audit

[Redacted]
✓ Michael Mungt
Partner

Wollongong

Dated: 18 March 2026

Registration number (as registered under the RO Act): AA 2017/67

Liability limited by a scheme approved under Professional Standards Legislation