

FINSIA



The professional
excellence pathway

Annual Report

2022

01 INTRODUCTION

WITH A NEW CHIEF EXECUTIVE AND BOARD PRESIDENT, FINSIA UNDERTOOK A REVIEW OF ITS STRATEGY DURING 2022.

A NEW THREE-YEAR STRATEGY THAT SHAPES FINSIA'S PURPOSE TO SUPPORT AMBITIOUS PROFESSIONALS AND GUIDES A VISION TO BE A LEADING PROFESSIONAL BODY CONTRIBUTING TO A STRONGER SOCIETY IS NOW BEING IMPLEMENTED.

THE BOARD RECOGNISES HOW IMPORTANT IT IS TO ENSURE THAT FINSIA DELIVERS A STRONGER VALUE PROPOSITION TO MEMBERS, AND IN DOING SO, CREATE A SENSE OF COMMUNITY AND BELONGING THAT HELPS TO SAFEGUARD THE ORGANISATION'S FINANCIAL WELLBEING FOR THE FUTURE.

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02 CHIEF EXECUTIVE OFFICER'S REPORT



IN 2022 WE DEVELOPED A NEW STRATEGY. IT'S A STRATEGY THAT I AM CONFIDENT WILL CREATE A MUCH STRONGER FINSIA FOR THE FUTURE.

IT WILL CREATE AN ORGANISATION THAT IS MORE RELEVANT TO OUR MEMBERS, AND SUPPORTS YOU IN PRACTICAL VALUE-ADDING WAYS - AN ORGANISATION THAT DELIVERS LEADING EDGE KNOWLEDGE PROGRAMS RIGHT ACROSS THE SPECTRUM OF FINANCIAL SERVICES IN AUSTRALIA AND NEW ZEALAND.

YASSER EL-ANSARY F FIN



PURPOSE

Develop and support a growing community of financial services professionals to realise their ambition and advance their career.



VISION

To be Australia and New Zealand's leading financial services membership body, whose members make a significant contribution towards a better society for all.

STRATEGIC PILLARS & KEY INITIATIVES



Deliver lifelong learning

Deliver relevant and timely knowledge to all our members throughout their career.

- Expand range of knowledge events to cover all financial services.
- Extend our knowledge events across technical and non-technical skills.
- Introduce new CPD framework and accreditation.
- Leverage practitioner-led learning opportunities.



Grow our community

Better support and diversify our community of members in Australia and New Zealand.

- Deliver a stronger value proposition for membership.
- Gather deep insights into our members' views.
- Boost member engagement and brand profile in New Zealand.
- Roll-out comprehensive Young Finance Professionals strategy.
- Establish a membership structure that is fit for the future.



Advocate for purpose

Actively promote policy and regulation that supports a strong society underpinned by integrity and professional conduct.

- Enhance the quality and breadth of engagement with government and regulators.
- Lift awareness of FINSIA with key external stakeholders.
- Refresh the Code of Conduct applicable to all members.
- Actively promote the role of integrity and ethics in society.



Create connection and belonging

Facilitate connections and networks to enable our members to succeed.

- Expand the range of events delivered across the Australia and New Zealand.
- Refresh the FINSIA Mentoring Program.
- Build deeper engagement across all Councils and Committees.
- Create opportunities to connect members with one another to forge relationships.

THE ENABLERS



Financially sustainable
operating model



'Digital First'
philosophy



Fit-for-purpose
governance



Diverse and inclusive
culture



Collaboration and partnership
domestically and globally

03 PRESIDENT'S REPORT

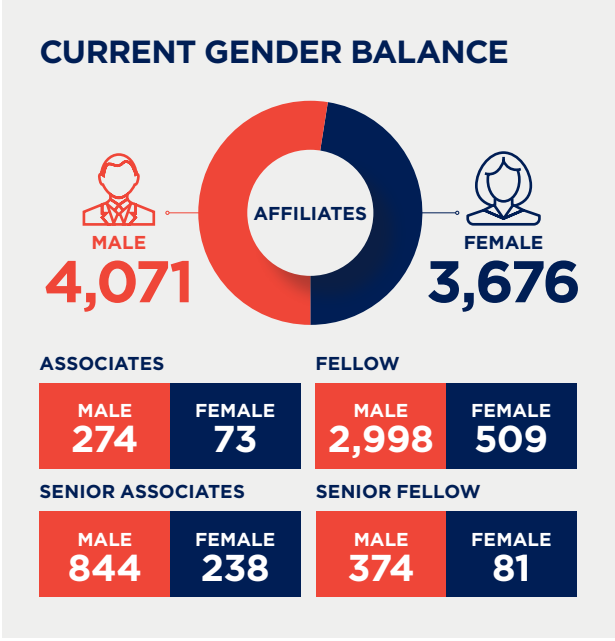
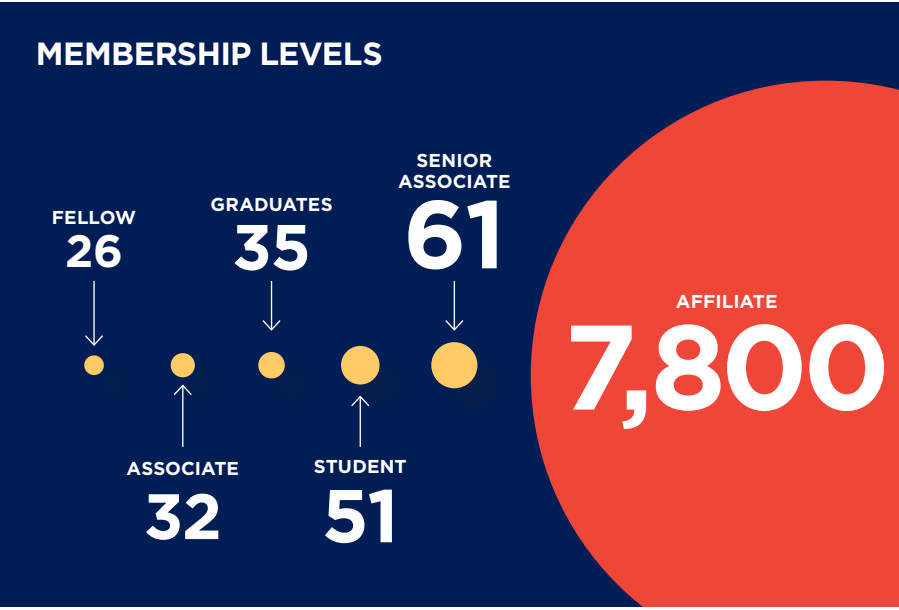


DAVID COX F FIN

WITH YASSER EL-ANSARY JOINING AS OUR NEW CEO AND THE COMMENCEMENT OF MY TERM AS PRESIDENT, WE SET ABOUT DEVISING A NEW STRATEGY FOR THE NEXT THREE YEARS.

SETTING OUR STRATEGY HAS INVOLVED A GREAT DEAL OF HARD WORK. THIS HAS INCLUDED SIGNIFICANT CONSULTATION WITH OUR MEMBER COMMUNITY - WHICH GIVES ME CONFIDENCE THAT OUR NEW STRATEGY WILL LEAD TO A BETTER VALUE PROPOSITION FOR MEMBERS - AND WILL ULTIMATELY RESULT IN A STRONGER AND MORE RELEVANT FINSIA.

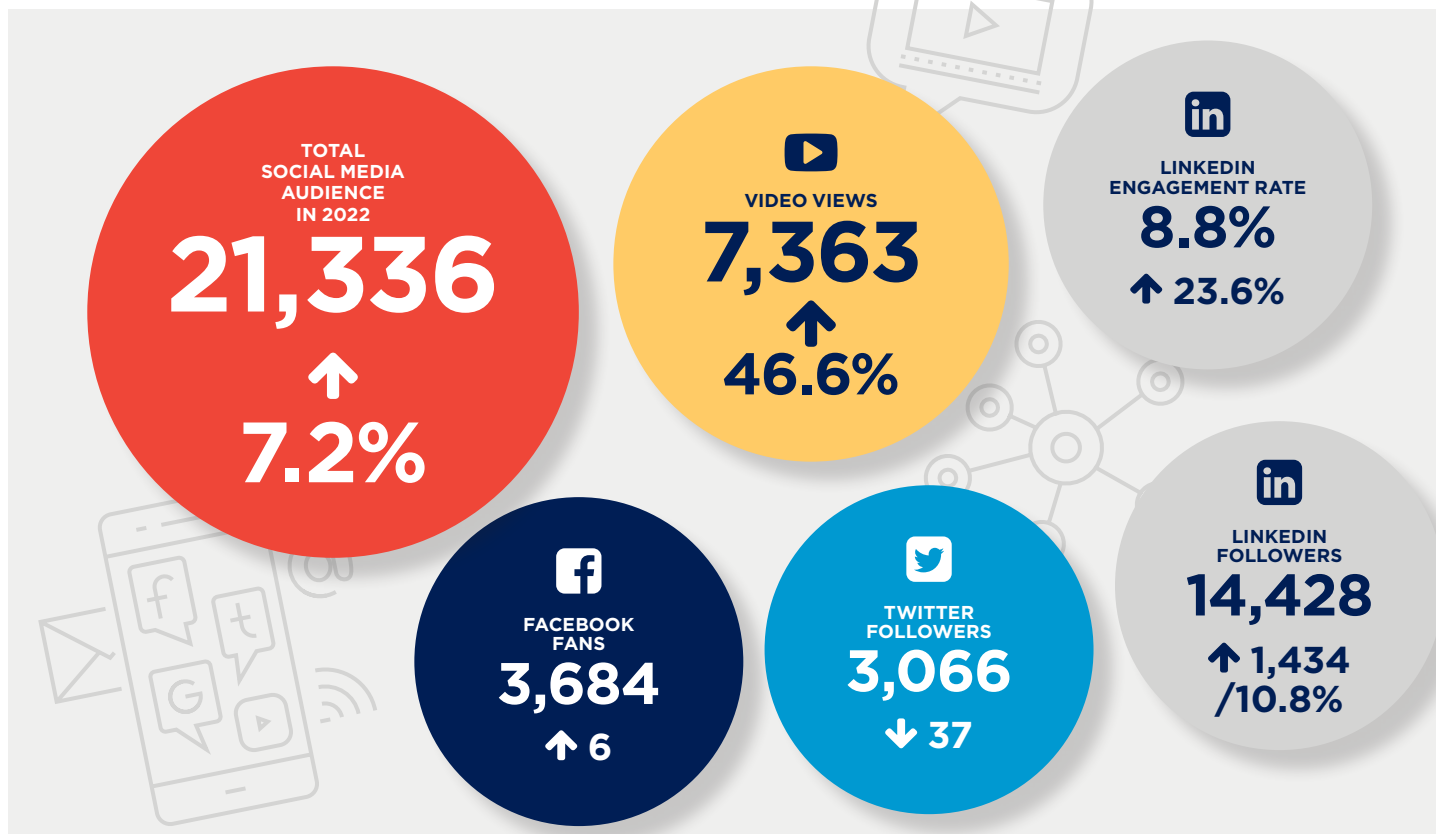
04 YEAR AT A GLANCE



NINE LEADERS ACCEPTED THE BOARD INVITATION TO BECOME SENIOR FELLOWS

04 YEAR AT A GLANCE

COMMUNICATIONS AND SOCIAL MEDIA COVERAGE



EVENTS



DOUBLE THE NUMBER OF POLICY SUBMISSIONS

04 YEAR AT A GLANCE

EVENTS

A return to face-to-face events saw more than 1,500 members attend in-person functions across Australia.

The 14th Economic Indicators event in Queensland, in partnership with API, had over 500 attendees.

FINSIA's first in-person event in Sydney since COVID-19 saw the return of The Regulators, which had more than 300 lunch guests.

In October, FINSIA organised and hosted APRA Chair Wayne Byres final public speech, attracting over 100 attendees.

Our YFPs forged ahead with face-to-face events. The Sundowners that link senior members and those early in their careers proved popular in every state, attracting hundreds to informal networking events over the course of the year.

The appetite for in-person events was highlighted by Victoria and Tasmania Regional Council's annual dinner, which was an In Conversation special with NAB CEO Ross McEwan that attracted 140 guests.



05 COUNCILS AND COMMITTEES

05 INDUSTRY COUNCILS



FINANCIAL ADVICE AND SERVICES

CHAIR
JOHN
CORCORAN
F FIN

As the impacts of COVID-19 started to recede in 2022, the Financial Advice and Services Industry Council continued to look forward to the future of the profession. We remained engaged in submissions that will shape our future in relation to proposals around education standards and the Quality of Financial Advice Review. The Quality of Financial Advice Review’s final report has been released and we will continue to participate in future consultations to advocate for sensible change that will assist more consumers access quality financial advice. As the Chair, I continue to have the pleasure of working with some very talented and experienced Council members, and I would like to thank them for their ongoing contributions and thought leadership.

MEMBERS

- Bernard McCrea SF FIN
- Diana Bugarcic F FIN
- Louis Geronazzo F FIN
- Louise Trevaskis F FIN
- Peta Tilse SF FIN
- Sandra Bowley SF FIN
- David Lane F FIN
- Elizabeth Rae SA FIN
- Justine Shephard F FIN



FUNDS AND ASSET MANAGEMENT

CHAIR
WESLEY
HATCH
F FIN

The Funds and Asset Management Industry Council expanded its membership in 2022, broadening its perspective. The council is resolved to represent the interests of the industry as a whole. Our core focus is to work with FINSIA to develop relevant content designed to engage with members from the funds and asset management industry. The council is delighted to see what FINSIA is planning to deliver to members, for members in 2023. The reintroduction of face-to-face content, as well as bite sized content, will provide support for members in our rapidly changing environment. The council will continue to engage with industry leaders throughout 2023 to deliver content that ensures FINSIA remains a trusted provider of high-quality content.

MEMBERS

- Ándrea Titter
- Giles Gunsekera SF FIN
- Paul Chin SF FIN
- Paul Khoury SF FIN
- Mirela Malin SA FIN
- Scot Thompson SA FIN
- Sharon Davis F FIN
- Simon Hudson F FIN
- Susanna Gorogh SF FIN
- Victor Rodriguez
- Leon Grandy SF FIN

FORMER MEMBERS

- Brendan O’Connor

05 INDUSTRY COUNCILS



INSTITUTIONAL MARKETS

CHAIR
**ANDREW
KINASCH**
F FIN

2022 has been a transitional year with a revised strategy that revitalises FINSIA’s purpose and as a consequence, the purpose of the Institutional Markets Council. We farewelled a couple of our long standing team members, Paul Travis and Luke Marriott. Their contributions and insight provided to the Council over the years have been very much appreciated. We also had the pleasure of welcoming three new members, Ciorstan Smark, Jillian Roberts and Angus Young to our Council. The Council is keenly looking forward to 2023 and helping FINSIA realise its goals of supporting the development of Members’ careers and being a membership body that promotes a stronger society through good policy and regulation. I would like to sincerely thank the Council for their professionalism and energetic contribution throughout 2022.

MEMBERS

- Adrienne Neilson
- Alastair Findlay F FIN
- Anastasia Economou SF FIN
- Andrew Butler SF FIN
- Angus Young F FIN
- Anthony Carlton SA FIN
- Connie Sokaris F FIN
- Ian Perera F FIN
- Jerry Parwada
- Luke Marriott
- Jillian Roberts SA FIN
- Ciorstan Smark F FIN



RETAIL AND BUSINESS BANKING

CHAIR
**CHRIS
BAYLISS**
F FIN

The Council engaged on a range of issues including recommending the work completed on professional standards be adopted by the signatories to the Banking Code of Practice. The Council also used the new proposed FINSIA strategy as an opportunity to revisit the council charter and purpose, alongside developing tangible objectives for 2023. The council will continue to support FINSIA’s execution of its new three-year strategic plan and lift in the organisation’s performance in delivering value to our members across Australia and New Zealand.

MEMBERS

- Cindy Hansen F FIN
- Greg Crocombe F FIN
- Helen Michael F FIN
- Adam Ward F FIN
- Krissie Jones
- Carmel Speer

FORMER MEMBERS

- Adrian Lovney F FIN

05 ADVISORY COUNCILS



EDUCATION ADVISORY COMMITTEE

CHAIR
**PROFESSOR DUNCAN
HONORE-MORRIS**

SF FIN

This committee was formed to “provide advice and guidance in FINSIA’s education programmes”. To this end, the committee met four times in 2022 and once in 2023 – and has established the *Terms of Reference* for the committee with the subsequent approval by the Board.

Robust discussions have been held across student performances, proctoring online exams, short courses, micro-credentials and learning, curriculum, expanding curricula topics, transitional courses, industry clusters, assessments and appeals, Chartered Bankers program, to name a few.

The chair of the committee was involved in the Boards and Chairs forum (February 2023) and the committee has had input into FINSIA Strategy given that education is the key to any profession’s success and acceptance by society.

Overall, the formation of this committee is seen as a positive step forward in enhancing FINSIA’s educational reputation across all stakeholders, as well as being perceived as giving positive input into developing courses to meet the needs of the membership.

I would like to thank the members for their voluntary time in assisting the Board in enhancing the reputation of FINSIA through its educational endeavours. Members being Associate-Professor Eliza Wu, Melinda Moore, Professor Mark Brimble, Professor David Tripe (NZ) for their valuable inputs and FINSIA’s staff Emma Hancock and Kylie Blundell.

MEMBERS

Melinda Moore
David Tripe SF FIN
Eliza Wu
Professor Mark Brimble



DIVERSITY ADVISORY COUNCIL

CHAIR
**NATALIE YAN-
CHATONSKY**

SA FIN

Like FINSIA, the past year has been transitional for the Diversity Advisory Council. With our important work on the Gender Divide Survey published towards the end of 2021, we engaged in socialising aspects of our research last year in articles and a podcast.

With several members stepping down – none least than our fearless Chair Lisa Lintern – it has been a time to reflect and focus on the future about how we can channel our energy in highlighting the work of the DAC and how we can promote FINSIA’s Diversity Dialogue.

Many, many thanks to Lisa as well as Malini Raj, Helen Lorigan and Wayne Atkinson for their incredible effort and commitment. During 2022, we had two intakes of new members to the council. Elise Vollebregt, Mercedes Poutakidis and Adam Fletcher joined early in the year and we welcomed Danny Armstrong, Ashika Chand, Jen Pallath and Katherine Jull later.

With a palpable sense of energy at recent meetings, including a strategy overview at the beginning of 2023, we decided to ensure we make the greatest impact through partnerships with other organisations to amplify the D&I message as well as providing practical toolkits.

MEMBERS

Linda Maniaci SF FIN
Anne Voursoukis F FIN
Danny Armstrong F FIN
Alexander Michael Snape SA FIN
Elise Vollebregt SA FIN
Mercedes Poutakidis Ashika Chand G FIN
Adam Fletcher G FIN
Jen Pallath
Katherine Jull
Lisa Lintern A FIN

05 NATIONAL AND REGIONAL COUNCILS



NZ NATIONAL COUNCIL

CHAIR
BERNARD
MCCREA
SF FIN

A busy year again for New Zealand in which we welcomed thousands of new BNZ students.

To celebrate the new strategy, we did presentation events in Auckland and Wellington, led by our Australasian Chair, David Cox, the Australasian CEO, Yasser El-Ansary and NZ Chair Bernard McCrea. We also had several appointments in November to the: Reserve Bank NZ, ASB Bank, Westpac, Financial Markets Authority, New Zealand Banking Association, NZ Institute of Directors and other private training institutions which all went very well. At the Auckland event we hosted Gavin Read, Head of Research at JLL who presented an economic outlook report for New Zealand.

New Zealand made two submissions in 2022. The first was on the Reserve Bank Policy Remit Review. This was the review of the mandates that the Reserve Bank operates under. We confirmed that these need to be focused on the 1-3% inflation target. The second was again to the Reserve Bank and was on the topic of Māori Access to Capital. Thanks to the volunteers who helped with this submission. Our intention is to continue to make submissions as the opportunity arises.

In the first part of the year we did our most successful webinar with the Deputy Reserve Bank Governor, Christian Hawkesby on the NZ and world economic outlook.

MEMBERS

Phillip Meyer SF FIN
Leon Grandy SF FIN
Adam Ward F FIN
Ian Perera F FIN
Carolyn Kidd SF FIN
Claire Mathews F FIN

FORMER MEMBERS

David Tripe SF FIN



NSW/ACT

CHAIR
NATHAN
KRIEGER
F FIN

The NSW/ACT Regional Council represent the perspectives of our members across NSW and ACT. We are passionate advocates of the continued professionalism of financial services and are inspired by the dynamic and fast-evolving nature of our industry. Like many before us we seek to give back to newer professionals to the industry by sharing our perspectives and experiences and aim to provide FINSIA insightful feedback on topical issues within financial services.

MEMBERS

Andrew Butler SF FIN
Mark Thomas SF FIN
Mark Lumsden SA FIN
Samantha Clarke SA FIN
Adam Morrison

FORMER MEMBERS

Linda Maniaci SF FIN

05 REGIONAL COUNCILS



QLD

CHAIR
PHILIP
VICKERY
F FIN

Queensland's key focus is to continue to promote FINSIA, generating value and benefits for members and the Queensland financial services sector through its professional development programs and networking events. It is pleasing to see 273 new members join in 2022 and a 92% legacy renewal rate. At the start of the year, we co-hosted the 14th annual Economic Indicators Lunch, which was very well attended. Our annual end of year QLD Members dinner was also another great event, where our speaker was Ram Kangatharan, Asia Pacific Managing Director and CEO of Auto & General Insurance. Many thanks to all the members of Queensland Regional Council for all their hard work and we also wanted to acknowledge and thank retiring Council members Jeremy White, Chris Bell and Anne-Maree Keane for their great contributions to FINSIA for a number of years.

MEMBERS

Kerry McGowan SF FIN
Peter Pontikis SF FIN
Peta Tilse SF FIN
Chris Bell F FIN
Kristy van Horck F FIN
Rachel Elfverson SA FIN
Veronica Kregor SA FIN
Joanne Dwyer A FIN
Sarah Marchant SA FIN

FORMER MEMBERS

Anne-Maree Keane SF FIN
Jeremy White F FIN



SA/NT

CHAIR
BEN
OWEN
F FIN

As we reflect on 2022, it's clear the early part of the year was challenged by COVID-19. Despite the challenges, FINSIA SA and NT successfully held several events covering FinTech, Economics and broader industry insights. These events provided valuable insights into the latest trends and developments in the financial services sector and helped us to stay connected with our members. We also participated in remote webinars throughout the year, providing members with access to a range of industry experts and thought leaders from across the globe. These webinars were well-attended, and we received positive feedback from our members on the quality of the content. Towards the end of the year, the council reset strategy aligned with the National strategy. We believe this alignment will enable us to better serve our members and the wider financial services community in SA and NT. We are looking forward to executing this strategy in 2023, and we are confident that it will deliver positive outcomes for our members. We are committed to continuing to provide valuable insights and learning opportunities for our members, and to promoting excellence and professionalism in the financial services sector in SA and NT.

DEPUTY CHAIR

John Montague SF FIN

MEMBERS

Ida Wong F FIN
Joe Formichella
Enza Ferraro
Todd Finney F FIN
Kylie Allen F FIN
Paul Hutchinson F FIN
Sheridan Wright F FIN
Lan Lam

05 REGIONAL COUNCILS



VIC/TAS

CHAIR
STEPHEN DANIELS

F FIN

The VIC/TAS Regional Council has been active this year across a number of fronts - all cases with a lens of creating learning and connection opportunities for members. I'm particularly proud of our Young Finance Professionals (YFP) committee, chaired by Caroline Ramsden, who hosted their annual "Current and Future Leaders" event in October, to a sold-out room of young members, who gained a unique insight into the minds of some of Victoria's senior finance industry leaders.

With NAB CEO Ross McEwan as our keynote speaker, our annual Victorian Members Dinners attracted a record number of attendees. It has been over three years since this dinner was last held, and it is fantastic to have it back in the FINSIA calendar of events.

I am thankful to work with a council that has such a strong representation across the finance industry: banking, equities, funds management, accounting and education. Our prime focus is, and will always be, the advancement, promotion and advocacy of professionalism in the finance industry. This diversity allows for excellent reach into our industry, giving fantastic access to industry commentators, company executives, and other thought experts, for member briefings, webinars and other events.

MEMBERS

Phillip Dolan SF FIN
Sara Harman SF FIN
Paul Chin SF FIN
Mark Topy SF FIN
Jim Christodouleas F FIN
Robert Szyszko F FIN
David Doyle F FIN
Zekija Glamocic F FIN
Alex Lord F FIN
Jeff Gattone F FIN
Mandy Rashleigh SA FIN



WA

CHAIR
WAYDE KEYSER

SF FIN

It was a great year for the WA Regional Council, particularly with regards to events and engagement. Changing focus to make our events about "personal networking" has brought opportunities for members and non-members.

Our quarterly FINSIA sundowners in collaboration with our YFP have drawn the best feedback. They are great opportunities for those early in their careers to meet more senior industry colleagues who use the opportunity to meet potential future colleagues in a relaxed environment. It also gives everyone the chance to catch up with old friends and acquaintances. We firmly impress on everyone though that these events are not about 'doing business' but about meeting friends. Most importantly they are about having fun.

Pleasingly, we've had several attendees who, as a result of connections made at the events, have progressed their careers. When that happens, it provides immeasurable goodwill for the FINSIA brand.

Separately, we held our inaugural RC and YFP year-end dinner with board member Grant Cairns joining the evening.

During the year, several council members needed to step off as work-life pressures were taking precedence. Thank you Pauline Gazzard, Allan Maitland and Phil Barker for your commitment over several years. Finally, a huge personal note of thanks from me to all the WA Regional Council. We are fortunate to have a fantastic group of collaborative people who are committed to making our council a success. Most importantly, they are all great people to work alongside.

MEMBERS

Rohan Mishra F FIN
Ian O'Brien SF FIN
Tim Sullivan F FIN
Emma Wright SA FIN
Sinead Bannon A FIN
Brendon Kay SA FIN

05 YFP COMMITTEES



NSW/ACT

CHAIR
MICHAEL
TRAN

With the era of lockdowns behind us, this year has opened many opportunities including our commitment to re-invigorating in-person events. Our Sundowner events this year have been successful with more attendees on each occasion. This reflects the importance of getting back to in-person events.

Our committee has also continued to expand with a new cohort of brilliant minds. I am equally excited and confident that our diverse committee will reach new feats and place our members at the heart of our strategy. I also thank Robert Beaumont for his service and tenure in the committee and look forward to his return.

Our focus in 2023 is to provide tangible opportunities for our members. The YFP committee is excited for our flagship event, Current and Future Leaders. It is historically the most highly anticipated and attended YFP event.

DEPUTY CHAIR

Katrina Filacouridis
SA FIN

MEMBERS

James Walker
Ricky Rangra
Eliana Dery
Aly Merchant A FIN
Annabelle Gillings
Sruthi Sodem
Olivia Curtis
Hannah Louise Petersen



VIC/TAS

CHAIR
CAROLINE
RAMSDEN

It was great to see a return to in person events in 2022. We kicked off the year with the Diversity Forum, our first face to face event in more than 12 months. This was an extension of our annual Women in Finance event and was an evening focused on tackling all aspects of diversity and inclusion. This year also saw the return of our popular Current & Future Leaders event – a sold-out evening with over 70 attendees and 16 leaders. We also had several changes to our committee, welcoming Anthony Samaras, Maggie Tan, Matthew Dixon, Natasha Cholakovski and Marcus Stavrakis. We farewelled Drew Garrett, Nick Tonkin and Kerrydan Floy and extend to them our appreciation for their contributions during their time with us. Thank you to everyone for making this year such a success and we are looking forward to more networking and development opportunities in 2023.

DEPUTY CHAIR

Mercedes Poutakidis

MEMBERS

Marco Fantozzi A FIN
Charmaine Hunzwi A FIN
Robert D’leema
Katherine Carmichael
Natasha Cholakovski
Anthony Samaras A FIN
Matthew Dixon
Maggie Tan

05 YFP COMMITTEES



QLD

CHAIR
ADAM
CROMBIE
F FIN

2022 represented a shift back to normality for networking after a couple of years of working remotely.

The QLD YFP managed to get several face-to-face events off the ground and had fantastic turnout at each one.

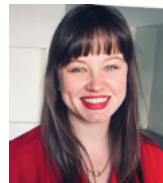
The message we get from those that attend is still the same, talking to your peers in a casual setting and meeting new people in the industry is so valuable to your career, especially for young professionals.

The advice our participants receive at our signature event, Current & Future Leaders is always outstanding and a highlight of the year.

Despite the webinar fatigue of the past few years, we also managed to run a highly successful session on Financial Modelling in Excel, which was attended by over 600 people nationally.

With FINSIA pushing more into real world education, providing courses across Banking and Finance, Ethics, and Sustainable Finance, it is now not only more important than ever to keep up to date with how the industry is moving, but easier than ever to undertake short courses.

With a newly launched three-year strategy for FINSIA, 2023 is already shaping up to be one of the biggest yet, and the QLD YFP are already well underway to providing as much value to our members through networking events and support as we can.



SA/NT

CHAIR
MAGGIE
NELL
SA FIN

As most were still adjusting to the changes as a result of the COVID 19 pandemic, the SA/NT YFP took the opportunity to reconnect with fellow YFP members as well as the industry as a whole. It was a year of reflection and reassessing the priorities and goals as a committee with the aim of starting 2023 off with a purpose and vision. We are excited about the opportunity to create engagement with the Financial Services industry, and aligning our focus with the four new Strategic Objectives of FINSIA as a whole.

DEPUTY CHAIR

Eloise Jolly

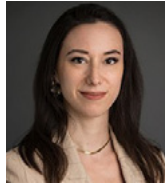
MEMBERS

Jenna Nash A FIN
Julian Gowdie A FIN
Diana Urbina A FIN
Petra Kliese G FIN
Nadine Mudalige G FIN
Claire Watson
Jordan Garnsworthy A FIN
Jack Stickley A FIN

MEMBERS

Peter Tyson SA FIN
Ben Caruso A FIN
Nathan Clarke
Ivan Oulianoff
Hang Chea

05 YFP COMMITTEES



WA

CHAIR
ELODIE
CASTAGNA
A FIN

The WA YFP Committee had another busy year in 2022. The committee carried out strong collaborations, resulting in events with Westpac, boutique advisory firm Mainsheet Capital and the Perth Young Professionals network.

With 70 tickets sold, the Westpac event provided an excellent opportunity to bring together some of Perth's most experienced industry professionals from diverse backgrounds for a unique networking opportunity - including Westpac's YFP employees. The eight leaders included: Hon. Cheryl Edwardes, former attorney general for Western Australia and Chair of several ASX listed companies, Rohan Mishra, Partner in the Banking & Financial Services group at Clayton Utz, and Adrian Watson, Head of Media & Government Relations at HBF. In October, with 60 tickets sold, the Mainsheet and Perth YP event brought together junior to mid-level corporate professionals to network over a lawn bowls sundowner event. The committee's ties with WA Regional Council remain strong. Our quarterly joint networking sundowners are a great opportunity to promote the FINSIA brand to corporate professionals in Perth.

MEMBERS

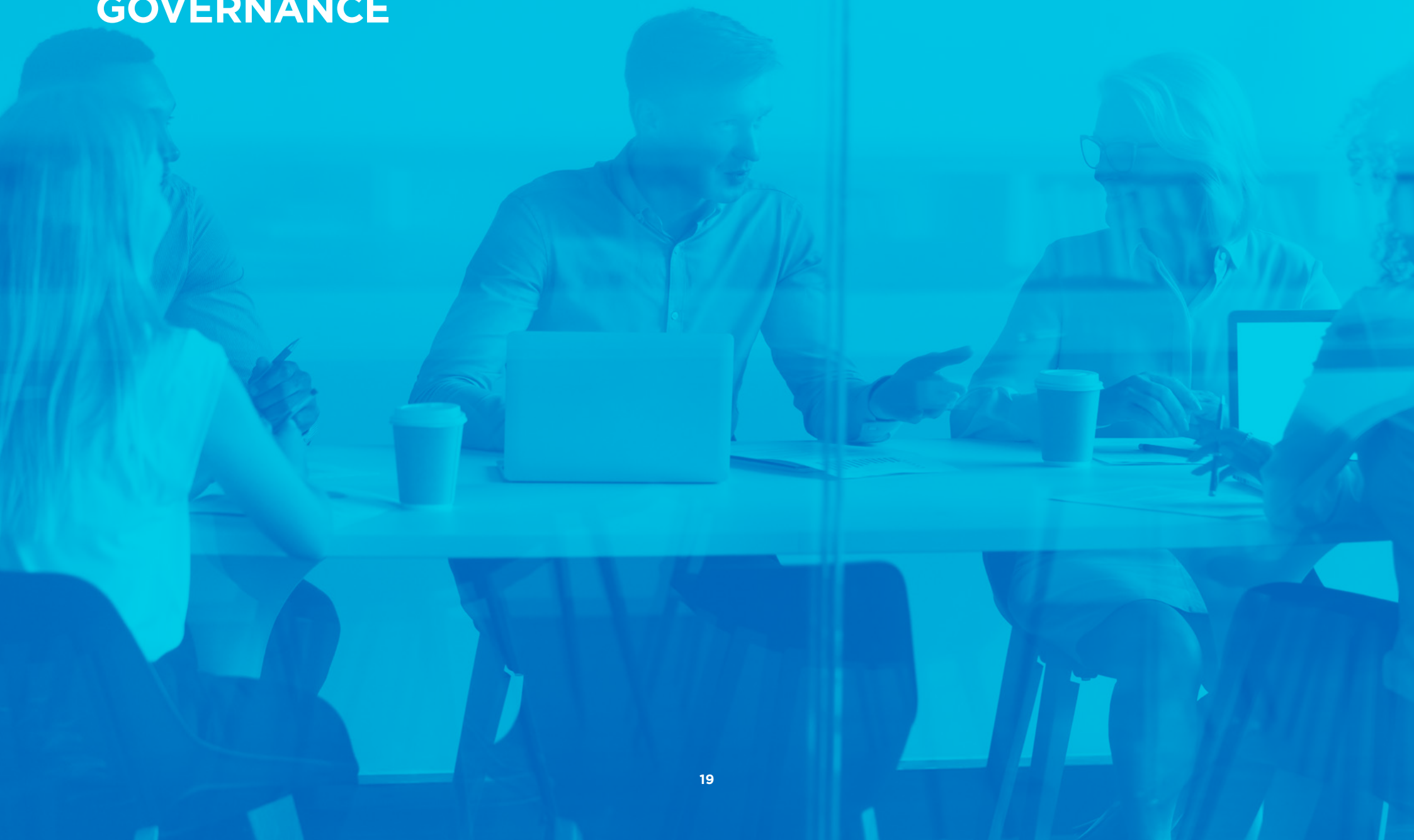
Lashan Wanigasekera
A FIN
Kevin Too A FIN
Mairead Finn A FIN
Emmanuel Ranga
Boris Divis
Amanda Bourke
Daniel Chiew

FORMER MEMBERS

Deanne Garac



06 CORPORATE GOVERNANCE



06 CORPORATE GOVERNANCE

FINSIA IS A FOUNDING MEMBER OF THE ASX CORPORATE GOVERNANCE COUNCIL AND FINSIA'S CHIEF EXECUTIVE OFFICER IS A MEMBER OF THE COUNCIL.

FINSIA's Board has for many years consistently supported and endorsed the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations 4th Edition (CG Recommendations). The Board is focused on ensuring stakeholders are informed of our activities and that the confidence of our members is upheld and preserved.

The FINSIA CEO is a member of the ASX Corporate Governance Council and is actively involved in the work being undertaken right now to update the CG Recommendations as part of the planned 5th Edition that is due to be released in 2024.

PRINCIPLE 1 LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

The Board is responsible for the overall corporate governance of FINSIA, including its corporate governance planning. The Board has a Board Charter which sets out the respective roles and responsibilities of the Board and of management and includes a framework of internal controls, a business risk management process and established ethical standards. The Board has an established process for reviewing the performance of directors and of key executives annually. Performance reviews of key executives were conducted in FY2022. A performance review of the Board and its Committees was not undertaken in FY2022, but a process is planned to be completed during the course of 2023.

PRINCIPLE 2 STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE

FINSIA Constitution and By-Laws together determine the composition of the Board, with new directors subject to election by a direct vote of all eligible members before each annual general meeting. The Chief Executive Officer and Managing Director is the only director who is a member of management. The Chair and remaining Board members are independent directors and are not remunerated for their role.

DIRECTORS DURING FY 2022

The directors in office at the date of this statement are set out in the directors' report. Biographical details outlining skills, experience and expertise relevant to the position of the director are provided in the Board profile. Other directorships are also noted.

GENDER DIVERSITY

FINSIA is committed to ensuring gender diversity across the organisation and monitors the proportion of women in the whole organisation, at senior executive level and at Board level in accordance with the CG Recommendations, Principle 1. In 2022, the percentage of female elected directors of FINSIA was 33%. FINSIA also monitors the diversity scorecard of all members as well as the diversity mix of each of the 17 regional and industry councils across Australia and New Zealand.

MEASURABLE OBJECTIVES

In September 2019, the FINSIA Board adopted measurable objectives for achieving gender diversity across the organisation's membership and for speakers and attendees at FINSIA events. Measurable objectives continue to be a focus across the organisation. In FY2022, more than half of new members to FINSIA were female for the first time.

NOMINATIONS COMMITTEE

The Nominations and Remuneration Committee of the Board is chaired by the President of FINSIA and comprises a majority of independent directors. The composition and attendance at meetings of the Nominations and Remuneration Committee is shown in the directors' report. In its consideration and recommendation of candidates for the Board, the Nominations and Remuneration Committee seeks continuity of expertise and representation of regions and industry sectors, as serving directors conclude their tenure on the Board. The Nominations and Remuneration Committee uses a Board skills matrix to identify potential directors with skills desired for the Board.

06 CORPORATE GOVERNANCE

The Board-endorsed guidelines for attributes required of directors are outlined in the Board Charter, which is available on our website at finsia.com/about-us. The Board has established a Director Nominations Committee as a sub-committee of the Nominations and Remuneration Committee to assist with the independent assessment of directors nominated to stand for election to the Board. Details of members of the committee and the committee's Terms of Reference are available on our website at finsia.com/about-us.

The Terms of Reference act as a guide but are reviewed each year, with guidance from the Nominations and Remuneration Committee, in relation to particular qualities and competencies sought and these are set out in the annual call for nominations for election as a director.

REGIONAL REPRESENTATION

The Board appoints Regional Councils, which include representatives from various business sectors. Members of Regional Councils are FINSIA members.

INDEPENDENT PROFESSIONAL ADVICE

Each director has the right to seek independent professional advice in respect of their role with FINSIA, at FINSIA's expense. The President's prior approval is required, which is not to be withheld unreasonably.

PRINCIPLE 3 INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY

FINSIA's Board, its employees and members are expected to act lawfully, ethically and responsibly as enshrined in the FINSIA Code of Conduct available at finsia.com/about-us.

The Board has established a Disciplinary Committee which is chaired by an independent third party legal professional to review suspected or actual breaches of the Code of Conduct and determine any action required.

Directors are required to disclose transactions between themselves, their firms or associated entities and FINSIA, including payment for services.

The Board takes seriously its legal obligations and has regard to the reasonable expectations of all stakeholders.

CONFLICTS OF INTEREST

Board policy requires that if there is, or could be, a conflict of interest for directors, then those directors do not receive relevant board papers, do not participate in those discussions or vote, and absent themselves from the meeting room when those discussions are held. The policy provides for a register of interests and directors are required to notify any changes to their register of interests at each board meeting.

PRINCIPLE 4 SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS

The Audit, Finance, Risk Management and Compliance Committee (Audit and Risk Committee) of the Board comprises all non-executive directors the majority of whom are independent and is chaired by an independent director who is not the President of the Board.

Membership of the Audit and Risk Committee during 2022 is set out in the directors' report.

To provide rigour and accountability, declarations are made by each of the operational managers that all material liabilities have been identified and communicated to the finance team as part of the end-of-year accounting and financial reporting.

In accordance with the CG Recommendations, the Chief Executive Officer and the Head of Finance have provided signed statements to the Board that the Group's financial reports present a true and fair view, in all material respects, of the financial position and operational results, and that the statements have been prepared in accordance with relevant accounting standards.

06 CORPORATE GOVERNANCE

PRINCIPLE 5 MAKE TIMELY AND BALANCED DISCLOSURE

FINSIA discloses to members and other key stakeholders material information that may affect the organisation from time to time.

FINSIA's website, [finsia.com](https://www.finsia.com), provides comprehensive and up-to-date information about member benefits and services, professional development events, careers information, FINSIA news and media releases, advocacy initiatives and corporate governance.

PRINCIPLE 6 RESPECT THE RIGHTS OF SECURITY HOLDERS

As a membership organisation, Principle 6 of the CG Recommendations is considered in the context of FINSIA's members. The Board carefully considers the rights of all members of FINSIA and provides members with information about FINSIA's financial situation, performance and governance, major initiatives and future strategy, alliances and partnerships, and policy and advocacy by a range of methods.

These methods include communications through the annual report, AJAF, The Standard, CPD Newsletter, CEO Updates, InFinance, the FINSIA website and the FINSIA annual general meeting (AGM).

The external auditor is invited to attend the AGM and is available at the AGM to answer questions about the conduct of the audit, and the preparation and content of the auditor's report.

Voting members have the right to participate in the AGM and to ask questions and to vote on a poll on the resolutions at the AGM.

PRINCIPLE 7 RECOGNISE AND MANAGE RISK

The Board has established policies on risk oversight and management. In addition, the Chief Executive Officer and the Head of Finance have stated to the Board in writing that the integrity of financial statements is built on a system of risk management and internal compliance processes and controls that implement the policies adopted by the Board. Additionally, management believe that the risk management and internal compliance and control systems are operating efficiently and effectively in all material respects.

FINSIA has appropriate risk management and compliance controls in place. The Audit and Risk Committee and the Board receive periodic reports about the strength of the risk management framework and processes.

A number of key components of FINSIA's IT infrastructure and support services are outsourced to external specialist service providers. In the event of a significant business disruptions, the outsourced providers have appropriate Business Continuity Plans in place for effective recovery procedures.

The Audit and Risk Committee reviews the status of risk and compliance. The risk register, which is used to identify, assess, monitor and manage material risk throughout the organisation, is considered by management on a monthly basis and reported to each meeting of the Audit and Risk Committee and the Board.

FINSIA's management and Board have established an operational risk framework and risk register for the Group. This register is reviewed periodically to ensure currency and completeness. Fraud control processes, along with a whistleblower policy, are also in place.

PRINCIPLE 8 REMUNERATE FAIRLY AND RESPONSIBLY

NOMINATIONS AND REMUNERATION COMMITTEE

The Nominations and Remuneration Committee (Refer Principle 2 above) has oversight of the CEO and senior executive remuneration.

FINSIA has an annual salary review process for all staff. Payments of both salary and any bonus amounts are market-driven, performance-based and discretionary.

FINSIA's Constitution prohibits remuneration of any director in his or her capacity as a member of the Board, other than any salary payment due to the director as a FINSIA employee.

The non-executive directors act in an honorary role and no board fees or remuneration was paid to the non-executive directors in 2022.



07 FINSIA BOARD MEMBERS



07 FINSIA BOARD MEMBERS



**YASSER
EL-ANSARY**
BComm, MTax, CA, F FIN

CEO AND MANAGING DIRECTOR

Yasser was appointed FINSIA Chief Executive and Managing Director in April 2022. Previously, he was Chief Executive of Australian Investment Council from November 2013 to April 2022 where he was responsible for leading the strategic direction of the organisation's work in representing the private capital investment industry in Australia.

Prior to joining Australian Investment Council, Yasser was the General Manager of Policy and Advocacy for Chartered Accountants Australia & New Zealand.

He has more than 25 years' experience as a business adviser and public policy expert, through his previous roles with PwC, Rio Tinto, Frasers Property Australia, as well as the Department of Treasury in Canberra.

In April 2016, Yasser was appointed by the Federal Government to the Medical Research Future Fund Advisory Board where he advises on the strategy and priorities for medical health research funding from the \$20B fund.

FINSIA Member since 4 May 2022.



**DAVID
COX**
BComm, CA, GAICD, F FIN

PRESIDENT

Chair, Nominations and Remuneration Committee

Member, Audit, Finance, Risk Management and Compliance Committee (resigned, effective 31 December 2022)

Member, Director Nominations Committee

David is a Partner at PwC and has more than 20 years' experience in Australia, New York and the Middle East. David has a strong knowledge of the financial services sector, having worked with a broad cross section of the industry, including banks, brokers, exchanges, fintechs, leasing companies, payment providers, private equity and non bank financiers.

He is also a recognised regulatory expert, having advised a range of local and international banks.

David joined the FINSIA board on 28 February 2020 and was appointed as President on 26 May 2022. David has previously served as a member of the FINSIA Consumer Finance Advisory Group and as Chair of the FINSIA Institutional Markets Council.

FINSIA Member since 12 March 2004.



**GRANT
CAIRNS**
BComm, M App Fin, FCA,
Chartered Banker, GAICD, F FIN

VICE PRESIDENT

Member, Nomination and Remuneration Committee

Grant is the Executive General Manager, Business Lending at Commonwealth Bank of Australia with more than 20 years' experience in business banking.

Grant led the Regional & Agribusiness Banking team for five years and was recently appointed to his new role in Business Lending. He has been with the Commonwealth Bank since 2005 leading product, operations and relationship teams in business banking. Prior to joining Commonwealth Bank, Grant was a General Manager with McCarroll Automotive Group and prior to that was a Senior Accountant at KPMG.

He is also a Director of the Australian Business Growth Fund (AGBF) and has also been a member of the CEO Circle since 2012. Grant Cairns joined the FINSIA Board in early June 2019 and then was appointed as Vice President to the FINSIA Board in April 2020.

FINSIA Member since 28 March 2019.

07 FINSIA BOARD MEMBERS



ALAN BARDWELL
BA, CA, GAICD, SF FIN

DIRECTOR

Chair, Audit, Finance, Risk Management, and Compliance Committee

Alan has over 40 years Australian and global experience in the banking, finance and securities Industry. His career includes 16 years at Citigroup and 10 years with the Australian Securities Exchange in senior executive finance and risk positions.

He is now an experienced non executive director and Chair and currently serves on the boards of Australian Military Bank and Clearview Life Nominees Limited as well as FINSIA.

FINSIA member since 12 October 1992.



ROD JACKSON
BEc, MBA, FCPA, SID,
Certified Chair, GAICD, F FIN

DIRECTOR

Member, Audit, Finance, Risk Management, and Compliance Committee (appointed 21 March 2023)

Rod has worked in financial services and been a FINSIA member for 41 years, primarily with the Westpac Banking Group of companies.

For the last 21 years of his executive career, he has been a CFO or COO in various roles domestically and globally with the last eight years in Institutional Banking. Prior to that, his extensive experience has been in Retail and Business Banking at Westpac and St George Bank. While CFO at Westpac International, Rod had responsibility for teams in eight countries.

He is known for his integrity and strong business standards, has experience in leading large teams and building culture. And has significant experience in financial management and strategy.

Rod has 15 years experience as a director, beginning with RAMS Financial Group and then extending to Westpac and St George subsidiaries.

He remains Chair of Westpac Europe Ltd, and has expanded his director and advisor roles into other industries over the last three years.

FINSIA member since 18 September 1980.



CAROLYN KIDD
BA, DipBank, MInstD, SF FIN

DIRECTOR

Member, Audit, Finance, Risk Management, and Compliance Committee (appointed 28 June 2022)

Member, Disciplinary Committee

Carolyn Kidd is the Chief Risk Officer for Sky City Entertainment Group (effective 1 April 2023), having formerly been CRO for Westpac New Zealand and an experienced Financial Services Leader with a strong track record in transformation change, including leading culture and regulatory programmes.

With more than 30 years' experience in the sector in New Zealand and Australia, she is passionate about risk management as a key enabler for strategic success and providing the best outcomes for customers, communities and stakeholders.

FINSIA member since 27 February 1991.

07 FINSIA BOARD MEMBERS



**ANDREW
MCNEIL**

BA, GDipAppFin (SecInst),
MIB, FCG, FGIA, SF FIN

DIRECTOR

Member, Disciplinary Committee

Andrew McNeil is a 20 year FINSIA member and has over 30 years of diversified financial services experience and 20 years of investment management experience throughout Australia and the United States.

He is founder of the Yarmouth group of companies and provides corporate advice to middle market financial markets participants including AFSL holders and ASX listed companies. His clients include investment managers, fintech and proptech companies.

He is a former lecturer for the FINSIA Master of Applied Finance degree across real estate, investment management, strategic management and structuring financial products. Andrew is a foundation corporate partner of AFL team, the Greater Western Sydney Giants.

FINSIA member since 18 July 2002.



**PAUL
RIORDAN**

BEC, CPA, F FIN

DIRECTOR

Member, Audit, Finance, Risk Management, and Compliance Committee (appointed 28 June 2022)

Paul is the Chief Credit & Market Risk Officer at National Australia Bank with extensive experience across global markets, risk management, governance and financial markets infrastructure. Prior to joining NAB in 2016, Paul had a number of senior roles with Commonwealth Bank across financial markets, corporate finance and risk management. His earlier career included roles in both Australia and Asia with Bank of America, UBS and Midland Bank.

In terms of industry governance, Paul is a past Chairman of the Australian Financial Markets Association (AFMA), and served as a Director of CLS Group Holdings Limited.

FINSIA member since 17 September 2021.



**PROFESSOR
ROBINA XAVIER**

MBUS(Res), PhD, FPRIA,
GAICD, SF FIN

DIRECTOR

Member, Nomination and Remuneration Committee

Member, Disciplinary Committee

Robina is the Deputy Vice Chancellor and Vice President (Academic) of QUT. Before her appointment to her current position she was the Executive Dean of the QUT Business School.

Robina is a Director of QUT Advisory Board and has sat on several association/ government/NGO advisory groups and has significant membership experience as a former National President of the Australian peak industry body, the Public Relations Institute of Australia.

She sits on the EQUIS Committee of the European Foundation for Management Development in Brussels.

FINSIA member since 15 October 1992.

07 FINSIA BOARD MEMBERS



**CHRISTINE
YATES**

BEc, MHRM, CA, GAICD, SF FIN

DIRECTOR

Member, Nomination and Remuneration Committee
(appointed 28 June 2022)

Chris is a highly experienced executive with 30 years' experience in banking, wealth management and insurances. She began her career at Deloitte, and has held senior management positions at Citigroup, ANZ and NAB.

Chris' signature approach to business is her focus on customer centric strategy and business design. One of her proudest achievements was the founding of Women In Banking and Finance, a not for profit organisation that supports women in their careers.

Chris is the CEO of the Retail Platform at Australian Unity, where she has accountability for the groups bank and private health insurance companies. Chris has extensive Board experience and is currently on the board of Australian Unity Bank Limited and Australian Unity Health Limited. Previous board experience includes JB Were, BNZ Life and membership of the Sydney University Business School Advisory Board.

FINSIA member since 14 January 1993.

FORMER BOARD MEMBERS

**CHRIS
WHITEHEAD**

Former CEO and Managing
Director of FINSIA

**VICTORIA
WEEKES**

Former FINSIA President

**CAMERON
FULLER**

Former FINSIA Board Member

**HELEN
LORIGAN**

Former FINSIA Board Member



08 ANNUAL FINANCIAL STATEMENTS



Financial Services Institute of Australasia

ABN: 96 066 027 389

Financial report

For the year ended 31 December 2022

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FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA

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DIRECTORS' REPORT

The directors present their report together with the consolidated financial report of the Financial Services Institute of Australasia (the "Company"), being the Company and its controlled entities (the "Group" or "FINSIA"), for the year ended 31 December 2022 and auditor's report thereon.

Directors names

The names of the Group's directors in office during the financial year and until the date of this report are:

David Cox, President (appointed as Director 28 February 2020, appointed as President 26 May 2022)
BComm, CA, F FIN

Grant Cairns, Vice President, BComm, M App Fin, FCA, Chartered Banker, GAICD, F FIN

Yasser El-Ansary, Chief Executive Officer and Managing Director (appointed 26 April 2022), BComm, MTax,
CA, F FIN

Professor Robina Xavier, Director, MBUS(Res), PhD, FPRIA, GAICD, SF FIN

Alan Bardwell, Director, BA, CA, GAICD, SF FIN

Carolyn Kidd, Director, BA, DipBank, MInstD, SF FIN

Andrew McNeil, Director, BA, GDipAppFin (SecInst), MIB, FCG, FGIA, SF FIN

Christine Yates, Director (appointed 26 May 2022), BEc, MHRM, CA, GAICD, SF FIN

Paul Riordan, Director (appointed 26 May 2022), BEc, CPA, F FIN

Rodney Jackson, Director (appointed 26 May 2022), BEc, MBA, FCPA, SID, Certified Chair, GAICD, F FIN

Victoria Weekes, President (retired 26 May 2022), BComm, LLB, Chartered Banker, FAICD, SF FIN

Chris Whitehead, Chief Executive Officer and Managing Director (retired 26 May 2022), BSc, Chartered
Banker, FAICD, SF FIN

Helen Lorigan, Director (retired 26 May 2022), BComm, GAICD, F FIN

Cameron Fuller, Director (retired 26 May 2022), BComm, CA, GAICD, F FIN

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

Company Secretary

The following person held the position of Company Secretary as at 31 December 2022:

Olga Smejkalova - Boardroom Pty Ltd

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
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DIRECTORS' REPORT

Principal activities

The principal activity of the group during the course of the financial year was supporting the professionalisation of the financial services industry through educational qualifications, and delivering member services through professional development, networking events, information services, mentoring and policy research.

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

Financial Results

The loss of the group for the year after providing for income tax amounted to \$2,013,604 (2021: \$1,540,426).

The objective of the Group is to be self-financing and to ensure the maintenance of high standards of service and professionalism amongst its members and in financial services more broadly.

The Company is a company limited by guarantee and no dividends are payable.

Review of operations

The Group continued to engage in its principal activity, the results of which are disclosed in the attached financial statements.

During the year the Group continued its focus on investing in and building professional education qualification programs, while actively managing cost and continuing quality member service delivery.

In 2022 Group revenue was generated primarily from education revenue of \$4,821,747 (2021 : \$4,720,917) associated with educational commitments by various financial institutions. Member subscription fees of \$3,043,530 (2021: \$3,088,432) decreased slightly in 2022 because membership provided to students in professional banking education programs in the prior year were largely not renewed upon graduation.

FINSIA's total expenses increased to \$10,000,992 (2021: \$9,677,683) reflecting the additional costs associated with increased sales of educational courses and associated product costs (such as examination and learning platform costs). With the cost growth associated with new education programs and digital investment, the net loss for the year increased by 30 percent. FINSIA remains focussed on disciplined cost control, and at the same time, investing in new strategies and campaigns to drive member retention and new member growth across Australia and New Zealand.

The Group monitors its performance on a daily basis through a comprehensive suite of management reporting tools covering both financial and non-financial metrics. Feedback from members, and other external stakeholders such as financial institutions, government and regulators, also provides the Group with real-time data upon which to constantly evolve and adjust its work program to drive improvements in performance.

Significant changes in state of affairs

There were no other significant changes in the group's state of affairs that occurred during the financial year, other than those referred to elsewhere in this report.

Significant Events after Year End

No other matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations, or the state

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
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DIRECTORS' REPORT

of affairs of the Group in future financial years.

Likely developments

There are no likely developments in the operations of the Group which would adversely affect the future operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years. The professional educational program development and delivery commitments secured in 2022 provide the platform to support and grow FINSIA membership significantly across the foreseeable future, and to expand the suite of professional education offerings more broadly across the financial services sector.

Indemnification and insurance of directors

During the financial year, the Group paid a premium in respect of a contract insuring the directors, company secretary and executive officers of the Group and of any related body corporate against a liability incurred as such a director, company secretary or executive officer to the extent permitted by the *Corporations Act 2001*. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

The Group has not otherwise, during or since the financial year, indemnified or agreed to indemnify an director or officer of the Group or of any related body corporate against a liability incurred by such a director or officer.

Indemnification and insurance of auditors

No indemnities have been given or insurance premiums paid, during or since the end of the year, for any person who is or has been an auditor of the Group.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA

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DIRECTORS' REPORT**Information on directors (Continued)****Meetings of directors**

The directors' attendance at meetings of the Company during the year is set out below.

Director	Board Meetings	Audit, Finance, Risk Management & Compliance Meetings	Nominations and Remuneration Committee Meetings
David Cox	7/7	5/5	5/5
Grant Cairns	7/7		4/5
Yasser El-Ansary	4/4	4/4	2/2
Prof. Robina Xavier	7/7		1/2
Alan Bardwell	7/7	5/5	
Andrew McNeil	7/7		
Carolyn Kidd	6/7	2/2	
Christine Yates	4/4		1/2
Paul Riordan	4/4	4/4	
Rodney Jackson	4/4	3/4	
Victoria Weekes (retired)	3/3	1/1	3/3
Chris Whitehead (retired)	3/3	1/1	3/3
Cameron Fuller (retired)	3/3	0/1	1/3
Helen Lorigan (retired)	2/3	1/1	

Auditor's independence declaration

A copy of the auditor's independence declaration under section 307C of the *Corporations Act 2001* in relation to the audit for the financial year is provided with this report.

Short-term and long-term objectives and strategies

The Group's objectives, in both the short and long-term, are to strengthen the value proposition of its services to support members across the Australian and New Zealand markets. The key priority areas that will underpin the Group's capacity to meet those objectives are: broader and more relevant services to members, a comprehensive suite of knowledge and education programs that support professionals across the financial services industry, being a voice for members with key external stakeholders such as governments and regulators, and creating opportunities for members to come together and forge relationships with other professionals across the economy.

Key performance indicators

Central to the measurement of performance against the short and long-term priorities for the Group will be constant monitoring of member sentiment and feedback around key themes such as 'relevance' and 'value' of the organisation's activities. Measurement of this progress will be completed through a combination of both quantitative and qualitative feedback, using structured and unstructured forms. The structured approach to gathering feedback on performance will be driven by regular member engagement and member experience surveys which will be completed every 15-18 months. The most recent of these surveys was completed in October 2022.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA

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DIRECTORS' REPORT

Information on directors (Continued)

Environmental regulation

The group's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Dividends paid, recommended and declared

The Company is a company limited by guarantee and no dividends are payable.

Information on directors

David Cox	President
Qualifications	BComm, CA, F FIN
Experience	David has more than 25 years' experience in Australia, New York and the Middle East. David has a strong knowledge of the financial services sector, having worked with a broad cross section of the industry, including banks, brokers, exchanges, fintechs, leasing companies, payment providers, private equity and nonbank financiers.
	He is also a recognised regulatory expert, having advised a range of local and international banks.
	David joined the FINSIA board on 28 February 2020 and was appointed as President on 26 May 2022. David has previously served as a member of the FINSIA Consumer Finance Advisory Group and as Chair of the FINSIA Institutional Markets Council.
Special responsibilities	Chair, Nominations and Remuneration Committee Member, Audit, Finance, Risk Management and Compliance Committee (resigned on 31 December 2022) Member, Director Nominations Committee
Grant Cairns	Vice President
Qualifications	BComm, M App Fin, FCA, Chartered Banker, GAICD, F FIN
Experience	Grant is the Executive General Manger, Business Lending at Commonwealth Bank of Australia with more than 20 years' experience in business banking.
	Grant led the Regional & Agribusiness Banking team for five years and was recently appointed to his new role in Business Lending. He has been with the Commonwealth Bank since 2005 leading product, operations and relationship teams in business banking. Prior to joining Commonwealth Bank, Grant was a General Manager with McCarroll Automotive Group and prior to that was a Senior Accountant at KPMG.
	He is also a Director of the Australian Business Growth Fund (AGBF) and has also been a member of the CEO Circle since 2012. Grant Cairns joined the FINSIA Board in early June 2019 and then was appointed as Vice President to the FINSIA Board in April 2020.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA

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DIRECTORS' REPORT

Information on directors (Continued)

Special responsibilities Member, Nomination & Remuneration Committee

Yasser El-Ansary CEO & Managing Director

Qualifications BComm, MTax, CA, F FIN

Experience Yasser was appointed FINSIA Chief Executive & Managing Director in April 2022. Previously, he was Chief Executive of Australian Investment Council from November 2013 to April 2022 where he was responsible for leading the strategic direction of the organisation's work in representing the private capital investment industry in Australia.

Prior to joining Australian Investment Council, Yasser was the General Manager of Policy and Advocacy for Chartered Accountants Australia & New Zealand.

He has more than 25 years' experience as a business adviser and public policy expert, through his previous roles with PwC, Rio Tinto, Frasers Property Australia, as well as the Department of Treasury in Canberra.

In April 2016, Yasser was appointed by the Federal Government to the Medical Research Future Fund Advisory Board where he advises on the strategy and priorities for medical health research funding from the \$20B fund.

Professor Robina Xavier Director

Qualifications MBUS(Res), PhD, FPRIA, GAICD, SF FIN

Experience Robina is the Deputy Vice Chancellor and Vice President (Academic) of QUT. Before her appointment to her current position she was the Executive Dean of the QUT Business School.

Robina is a Director of QUT Advisory Board and has sat on several association/ government/NGO advisory groups and has significant membership body experience as a former National President of the Australian peak industry body, the Public Relations Institute of Australia.

She sits on the EQUIS Committee of the European Foundation for Management Development in Brussels.

Special responsibilities Member, Nomination & Remuneration Committee
Member, Disciplinary Committee

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
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DIRECTORS' REPORT

Information on directors (Continued)

Alan Bardwell	Director
Qualifications	BA, CA, GAICD, SF FIN
Experience	<p>Alan has over 40 years Australian and global experience in the banking, finance and securities Industry. His career includes 16 years at Citigroup and 10 years with the Australian Securities Exchange in senior executive finance and risk positions.</p> <p>He is now an experienced non-executive director and Chair and currently serves on the boards of Australian Military Bank and Clearview Life Nominees Limited as well as FINSIA.</p>
Special responsibilities	Chair, Audit, Finance, Risk Management, and Compliance Committee
Carolyn Kidd	Director
Qualifications	BA, DipBank, MInstD, SF FIN
Experience	<p>Carolyn Kidd is the Chief Risk Officer for Sky City Entertainment Group (effective 1 April 2023), having formerly been CRO for Westpac New Zealand and an experienced Financial Services Leader with a strong track record in transformation change, including leading culture and regulatory programmes.</p> <p>With more than 30 years' experience in the sector in New Zealand and Australia, she is passionate about risk management as a key enabler for strategic success and providing the best outcomes for customers, communities and stakeholders.</p>
Special responsibilities	<p>Member, Audit, Finance, Risk Management, and Compliance Committee (appointed 28 June 2022)</p> <p>Member, Disciplinary Committee</p>
Andrew McNeil	Director
Qualifications	BA, GDipAppFin (SecInst), MIB, FCG, FGIA, SF FIN
Experience	<p>Andrew McNeil is a 20 year FINSIA member and has over 30 years of diversified financial services experience and 20 years of investment management experience throughout Australia and the United States.</p> <p>He is founder of the Yarmouth group of companies and provides corporate advice to middle market financial markets participants including AFSL holders and ASX listed companies. His clients include investment managers, fintech and proptech companies.</p> <p>He is a former lecturer for the FINSIA Master of Applied Finance degree across real estate, investment management, strategic management and structuring financial products. Andrew is a foundation corporate partner of AFL team, the Greater Western Sydney Giants.</p>

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA

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DIRECTORS' REPORT

Information on directors (Continued)

Christine Yates

Director

Qualifications

BEC, MHRM, CA, GAICD, SF FIN

Experience

Chris is a highly experienced executive with 30 years' experience in banking, wealth management and insurances. She began her career at Deloitte, and has held senior management positions at Citigroup, ANZ and NAB.

Chris' signature approach to business is her focus on customer centric strategy and business design. One of her proudest achievements was the founding of Women In Banking and Finance, a not for profit organisation that supports women in their careers.

Chris is the CEO of the Retail Platform at Australian Unity, where she has accountability for the groups bank and private health insurance companies. Chris has extensive Board experience and is currently on the board of Australian Unity Bank Limited and Australian Unity Health Limited. Previous board experience includes JB Were, BNZ Life and membership of the Sydney University Business School Advisory Board.

Special responsibilities

Member, Audit , Finance, Risk Management and Compliance Committee (appointed 28 June 2022)

Paul Riordan

Director

Qualifications

BEC, CPA, F FIN

Experience

Paul is the Chief Credit & Market Risk Officer at National Australia Bank with extensive experience across global markets, risk management, governance and financial markets infrastructure. Prior to joining NAB in 2016, Paul had a number of senior roles with Commonwealth Bank across financial markets, corporate finance and risk management. His earlier career included roles in both Australia and Asia with Bank of America, UBS and Midland Bank.

In terms of industry governance, Paul is a past Chairman of the Australian Financial Markets Association (AFMA), and served as a Director of CLS Group Holdings Limited.

Special responsibilities

Member, Nomination & Remuneration Committee (appointed 28 June 2022)

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
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DIRECTORS' REPORT

Information on directors (Continued)

Rodney Jackson	Director
Qualifications	BEC, MBA, FCPA, SID, Certified Chair, GAICD, F FIN
Experience	Rod has worked in financial services and been a FINSIA member for 41 years, primarily with the Westpac Banking Group of companies. For the last 21 years of his executive career, he has been a CFO or COO in various roles domestically and globally with the last eight years in Institutional Banking. Prior to that, his extensive experience has been in Retail and Business Banking at Westpac and St George Bank. While CFO at Westpac International, Rod had responsibility for teams in eight countries. He is known for his integrity and strong business standards, has experience in leading large teams and building culture. And has significant experience in financial management and strategy. Rod has 15 years experience as a director, beginning with RAMS Financial Group and then extending to Westpac and St George subsidiaries. He remains Chair of Westpac Europe Ltd, and has expanded his director and advisor roles into other industries over the last three years.
Special responsibilities	Member, Audit, Finance, Risk Management, and Compliance Committee (appointed 21 March 2023)

Information on company secretary

Olga Smejkalova	Company Secretary
Qualifications	MBA (Economics and Accounting)
Experience	Olga is an experienced Company Secretary and has over ten years' experience in financial services, specialising in company secretarial and corporate governance services. Olga has studied with the Institute of Chartered Secretaries and Administrators and, prior to joining BoardRoom, and worked for a number of years with Australian Institute of Company Directors and Australasian Investor Relations Association where she managed corporate secretarial and financial matters. Olga currently acts as Company Secretary and Governance Advisor on several unlisted Australian companies, not for profit organisations and provides company secretarial support to a number of ASX and NSX listed entities FINSIA Board in April 2020.

Options

No options over unissued shares or interests in the group were granted during or since the end of the year and there were no options outstanding at the end of the year.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
ABN: 96 066 027 389

DIRECTORS' REPORT

Information on directors (Continued)

Members guarantee

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute to a maximum of two dollars each towards meeting any outstandings and obligations of the company. At 31 December 2022 the number of members was 13,756. The combined total amount that members of the company are liable to contribute if the company is wound up is \$27,512.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
ABN: 96 066 027 389

DIRECTORS' REPORT

Proceedings on behalf of the group

No person has applied for leave of Court to bring proceedings on behalf of the group or intervene in any proceedings to which the group is a party for the purpose of taking responsibility on behalf of the group for all or any part of those proceedings.

Signed in accordance with a resolution of the board of directors.

Director:



David R Cox

Director:



Yasser El-Ansary

Dated this 3rd day of April 2023



Level 16, Tower 2 Darling Park
201 Sussex Street
Sydney NSW 2000

Postal Address
GPO Box 1615
Sydney NSW 2001

p. +61 2 9221 2099
e. sydneypartners@pitcher.com.au

**Auditor's Independence Declaration
To The Directors of Financial Services Institute of Australasia
ABN: 96 066 027 389**

In relation to the independent audit for the year ended 31 December 2022, to the best of my knowledge and belief there have been:

- i. No contraventions of the auditor's independence requirements of the *Corporations Act 2001*; and
- ii. No contraventions of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)*.

This declaration is in respect of Financial Services Institute of Australasia and the entities it controlled during the year.

A handwritten signature in black ink that reads "S S Wallace".

S S Wallace
Partner

Pitcher Partners
Sydney

3 April 2023

Adelaide Brisbane Melbourne Newcastle Perth Sydney

Pitcher Partners is an association of independent firms.

An independent New South Wales Partnership. ABN 17 795 780 962. Liability limited by a scheme approved under Professional Standards Legislation. Pitcher Partners is a member of the global network of Baker Tilly International Limited, the members of which are separate and independent legal entities.



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FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
ABN: 96 066 027 389

DIRECTORS' DECLARATION

The directors of the group declare that:

1. In the directors opinion, the financial statements and notes thereto, as set out on pages 14 - 38, are in accordance with the *Corporations Act 2001*, including:
 - (a) complying with Australian Accounting Standards - Simplified Disclosures and the *Corporations Regulations 2001*; and
 - (b) giving a true and fair view of the financial position as at 31 December 2022 and performance for the year ended on that date of the group.
2. In the directors' opinion there are reasonable grounds to believe that the group 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.

Director:



David R Cox

Director:



Yasser El-Ansary

Dated this 3rd day of April 2023

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
ABN: 96 066 027 389

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022 \$	2021 \$
Revenue and other income			
Revenue from contracts with customers	3	7,865,277	7,809,349
Interest income from financial assets measured at amortised cost		21,873	2,168
Other revenue	4	<u>100,238</u>	<u>325,441</u>
		<u>7,987,388</u>	<u>8,136,958</u>
Expenses			
Consultants and contractor expenses		(250,705)	(506,869)
Depreciation and amortisation expense	5	(1,387,957)	(940,670)
Staff expenses	5	(4,236,840)	(3,958,675)
Occupancy expense		(167,137)	(174,215)
Promotion and advertising expense		(180,850)	(146,437)
Finance costs	5	(16,053)	(28,559)
Course and conference expenses		(153,261)	(44,253)
Education expenses		(2,103,904)	(2,427,424)
Policy and publication expenses		(6,100)	(6,726)
IT and telecommunication expenses		(825,776)	(932,748)
Travel and accommodation		(148,818)	(71,640)
Printing, postage and stationary		(56,046)	(33,133)
Other expenses		<u>(467,545)</u>	<u>(406,334)</u>
		<u>(10,000,992)</u>	<u>(9,677,683)</u>
Loss before income tax expense		(2,013,604)	(1,540,725)
Income tax benefit		<u>-</u>	<u>299</u>
Net loss from continuing operations		<u>(2,013,604)</u>	<u>(1,540,426)</u>
Other comprehensive income			
<i>Items that will not be reclassified subsequently to profit and loss</i>			
Foreign currency translation differences		<u>54</u>	<u>(393)</u>
		<u>54</u>	<u>(393)</u>
Other comprehensive income/(loss) for the year		<u>54</u>	<u>(393)</u>
Total comprehensive loss		<u>(2,013,550)</u>	<u>(1,540,819)</u>

The accompanying notes form part of these financial statements.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
ABN: 96 066 027 389

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2022

	Note	2022 \$	2021 \$
Current assets			
Cash and cash equivalents	6	2,646,791	1,789,795
Receivables	7	3,579	553,756
Other financial assets	8	203,418	203,418
Prepayments		<u>88,510</u>	<u>168,102</u>
Total current assets		<u>2,942,298</u>	<u>2,715,071</u>
Non-current assets			
Other financial assets	8	6,038,394	7,288,451
Intangible assets	10	2,721,030	3,238,416
Lease assets	11	126,159	378,961
Plant and equipment	9	45,270	88,672
Other assets		<u>10,280</u>	<u>10,280</u>
Total non-current assets		<u>8,941,133</u>	<u>11,004,780</u>
Total assets		<u>11,883,431</u>	<u>13,719,851</u>
Current liabilities			
Payables	12	866,096	559,567
Lease liabilities	11	222,328	310,310
Provisions	13	156,889	168,114
Members' subscriptions received in advance		<u>1,634,947</u>	<u>1,463,503</u>
Total current liabilities		<u>2,880,260</u>	<u>2,501,494</u>
Non-current liabilities			
Lease liabilities	11	-	221,428
Provisions	13	<u>67,216</u>	<u>47,424</u>
Total non-current liabilities		<u>67,216</u>	<u>268,852</u>
Total liabilities		<u>2,947,476</u>	<u>2,770,346</u>
Net assets		<u>8,935,955</u>	<u>10,949,505</u>
Equity			
Foreign currency translation reserve	14	(30,726)	(30,780)
Retained earnings	15	<u>8,966,681</u>	<u>10,980,285</u>
Total equity		<u>8,935,955</u>	<u>10,949,505</u>

The accompanying notes form part of these financial statements.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
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CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2022

	Reserves \$	Retained earnings \$	Total equity \$
Balance as at 1 January 2021	(30,387)	12,520,711	12,490,324
Loss for the year	-	(1,540,426)	(1,540,426)
Other comprehensive income for the year	<u>(393)</u>	<u>-</u>	<u>(393)</u>
Total comprehensive loss for the year	<u>(393)</u>	<u>(1,540,426)</u>	<u>(1,540,819)</u>
Balance as at 31 December 2021	<u>(30,780)</u>	<u>10,980,285</u>	<u>10,949,505</u>
Balance as at 1 January 2022	(30,780)	10,980,285	10,949,505
Loss for the year	-	(2,013,604)	(2,013,604)
Other comprehensive loss for the year	<u>54</u>	<u>-</u>	<u>54</u>
Total comprehensive loss for the year	<u>54</u>	<u>(2,013,604)</u>	<u>(2,013,550)</u>
Balance as at 31 December 2022	<u>(30,726)</u>	<u>8,966,681</u>	<u>8,935,955</u>

The accompanying notes form part of these financial statements.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
ABN: 96 066 027 389

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022	2021
		\$	\$
Cash flow from operating activities			
Receipts from customers		8,450,243	10,202,512
Payments to suppliers and employees		(8,265,797)	(9,807,919)
Distribution income received		300,396	283,929
Interest received		21,873	2,168
Finance costs		(16,053)	(28,559)
Income tax refund		-	299
Net cash provided by operating activities		<u>490,662</u>	<u>652,430</u>
Cash flow from investing activities			
Proceeds from sale of investments		1,250,057	1,152,881
Payment for plant and equipment		(3,623)	(47,474)
Payment for capitalised intangible assets		(570,744)	(1,586,223)
Net cash provided/(used in) by investing activities		<u>675,690</u>	<u>(480,816)</u>
Cash flow from financing activities			
Principal portion of lease payments		(309,410)	(284,863)
Net cash used in financing activities		<u>(309,410)</u>	<u>(284,863)</u>
Reconciliation of cash			
Cash at beginning of the financial year		1,789,795	1,903,437
Net increase/(decrease) in cash held		856,942	(113,249)
Foreign exchange differences on cash holdings		54	(393)
Cash at end of financial year	16(a)	<u>2,646,791</u>	<u>1,789,795</u>

The accompanying notes form part of these financial statements.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
ABN: 96 066 027 389

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is a general purpose financial report that has been prepared in accordance with the *Corporations Act 2001* and Australian Accounting Standards - Simplified Disclosures. This includes compliance with the recognition and measurement requirements of all Australian Accounting Standards, Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board and the disclosure requirements of AASB 1060 *General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities*.

This financial report is the first financial report of the group prepared in accordance with Australian Accounting Standards - Simplified Disclosures. The prior year financial report was prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements. The transition from the previous financial reporting framework to Australian Accounting Standards - Simplified Disclosures has not affected the group's reported financial position, financial performance and cash flows.

The financial report covers Financial Services Institute of Australasia, FINSIA Education and FINSIA NZ Limited (together referred to as the 'Group'). Financial Services Institute of Australasia is a group limited by guarantee, incorporated and domiciled in Australia. Financial Services Institute of Australasia is a for-profit entity for the purpose of preparing the financial statements.

The financial report was approved by the directors as at the date of the directors' report.

The following are the significant accounting policies adopted by the group in the preparation and presentation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(a) Basis of preparation of the financial report

Historical Cost Convention

The financial report has been prepared under the historical cost convention, as modified by revaluations to fair value for certain classes of assets and liabilities as described in the accounting policies.

Significant accounting estimates and judgements

The preparation of the financial report requires the use of certain estimates and judgements in applying the group's accounting policies. Those estimates and judgements significant to the financial report are disclosed in Note 2 to the financial statements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(b) Principles of consolidation

The consolidated financial statements are those of the consolidated entity ("the group"), comprising the financial statements of the parent entity and all of the entities the parent controls. The group controls an entity where it has the power, for which the parent has exposure or rights to variable returns from its involvement with the entity, and for which the parent has the ability to use its power over the entity to affect the amount of its returns.

The financial statements of subsidiaries are prepared for the same reporting period as the parent entity, using consistent accounting policies. Adjustments are made to bring into line any dissimilar accounting policies which may exist.

All inter-company balances and transactions, including any unrealised profits or losses have been eliminated on consolidation. Subsidiaries are consolidated from the date on which control is obtained by the group and are de-recognised from the date that control ceases.

(c) Revenue from contracts with customers

The group derives revenue from supporting the professionalisation of the financial services industry through education qualifications, professional development, networking events, information services, mentoring, and policy research. Revenue is recognised as, or when, goods or services are transferred to the customer, and is measured at an amount that reflects the consideration to which the group expects to be entitled in exchange for the goods or services.

Membership fees

Annual membership subscriptions are recognised as revenue, on a straight-line basis, over the period of the membership, which management has determined is aligned with the performance obligation being satisfied overtime. The date of payment of the initial annual membership subscriptions runs from the date of joining for twelve months and is not refundable. Subscriptions relating to periods beyond the current financial year are shown in the statement of financial position as members subscription received in advance.

Membership services and other services

Revenue from rendering of a service is recognised upon delivery of the service to the members.

Education income

Education income is recognised at a point in time upon enrolment of the student as this is the point at which the student takes control of the education module and the entities performance obligations are satisfied. At the point of enrolment access, the module is transferred, and the customer controls the right to access that module in its complete form at that date.

(d) Other income

Distribution income

Distribution income is recognised when the right to receive a distribution has been established.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Interest income

Interest income is measured in accordance with the effective interest method.

All revenue is measured net of the amount of goods and services tax (GST).

(e) Employee benefits

(i) Short-term employee benefit obligations

Liabilities arising in respect of wages and salaries, annual leave and other employee benefits (other than termination benefits) expected to be settled wholly before twelve months after the end of the reporting period are measured at the (undiscounted) amounts based on remuneration rates which are expected to be paid when the liability is settled. The expected cost of short-term employee benefits in the form of compensated absences such as annual leave is recognised in the provision for employee benefits. All other short-term employee benefit obligations are presented as payables in the consolidated statement of financial position.

(ii) Long-term employee benefit obligations

The provision for other long-term employee benefits, including obligations for long service leave and annual leave, which are not expected to be settled wholly before twelve months after the end of the reporting period, are measured at the present value of the estimated future cash outflow to be made in respect of the services provided by employees up to the reporting date. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee turnover, and are discounted at rates determined by reference to market yields at the end of the reporting period on high quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms approximating to the terms of the related obligation.

Other long-term employee benefit obligations are presented as current liabilities in the consolidated statement of financial position if the group does not have an unconditional right to defer settlement for at least twelve months after the reporting date, regardless of when the actual settlement is expected to occur. All other long-term employee benefit obligations are presented as non-current liabilities in the consolidated statement of financial position.

(iii) Retirement benefit obligations

Defined contribution superannuation plan

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

(f) Income tax

Current income tax expense or revenue is the tax payable on the current period's taxable income based on the applicable income tax rate adjusted by changes in deferred tax assets and liabilities.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(f) Income tax (Continued)

Deferred tax assets and liabilities are recognised for temporary differences at the applicable tax rates when the assets are expected to be recovered or liabilities are settled. Deferred tax liabilities are not recognised if they arise from the initial recognition of goodwill. Deferred income tax is also not recognised if it arises from the initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Current and deferred tax balances attributable to amounts recognised directly in equity are also recognised directly in equity.

(g) Goods and services tax (GST)

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

Cash flows are presented in the consolidated statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(h) Foreign currency transactions and balances

Functional and presentation currency

The financial statements are presented in Australian dollars which is the group's functional and presentation currency.

Transactions and Balances

Transactions undertaken in foreign currencies are recognised in the group's functional currency, using the spot rate at the date of the transaction.

Foreign currency monetary items that are outstanding at the reporting date (other than monetary items arising under foreign currency contracts where the exchange rate for that monetary item is fixed in the contract) are restated to the spot rate at the reporting date.

Except for certain foreign currency hedges, all exchange gains or losses are recognised in profit or loss for the period in which they arise.

(i) Plant and equipment

Each class of plant and equipment is measured at cost or fair value less, where applicable, any accumulated depreciation and any accumulated impairment losses.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(i) Plant and equipment (Continued)

Plant and equipment

Plant and equipment is measured at cost, less accumulated depreciation and any accumulated impairment losses.

Depreciation

The depreciable amount of all other property, plant and equipment is depreciated over their estimated useful lives commencing from the time the asset is held available for use, consistent with the estimated consumption of the economic benefits embodied in the asset.

Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

Class of fixed asset	Useful lives	Depreciation basis
Leasehold improvements at cost	1-6 years	Straight line
Office equipment at cost	3 years	Straight line

(j) Financial instruments

(i) Non-derivative financial assets

The Group initially recognises loans and receivables and deposits on the date that they are originated. All other financial assets (including assets designated at fair value through profit or loss) are recognised initially on the trade date at which the Group becomes a party to the contractual provisions of the instrument.

The Group derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the Group is recognised as a separate asset or liability.

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Group has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

The Group has the following non-derivative financial assets:

Loans and receivables

Loans and receivables are financial assets with fixed or determinable payments that are not quoted in an active market.

Loans and receivables are recognised at amortised cost using the effective interest method, less any impairment losses. Loans and receivables comprise cash and cash equivalents, interest-bearing deposits and trade and other receivables.

An allowance for an expected credit loss is made when there is objective evidence that the Group will not be able to collect the debts. Bad debts are written off when identified.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(j) Financial instruments (Continued)

Cash and cash equivalents

Cash and cash equivalents comprise cash balances held by financial institutions which are regulated. Cash and cash equivalents in the consolidated statement of financial position comprises of cash at bank and on hand and short-term deposits with maturity of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Interest bearing deposits

Interest bearing deposits comprise fixed term deposits with original maturities of twelve months or less that are not otherwise classified as cash or cash equivalents. Interest bearing deposits are held by financial institutions which are regulated.

Other Financial Assets

Investments and other financial assets are initially measured at fair value. Transaction costs are included as part of the initial measurement, except for financial assets at fair value through profit or loss. Such assets are subsequently measured at either amortised cost or fair value depending on their classification. Classification is determined based on both the business model within which such assets are held and the contractual cash flow characteristics of the financial asset unless an accounting mismatch is being avoided.

Financial assets are derecognised when the rights to receive cash flows have expired or have been transferred and the Company has transferred substantially all the risks and rewards of ownership. When there is no reasonable expectation of recovering part or all of a financial asset, its carrying value is written off.

Impairment of financial assets

The Group recognises a loss allowance for expected credit losses on financial assets which are either measured at amortised cost or fair value through other comprehensive income. The measurement of the loss allowance depends upon the Group's assessment at the end of each reporting period as to whether the financial instrument's credit risk has increased significantly since initial recognition, based on reasonable and supportable information that is available, without undue cost or effort to obtain.

Where there has not been a significant increase in exposure to credit risk since initial recognition, a 12-month expected credit loss allowance is estimated. This represents a portion of the asset's lifetime expected credit losses that is attributable to a default event that is possible within the next 12 months. Where a financial asset has become credit impaired or where it is determined that credit risk has increased significantly, the loss allowance is based on the asset's lifetime expected credit losses. The amount of expected credit loss recognised is measured on the basis of the probability weighted present value of anticipated cash shortfalls over the life of the instrument discounted at the original effective interest rate.

For financial assets measured at fair value through other comprehensive income, the loss allowance is recognised within other comprehensive income. In all other cases, the loss allowance is recognised in profit or loss.

(ii) Non-derivative financial liabilities

Financial liabilities (including liabilities designated at fair value through profit or loss) are recognised initially

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(j) Financial instruments (Continued)

on the trade date, which is the date that the Group becomes a party to the contractual provisions of the instrument.

The Group derecognises a financial liability when its contractual obligations are discharged or cancelled or expire.

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Group has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

Financial liabilities comprises of trade and other payables.

(k) Intangible assets

Separately acquired intangible assets

Except for indefinite useful life intangible assets, which are not amortised but are tested annually for impairment, separately acquired intangible assets are recognised at cost and amortised over their estimated useful lives commencing from the time the asset is available for use. The amortisation method applied to an intangible asset is consistent with the estimated consumption of economic benefits of the asset. Subsequent to initial recognition, separately acquired intangible assets are measured at cost, less accumulated amortisation (where applicable) and any accumulated impairment losses. Each intangible asset has been assessed separately to have a useful life of 5 years.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(k) Intangible assets (Continued)

Internally generated intangible assets

Expenditure on research activities is recognised as an expense in the period in which it is incurred. An internally-generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following have been demonstrated:

- the technical feasibility of completing the intangible asset so that it will be available for use or sale;
- the intention to complete the intangible asset and use or sell it;
- the ability to use or sell the intangible asset;
- how the intangible asset will generate probable future economic benefits;
- the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset; and
- the ability to measure reliably the expenditure attributable to the intangible asset during its development.

The amount initially recognised for internally-generated intangible assets is the sum of the expenditure incurred from the date when the intangible asset first meets the recognition criteria listed above. Where no internally-generated intangible asset can be recognised, development expenditure is recognised in profit or loss in the period in which it is incurred.

Subsequent to initial recognition, internally-generated intangible assets are reported at cost less accumulated amortisation and accumulated impairment losses, on the same basis as intangible assets that are acquired separately. The effective life of the intangible assets takes into account the estimated period in which any course material the Group has considered to remain relevant to the industry as well as factoring in any contractual agreement with vendors and/or educational partners.

Depreciation

The depreciable amount of intangibles assets is depreciated over their estimated useful lives commencing from the time the asset is available for use, consistent with the estimated consumption of the economic benefits embodied in the asset. Educational course content is depreciated over a period of 5 years.

Derecognition of intangible assets

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(l) Impairment of non-financial assets

Intangible assets not yet ready for use and intangible assets with indefinite useful lives are not subject to amortisation and are therefore tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired.

Assets other than intangible assets not yet ready for use and intangible assets with indefinite useful lives are assessed for impairment whenever events or circumstances arise that indicate the asset may be impaired.

An impairment loss is recognised when the carrying amount of an asset or cash generating unit exceeds the asset's or cash generating unit's recoverable amount. The recoverable amount of an asset or cash generating unit is defined as the higher of its fair value less costs to sell and value in use (where 'value in use' is determined as the present value of the future cash flows expected to be derived from an asset or cash-generating unit).

Impairment losses in respect of individual assets are recognised immediately in profit or loss unless the asset is measured at a revalued amount, in which case the impairment loss is treated as a revaluation decrease and is recognised in other comprehensive income to the extent that it does not exceed the amount in the revaluation surplus for the same asset. Impairment losses in respect of cash generating units are allocated first against the carrying amount of any goodwill attributed to the cash generating unit with any remaining impairment loss allocated on a pro rata basis to the other assets comprising the relevant cash generating unit.

A reversal of an impairment loss for an asset measured at cost is recognised in profit or loss. A reversal of an impairment loss for an asset measured at a revalued amount is treated as a revaluation increase and is recognised in other comprehensive income, except to the extent that an impairment loss on the same asset was previously recognised in profit or loss, in which case a reversal of that impairment loss is also recognised in profit or loss.

(m) Leases

At the commencement date of a lease (other than leases of 12-months or less and leases of low value assets), the group recognises a lease asset representing its right to use the underlying asset and a lease liability representing its obligation to make lease payments.

Lease assets

Lease assets are initially recognised at cost, comprising the amount of the initial measurement of the lease liability, any lease payments made at or before the commencement date of the lease, less any lease incentives received, any initial direct costs incurred by the group, and an estimate of costs to be incurred by the group in dismantling and removing the underlying asset, restoring the site on which it is located or restoring the underlying asset to the condition required by the terms and conditions of the lease, unless those costs are incurred to produce inventories.

Subsequent to initial recognition, lease assets are measured at cost (adjusted for any remeasurement of the associated lease liability), less accumulated depreciation and any accumulated impairment loss.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(m) Leases (Continued)

Lease assets are depreciated over the shorter of the lease term and the estimated useful life of the underlying asset, consistent with the estimated consumption of the economic benefits embodied in the underlying asset.

Lease liabilities

Lease liabilities are initially recognised at the present value of the future lease payments (i.e., the lease payments that are unpaid at the commencement date of the lease). These lease payments are discounted using the interest rate implicit in the lease, if that rate can be readily determined, or otherwise using the group's incremental borrowing rate.

Subsequent to initial recognition, lease liabilities are measured at the present value of the remaining lease payments (i.e., the lease payments that are unpaid at the reporting date). Interest expense on lease liabilities is recognised in profit or loss (presented as a component of finance costs). Lease liabilities are remeasured to reflect changes to lease terms, changes to lease payments and any lease modifications not accounted for as separate leases.

Variable lease payments not included in the measurement of lease liabilities are recognised as an expense when incurred.

Leases of 12-months or less and leases of low value assets

Lease payments made in relation to leases of 12-months or less and leases of low value assets (for which a lease asset and a lease liability has not been recognised) are recognised as an expense on a straight-line basis over the lease term.

(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.

The amount recognised as a provision is the best estimate of the expenditure required to settle the present obligation at the end of the reporting period.

(o) Going concern

The financial report has been prepared on a going concern basis, which contemplates continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business for a period of at least twelve months from the date these consolidated financial statements are approved. The directors note the following conditions which they have considered in assessing the appropriateness of the going concern assumption:

**FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
ABN: 96 066 027 389**

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(o) Going concern (Continued)

The group incurred a loss from ordinary activities of \$2,013,604 during the year ended 31 December 2022 (2021: loss \$1,540,426), generated net cash inflows from operations of \$490,662 (2021: \$652,430) and had net current assets of \$62,038 (2021: \$213,577) at year end.

Financial Services Institute of Australasia (the 'Company') derived a loss before income tax of \$527,489 (2021: \$576,563) and had a deficiency in current liabilities over current assets as at 31 December 2022 of \$387,154 (2021: \$32,198).

The continuation of the Company as going concern is dependent on FINSIA Education, a controlled entity of the Financial Institute of Australasia, providing continued financial support to the company.

FINSIA Education has issued a letter of support to its parent company, Financial Services Institute of Australasia, committing to provide continued financial support to enable it to continue to operate and meet its obligations as and when they fall due and has agreed to not call any amounts due to FINSIA Education for at least eighteen months from 3 April 2023. As a result, the financial statements have been prepared on a going concern basis.

(p) Comparatives

Where necessary, comparative information has been reclassified and repositioned for consistency with current year disclosures.

(q) Events after the reporting period

Events after the reporting period are those events, favourable and unfavourable, that occur between the end of the reporting period and the date when the financial report is authorised for issue.

The amounts recognised in the financial statements reflect events after the reporting period that provide evidence of conditions that existed at the reporting date. Whereas, events after the reporting period that are indicative of conditions that arose after the reporting period (i.e., which did not exist at the reporting date) are excluded from the determination of the amounts recognised in the financial statements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NOTE 2: SIGNIFICANT ACCOUNTING ESTIMATES AND JUDGEMENTS

In the process of applying the group's accounting policies, management makes various judgements that can significantly affect the amounts recognised in the financial statements. In addition, the determination of carrying amounts of some assets and liabilities require estimation of the effects of uncertain future events. Outcomes within the next financial year that are different from the assumptions made could require a material adjustment to the carrying amounts of those assets and liabilities affected by the assumption.

The following outlines the major judgements made by management in applying the group's accounting policies and/or the major sources of estimation uncertainty, that have the most significant effect on the amounts recognised in the financial statements and/or have a significant risk of resulting in a material adjustment to the carrying amount of assets and liabilities within the next financial year:

(a) Impairment of non-financial assets other than goodwill

In the application of the Group's accounting policies, which are described in note 1, the directors of the company are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Key sources of estimation uncertainty

The following are the key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the reporting period, that have a significant risk of causing a material adjustment to the carrying amounts of assets within the next financial year.

Recoverability of intangible assets

During the year, the directors have considered the recoverability of the Group's intangible assets which are comprised of development costs relating to the Group's education assets. These intangible assets are included in the consolidated statement of financial position at 31 December 2022 with a carrying amount of \$2,721,030 (2021: \$3,238,416).

The intangible assets are expected to continue to provide economic benefits to the Group through ongoing revenue generation as well as various efforts aimed at developing and tailoring new membership offerings to attract new members while retaining existing members. The directors are confident that the carrying amount of the assets will be recovered in full.

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
NOTE 3: REVENUE FROM CONTRACTS WITH CUSTOMERS		
Revenue from contracts with customers		
Membership fees and services	3,043,530	3,088,432
Education revenue	<u>4,821,747</u>	<u>4,720,917</u>
	<u><u>7,865,277</u></u>	<u><u>7,809,349</u></u>
Revenue by timing of transfer of goods or services to customers:		
Services transferred at a point in time	4,083,347	3,661,554
Services transferred over time	<u>3,781,930</u>	<u>4,147,795</u>
	<u><u>7,865,277</u></u>	<u><u>7,809,349</u></u>
NOTE 4: OTHER INCOME		
Distribution income	300,396	283,929
Change in fair value of investments	(244,309)	3,993
Other income	<u>44,151</u>	<u>37,519</u>
	<u><u>100,238</u></u>	<u><u>325,441</u></u>
NOTE 5: OPERATING PROFIT		
Losses before income tax has been determined after:		
Finance costs		
- Lease liability - interest expense	16,053	28,559
Depreciation and amortisation		
- Right-of-use assets, PP&E, and intangibles	1,387,957	940,670
Employee benefits		
- Short term benefits	3,881,447	3,595,279
- Superannuation guarantee contributions	<u>355,393</u>	<u>363,396</u>
	<u><u>4,236,840</u></u>	<u><u>3,958,675</u></u>
	2022	2021
	\$	\$
NOTE 6: CASH AND CASH EQUIVALENTS		
Cash at bank	<u><u>2,646,791</u></u>	<u><u>1,789,795</u></u>

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
NOTE 7: RECEIVABLES		
CURRENT		
Receivables from contracts with customers	450	149,241
Other receivables	<u>3,129</u>	<u>404,515</u>
	<u><u>3,579</u></u>	<u><u>553,756</u></u>

NOTE 8: OTHER FINANCIAL ASSETS

CURRENT

Financial assets at amortised cost

Term deposits	<u>203,418</u>	<u>203,418</u>
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NON CURRENT

Financial assets at fair value through profit or loss

Managed funds (Level 1)	<u>6,038,394</u>	<u>7,288,451</u>
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Basis of determining fair value

When estimating the fair value of an asset or liability, the group uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs. Inputs to valuation techniques used to measure fair value are categorised into three levels according to the extent to which the inputs are observable:

- Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the group can access at the measurement date.
- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
- Level 3 inputs are unobservable inputs for the asset or liability.

NOTE 9: PLANT AND EQUIPMENT

Leasehold improvements

At cost	46,143	46,143
Accumulated depreciation	<u>(40,437)</u>	<u>(31,209)</u>
	<u>5,706</u>	<u>14,934</u>

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
NOTE 9: PLANT AND EQUIPMENT (CONTINUED)		
Plant and equipment		
Office equipment at cost	192,281	188,658
Accumulated depreciation	<u>(152,717)</u>	<u>(114,920)</u>
	<u>39,564</u>	<u>73,738</u>
Total plant and equipment	<u><u>45,270</u></u>	<u><u>88,672</u></u>
(a) Reconciliations		
Reconciliation of the carrying amounts of property, plant and equipment at the beginning and end of the current financial year		
<i>Leasehold improvements</i>		
Opening carrying amount	14,934	
Depreciation expense	<u>(9,228)</u>	
Closing carrying amount	<u><u>5,706</u></u>	
<i>Office equipment</i>		
Opening carrying amount	73,738	
Additions	3,623	
Depreciation expense	<u>(37,797)</u>	
Closing carrying amount	<u><u>39,564</u></u>	
NOTE 10: INTANGIBLE ASSETS		
Software at cost	2,527,676	2,527,677
Accumulated amortisation	<u>(2,471,903)</u>	<u>(2,426,070)</u>
	<u>55,773</u>	<u>101,607</u>
Educational Course Content at cost	4,768,512	4,197,768
Accumulated amortisation	<u>(2,103,255)</u>	<u>(1,060,959)</u>
	<u>2,665,257</u>	<u>3,136,809</u>
Total intangible assets	<u><u>2,721,030</u></u>	<u><u>3,238,416</u></u>

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$

NOTE 10: INTANGIBLE ASSETS (CONTINUED)

(a) Reconciliations

Reconciliation of the carrying amounts of intangible assets at the beginning and end of the current financial year

Software at cost

Opening balance	101,607	
Amortisation expense	<u>(45,834)</u>	
Closing balance	<u>55,773</u>	

Educational course content at cost

Opening balance	3,136,809	
Additions	570,743	
Amortisation expense	<u>(1,042,294)</u>	
Closing balance	<u>2,665,258</u>	

Intangible assets are measured at cost less accumulated amortisation and accumulated impairment losses. The company carries out an impairment review of its intangible assets when a change in circumstances or situation indicates that those assets may have suffered an impairment loss.

Amortisation is recognised in profit or loss on a straight-line basis over the asset's estimated useful life commencing from the time the asset is held ready for use. The estimated useful life and amortisation method is reviewed at the end of each annual reporting period, with any changes being accounted for on a prospective basis.

Intangible assets as at 31 December 2022 have a remaining useful life of between 2 and 3 years in the majority of instances.

NOTE 11: LEASE ASSETS AND LEASE LIABILITIES

(a) Lease assets

Office leases		
At cost	1,179,743	1,179,743
Accumulated depreciation	<u>(1,053,584)</u>	<u>(800,782)</u>
Total carrying amount of lease assets	<u>126,159</u>	<u>378,961</u>

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
NOTE 11: LEASE ASSETS AND LEASE LIABILITIES (CONTINUED)		
(b) Lease liabilities		
CURRENT		
Office leases	<u>222,328</u>	<u>310,310</u>
NON CURRENT		
Office leases	<u>-</u>	<u>221,428</u>
Total carrying amount of lease liabilities	<u><u>222,328</u></u>	<u><u>531,738</u></u>
(c) Future lease payments		
	2022	2021
	\$	\$
- Not later than 1 year	222,328	341,517
- Later than 1 year and not later than 5 years	<u>-</u>	<u>211,246</u>
Total future lease payments at the reporting date	<u><u>222,328</u></u>	<u><u>552,763</u></u>

The lease of office premises is for Sydney that expire in August 2023 and for Melbourne that expired in December 2022 and has yet to be renewed. In accordance with the individual lease contract, these properties must be maintained in a good state of repair and in their original condition at the end of the lease.

NOTE 12: PAYABLES

CURRENT		
<i>Unsecured liabilities</i>		
Trade creditors	88,224	79,961
Sundry creditors and accruals	<u>777,872</u>	<u>479,606</u>
	<u><u>866,096</u></u>	<u><u>559,567</u></u>

NOTE 13: PROVISIONS

CURRENT		
Employee benefits - annual leave	156,889	141,439
Employee benefits - long service leave	<u>-</u>	<u>26,675</u>
	<u><u>156,889</u></u>	<u><u>168,114</u></u>
NON CURRENT		
Employee benefits - long service leave	<u><u>67,216</u></u>	<u><u>47,424</u></u>

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
NOTE 14: RESERVES		
Foreign currency translation reserve	<u>(30,726)</u>	<u>(30,780)</u>
	<u>(30,726)</u>	<u>(30,780)</u>
NOTE 15: RETAINED EARNINGS		
Retained earnings at beginning of year	10,980,285	12,520,711
Net loss	<u>(2,013,604)</u>	<u>(1,540,426)</u>
	<u>8,966,681</u>	<u>10,980,285</u>
NOTE 16: CASH FLOW INFORMATION		
(a) Reconciliation of cash		
Cash at the end of the financial year as shown in the consolidated statement of cash flows is reconciled to the related items in the consolidated statement of financial position as follows:		
Cash at bank	<u>2,646,791</u>	<u>1,789,795</u>
NOTE 17: REMUNERATION OF AUDITORS		
<i>Pitcher Partners Sydney</i>		
Audit and assurance services		
- Audit of the financial report	65,200	57,000
Other non-audit services		
- Compilation of the financial report	<u>11,800</u>	<u>10,750</u>
	<u>77,000</u>	<u>67,750</u>

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$

NOTE 18: KEY MANAGEMENT PERSONNEL COMPENSATION

Total compensation paid or payable to key management personnel	<u>1,764,112</u>	<u>1,337,287</u>
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The increase in key management personnel compensation is due to the number of underlying senior management from 7 in 2021 to 12 in 2022, in addition to increase in underlying salaries.

NOTE 19: INTERESTS IN SUBSIDIARIES

(a) Subsidiaries

The following are the group's significant subsidiaries:

	Ownership interest held by the Group	
	2022	2021
	%	%
FINSIA NZ Ltd	100	100

(b) Other controlled entities

The Group fully controlled FINSIA Education for the years ended 31 December 2022 and 2021. Control is based on members' interests which are held solely by the Directors of FINSIA who are committed to act in the interests of FINSIA when required. FINSIA Education is incorporated in Australia.

FINANCIAL SERVICES INSTITUTE OF AUSTRALASIA
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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
NOTE 20: PARENT ENTITY DETAILS		
Summarised presentation of the parent entity, Financial Services Institute of Australasia, financial statements:		
(a) Summarised statement of financial position		
Assets		
Current assets	602,586	731,816
Non-current assets	<u>193,536</u>	<u>761,532</u>
Total assets	<u>796,122</u>	<u>1,493,348</u>
Liabilities		
Current liabilities	989,740	764,014
Non-current liabilities	<u>21,086,961</u>	<u>21,482,424</u>
Total liabilities	<u>22,076,701</u>	<u>22,246,438</u>
Net assets	<u>(21,280,579)</u>	<u>(20,753,090)</u>
Equity		
Retained earnings	(21,375,704)	(20,848,215)
Reserves	<u>95,125</u>	<u>95,125</u>
Total equity	<u>(21,280,579)</u>	<u>(20,753,090)</u>
(b) Summarised statement of comprehensive income		
Loss for the year	(527,489)	(576,563)
Other comprehensive income for the year	<u>-</u>	<u>(530)</u>
Total comprehensive loss for the year	<u>(527,489)</u>	<u>(577,093)</u>

(c) Intercompany balances

Non-current assets include a loan to FINSIA NZ Limited at 31 December 2022 of \$22,107 (2021: \$293,897), net of impairment of \$602,773 (2021: \$251,674).

Current and Non-Current liabilities include a loan from FINSIA Education at 31 December 2022 of \$20,053,405 (2021: \$19,936,945).

(d) Going Concern

Please refer to Note 1(o) on the ability of the parent entity to continue as a going concern.

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2022	2021
\$	\$

NOTE 21: CONTINGENT LIABILITIES

The Group has issued bank guarantees amounting to \$192,257 (2021: \$192,257) in favour of landlords as security for office leases.

NOTE 22: RELATED PARTY TRANSACTIONS

(a) Transactions with key management personnel of the entity or its parent and their personally related entities

The names of persons who were Directors at any time during the year are set out in the "Directors' Report". Note 18 outlines the remuneration provided to key management personnel. Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

(b) Transactions with subsidiaries

Interest in subsidiaries are set out in note 19. Transactions between the parent entity and its subsidiaries are at normal commercial terms and conditions. Transactions consist of loans advanced and repaid, interest and recharge of payroll costs.

Transactions between the parent and its subsidiaries which are eliminated on consolidation are not disclosed in this note.

NOTE 23: EVENTS SUBSEQUENT TO REPORTING DATE

There has been no matter or circumstance, which has arisen since 31 December 2022 that has significantly affected or may significantly affect:

- (a) the operations, in financial years subsequent to 31 December 2022, of the group, or
- (b) the results of those operations, or
- (c) the state of affairs, in financial years subsequent to 31 December 2022, of the group.

**Financial Services Institute of Australasia
ABN 96 066 027 389****Independent Auditor's Report
To the Members of Financial Services Institute of Australasia****Report on the Financial Report****Opinion**

We have audited the financial report of Financial Services Institute of Australasia and its subsidiaries ("the Group"), which comprises the consolidated statement of financial position as at 31 December 2022, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

- a) Giving a true and fair view of the Group's financial position as at 31 December 2022 and of its financial performance for the year then ended; and
- b) Complying with Australian Accounting Standards - Simplified Disclosures and the *Corporations Regulations 2001*.

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 Financial Services Institute of Australasia in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including independence standards)* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the *Corporations Act 2001* and for such internal control as the directors 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 directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations or has no realistic alternative but to do so.

**Independent Auditor's Report
To the Members of Financial Services Institute Australasia**

Other Information

The directors are responsible for the other information. The other information comprises the information included in the Group's directors report for the year ended 31 December 2022 but does not include the financial report and our auditor's report thereon.

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

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional skepticism 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 Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group'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 Group to cease to continue as a going concern.

**Independent Auditor's Report
To the Members of Financial Services Institute Australasia**

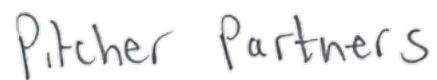
- Evaluate the overall presentation, structure, and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance 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.



S S Wallace
Partner

3 April 2023



Pitcher Partners
Sydney