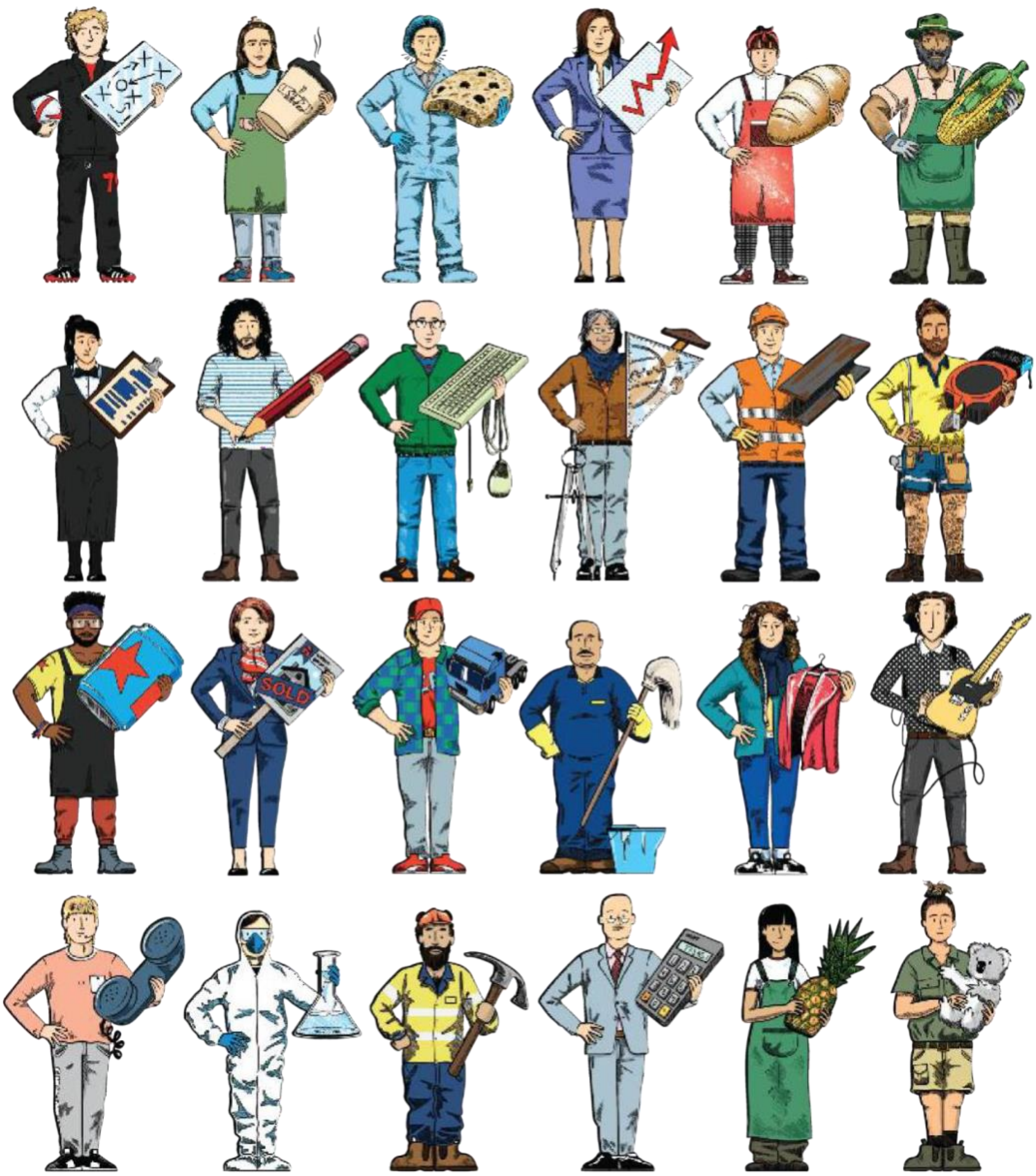
EOA Annual Report Financial Year End 30 June 2025

Director's report & activity overview



Employee Ownership Australia *Making it your business*

Overview of Employee Ownership Australia

Employee Ownership Australia (ABN 40 152 310 266) (EOA) was formed in July 2011 to ensure ongoing advocacy for broad-based employee ownership and dynamic workplace participation in Australian companies.

It engages with and assists companies that have or aim to implement employee ownership or employee share plans whilst also being a key advocacy body for broad-based employee ownership. EOA is independent and entirely member-funded.

EOA is a member-focused, not-for-profit public company, limited by guarantee. EOA replaced the Australian Employee Ownership Association, formed by 20 companies in 1986. EOA is the only independent, dedicated advocacy and education group in this space in Australia.

EOA's Core Aims

a. To be the centre of excellence for companies seeking to implement or support employee share ownership or ESOPs.
b. To be the voice on employee share ownership issues in Australia.
c. To encourage research into the productivity impacts of employee ownership.
d. To encourage government at all levels to develop taxation and other incentives to promote employee ownership.
e. To provide exceptional services to our members.

EOA's Policy Recommendations

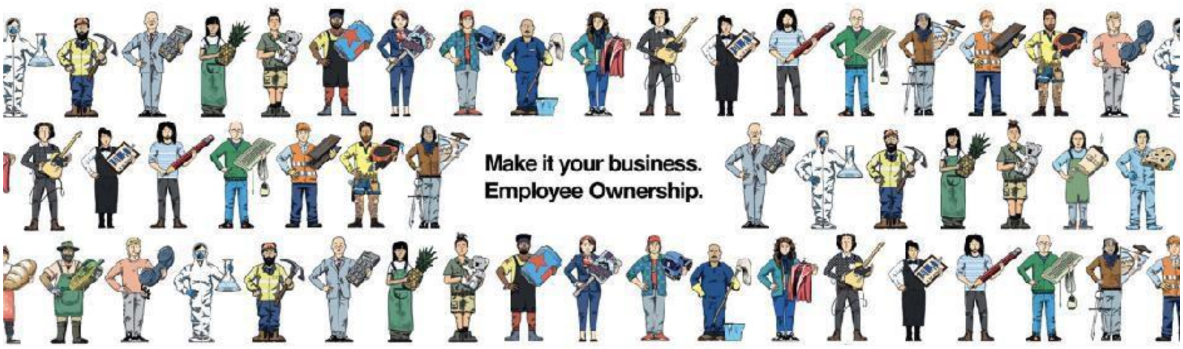
EOA recommends that public policy should be formulated to promote broad-based employee share ownership based on the following key objectives:

a. To better align the interests of employees and employers to promote employee engagement and productivity in listed companies;
b. To enhance national savings;
c. To facilitate and encourage the development of small to medium, privately owned enterprises, including start-up companies; and
d. To facilitate employee buyouts and business succession.

EOA's Member Services

a. Regular blogs that help demystify employee share ownership.
b. Reduced rates for our training programs.
c. Attendance at the Annual Conference and Awards night.
d. Free access to a network of like-minded people to exchange ideas, experience and practices.
e. Referral to experienced, specialist advisors for advice on tax, legal, and ESOP finance matters.
f. Access to a network of professional HR specialists, company secretaries, workplace relations professionals and employee representatives.
g. To be an active voice in research and policy work that can be used to influence Government and other decision-makers.
h. Access to our international connections.

For further information on Employee Ownership Australia, including how to join as a member, visit our website at www.employeeownership.com.au.



Activities & Business Review for the Financial Year Ending 2025

Activities & Business Review

Board Renewal & Diversity

The 2024/25 financial year saw a number of important changes to the composition of the EOA Board, reflecting our ongoing commitment to renewal, diversity, and effective governance.

Ms Nastassia Bondarenko-Edward departed the Board during the year. We thank her for her contributions. In her place, we welcomed three new Directors:
- Ms Sonia Kew, appointed on 9 July 2024
- Ms Natalia Gordan, appointed on 24 April 2025
- Ms Sandra Buth, appointed on 12 June 2025

We also acknowledge the resignation of Mr Mathew Ronald on 10 April 2025. Michael Evans continued in his role as Company Secretary, and Andrew Clements remained Chair throughout the year.

These changes have brought fresh perspectives and strengthened the Board's capacity to support EOA's mission.

Key Reform Agenda

EOA's reform agenda continues to focus on simplifying the regulatory and taxation frameworks that govern employee ownership in Australia. Despite our sustained advocacy, we remain disappointed by the limited responsiveness of government and regulatory bodies to the pressing need for reform.

Our guiding principle remains clear: regulation should promote, not prevent, employee ownership in Australia.

A particular area of concern this year has been the inappropriate application of the Fair Entitlements Guarantee (FEG) legislation. The current framework creates a disincentive for employees to take on directorships in operating companies, as doing so may jeopardize their entitlement protections. This undermines the very ethos of employee ownership and must be addressed.

We continue to advocate for:
- Simplified Corporations Law provisions for employee ownership offers
- Clear ATO guidance on implementing Employee Ownership Trusts (EOTs)
- Reform of the FEG legislation to protect employee-directors

Employee Ownership Public Policy Advocacy

EOA has remained active in public policy advocacy, engaging with government, regulators, and stakeholders to address barriers to employee ownership. Our submission to the Federal Parliamentary Inquiry into Economic Dynamism and Business Formation outlines our proposed reforms and is available on the EOA website.

We have also continued our work in the social care sector, advocating for employee ownership models that empower workers and improve service delivery. Our submission to the Federal Minister for Health on this topic remains a key reference point. EOA has also made a submission to the Productivity Commission on that issue.

In partnership with Graeme Nuttall OBE, author of the UK's Nuttall Review, we have advanced the development of an Australian-compatible EOT structure. This has led to the successful implementation of EOTs by several EOA members, with over a dozen now being established across the country. We have also built connections with UK-based EOTs operating in Australia. The EOT has been responsible for the very rapid growth in the number of employee owned companies in the UK in the past couple of years, which now number 2,470 businesses employing approximately 358,000 people.

Member Events & Engagement

This year marked the return of in-person EOA events following the COVID-19 pandemic. Well-attended gatherings were held in Melbourne and Sydney, coinciding with a visit to Australia by Graeme Nuttall OBE. During his visit, Graeme delivered a series of presentations across the country to diverse interest groups, sharing insights on international developments in employee ownership.

Our 'Experts Panel' webinar series continued to attract strong participation, with average attendance of 50 per session. Highlights included:

- An update on Canada's employee ownership legislation with Jon Shell (Social Capital Partners)
- A discussion on broad-based employee share plans in Australia, featuring several EOA Board members

Recordings of all webinars are available on the EOA website.

Strategic Review & Sectoral Focus

EOA undertook a strategic review of its advocacy and engagement approach during the year. As a result, we have identified the need to tailor our efforts to the distinct needs of different sectors within the employee ownership landscape. These include:

1. Employee offerings by listed and overseas companies operating in Australia
2. Employee ownership in start-up ventures
3. Employee offerings in unlisted entities
4. EOT-based models

While there is some overlap between these sectors, each presents unique challenges and opportunities. Our aim is to provide more targeted support and representation to better serve our diverse membership.

In addition, EOA has developed a comprehensive white paper outlining a reform agenda for employee ownership in Australia. This white paper addresses the unique challenges and opportunities across all relevant sectors, including listed and overseas companies, start-up ventures, unlisted entities, and models involving EOTs. The document serves as a strategic guide for policymakers, stakeholders, and industry participants, emphasizing the need for regulatory frameworks that support and promote employee ownership.

Collaboration

EOA continues to collaborate with international partners, including:
- Employee Ownership Association (UK)
- National Centre for Employee Ownership (US)
- European Federation for Employee Share Ownership (EFES)

We also participated in the Oxford International Symposium on Employee Ownership in 2025.

We were honoured also to have Jon Shell of Employee Ownership Canada appointed as an EOA Ambassador during the year, joining Graeme Nuttall OBE who was appointed as an EOA Ambassador the previous year.

Website & Communications

The EOA website remains a key platform for information dissemination, attracting over 500 unique visitors per month and generating more than 1,000 monthly page views. New content, including updates on EOTs and blog posts, ensures the site remains a vital resource for the employee ownership community.

Our social media presence continues to grow, with regular updates shared with our 800 Twitter followers and hundreds more on LinkedIn and Facebook.

Online Training

EOA's 'Getting Started with Employee Ownership' online training modules remain a cornerstone of our member services. These five modules are widely used by SMEs, startups, and founders seeking to explore employee ownership models. They have played a key role in the continued growth of our membership base.

Governance & Administration

This year, EOA undertook a comprehensive review of its administrative processes, resulting in significant improvements in operational efficiency and governance. These changes will support the long-term sustainability and responsiveness of the organisation.

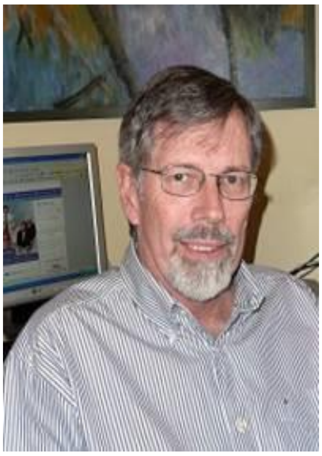
Directors

We are grateful for the continued support of our Board of Directors. More details may be found online at our website.

Chair – Andrew Clements

Andrew is a legal consultant in the Melbourne office of King & Wood, Mallesons, where he was partner for over 25 years.

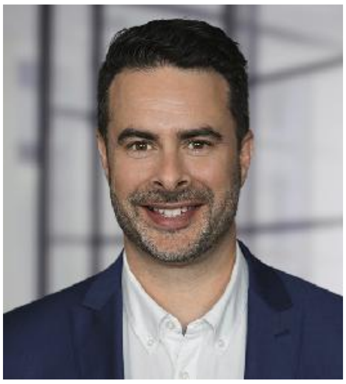
Andrew has had considerable involvement in various tax and corporate reviews of the regulation of Employee Ownership In Australia. He has a very strong view that we should promote not prevent Employee Ownership through our tax and regulatory framework. A major area of his focus at present is the development of effective succession models through employee ownership.



Alan Greig

Alan has had a long-standing interest in employee and community ownership dating back to the 1970s. He was the Public Officer of the Australian Employee Ownership Association (AEOA) since its inception in 1986 and was its President most recently (2011) while driving the setting up of Employee Ownership Australia Ltd.

Alan is Director, Ownership Strategies at Mercury Cooperative Ltd, an agency specialising in building collaborative enterprises through consultancy, research, information, advice and training.



Marc Bosotti

Marc is Global Employee Equity Lead, APAC at Vialto Partners. He has over 20 years of experience advising organisations on reward and performance, global mobility and taxation matters.

Marc specialises in helping companies design, implement and administer reward and compensation structures that create alignment with the organisation’s business and people strategy. He has significant experience with employee equity arrangements in listed, unlisted and private equity environments.

Marie-Louise Czech

Marie-Louise is a Reward Lead and HR professional with over 25 years' experience working with global companies administering employee share plans, reward programs and employee benefits. She brings her global knowledge to the Executive, and to the broad employee base with a range of skills in share plan delivery, working with the share registry, and internal and external teams with a focus on tax and securities law compliance and employee communications.

Dheeraj Lalwani

Dheeraj has over 15 years of experience in proactively managing Global Employee and Executive equity plans in Australia and
worldwide. His experience extends into every aspect of the Employee and Executive plan and has an in-depth understanding of complex administrative requirements for a global employee share scheme.

Dheeraj is based in Brisbane and manages the team of relationship managers that oversee global unlisted and listed companies. He is also a member of the product development team focusing on innovative and new services that add
significant value to clients in maintaining an effective and efficient employee equity plan.

Jessica Mitchell

Jess is a Global Share Plans Consultant at the multi-award-winning law firm Tapestry Compliance. She has worked in global share plans since 2005, first for Linklaters and then for Tapestry when it was founded in 2011.

Jess has a Bachelor of Laws (Hons) and a Bachelor of Arts (French and Spanish) from the University of Queensland. Throughout her career, she has lived and worked in the UK and the USA and is now based in Brisbane, Australia.

Andrew Pendleton

Andrew Pendleton is a Professor of Employee Ownership and Reward at the University of New South Wales (UNSW), Sydney.

Prior to coming to Australia in 2019, he was a professor at Durham, York, and Manchester Metropolitan Universities. He was a member of the Inland Revenue Advisory Group that developed the Share Incentive Plan and Enterprise Management Incentives in the UK. As a member of the White Rose Centre for Employee Ownership, he has been involved for some years in running the annual census of employee owned firms in the UK.

Natalia Gordin

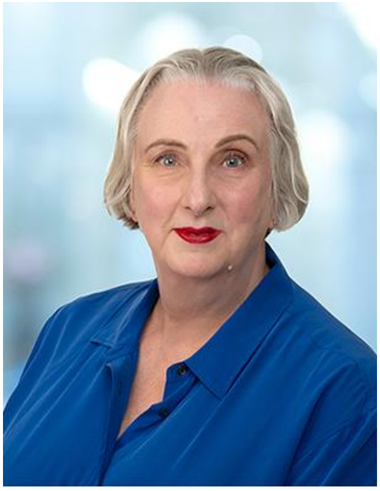
Natalia is a Senior Lawyer in EY’s Reward team, specialising in employee incentive plans and executive remuneration. Natalia has practiced as a share plans lawyer in both Australia and the UK, and has been admitted to practice in both jurisdictions.

Natalia advises companies on the design and implementation of employee incentive arrangements for both listed and private companies, covering the legal, tax and governance aspects of operating incentive plans in both Australia and internationally.

Sonia Kew

Sonia is a Director in the Reward Advisory Services team at PwC. She advises on the design, structuring and implementation, of incentive awards, ensuring that they align management and employee behaviours to the interests of key stakeholders, whilst ensuring tax efficiency. Sonia has worked extensively with outbound and inbound groups, in both the listed and unlisted space and extensively with private equity- backed businesses looking to drive performance towards an exit.

Sonia is a tax lawyer with 20+ years of experience in equity reward and compensation, and corporate and international tax, both in Australia and in the UK.



Sandra Buth

Sandra brings a wealth of consulting experience to the EOA, having worked with a diverse range of Australian and international companies, both in Australia and the U.S., to enhance business performance and support their people.

Sandra advises on executive pay, deferred compensation, long-term incentives, and broad-based reward strategies. Her expertise also extends to the complex regulatory landscape of securities, tax, and compliance across multiple jurisdictions.

Administration, Legal and Tax

Board meetings

	Board meetings held during the financial year – 7 meetings of directors were held. Attended by each director were as follows:	
	Directors Meetings Number Eligible to Attend	Number Attended
Andrew Clements - Chair	7	6
Marc David Bosotti	7	7
Alan Greig	7	7
Mathew Ronald	4	1
Marie-Louise Czech	7	7
Janna DeVylder	7	6
Dheeraj Lalwani	7	6
Jessica Mitchell	7	7
Andrew Pendleton	7	6
Sonia Kew	3	3
Natalia Gordin	3	3
Sandra Buth	1	1

Corporate governance

Whilst the ASX governance guidelines do not apply to EOA, the Board and management team believes that it is important to comply with those guidelines where it is applicable and appropriate. As a small company limited by guarantee according to ASIC guidelines, it is not necessary for EOA to appoint auditors and undertake an annual financial audit.

Indemnities and insurance

The Constitution of EOA provides for it to indemnify, to the extent permitted by law, officers of EOA, against liabilities arising from the conduct of the organisation. The directors and the company secretary have been indemnified in accordance with these provisions. No amount has been paid under any of these indemnities during the year.

EOA has purchased directors' and officers' insurance during the year. In broad terms, the insurance cover indemnifies individual directors' and officers' personal legal liability and legal defence costs for claims arising out of actions taken in connection with EOA.

Governmental regulations

EOA operations in Australia are subject to state and federal regulations of general application governing public companies and charities.

Legal proceedings

EOA is not a plaintiff or defendant in any proceedings.

Creditor payments

It is EOA's policy to agree terms of payments with suppliers when entering into contracts and to meet its obligations accordingly. EOA does not follow any specific published code or standard on payment practice.

At 30 June 2025, there were no purchases outstanding in respect

of EOA. Signed as a correct record:

Andrew Clements
Chair

Date 15 October 2025

Financial Report

Employee Ownership Australia Limited
ABN 40 152 310 266
For the year ended 30 June 2025

Prepared by Central Accounting & Taxation Advisory Pty Ltd

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Directors' Report

Employee Ownership Australia Limited
For the year ended 30 June 2025

The directors present their report on the Employee Ownership Australia Limited for the financial year ended 30 June 2025.

Information on Directors

The names of each person who has been a director during the year and to the date of this report are:

- Mr Andrew Clements (Chair, Appointed 14 June 2018)
- Mr Marc David Bosotti (Director, Appointed 23 August 2019)
- Mr Alan Howard Greig (Director, Appointed 26 July 2011)
- Mr Mathew Ronald (Director, Appointed 16 June 2017, Resigned on 10 April 2025)
- Ms Marie-Louise Czech (Director, Appointed 21 October 2020)
- Ms Janna DeVylder (Director, Appointed 26 October 2020)
- Ms Nastassia Bondarenko-Edward (Director, Appointed 11 August 2022, Resigned on 22 April 2024)
- Mr Dheeraj Lalwani (Director, Appointed 8 December 2022)
- Ms Jessica Mitchell (Director, Appointed 8 December 2022)
- Professor Andrew Pendleton (Director, Appointed 13 June 2023)
- Ms Sonia Kew – (Director, Appointed on 9 July 2024)
- Ms Natalia Gordan – (Director, Appointed on 24 April 2025)
- Ms Sandra Buth – (Director, Appointed on 12 June 2025)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Company Secretary
The following person held the position of the company Secretary at the end of the financial year:
Mr Michael Evans was appointed as Company Secretary in August 2023.

Operating Results
The loss of the company amounted to $23,310.88.

Significant Changes in the State of Affairs
There have been no significant changes in the state of affairs of the company during the year.

Principal Activities

The principal activities of the company during the financial year were promotion of Employee Ownership of Business.
No significant changes in the nature of the company's activity occurred during the financial year.

Events After the Reporting Date
No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

Environmental Issues
The company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory of Australia.

Dividends paid or recommended
The company is a company limited by guarantee and hence is precluded from declaring dividends.

Options
No options over issued shares or interests in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

Indemnification and Insurance of Officers and Auditors

The company indemnifies current and former directors and officers for any loss arising from any claim by reason of any wrongful act committed by them in their capacity as a director or officer (subject to certain exclusions as required by law). During the 2025 financial year, a total of $2,090.50 in premiums for Directors and Officers Liability insurance was paid. The company has not otherwise, during or since the end of the financial year, except to the extent permitted by law, indemnified or agreed to indemnify an officer or auditor of the company or of any related body corporate against a liability incurred as such by an officer or auditor.

Information of Directors

Mr Andrew Clements Chair

Qualifications Bachelor of Commerce and Laws, Master of Law

Experience

Andrew is a legal consultant in the Melbourne office of King & Wood, Mallesons, where he was partner for over 25 years. Andrew has worked extensively in relation to both the tax and legal issues associated with employee ownership, both for listed and unlisted entities.

Special Responsibilities Government Advocacy

Ms Marie-Louise Czech Director

Qualifications Graduate Diploma of Human Resource Management

Experience

Marie-Louise is a Reward Lead and HR professional with over 25 years' experience working with global companies administering employee share plans, reward programs and employee benefits. She brings her global knowledge to the Executive, and to the broad employee base with a range of skills in share plan delivery, working with the share registry, and internal and external teams with a focus on tax and securities law compliance and employee communications.

Special Responsibilities Nil

Ms Nastassia

Bondarenko-Edwards Director

Qualifications Bachelor of Laws (Hons), Bachelor of International Relations and Master of Laws.

Experience

Nastassia commenced her career at Herbert Smith Freehills, before moving to Greenwoods & Herbert Smith Freehills where she advised clients on Australian taxation matters, including in the context of executive and employee incentives. Nastassia is now a Director in the reward advisory services team at PwC, with a focus on the Australian taxation aspects of executive and employee equity incentives. Nastassia is admitted as a solicitor in Victoria.

Special Responsibilities Nil

Mr Dheeraj Lalwani Director

Qualifications

Experience

Dheeraj has over 15 years of experience in proactively managing Global Employee and Executive equity plans in Australia and worldwide. His experience extends into every aspect of the Employee and Executive plan and has an in-depth understanding of complex administrative requirements for a global employee share scheme.

Special Responsibilities Nil

Ms Jessica Mitchell Director

Qualifications Bachelor of Laws (Hons) and a Bachelor of Arts

Experience

Jess is a Global Share Plans Consultant at the multi-award-winning law firm Tapestry Compliance. She has worked in global share plans since 2005, first for Linklaters and then for Tapestry when it was founded in 2011.

Special Responsibilities Nil

Mr Andrew Pendleton Director

Qualifications BA (Hons) in Philosophy, Politics, and Economics PhD in Social Sciences

Experience

Andrew Pendleton is a Professor of Employee Ownership and Reward at the University of New South Wales (UNSW), Sydney. Prior to coming to Australia in 2019, he was a professor at Durham, York, and Manchester Metropolitan Universities. He was a member of the Inland Revenue Advisory Group that developed the Share Incentive Plan and Enterprise Management Incentives in the UK. As a member of the White Rose Centre for Employee Ownership, he
has been involved for some years in running the annual census of employee owned firms in the UK.

Special Responsibilities Nil

Ms Natalia Gordin Director

Qualifications

Experience

Natalia is a Senior Lawyer in EY's Reward team, specialising in employee incentive plans and executive remuneration. Natalia has practiced as a share plans lawyer in both Australia and the UK, and has been admitted to practice in both jurisdictions. Natalia advises companies on the design and implementation of employee incentive arrangements for both listed and private companies, covering the legal, tax and governance aspects of operating incentive plans in both Australia and internationally.

Natalia also advises on Board and corporate governance matters in connection with employee incentives, including the regulatory requirements applicable to the financial services sector.

Prior to working at EY, Natalia was a share plans lawyer at Pinsent Masons LLP in London. Natalia holds a Bachelor of Arts/Law, and a Master of Laws from the University of Sydney.

Special Responsibilities Nil

Ms Sonia Kew Director

Qualifications

Experience

Sonia is a Director in the Reward Advisory Services team at PwC. She advises on the design, structuring and implementation, of incentive awards, ensuring that they align management and employee behaviours to the interests of key stakeholders, whilst ensuring tax efficiency. Sonia has worked extensively with outbound and inbound groups, in both the listed and unlisted space and extensively with private equity-backed businesses looking to drive performance towards an exit.

Sonia is a tax lawyer with 20+ years of experience in equity reward and compensation, and corporate and international tax, both in Australia and in the UK.

Special Responsibilities Nil

MsSandra Buth Director

Qualifications

Experience

Sandra brings a wealth of consulting experience to the EOA, having worked with a diverse range of Australian and international companies, both in Australia and the U.S., to enhance business performance and support their people. Sandra advises on executive pay, deferred compensation, long-term incentives, and broad-based reward strategies. Her expertise also extends to the complex regulatory landscape of securities, tax, and compliance across multiple jurisdictions. She has made a significant contribution to the development of Australian national policy on employee share schemes.

Sandra holds a Bachelor of Laws, Master of Laws (specialising in tax), a Bachelor of Commerce (Economics and Accounting) and a Bachelor of Arts (Honours), all from the University of Melbourne. She is a fellow of the Australian Institute of Company Directors and an active member of several professional organisations.

Passionate about supporting firms through all stages of growth and empowering the individuals within them to succeed. Sandra is committed to helping EOA members fully understand the value and potential of employee share schemes, while staying ahead of compliance requirements.

Special Responsibilities Nil

Meeting of Directors
During the financial year, 7 meetings of directors were held. Attendances by each director were as follows:

Director	Directors Meetings Number Eligible to Attend	Number Attended
Andrew Clements	7	6
Marc David Bosotti	7	7
Alan Howard Greig	7	7
Mathew Ronald	4	1
Marie-Louise Czech	7	7
Janna DeVylder	7	6
Dheeraj Lalwani	7	6
Jessica Mitchell	7	7
Andrew Pendleton	7	6
Sonia Kew	7	6
Natalia Gordin	3	3
Sandra Buth	1	1

Signed in accordance with a resolution of the Board of Directors:

Director:______________________________

Mr Alan Howard Greig

Director:______________________________

Mr Andew Clements

Dated this 13 day of October 2025

Statement of Profit or Loss and Other Comprehensive income

Employee Ownership Australia Limited
For the year ended 30 June 2025

	NOTES	2025	2024
Other Income			
Membership Fee		22,810	27,395
Total Other Income		**22,810**	**27,395**
Revenue		**22,810**	**27,395**
Expenses			
Accounting Fee		2,600	1,800
Other expenses		43,521	10,752
Total Expenses		**46,121**	**12,552**
Profit for the year		**(23,311)**	**14,843**
Total comprehensive income for the year		**(23,311)**	**14,843**

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Details Profit and Loss Statement

Employee Ownership Australia Limited
For the year ended 30 June 2025

	NOTES	2025	2024
Other Income			
Membership Fee		22,810	27,395
Total Other Income		**22,810**	**27,395**
Total Income		**22,810**	**27,395**
Expenses			
Accountancy Fees		2,600	1,800
Administration Costs		13,886	-
Filing Fees		1,774	1,671
Insurance		2,285	2,152
Newsletter Production		992	-
PR & Communications		22,377	4,041
Sponsorship - Phd Student		1,000	1,000
Subscriptions		163	155
Website Hosting		1,044	1,733
Total Expenses		**46,121**	**12,552**
Profit/(Loss) before Taxation		**(23,311)**	**14,843**
Net Profit After Tax		**(23,311)**	**14,843**
Net Profit After Dividends Paid		**(23,311)**	**14,843**

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Statement of Financial Position

Employee Ownership Australia Limited
As at 30 June 2025

	NOTES	30 JUNE 2025	30 JUNE 2024
Assets			
Current Assets			
Cash and cash equivalents	2	69,658	93,111
Total Current Assets		**69,658**	**93,111**
Total Assets		**69,658**	**93,111**
Liabilities			
Current Liabilities			
Taxation	3	3,281	2,740
Input Tax Credits		(1,657)	(973)
Total Current Liabilities		**1,624**	**1,767**
Total Liabilities		**1,624**	**1,767**
Net Assets		**68,033**	**91,344**
Equity			
Retained Earnings	4	68,033	91,344
Total Equity		**68,033**	**91,344**

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Movements in Equity

Employee Ownership Australia Limited
For the year ended 30 June 2025

	2025	2024
Equity		
Opening Balance	91,344	-
Increases		
Profit for the Period	(23,311)	14,843
Retained Earnings	-	76,501
Total Increases	**(23,311)**	**91,344**
Total Equity	**68,033**	**91,344**

Notes to the Financial Statements

Employee Ownership Australia Limited
For the year ended 30 June 2025

1. Revenue and Other Income

	2025	2024
Membership Fee	(22,810)	(27,395)
Total Revenue and Other Income	**(22,810)**	**(27,395)**

2. Cash and Cash Equivalents

	2025	2024
Bank Accounts		
Business Bank Account Westpac #513	69,658	93,111
Total Bank Accounts	**69,658**	**93,111**
Total Cash and Cash Equivalents	**69,658**	**93,111**

3. Taxation

	2025	2024
GST Account	3,281	2,740
Total Taxation	**3,281**	**2,740**

4. Equity

	2025	2024
Retained Earnings		
Current Year Earnings	(23,311)	14,843
Retained Earnings	91,344	76,501
Total Retained Earnings	**68,033**	**91,344**
Total Equity	**68,033**	**91,344**

Please see report titled Shareholder Accounts for a breakdown of shareholder account activity.

These notes should be read in conjunction with the attached compilation report.

Directors Declaration

Employee Ownership Australia Limited
For the year ended 30 June 2025

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The directors of the company declare that:

1. The financial statements and notes, present fairly the company's financial position as at 30 June 2025 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements; and
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Dated:

Alan H. Greig

____

Director: Mr Alan Howard Greig

____

Director: Mr Andrew Clements

Compilation Report

Employee Ownership Australia Limited
For the year ended 30 June 2025

Compilation report to Employee Ownership Australia Limited

We have compiled the accompanying special purpose financial statements of Employee Ownership Australia Limited, which comprise the balance sheet as at 30 June 2025, the income statement, the statement of cash flows, a summary of significant accounting policies and other explanatory notes. The specific purpose for which the special purpose financial statements have been prepared is set out in Note 1.

The Responsibility of the Directors

The directors of Employee Ownership Australia Limited are solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet their needs and for the purpose that financial statements were prepared.

Our Responsibility

On the basis of information provided by the directors we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting as described in Note 1 to the financial statements and APES 315 *Compilation of Financial Information*.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with the basis of accounting described in Note 1 to the financial statements. We have complied with the relevant ethical requirements of APES 110 *Code of Ethics for Professional Accountants*.

Bob Cai
Central Accounting & Taxation Advisory
Suite 105, Level 1, 50 Clarence St, Sydney NSW 2000
Tel: 02 9791 5897 Fax: 02 9791 0554
Liability limited by a scheme approved under Professional Standards Legislation
Dated: