



HIA Annual Report

2025

Housing Industry Association Limited
includes Concise Financial Report
for the year ended 31 December 2025



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HIA Annual Report 2025

About HIA

The Housing Industry Association (HIA) is Australia's peak national industry association for residential construction and home building, renovation and development. In 1945, we began a journey to strengthen the housing industry. Since then, HIA has proudly worked to improve regulatory environments for thousands of builder and trade contractors across the country.

We are driven to serve our members every day, arming them with knowledge, advice, resources and support to help them build their businesses and continue to build homes for all Australians.

It is our mission to support the industry and to build trust – in our members, in their businesses and in their work.

Our vision

To be the residential building, renovation and development industry association which:

- Provides leadership for the residential building industry
- Speaks with a common voice on industry issues
- Provides quality services at the lowest possible cost
- Achieves adherence by industry to high standards of self-regulated commercial conduct.

Our mission

To promote policies and provide services which enhance our members' business practices, products and profitability, consistent with the highest standards of professional and commercial conduct.

Our manifesto

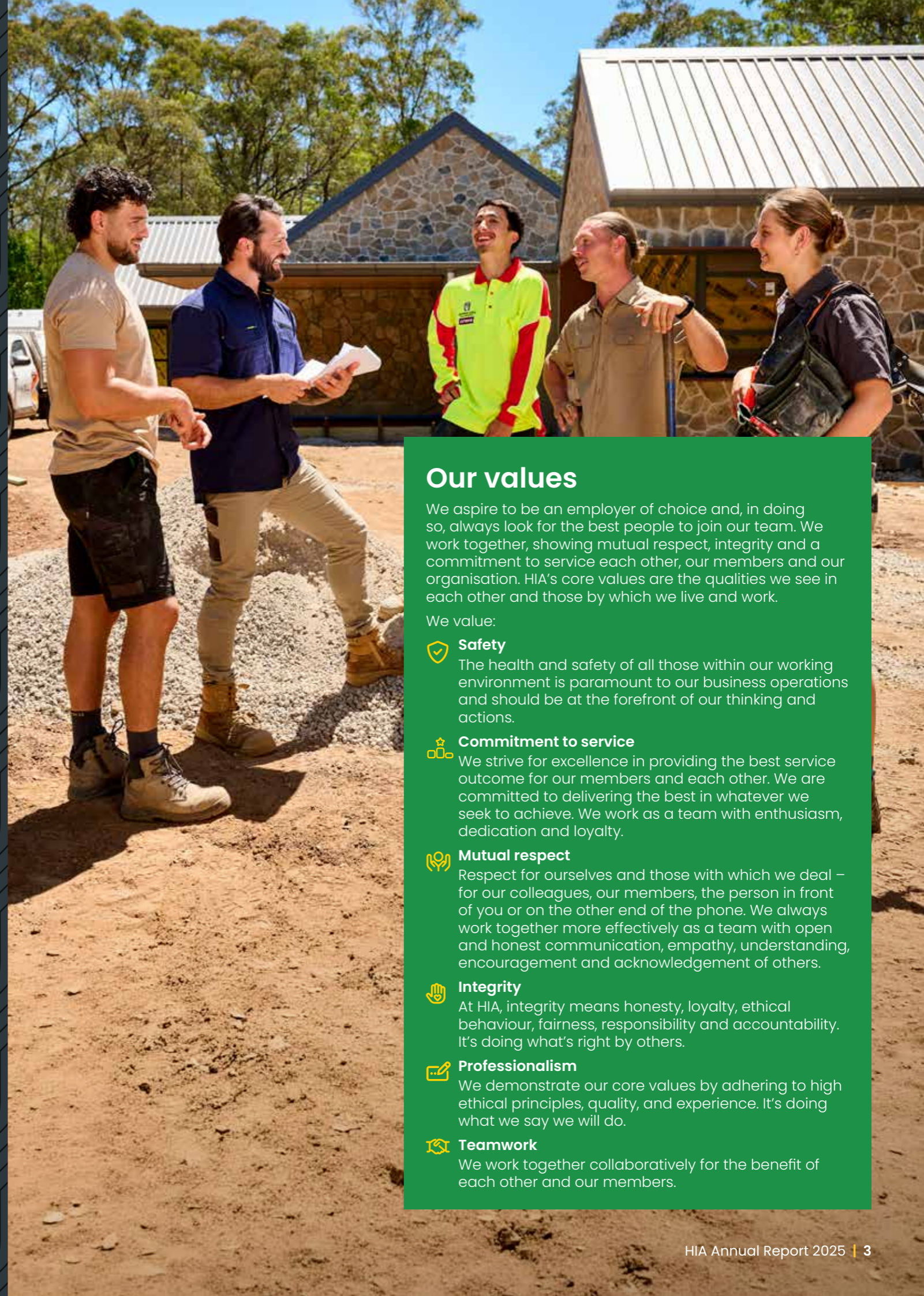
In 1945, we set out to unite the housing industry. Since then, trusted HIA members have helped millions of Australians build their dream home. It's in our heritage and our hearts. Beyond our heritage, we're about building the future – in more ways than just building houses.

We're about building security through belonging and strength in numbers so every business can be part of something bigger – affecting change that matters to all Australians and creating more opportunities for everyone. We believe in putting people first.

We're about sharing industry-leading knowledge and tailor-made advice to keep each HIA member at the forefront of the industry. We work with our members' best interests at heart because their success is our success. And when the housing industry is going well, it's good for all Australians.

We're about building a bright future for the country and the industry. In everything we do, we're building trust – trust in the industry, trust in our members, and trust in their work.

And that's why with HIA, **'you're in good hands'**.



Our values

We aspire to be an employer of choice and, in doing so, always look for the best people to join our team. We work together, showing mutual respect, integrity and a commitment to service each other, our members and our organisation. HIA's core values are the qualities we see in each other and those by which we live and work.

We value:

Safety

The health and safety of all those within our working environment is paramount to our business operations and should be at the forefront of our thinking and actions.



Commitment to service

We strive for excellence in providing the best service outcome for our members and each other. We are committed to delivering the best in whatever we seek to achieve. We work as a team with enthusiasm, dedication and loyalty.



Mutual respect

Respect for ourselves and those with which we deal – for our colleagues, our members, the person in front of you or on the other end of the phone. We always work together more effectively as a team with open and honest communication, empathy, understanding, encouragement and acknowledgement of others.



Integrity

At HIA, integrity means honesty, loyalty, ethical behaviour, fairness, responsibility and accountability. It's doing what's right by others.



Professionalism

We demonstrate our core values by adhering to high ethical principles, quality, and experience. It's doing what we say we will do.



Teamwork

We work together collaboratively for the benefit of each other and our members.

Managing Director & National President's report



Jocelyn Martin
Managing Director



Ian Hazan
National President

“

Our advocacy focused on clear messaging: keep housing delivery moving while pushing for smarter regulation and greater productivity.

Backed by our exceptional team of employees and volunteers and guided by the five key pillars of our Strategic Plan, we are pleased to present the 2025 HIA Annual Report.

In 2025, HIA celebrated its 80-year anniversary. We kicked off with reflections from our past National Presidents, capturing their thoughts on video and painting a historical picture of HIA's sustained political advocacy over the decades. These discussions also emphasised the value of our members' contributions and the importance of our work to them. It's clear that many of the stubborn issues holding back our sector persist to this day.

As part of our 80th celebrations, the Honourable John Howard delivered the DR Dossetor address at our annual Presidents Dinner in Melbourne in May. Still as feisty as ever, we were engaged by Mr Howard's strong and accurate views on the current industry challenges and the performance of the government of the day.

Our Leadership

Australia's residential building industry faced major challenges this year, but HIA's effective leadership has led to the introduction of welcome reforms, promising meaningful progress and lasting change.

Housing issues were a centrepiece of the federal election, supported by reports from the Productivity Commission and then an Economic Reform Roundtable. These activities provided significant advocacy opportunities for HIA. As a result, we saw governments finally recognise what builders have been saying for years: red tape and uncertainty are

choking supply, and we need practical reforms – not more plans – to get homes built.

Our advocacy focused on clear messaging: keep housing delivery moving while pushing for smarter regulation and greater productivity. As a result, the federal government made commitments to pause non-essential building code changes, to overhaul the governance of the ABCB, to reform the *Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act)* and address the backlog of land development.

As members of the National Construction Industry Forum, we have been strong contributors to discussions about how to improve industry culture and make our industry a more attractive career choice. We also welcomed the announcement of an audit into the Housing Australia Future Fund and the expansion of the Home Guarantee Scheme.

Our Community

At our National Policy Congress in Melbourne in May, we were delighted to present the Sir Phillip Lynch Award for Excellence to HIA Life Member and former Board Chair Pino Monaco. We also recognised former National Treasurer David Linaker and former National President Alwyn Even with Life Memberships and recognised their service as they concluded their roles on the HIA Board.

We once again recognised the impressive work of our members in our awards program, with a record number of entries across the country this year. The 2025 HIA-CSR Australian Home of the Year was won by Sarah Waller Building from Queensland, and

SJD Homes in Victoria took out the HIA Australian Professional Major Builder. Our HIA Apprentice of the Year was Sam Spencer from Mamet Homes in Brisbane. Sam was recognised for his dedication to his craft and to continuous personal development. We can't wait to see Sam's career evolve.

We were pleased to launch our Next Gen Committee this year. The Committee focuses on providing people just starting out, like Sam, with an avenue to influence the sector for future generations. Chaired by our 2023 Apprentice of the Year, Bethany Mercieca, and with representation from all HIA's regions, the Committee falls within HIA's Service Committee framework. Its first face-to-face meeting will be at our National Service Committee event in March 2026.

Again, in 2025, we visited as many regions as we could, attending Regional Committee Meetings, events and worksites. We were treated to a range of factory tours by our manufacturer members, which gave us valuable insights into new products and innovative practices. Our visits served as a reminder of the range and quality of work undertaken in our industry, as well as the commitment of our hundreds of HIA committee members around the country.

Our Organisation

HIA welcomed two new Board Directors at our AGM in May, Paul Burnell from Tasmania and Dean O'Rourke from WA. Our new Board Executive, National President, Ian Hazan, Vice President, David Morris, and Treasurer, Cathy Inglis, promise to deliver an exciting new chapter for HIA. Debbie Johnson concluded her successful tenure as HIA National President, with NPC expressing their gratitude for an incredible job.

Throughout the second half of 2025, HIA's Board Directors commenced work on a long-term 20-year vision for HIA. This will set a roadmap for how we can continue to serve our members and the industry in a rapidly changing business environment.

HIA's enterprise delivered solid outcomes in 2025. We experienced growth in our Certificate IV program and a marked increase in enrolments in our expanding professional learning program. HIA's apprentice program also delivered excellent outcomes, and our support for apprentices and hosts, along with our approach to safety, is unwavering.

Our People

HIA's staff have worked hard this year to advocate for the industry, deliver services to our members and support our work more broadly. We are so fortunate to have such a dedicated and experienced team.

Our Capability

We anticipate a federal focus on taxation and net zero in 2026, with elections in South Australia and Victoria, where we will be advocating strongly for better business conditions for our residential builders.

There are plans to expand our training delivery, offer Certificate III programs in more regions, and grow our suite of professional learning options. HIA's Board and senior team will further develop plans for strategic change to create a more dynamic and responsive membership organisation. Most importantly, we thank our members for their work and for supporting HIA in 2025.

Treasurer's report



HIA's strong financial results in 2024 and 2025, together with the growth in the net assets over the two years, position the association well to leverage emerging opportunities to build sustainable wealth and enhance future member services.

Cathy Inglis Treasurer

Despite the challenging business climate facing the residential building industry, HIA achieved an operating surplus of \$3,566,913 in 2025, up from \$2,388,342 in 2024.

Improved results from the commercial businesses drove the 49 per cent year-on-year increase in the operating surplus. The strong result achieved during the year provides a great opportunity for the HIA, as a member-led organisation, to invest in member servicing and operational improvement areas going forward.

Group turnover of \$99.1 million was \$3.4 million lower than \$102.5 million in 2024, driven by lower apprentice volumes during the year. Revenue improved year on year in the business units of Stationery, Events, Insurance, Training, Publications, Grants & Projects and Home Inspirations Centre. However, revenue declined in HIA Apprentices and HIA Vehicles. Returns from investments were also lower year on year.

Home building activity in 2025 increased compared with the previous year, driven by strong demand despite persisting constraints on construction and land costs, land availability and labour capacity. Housing starts remained lower than expected due to high interest rates and lower affordability, driven by higher costs of living.

The association continued to access government stimulus funding, including Completing Apprenticeship Commencements. HIA passed on 100 per cent of the subsidies received under these programs to eligible hosts. The subsidies greatly assisted the continued employment of HIA's apprentices by providing financial relief to hosts and encouraging them to maintain their apprentices' employment.

HIA's Group Apprenticeship Scheme continued to assist in our endeavours to address skill shortages in the building trade with the completion of 211 apprenticeships during the year. We continued delivering the four-year Homes NSW (LAHC)- funded program for apprenticeships and traineeships across the state. During the year, various other state government-funded programs were conducted, with some continuing into 2026.

HIA held several events across various regions in Australia in 2025, which increased member engagement and improved the business unit's operating results compared with the previous year. Events held also benefited from strong industry support and partnerships.

During 2025, HIA completed fit-outs and took occupation of the new office premises in Melbourne, which were purchased the prior year. HIA continues to execute its long-term policy of owning and maintaining its own property assets to underpin its long-term viability.

HIA's investment portfolio increased from \$14.3 million in 2024 to \$16 million in 2025 due to capital growth and reinvestment of returns.

HIA also commenced the process of replacing the current financial management information systems, which will improve financial management functionality, streamline processes, and enhance data visibility for decision-making. Completed delivery of this program of work is expected in 2026.

Net assets increased by \$4 million to \$101 million at the end of 2025, reflecting a net operating surplus of \$3.6 million and capital growth in the investment portfolio of \$0.4 million. At the end of 2025, cash and cash equivalents were \$6.8 million, and HIA had a very strong financial position with 5.5 dollars of assets for every dollar of liabilities.

HIA's strong financial results in 2024 and 2025, together with the growth in the net assets over the two years, position the association well to leverage emerging opportunities to build sustainable wealth and enhance future member services.

Cathy Inglis
Treasurer

2025 highlights

Helping members every day in their business

 **3152 calls**
responded to monthly from members seeking information & support


 **12,000+**
members saved thousands on new vehicles through HIA's Toyota partnership since 2014


 **6500**
contract & compliance calls were responded to by HIA experts

 **70**
industry submissions prepared by HIA experts

Keeping members up to date

 **2 issues**
of *HOUSING* magazine produced & 12 *HOUSING* eDMs delivered

 **186**
information sheets were added to the digital library across technical, planning, legal and business compliance (new and revised)

 **1500+**
eDMs delivered informing members on regional & national issues

 **128**
member alerts issued on government changes & industry issues

Promoting the industry

317 media releases issued
4274 media mentions of HIA speaking for the industry on housing issues nationally


 **1.1 mil**
users visited hia.com.au


 **52.6 million**
total reach across paid and organic social media activity

Working **hard** for our members

Supporting the industry's future

 **25,000+**
members networked, learnt & celebrated at HIA events

 **1140**
qualification awards for Certificate IV & Diploma of Building & Construction

 **1107 students**
received statements of attainment for nationally recognised short courses

 **1000+**
Australians employed, supported & trained through HIA Apprentices

 **12,500+**
competent results awarded for nationally recognised training

 **8800**
guests attended 30 awards functions held across Australia

 **211**
apprenticeship completions

 **319**
new apprenticeship commencements

 **5100+**
people completed various professional development short courses

 **115+**
virtual courses delivered nationally

 **\$100,000**
donated by the HIA Charitable Foundation

Our people



Our leaders



Board of directors

Standing L-R: Shane Goodwin (Director), Paul Burnell (Director), Bruce Robb (Director), Craig Muse (Director), Jocelyn Martin (Managing Director), Anthony Gleeson (Director)

Seated L-R: David Morris (National Vice President), Cathy Inglis (Treasurer), Ian Hazan (National President), Debbie Johnson (Immediate Past President), Dean O'Rourke (Director)

HIA is a national organisation governed by our members to benefit both members and the housing industry as a whole. HIA's Constitution establishes the framework that guides our operations and advocacy.

Our National Policy Congress (NPC) brings together members from across Australia to build our united voice. The National Board of Directors acts as the executive arm of the NPC, administering and overseeing operations and finances.

Every two years, HIA holds elections for office holders. At the 2025 Annual General Meeting (AGM), a new board was elected.

HIA National Board

Ian Hazan National President

David Morris National Vice President

Cathy Inglis Treasurer

Debbie Johnson Past National President

Shane Goodwin National Director

Bruce Robb National Director

Dean O'Rourke National Director

Paul Burnell National Director

Craig Muse National Director

Anthony Gleeson National Director

Jocelyn Martin Managing Director

Under the leadership of the Managing Director, HIA's staff play a critical role in delivering valuable services to all our stakeholders. They operate from the national office in Canberra, nine regional offices, and seven sub-regional areas across the country.

In 2025, our senior executives, regional executive directors, and general managers worked alongside our 300 staff. Our people are responsible for delivering an ever-growing range of products and services while supporting members' needs every day – wherever they are.

Senior executive team

Jocelyn Martin Managing Director

Simon Croft Chief Executive, Industry & Policy

Brenton Gardner Chief Executive, Business Innovation

Nadine Goldsmith Chief Executive, Enterprise Operations

David Humphrey General Counsel

Catherine Lynch Chief Executive, Communications & Marketing

Fiona Nield Chief Executive, Business Services

Lalit Prasad Company Secretary, Group Operations Manager & Chief Financial Officer

Mike Roberts Executive Director, Queensland

Greg Weller Senior Executive Director, Corporate Affairs

Fiona Knight Executive Officer

A united voice

As HIA is a national association, one of its greatest strengths is the ability to debate and achieve consensus on how we approach the policy issues that matter most to our members. HIA’s policies are developed through a process that engages more than 1000 members on committees across the country each year.

These members are at the coalface, experiencing first-hand – and shedding light on – the difficulties, hurdles, and pain points that disrupt and hinder the efficiency of the housing industry.

HIA’s committee structure includes regional service and specialist committees, such as the Kitchens & Bathrooms Committee and the National Manufacturers Council. These forums address local issues that are then deliberated at a national committee level before progressing to the National Policy Congress. The regional service committees focus on core membership policy and service areas, such as Technical, Planning & Environment, Training & Professional Development, Industrial Relations & Legal, and Membership Services.

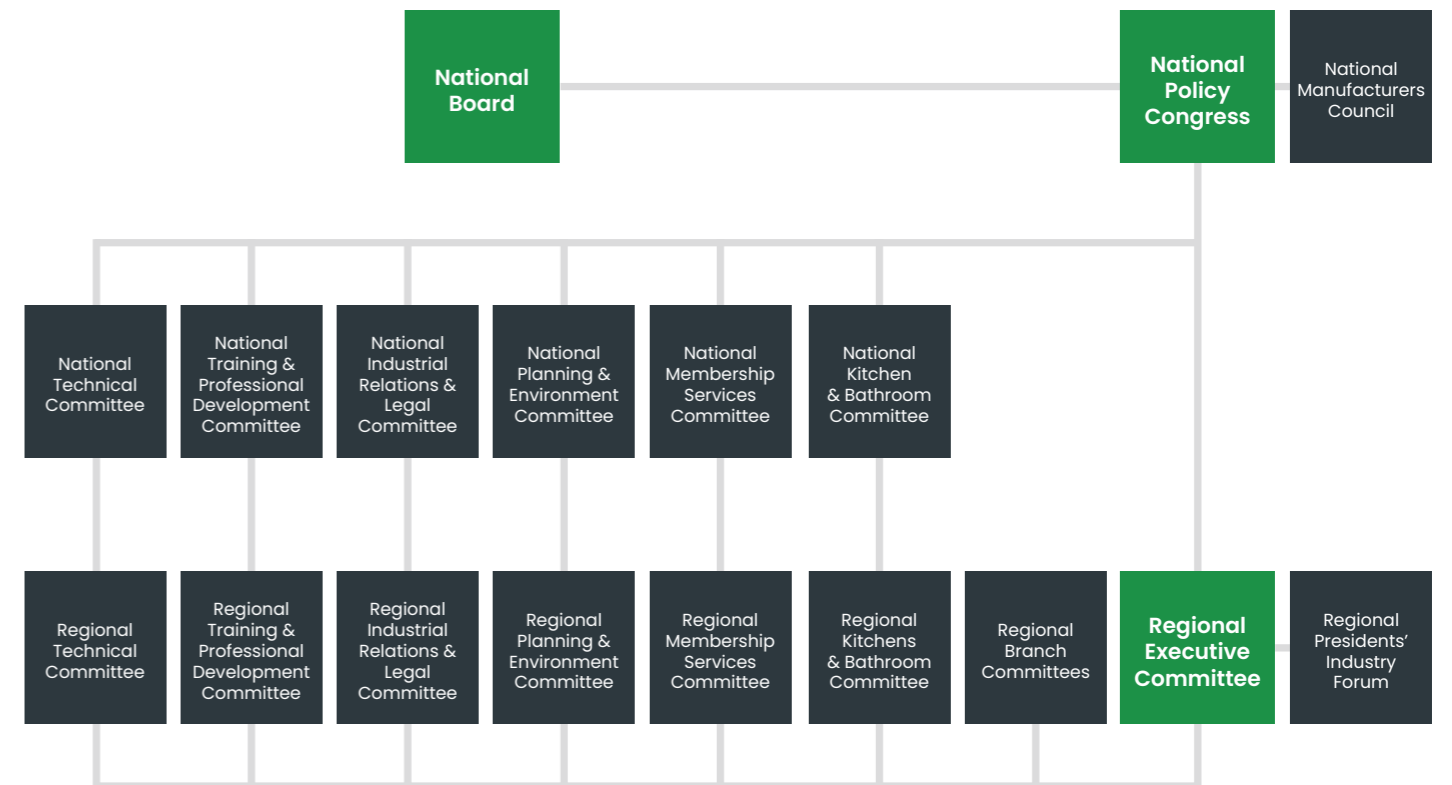
HIA’s regional executives and management team lead our advocacy efforts across each state and territory, ensuring decisions reflect the views of our members and their elected representatives. Each year, these committees come together to determine HIA’s position on key industry issues, achieving consensus through engagement and mutual respect. HIA’s national position statements form the foundation of our united voice.

“

HIA is a vibrant, active and engaged association that places the success of our members at the heart of everything we do.

Jocelyn Martin
HIA Managing Director

HIA committee structure



National Policy Congress

The Chairs of HIA's National Committees include:

- National Manufacturers Council
Glenn Simpkin (New South Wales)
- National Technical Committee
Robert Di Mella (South Australia)
- National Training & Professional Development Committee
Phil Theunissen (Western Australia)
- National Industrial Relations & Legal Committee - Paul Burnell (Tasmania)
- National Planning & Environment Committee
Dean O'Rourke (Western Australia)
- National Membership Services Committee
Brent Fletcher (Queensland)
- National Kitchen & Bathroom Committee
Laurie Cosentino (New South Wales)

HIA's policy development is the foundation for all our advocacy to governments.

Our National Policy Congress (NPC) was established in 1996. It serves as our policymaking body and a forum for debating key issues, representing the interests and concerns of all members and the broader industry. It meets annually to consider important issues affecting the residential building industry. The outcomes help steer and guide HIA's advocacy work.

In May 2025, the NPC met during HIA's National Conference in Melbourne. The meeting coincided closely with the federal election.

With housing policy taking centre stage as a key issue in the election, the Congress had an in-depth discussion on the election's outcome and, coming out of it, how best for the association to work with the returned ALP government over the next three years.

Given the strength of HIA's advocacy in the lead-up to the election and the securing of significant policy commitments from both major parties, the outcome brings optimism for the future of the Australian housing industry.

Members discussed the impact of increasing government regulations and ongoing change on the residential building industry, with significant effects on industry productivity.

This led to HIA's important positioning over the next 12 months, with industry productivity a key feature of reform to streamline approvals, reduce regulatory burdens, such as the NCC, and aid businesses in delivering more homes faster.

Congress acknowledged our ongoing advocacy work against this backdrop and the changing political landscape, as well as HIA's increasing public profile and advocacy on key housing policy matters in the lead-up to the next federal election.

Members of NPC comprise the National Board of Directors, Regional Presidents and Vice Presidents, the Chairs of the National Manufacturers Council and the National Kitchen & Bathroom Committee.

The Chairs of each National Service Committee attend NPC by invitation, having guided the new position statements through a six-month drafting process. Representatives from the Northern Territory and Gold Coast also participate by invitation.



In 2025, NPC re-endorsed 11 national position statements and one new position statement. Position statements re-endorsed included:

- Industrial Manslaughter;
- Demerit Point Systems for Licensing;
- APSI and the Results Test;
- Payroll Tax and Contracts;
- Competition Law, Collective Bargaining & Contractors;
- Building Consultants for Residential Building Work;
- Workers Compensation;
- Owner Builders;
- Subsidised Affordable Housing;
- Managing Native Vegetation and Threatened Species on Residential Land;
- The Building Quality and Compliance Pillars.

New position statement:

- Financial Barriers in the Residential Building Industry.

Humans of HIA

At HIA, our people are the backbone of our association. This section recognises the incredible talent and dedication of long-standing team members who have shaped the association over the years. We celebrate these individuals who have been instrumental in delivering meaningful change, advocating for our members, and helping the association grow in ways that positively impact the industry.

This page highlights their achievements and commitment, sharing each person's journey and recognising the value of their long careers and the wealth of experience they bring. As they continue to serve in their roles or transition into new chapters, their legacy is evident in HIA's ongoing evolution and leadership.



Kelvin Cuskelly
Building Services Manager, Queensland

Kelvin Cuskelly's 35-year journey with HIA began with a simple newspaper job advertisement. While he was initially unsuccessful, a call a few months later, following a restructure of membership regions, led to an opportunity he accepted without hesitation. From that moment on, he has made a real difference for members.

Working from the Brisbane office, Kelvin has built a reputation for his deep industry knowledge, practical problem-solving and unwavering commitment to members. Over the years, he has helped builders and contractors navigate claims, secure licences, and resolve disputes, often saving members significant time and stress.

One of his most meaningful moments came when a member's family shared their gratitude after Kelvin's intervention helped avert a devastating financial outcome, highlighting the very real and enduring impact of his work.

What has kept Kelvin at HIA for more than three decades is the people, both colleagues and members, as well as the strong sense of purpose that comes from supporting the industry. Kelvin lives and breathes the HIA values and believes that members are "in good hands".



Belinda Bouverie
National Retention Manager

Belinda Bouverie's career at HIA spans more than 35 years and over 15 roles, reflecting both her adaptability and her deep commitment to the organisation. She originally applied for an apprenticeship officer role, but was encouraged instead to step into a marketing assistant position — a redirection that marked the beginning of a long and varied career.

Throughout her time at HIA, Belinda has worked across multiple functions, always focused on improving efficiencies, introducing better processes and documenting procedures that strengthen the association. While her roles have evolved, her focus has remained consistent: investing in people. Belinda is particularly proud of the opportunity to mentor and coach colleagues, helping them grow in confidence and ability.

For Belinda, she values being part of a member-based organisation where the work makes a tangible difference to people and their businesses. Her contribution is felt not only in systems and processes, but in the people she has supported along the way, something she continues to do each and every day.

Workplace culture

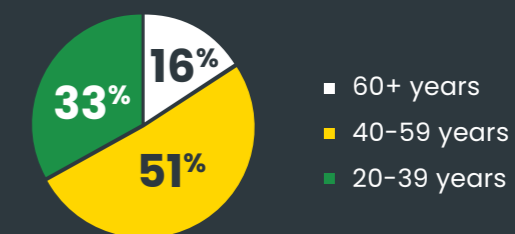
HIA is committed to fostering workplace gender equality and supporting diverse leadership within the organisation. Over the past two years, HIA has improved its gender pay gap by 15 per cent, reflecting our dedication to fair and equitable opportunities.

 **286 employees**

Employment Status



Age Profile

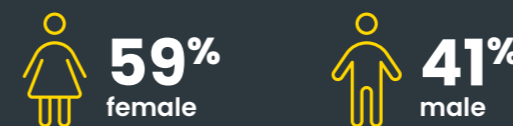


HIA leadership

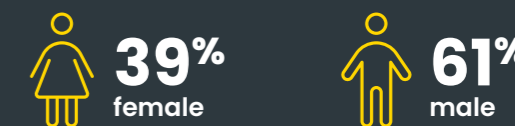
HIA is proud of the diversity within our leadership team, with a strong balance across both senior management and line management roles. Our gender diversity reflects a commitment to providing equal opportunities and fostering an inclusive environment for all employees.

Gender Representation

Total Workforce



Leadership Representation (GM level & above)

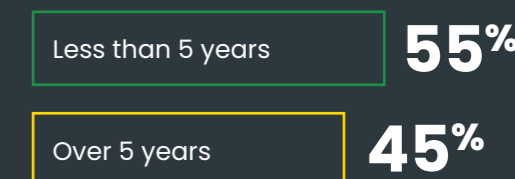


HIA's length of service

HIA's workplace culture is further strengthened by the loyalty and dedication of our team. HIA is a supportive and rewarding place to work, with impressive tenure across departments.

We take pride in creating an inclusive and dynamic environment where all employees feel valued, supported, and empowered to succeed in their roles. HIA continues to lead the way in building a workplace and an industry that champions equality, diversity, and professional growth.

Length of Service





Our leadership



HIA's strong regional focus

Local approach for national impact

Much of HIA's advocacy work happens on a state and territory basis to improve the industry's business outcomes, as well as gaining support for streamlined housing delivery in all forms. Here's an overview of how the association worked hard for members in each region throughout the year.



North Queensland

- Worked with regional local councils on a review of local planning regulations and housing plans
- Worked with Queensland Building & Construction Commission and the Australian Defence Force (ADF) on a workforce transition project to help ADF members transition into a career in construction
- Worked with the Queensland Productivity Commission on a review into the Queensland residential construction sector.



Queensland

- HIA continued to work with the Queensland Government on the development of a State Housing Code
- Successfully lobbied the government to pause the further rollout of Project Trust Accounts
- Worked with Queensland Treasury on a review of the application of Foreign Acquirer Duty Charges
- Worked with the Queensland Productivity Commission on a review into the Queensland residential construction sector
- Successfully lobbied for a pause on the introduction of new fire protection licensing requirements until 2030.



4171
total new dwellings



\$2.55 billion
total value residential building work



\$463 million
total value alterations & additions



29,059
total new dwellings



\$17.25 billion
total value residential building work



\$2.39 billion
total value alterations & additions



304,209
workers across the state

Harald Weber
President



Peter Fry
Executive Director

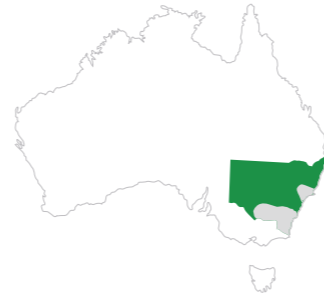


Tony Shadforth
President



Michael Roberts
Executive Director





New South Wales

- Successfully launched the landmark Getting Keys in Doors report, with all of HIA's recommendations accepted and reflected in proposed *Planning Act* reforms, which will slash planning red tape in NSW
- Reinforced the importance of complying development and secured commitment from both sides of politics to enshrine complying development as a core component of the planning system and expand its use, ensuring more fast-track approvals
- Influenced a more balanced, incentivised approach to the implementation of Livable Housing through the planning system, enhancing feasibility for industry delivery while encouraging the construction of a broader range of housing types
- Enabled over 100 completions in the Homes NSW targeted apprenticeship and traineeship program, creating new career pathways for disadvantaged young people and contributing to the industry's skilled workforce pipeline
- Delivered a refreshed events program with modernised content and delivery formats, resulting in increased attendance, higher member engagement and stronger value for participants.



Hunter

- HIA worked with the Central Coast Peak Bodies Alliance, calling for stronger commercial and community vision for Gosford waterfront
- Ahead of the 2025 federal election, HIA hosted three housing roundtables to discuss concerns and solutions to address local housing challenges
- Advocated on local government working groups and made submissions regarding a number of council reviews of Development Control Plans. Stopped Maitland Council developing technical requirements in planning documentation
- Assisted the University of Newcastle Centre for Construction Safety and Well-Being conduct WHS research
- Joined the panel at the University of Newcastle Built Environment Research Forum 2025, focusing on advanced construction technologies and materials
- Participated in meetings such as the Lower Hunter and Greater Newcastle Urban Development Program and collaborated with various government agencies and councils to address urban development challenges
- Attended housing forums with Central Coast and Lake Macquarie councils
- Wrote correspondence on behalf of industry regarding the University of Newcastle's decision to pause new enrolments in the surveying program.





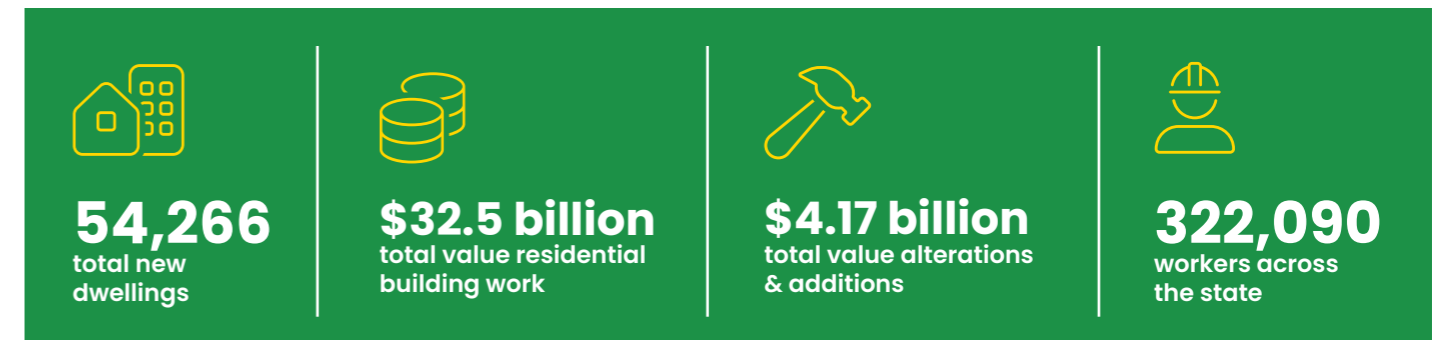
ACT & Southern NSW

- Secured a major policy win with the review of the *Urban Forest Act* brought forward to 2025, working to ensure tree management rules balance environmental goals with housing delivery and practical building outcomes
- Engaged in the ACT Government's review of mutual recognition of builder licences arrangements, highlighting the efficiencies that could be gained through automatic recognition of builder licences. HIA advocated for reforms to improve consistency and reduce administrative burdens for builders moving between jurisdictions
- Contributed extensively to the ACT Government's Missing Middle reform process, advocating for more practical design rules and simplified approval pathways to enable a diversity of medium-density housing options, while ensuring compliance costs and site constraints don't limit housing supply or affordability
- Advocated for improved efficiency, transparency and accountability in the ACT's planning and building approval processes. HIA collaborated on changes that saw the new City and Environment Directorate (CED) replace the Transport and City Services Directorate and the Environment, Planning and Sustainable Development Directorate. The CED plans to streamline processes and deliver a responsive system
- Engaged extensively with the ACT Government on the development and implementation of the Property Developer Licensing Scheme. HIA advocated for clear definitions, practical exclusions and proportionate compliance requirements to ensure the scheme targets genuine developers while minimising unnecessary red tape for builders and small businesses. HIA continues to work with government to ensure the licensing framework supports accountability without constraining housing supply or project delivery.



Victoria

- HIA's influential advocacy helped shape amendments to the *Domestic Building Contracts Act 1995* that will better balance the interests of consumers and home builders
- We challenged the Victorian Government's Buyer Protection reforms that introduce a new insurance system and quicker remedies for consumers, without similar improvements for home builders
- Successfully advocated for planning reforms that will improve planning processes for lower density housing including townhouses, second homes on a lot and smaller subdivisions
- Following HIA advocacy, secured a further extension of temporary planning provisions for Dependent Person's Units until 28 March 2026
- Made impactful submissions to parliamentary inquiries into regional housing supply, secondary student pathways into in-demand industries, and the 2025/26 state budget
- Secured an extension to stamp duty concession for off-the-plan apartments and units for a further 12 months
- Compelled the government to clarify that section 10 of the *Building Act 1993* can be utilised for home building contracts in place before the new Building Electrification Regulations come into effect in January 2027





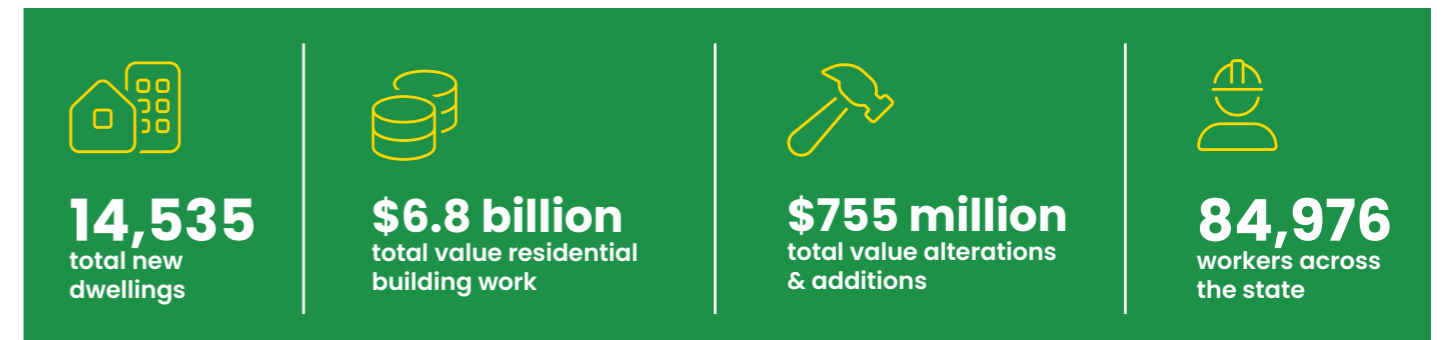
Tasmania

- The government's announcement not to adopt changes in NCC 2025 or NCC 2028 means the industry can move ahead without the added burden of further regulatory costs and complexity
- Expansion of the urban growth boundary will free up more land for residential development
- Election promises around fast-tracked planning approval, boost to First Home Owner Grant, increasing home equity value caps, etc
- Securing High-Vis Round 2 funding for delivery of industry qualifications at entry level
- Continued strategic growth and expansion of youthBuild with government support to access schools and promote building careers to students through a structured program
- Highlighting the challenges to social and affordable housing delivery through the Crawford review into Homes Tasmania and a recent campaign aimed at addressing supply failures.



South Australia

- Jail terms removed from proposed building industry penalties increases
- Continual improvements to the Certificate of Occupancy requirements
- A review of building indemnity insurance included lifting the monetary threshold for requirement of insurance
- Strong advocacy resulted in the Vehicle Parking Bill, which proposed to increase the number and size of parking spaces per dwelling, being withdrawn from Parliament
- After more than two years of advocacy, the Scrap Metal Dealers Bill, that regulates the trading of scrap copper and other scrap metal, was passed through Parliament.





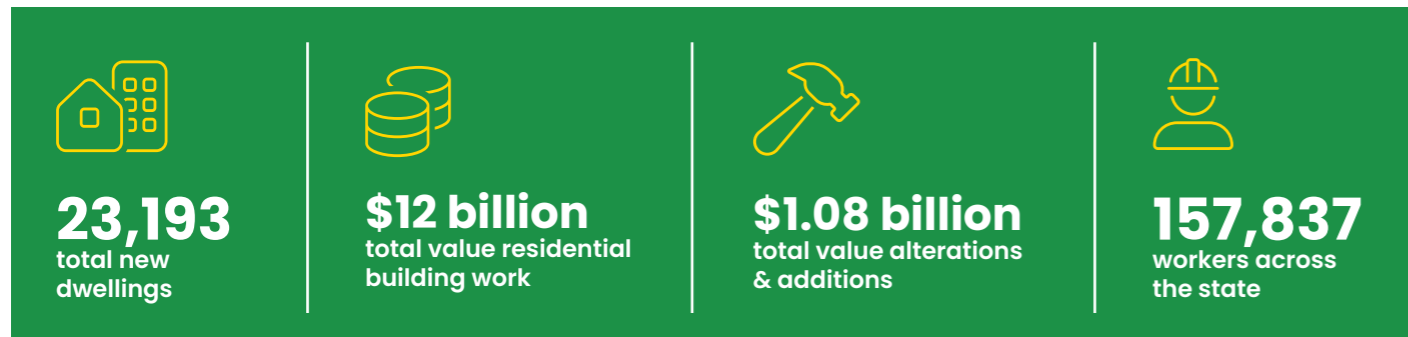
Western Australia

- Smooth NCC 2022 introduction in May following extensive advocacy to delay its introduction
- Amendment 1 further assisted industry with the adoption of NCC 2022
- Following advocacy by HIA, a review of the *Home Building Contracts (HBC)* and *Building Services (Complaint Resolution and Administration) (BRSCA) Acts* has commenced
- Additional funding boosts for Group Training Organisations in residential construction
- Funding places for mature-age apprentices in the residential building and construction to increase capacity
- Extension of the Construction Visa Subsidy Program providing \$10,000 to employers sponsoring skilled migrants
- Collaborated on the introduction of the \$10,000 'Build a Life in WA' incentive for trades to move from the East Coast and New Zealand.



Northern Territory

- The NT Government is extending the period for the First Home Buyers \$50,000 grant for another 12 months to stimulate the residential construction sector and attract families to the NT
- The NT Government stood by its promise to fight anti-social behaviour when in office to help make the NT a safe place to live
- Work was announced and started in the new Holtze subdivision. Civil works are well underway on The Parks community which will eventually house more than 500 families
- BuildSkills NT is expanding the grandfathering period for an extra 12 months and fully funding the Diploma in Building Construction with HIA. Enrolment numbers have improved as a result
- Secured ongoing NT and federal government funding to continue delivering training in Certificate II in Construction Pathways to school students and Certificate III in Carpentry to apprentices
- Secured a partnership with SEDA College for Certificate II in Construction Pathways program in 2026
- Legislation was passed introducing new ministerial powers and increased oversight of the operation of the Fidelity Fund. This will ensure greater transparency, a smoother release of certificates, and support builders in delivering much-needed housing across the region.



Our community



Membership

Membership is at the heart of our organisation. HIA proudly enhances outcomes for our members through effective lobbying and advocacy, supported by a national team of experts. Our services and online platforms empower members to manage, operate, and grow their businesses while navigating the unique challenges of the residential building industry.

We continually add value through our member perks program and are committed to helping our members focus on what they do best – building the homes of tomorrow.

In 2025, we celebrated members who achieved over 50 years of membership, recognising their loyalty and resilience amid industry challenges. We extend our congratulations to these long-standing members for their unwavering support of HIA.

50-year membership

T/A Keith Tiley
 Supa Group Constructions
 Lonsdale Builders & Construction Co P/L
 Melisi Homes Pty Ltd
 Chateau Constructions Aust P/L
 Fraron Pty Ltd
 RK and JL Lambert P/L
 Frerker Homes P/L
 D & A Dickson Pty Ltd
 Donehue Enterprises
 Moretto Building Pty Ltd
 A & A Vella Builders P/L
 Meletis Homes Pty Ltd
 Binet Homes
 Marksman Homes Pty Ltd
 Brian Marklew

55-year membership

LJ & EF Chandler
 Grollo Industries Pty Ltd
 John Belani Pty Ltd
 Bunnings Group Limited
 Gary Bergamaschi
 Brian Hopkins

60-year membership

Brooker Builders Pty Ltd
 CSR Building Products Limited
 Coldon Homes
 Gerard Hunt



Honouring members

National

Sir Phillip Lynch Award of Excellence

Pino Monaco
Director, GV Lawyers

New South Wales

Life Membership

David Linaker
Past NSW President, past National Board Director and Treasurer

Life Membership

Anthony Balding
Owner/Director, Building Supply Company and former Chair of the Wagga Wagga Branch Committee

Western Australia

Life Membership

Alwyn Even
Past WA President and past National President





We expanded our offerings with national webinars and online professional development in conjunction with state-based in-person events and opportunities.

HIA Building Women

The HIA Building Women program continued to evolve into a valued initiative. Throughout 2025, the program created meaningful opportunities for our members to connect, inspire and recognise women working across our industry.

Our National Building Women's working group continues to meet regularly, developing and enhancing offerings, and aligning initiatives with our 2025 strategy. Over the year, we expanded our offerings with national webinars and online professional development in conjunction with state-based in-person events and opportunities.

The award program continued to grow and expand into more regions, recognising women succeeding in a variety of roles across the residential sector including innovation and change, professional service, business management, executive leadership trade excellence and more.

We continue to build on our success with our lunch-and-learn sessions in several states and our mentoring program in Western Australia. These sessions provide an opportunity for our members to expand personal and professional skills over the year.

In 2025, we launched a new program, "She Builds the Future," in partnership with MiTek. This program aims to inspire the next generation of women in the building and construction industry.

We launched the book, *The House That She Built Australia*, and continue to distribute it at our events, in offices across the country and delighted to see the first distributions into schools. Inspired by *The House That She Built*, we launched 'She Builds the Future' as a program that brings the book to life in meaningful ways, helping women navigate the career opportunities in our industry. The webpage tells the stories of some incredible women in a range of roles, the skills involved, how to get qualified and much more. This page will continue to grow into 2026.

The House That She Built

At the National Policy Congress in May, the book "The House That She Built Australia" was officially launched. David Oliver, Managing Director of MiTek and Kristin Brookfield, HIA Deputy Managing Director, proudly worked together to launch this program, celebrating the many career paths in our industry to inspire young readers. Copies of the book are available through shebuildsthefuture.com




Recognising our members

Each year, we deliver a high-quality, nationally recognised Awards program that acknowledges the outstanding work members produce and the exceptional businesses they operate. HIA Awards features categories in Housing, Kitchens & Bathrooms, People & Business, GreenSmart, Building Women, Apprentice and Interior Design.

 **132** apprentice nominations

 **105** Building Women nominations

 **163** People & Business submissions

 **2966 entries** in Housing and Kitchen & Bathroom Awards

Our judges

In 2025, HIA engaged 319 judges who visited every kitchen, bathroom and home entered into the program.

Our judges assess projects on nationally recognised score sheets, so projects across the country, from WA to NSW, and from NT to Tasmania, meet the same criteria.

We also have 37 judges who sit on our national judging panels, which assess our People & Business and GreenSmart submissions, along with the Australian Housing, Kitchen & Bathroom, and Apprentice panels.

People's Choice Home

The HIA People's Choice Home competition is designed to promote our members' work to the wider community and strengthens public interest in our industry.

Expanding on the People's Choice Home campaigns already offered nationally and in SA, ACT and Sunshine Coast, HIA launched an additional eight People's Choice Home campaigns in 2025.

12 projects in each state* were selected based on overall aesthetic and design. 13,292 consumers voted for their favourite, with the results announced at each Awards event.

*excluding Northern Territory.



2025 HIA-CSR Australian Housing Awards

HIA Awards are renowned for highlighting and rewarding excellence in the housing industry across built projects and business management.

On 17 May, the 2025 HIA-CSR Australian Housing Awards were presented in Melbourne, once again showcasing the talents of our members across 23 categories.

Sunshine Coast's Sarah Waller Building took home the coveted 2025 HIA-CSR Australian Home of the

Year title for a home set across subtle cascading levels on sprawling acreage. The contemporary pavilion-style home blends bold architectural design and functional living.

Designed for multi-generational living, the home incorporates a fully self-contained studio, multiple alfresco areas, and expansive windows. Every element has been thoughtfully considered, resulting in a home that is both luxurious and liveable.



2025 HIA-CSR Australian Home of the Year Sarah Waller Building, Sunshine Coast

Congratulations to the
2025 HIA Home of the Year
winners from each HIA region

North Queensland
Ash Moseley Homes



Queensland
Heelass Homes



ACT & Southern NSW
Status Living



Hunter
Butler Building



South Australia
Desyn Homes



Tasmania
CWD – Construction With Destiny



New South Wales
Futureflip



Northern Territory
McT Design & Construction



Victoria
Grollo Homes



Western Australia
Giorgi



2025 HIA Australian GreenSmart Awards

The GreenSmart Awards showcases the work of HIA members who are leading the way in sustainable building practices. The 2025 HIA Australian GreenSmart Awards were announced on Friday, 29 August in Sydney.

NSW builder Progressive Building won the 2025 HIA Australian GreenSmart Home of the Year. With a focus on passive house principles, the winning renovation features all-timber construction, high-efficiency insulation, heat-recovery ventilation, and a solar system with battery integration. Smart energy monitoring systems respond dynamically to solar supply, enabling the home to run nearly off-grid foundation for a greener, more sustainable future in Australian housing.

2025 HIA Australian GreenSmart Home of the Year Progressive Building



Future Homes Forum

The 2025 HIA Future Homes Forum returned for its second year. It continued to cement its position as a leading platform for industry-wide dialogue on the future of Australian housing, sustainability and innovation.

Held in Sydney, the event brought together industry leaders, policymakers and practitioners to explore how the residential building sector can respond to rising sustainability expectations while continuing to deliver homes at scale. Presentations and panel discussions examined the evolving policy landscape, emerging technologies and the role of builders in delivering homes that are resilient, efficient and aligned with Australia's net-zero ambitions.

HIA experts provided critical insights into regulatory reform, market conditions, and the pathway toward higher-performing homes. A host of industry voices shared real-world perspectives on innovation, materials, construction methods, and workforce capability.

A key theme of the 2025 Forum was the need for collaboration – across industry, government and the supply chain – to ensure sustainability outcomes are achievable, practical and commercially viable. The discussion reinforced the importance of skills, education and workforce development in supporting the transition to more sustainable housing.

The event concluded with the HIA GreenSmart Awards, recognising outstanding achievements in sustainable residential design and construction and demonstrated the industry's commitment to green building practices.

The event plays a critical role in shaping a more sustainable, innovative and future-focused residential building sector.





Our events

In 2025, HIA delivered a highly successful national events program, hosting 210 events that engaged a remarkable 25,240 attendees across Australia.

Together, these events strengthened industry connections, expanded professional development opportunities and provided members with critical insights into market conditions, regulatory change and future-facing innovation. The strong participation and positive outcomes achieved throughout the year underscore the value of HIA's events as a vital platform for learning, networking and celebrating excellence across the residential building industry.

The State of the Nation series, launched in 2025, attracted nearly 1000 attendees across Brisbane, Sydney, Melbourne and Canberra, delivering strong engagement from members nationwide. As a flagship thought leadership event, the series provided members with critical insights into forecasted industry trends, emerging political dynamics, and the economic outlook for the year ahead, reinforcing its value as a key strategic forum for the sector.

Our HIA Industry Outlooks were held across the country, providing members with timely market intelligence, economic forecasting and regional insights relevant to business planning. These events provide builders, developers, suppliers and professionals with a clear understanding of market trajectories and local operating conditions.

The HIA Building Women Luncheons brought together women working across all areas of the residential building industry, including construction, trades, administration, design, management and leadership. The events aimed to celebrate women's contributions to the sector, provide professional development opportunities, and support career growth. Through keynote speakers, panel discussions, and networking

sessions, these events fostered connections, encouraged mentorship, and highlighted pathways to leadership. We continue to create an inclusive environment that strengthens diversity and showcases women's achievements in the building industry.

In May, the HIA National Conference returned to Melbourne to mark HIA's 80th anniversary with a dynamic program built around the themes of Innovate, Collaborate and Celebrate. The event began with a two-day expo featuring 50 exhibitors showcasing cutting-edge products that are shaping the future of the industry. Victorian members received an exclusive program providing essential updates on the rapidly evolving regulatory landscape. The Business Building Sessions once again featured a host of inspiring and industry-led speakers. Attendees participated in a Workshop Series led by HIA experts on design trends, building code interpretation, and technology tools, before connecting at the Networking Party at Showtime Events Centre. The conference concluded with the HIA-CSR Australian Housing Awards.

In October as part of National Safe Work Month we launched our inaugural HIA Safety Summit in Newcastle in a practical, one-day forum. It was dedicated to the changing safety landscape around the country. The forum equipped builders, site managers, safety managers, supervisors and HSE/WHS leads to cut through the noise on WHS, get clear industry specific information on complying with various laws and stay ahead of the game.

Throughout the year, our Golf Days offered members and industry partners an informal setting to connect, strengthen business relationships and build networks. Our events program will continue to expand and evolve in 2026.



OPPOSITE PAGE 2025 HIA National Conference, Victoria **1** 2025 HIA NSW Apprentice Awards **2** 2025 Building Women event, Victoria **3** 2025 Construction Outlook, Queensland **4** 2025 Golf Day, South Australia **5** HIA Built Different Apprentice Networking event, Tasmania **6** 2025 HIA NSW Housing and Kitchen & Bathroom Awards, Spec Home winner, Sekisui House

HIA Charitable Foundation

The HIA Charitable Foundation is all about giving back to the people who build Australia's homes. It allows us to support programs, research and initiatives that make our industry safer, stronger and more connected.

In 2025, the Foundation was excited to begin construction of our second charity home, and first modular project. We're incredibly grateful to TR Homes for leading this build. Their commitment to supporting the Foundation and giving back through their expertise really brings this build to life. Due for completion in 2026, the modular home will be available for sale and transport to regional WA. The funds raised from the sale of the home will be used to improve the health and wellbeing of housing industry workers, their colleagues, and their families.

Our industry can be unpredictable, with extreme highs and lows. Mental health continues to be a significant focus for the Foundation. We are committed to raising awareness of the mental health issues that affect one in four people in the residential building industry, with a high incidence of anxiety, depression, substance abuse and when left unsupported, suicide. In 2025, the Foundation is proud to have donated \$100,000 to Beyond Blue once again.



International Housing Association

HIA continued our connection with the International Housing Association in 2025.

We attended the February annual meeting in Las Vegas, in partnership with the International Builders' Show, hosted by the US National Association of Home Builders (NAHB).

A contingent of Australian building companies attended the show, and we were able to connect with this group and help share the experience.

We also attended the interim meeting in Calgary and Banff, Canada, where we discussed falling global home ownership rates, skill shortages, a changing regulatory environment, increasing political tensions amid global uncertainties, and countries' individual transitions and policies towards meeting net-zero emissions targets.

We also participated in various working group meetings on housing affordability, Industry 4.0, including increasing moves towards prefabricated and modular construction, and skills and careers throughout the year.





Our **capability**

Advocacy & policy

Reflecting on the industry's achievements in 2025

2025 was a landmark year for housing policy, and through HIA's advocacy and our deep connection with our membership, we achieved significant outcomes that will shape the future of our industry.

After years of advocacy from HIA, the 2025 federal election and subsequent Economic Reform Roundtable made housing a priority policy this year. During this, the government has finally acknowledged the housing undersupply and set targets to address it, and we have begun reforming a number of the roadblocks that stand in our way. While there remains much to be done, it has been a year of creating a more positive environment for home builders and buyers alike.

It has been a year of creating a more **positive environment** for home builders and buyers alike.



Environmental reforms

- Overhaul of *EPBC Act* passed. It will result in streamlined housing approvals, bilateral and strategic agreements and regional/landscape plans.
- Establish a dedicated housing strike team to clear the backlog of 26,000+ housing projects.

Housing red tape

- NCC 2025 changes scaled back, with further changes paused until mid-2029.
- Productivity Commission's 'Can We Fix It' report published, setting out a blueprint for housing regulation reform.
- ABCB released a discussion paper on modernising the NCC and considering how the NCC can reduce the compliance burden on industry, including by reducing the frequency of changes.

Planning reform

- State and Territory governments committed to streamlining planning systems, unlocking missing middle housing and reducing local council power in planning approvals for major developments.
- Commitment to utilise AI to fast-track planning approvals.

Skills

- Continuation of employer priority hiring incentives and keeping apprenticeship programs.
- Targeted industry trade fee-free training and secured a dedicated streamlining of Recognition of Prior Learning (RPL) processes for skills recognition.

Boosting home ownership

- Expansion of the Home Guarantee Scheme for all first home buyers, including the waiving of the need for lender's mortgage insurance.
- Introduction of a shared equity scheme with caps aligned to median house prices following HIA advocacy.

Looking ahead, HIA will continue to advocate for policies that support housing supply, affordability and innovation.



Economics

Delivering on confidence & demand

Momentum built through 2025, signalling a period of sustained and healthier growth in residential construction. After lagging earlier in the cycle, New South Wales and Victoria saw a pickup in new home sales, lifting national volumes and reinforcing growth across other regions.

Throughout the year, household confidence improved, with more consumers returning to new-home building and renovation activity. By the end of the year, apartment construction staged a long-awaited recovery, supported by improving price signals and targeted policy reforms aimed at restoring feasibility and boosting supply in high-demand markets.

Falling interest rates in 2025 strengthened borrowing capacity and improved sentiment. Unemployment remains near historic lows, which will provide households with confidence and income security against the risk of rate hikes. These conditions point to robust, broad-based housing demand in 2026, creating a supportive environment for increased building activity across all market segments.

The primary challenge for the industry will centre around shifting from demand to delivery. While land costs continue to be a key consideration for project viability, improving market conditions and stronger volumes should support a steady increase in output. In 2026, builders should prepare for a year when work increases steadily, but every project will require more coordination and more patience than in the past.

Household confidence improved, with more consumers returning to new-home building & renovation activity.

Contracts & Compliance

Reducing complexity

In 2025, the contracts and compliance team continued to successfully support thousands of members across the country by providing information on a range of legal, compliance and business issues.

In addition, we have led significant advocacy work on the impacts of excessive regulation on productivity and housing affordability, including building compliance, WHS, and industrial relations.

We have:

- Responded to Safe Work Australia's Best Practice Review of WHS laws;
- Called on regulators to produce guidance material, tools and education to support businesses in navigating complex silica and psychosocial hazards requirements;

- Reviewed the small-businesses employer definition, non-compete clauses, the right to disconnect, part-time provisions under modern awards, working from home entitlements, and modern slavery;
- Sought greater oversight and transparency around insurance schemes, fidelity funds and security of payment;
- Improved domestic building contract requirements across jurisdictions.

Despite the government's red tape reduction agenda, the compliance burden seems to be only increasing, especially in areas such as WHS and industrial relations. In 2026, HIA remains committed to opposing any measures that would add further administrative burden, complexity, and cost to running a business in the residential building industry.

Work Health & Safety

Regulation & reforms

2025 saw legislative reform of work health and safety (WHS) laws across the nation, requiring substantial advocacy and comprehensive submissions. Concerningly, many of the WHS reforms place a significant burden on the industry and considerable support is required to assist members in complying with the requirements.

The ban on engineered stone was subject to a review, with recommendations from Safe Work Australia (SWA) released in July. SWA also commenced a major review of the model WHS laws, seeking 'best practice' outcomes. HIA responded, calling for practical safety requirements rather than arbitrary increases in red tape and regulation.

Substantial changes were made to the NSW WHS laws, including mandatory compliance with codes of practice, and workplace psychological health regulations commenced in Victoria in December 2025. Notably, these regulations did not include the paperwork obligations initially proposed but strongly opposed by HIA.

Victoria also commenced a full review of the Occupational Health and Safety Regulations, to which HIA provided preliminary submissions. Other jurisdictions also commenced legislative reviews, including a review of the WA WHS Act and South Australia's reduction of the three-metre threshold for high-risk construction work to two metres.

A further reduction to the workplace exposure level for respirable crystalline silica, which HIA strongly opposed, was still under consideration.

Building NCC on hold

In 2025, HIA engaged with governments on the regulatory burden of changes to the National Construction Code (NCC), its timing, and the impact on housing supply.

These were the themes of our advocacy in the lead-up to the federal election, pre-budget submissions, the economic reform roundtable and submissions to the Productivity Commission, resulting in significant announcements from the federal government to increase supply and improve productivity of the industry by:

- Limiting changes to residential buildings under the NCC until the end of the Housing Accord
- Streamlining the NCC to improve its usability
- Improving access to modular and pre-fabricated building
- Reviewing how the ABCB develop and administers the NCC, its cadence and the content of the NCC.

Over the year, HIA also secured key amendments to the NCC 2025 content to limit disruption to the industry by removing unjustified or underdeveloped proposals for electrification, EV pre-provisioning, and energy stringency increases for multi-residential buildings. Condensation management and external waterproofing and weatherproofing proposals were also simplified. Our focus will remain on sensible transition arrangements by states, including for those projects underway, renovations and additions.

HIA's technical team continued its commitment to responding to technical enquiries and onsite safety, developing and delivering a range of professional development programs throughout the year, including a new course on roof drainage, a new Bushfire Construction guide, and resources to support the coming adoption of NCC 2025.

Planning & Environment Green shoots of reform

In 2025, planning and environmental reforms remained in sharp focus following years of persistent HIA advocacy. We continued to highlight that outdated processes and restrictive land-use regulations are often the primary barriers to delivering new homes.

At the federal level, HIA played a key role in advancing long-overdue reforms to the 25-year-old *Environment Protection and Biodiversity Conservation Act 1999*. This work helped secure the creation of a dedicated Housing Strike Team. They aim to prioritise residential assessments and amend the legislation to improve assessment approaches, including timeframes, state and territory delegations, and environmental offsets, to give developers greater flexibility.

The Federal Treasury has also identified a forward work plan that aligns with HIA's long-standing calls

for improved transparency and data collection on housing, specifically through a commitment to develop a National Dashboard for Planning, Land Use, and Housing Supply to track housing availability and planning information across all jurisdictions.

Significant progress was also achieved at the state level. HIA continued to champion 'gentle density' reforms to unlock housing supply in established areas, including Victoria's Townhouse Code and NSW's Low and Mid-Rise Housing Policy. Several governments have also made progress in overhauling their planning frameworks through new legislation that streamlines assessment processes. HIA continues to maintain an open dialogue with decision-makers to ensure recent planning policy ambitions translate into completed homes.

Greensmart Training New ways to learn

The HIA GreenSmart program continues to lead the charge in fostering sustainable building practices across the industry.

In 2025, we successfully secured funding from Keystone Tasmania to support the redevelopment and updating of the existing GreenSmart Professional course. Based on member feedback and consultation, we put together a comprehensive blended course to better suit our participants' needs.

This updated course is delivered in two components:

- Eight online self-paced modules – approximately eight hours in duration
- One virtual session via Zoom – 4 hours – facilitated by an industry expert.

This was launched in August 2025, and as a result, we have successfully trained 48 new HIA GreenSmart Professionals in the last 5 months of the year.



48
new HIA GreenSmart
Professionals trained



518
people trained in energy
efficiency requirements

Skills & Training Shaping the future workforce

Workforce development initiatives remained a key focus of our advocacy in 2025. HIA took the opportunity to provide an industry voice on workforce development by responding to several federal and state/territory consultation papers throughout the year.

We consistently highlighted the ongoing crippling impact labour shortages are having on the residential building industry.

HIA supported the government's efforts to improve the VET system and promote careers through the training pathways it provides, noting that a well-functioning VET system is vital for equipping Australians with the skills needed to thrive in a rapidly evolving economy. We also raised concerns regarding several aspects of the proposed fee-free TAFE legislation, including the importance of a level playing field for TAFE and other VET providers.

HIA welcomed the announcement of a \$10,000 incentive to boost the number of skilled workers in key housing trades. Initiatives such as these can help combat the concerning non-completion rates we continue to see.

HIA fought hard and secured financial support for employers to take on an apprentice for a further 12 months, through the priority hiring incentive. Continually advocating on the fact that without an employer willing to take on an apprentice, no apprenticeship opportunity will get created.

As part of the Australian government's consultation on a revised methodology of the Australian Apprenticeship Priority List, HIA highlighted the critical role of employer incentives. Similarly, highlighting the importance of ongoing skills development in the residential construction industry as part of commenting on the government's National Skills Taxonomy.

Lastly, HIA and MiTek joined forces to create *She Builds The Future* – a program designed to inspire, educate, promote diversity, and showcase real people, careers and pathways in the residential building industry. The program was inspired by the children's book *The House That She Built*.

HIA reaffirmed its leadership in shaping a resilient and adaptive workforce for Australia's housing industry in 2025 and beyond.



Industry learning

HIA Learning

HIA Learning has had another successful year across both its nationally recognised qualification offerings and Professional Development (non-accredited) courses, with significant increases in student and participant numbers compared with the previous year.

Our work continues to focus on enhancing the student experience through improved course resources, increased student support, and additional operational efficiencies.

In mid-2025, we received a renewal of our registration as a Registered Training Organisation (RTO) from our regulator, allowing us to continue offering nationally recognised training for a further seven years. Much of our efforts over the preceding 12-18 months have been devoted to ensuring this outcome, which enables us to continue offering a quality learning experience to our members and the industry for years to come.

Over the year, we saw a dramatic increase in participation in our suite of Professional Development programs, with Silica Awareness training particularly

in demand across the country. While we expect engagement with this program to continue in 2026, we plan to continue adding to our course offerings to ensure our members can access training that supports their career and business aspirations.

1140
qualification enrolment
commencements

1107
Statements of
Attainment issued

12,573
competent results
recorded

115+
virtual courses
delivered nationally

5170
participants trained in various Professional Development
short courses (non-accredited training)



211
HIA Apprentices qualified into tradespeople



325
additional opportunities provided for people to enter the industry

613
active apprentices

1000+
HIA Apprentices serviced



4522
service activities performed

HIA's **strong advocacy** work maintained the federal government funding at 2025 levels for 2026 while other industries saw funding slashed by up to 50 per cent.



HIA Apprentices

HIA Apprentices continues to play an important role in creating meaningful pathways for individuals seeking to enter the residential building industry across Australia. Throughout 2025, our team remained committed to supporting the next generation of skilled tradespeople by providing high-quality mentoring, ongoing guidance, and tailored assistance to apprentices at every stage of their training.

Over the past year, we proudly mentored more than 1000 apprentices through our Group Training Organisation (GTO), helping them gain the practical experience and confidence needed to build long-term careers in the construction industry. We were delighted to see 211 apprentices complete their training and become fully qualified tradespeople. This achievement reflects their dedication as well as the ongoing support of our host employers and field officers.

Our service model continues to prioritise strong engagement, and in 2025, our field staff conducted more than 4500 service activities with host employers and apprentices. These interactions ensure consistent communication, timely support, and early identification of any challenges that may impact apprenticeship progression.

With continued changes to state and federal funding arrangements, HIA Apprentices remained focused on ensuring that available financial support was accessed efficiently and transparently throughout the year. As a result, we claimed and distributed more than \$3.5 million in funding to host employers, delivered through reduced charge rates or lump sum payments, to help them manage workforce development costs while continuing to invest in the future of the industry.



Our initiatives

In 2025, HIA successfully delivered multiple initiatives. Not only did the association deliver direct project outcomes, but it also increased our public, government, and industry profiles as an organisation, proactively achieving results across the vocational education, training and mentoring sectors.



Here is a snapshot of our 2025 program delivery:

New South Wales

- Homes NSW Targeted Apprenticeship Program, a five-year Program (2021–2026) supporting HIA host employers and disadvantaged apprentice cohorts from start to completion. The unique program has already surpassed the prescribed 100 completions goal and continues to support apprentices to successful completion, trades qualified industry employment and further funded HIA Cert IV study.

Queensland

- HIA GTO Pre-Apprenticeship Program: 50 participants completed and are ready to pursue trades apprenticeship and employment.
- CSQ Trade Ready Program: 12-week pilot course feeding participants directly into trades apprenticeship employment.
- Advanced Apprentice & Employer Mentoring Program: 750 apprentices, jobseekers and employers have been assisted to optimise their future.
- Women in Trades Mentoring Program: Schools and community presentations, with mentoring delivered to 120 women apprentices and jobseekers, 2 of which have gone on to be apprentices of the year in QLD.

Tasmania

- youthBuild Mentoring and Training Program: is an HIA program embedded in 20 schools since 2021, and delivering essential preparatory units as a direct pathway to apprenticeships. With deep ties to industry and members, this program has been expanded another four years with a dedicated project manager and new funding, aiming to be in all Tasmanian schools.

Victoria

- Connecting Communities to Builders Program: The program linked Victorian residents whose homes were damaged in the October 2022 floods with registered and accredited builders and tradespeople. Over 120 HIA members registered to be involved in this free connection program and helped with the repair and rebuilding process.
- Solar Victoria Program: HIA Victoria partnered with Solar Victoria to advance sustainable homes through low-emission building training. HIA's building services team delivered webinars and roadshows across the state.

Western Australia

- The Bricklaying Job Ready Program has achieved significant growth and expansion, with commencements increasing by over 12 per cent in 2025. New locations were introduced, and strong regional engagement continued to drive positive outcomes.

HIA is also delivering a National WHS Accreditation Program to highlight and support the Federal Housing Australia's HAFF policy opportunities for members – started in late 2024, the program continues into 2026, educating and assisting members to eligibility for federal public/social housing projects.

The HIA Initiatives Team continue to actively pursue state and federal project grant opportunities to support capacity and development across all residential construction industry sectors.



Business support

HIA Business Solutions

Through our comprehensive range of products, HIA is committed to supporting our members' business operations and the broader residential construction industry.

Our comprehensive, industry-specific products are delivered through digital platforms such as Contracts Online and the HIA Shop. HIA also supports onsite safety requirements through SafeScan. Members can easily access residential building contracts, Australian Standards and online tools designed to enhance workers' safety, business management and compliance.


In 2025, HIA focused on enhancing our online safety management systems, with both the residential builder and trade contractor options now fully digitised.

Our other achievements this year include:

-  **120,000+** contracts created via Contracts Online, including new homes, alterations & additions, housing specifications and small works
-  Delivery **500** hard copies of the National Construction Code 2022, continuing our support for industry adoption
-  Delivered **650+** copies of Australian Standards across all platforms, contributing to industry compliance
-  Provision of **1500** site signs to help builders stay safe on the job
-  **300+** safety e-docs downloaded to assist members in complying with safety regulations
-  **240+** SafeScan subscriptions sold or renewed, making onsite safety easier to manage




 **734**
new Toyota
vehicles purchased

 **\$93k +**
saved with
The Good Guys


 **\$670K+**
saved on
Ampol fuel


Member perks


In 2025, we continued to offer members access to exclusive HIA discounts to help them save money and run their business more efficiently. The program expanded to include Vodafone, St John Ambulance and Beny – a benefit platform with discounts on a wide range of products and services.


 **Toyota Association Fleet**
Giving fleet buying power to members with discounts across the Toyota range


 **Dell Technologies**
Year-round discounts for computers & software


 **Qantas Club**
Exclusive membership rates to HIA's Qantas Club corporate scheme

 **Ampol fuel savings**
Members now save up to 6.5c/litre (increased from 5cents/litre in 2024) across all premium & regular fuels


 **Endota spa**
Exclusive member online discounts on gift cards & products


 **St John Ambulance First Aid kits**
Exclusive 20% discount on compact, durable and water-resistant kits

 **The Good Guys Commercial**
Instant savings across The Good Guys range all year round


 **Handypay**
Members are able to offer their customers a range of payment plan solutions at no cost to their business


 **Stratton Finance & Carconnect**
Tailored car finance options for vehicles & more


 **Beny**
Incredible members-only rates on leading brands and experiences

 **HIA Hiring**
Access to member-rated job postings on our HIA jobs board, powered by CareerOne

 **Specsavers**
Discounted eyewear for you & your family

 **Car rental**
Save money on your Australian car rental when you book with Avis & Budget

 **Officeworks**
Business discounts on Officeworks supplies & services

 **Vodafone Business Centre**
Exclusive offers to members, including porting credits, fleet discounts and a 30-day risk-free trial



Member engagement

Media and communications

In 2025, our media and communications efforts continued to evolve amid a rapidly changing landscape, focusing on connection, clarity and value for members. Building on the momentum of recent years, we sharpened our strategic approach, expanded our channels, and delivered content that informed, engaged and supported our membership across every touchpoint.

Our social media presence continued to grow steadily across all major platforms. Instagram followers increased by 9.55 per cent, while Facebook grew by 4.03 per cent and LinkedIn recorded solid growth, with followers increasing by 6.6 per cent.

Podcasting emerged as a powerful channel for storytelling and thought leadership in 2025 with the launch of *Made to Build*. Over the year, we recorded 24 episodes and took the podcast on the road for the HIA Conference in Melbourne. *Made to Build* achieved more than 1 million views or listens across all platforms, further strengthening our connection with members and the broader industry.

The HIA website continued to be a central hub for members, with over 950,000 users visiting hia.com.au throughout the year. Our member communications also remained consistent, delivering more than 1506 eDM sends across HIA News, member alerts, media releases and HOUSING eDMs, and securing over 4000 media mentions across print, digital and broadcast media.

Publications remained a cornerstone of our communications strategy, successfully delivering two new concept print publications, *HOUSING Awards* and *HOUSING Insight*, while also celebrating the 30th anniversary of *HOUSING Magazine*. These publications drove a 35 per cent increase in revenue compared to 2024 and continued to provide a high-quality platform for member stories, industry insight and advertiser engagement.


Behind the scenes, our marketing and design teams delivered at scale, completing over 3800 projects and tasks across the business. This included support for HIA's 80-year celebrations, interviewing past presidents and capturing stories that honoured our history, as well as playing a key role in HIA's federal election advocacy through the *Let's Build* campaign.

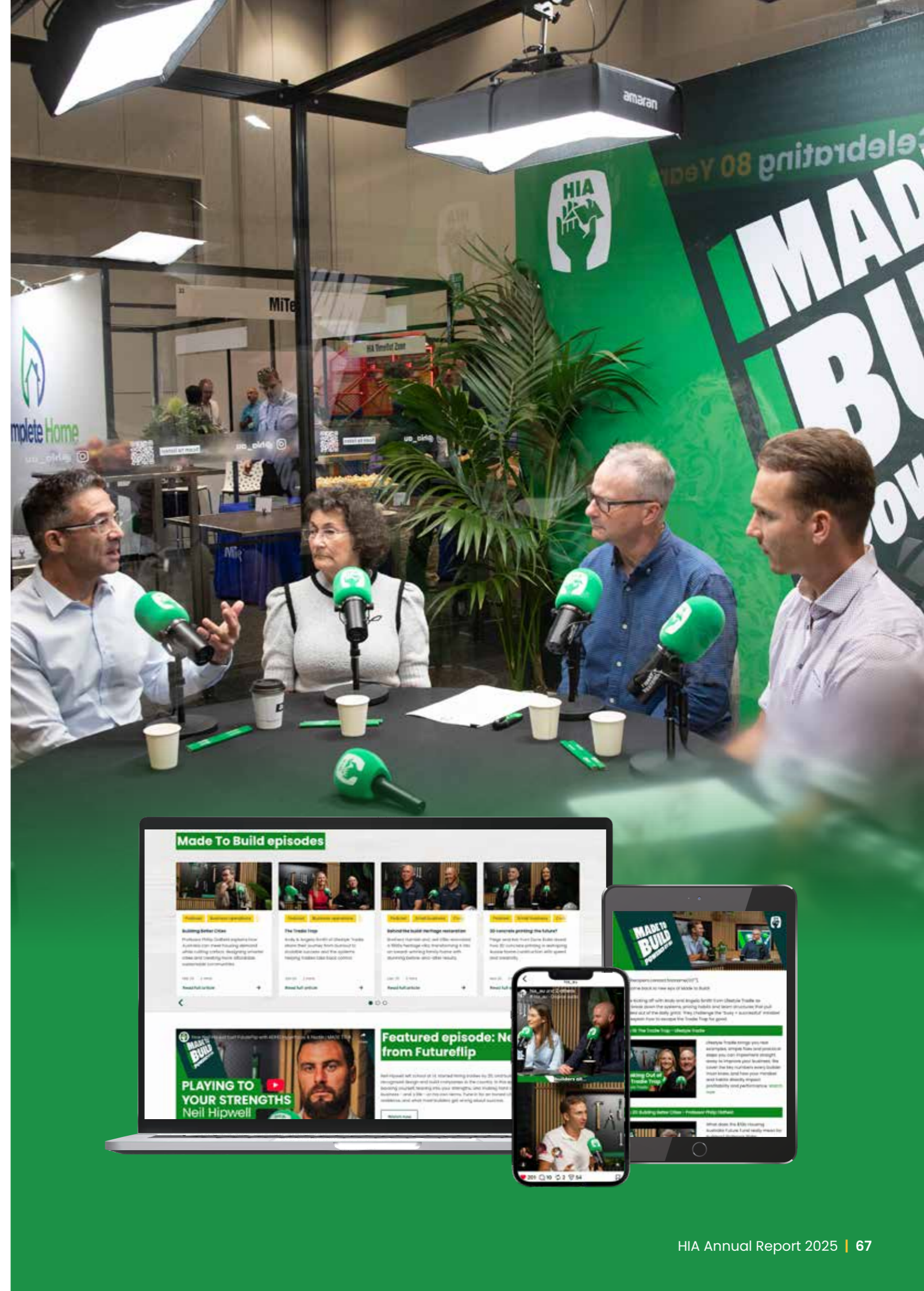
Our media and communications strategy continues to play a vital role in supporting members, amplifying advocacy, and positioning HIA as the leading voice of the residential building industry.



 Facebook followers up **4.03%**

 Instagram followers up **9.55%**

 **4000 mentions** across print, digital & broadcast media



Financial report

Housing Industry Association Limited
and Controlled Entities ACN 004 631 752
Concise Financial Report
For the year ended 31 December 2025



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Important information about this concise financial report

The concise financial report is an extract from the full financial report of Housing Industry Association Limited and controlled entities. The financial statements, specific disclosures and other information included in the concise financial report are derived from, and are consistent with, the full financial report. The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of Housing Industry Association Limited and controlled entities as the full financial report. A copy of the full financial report and auditor's

report will be sent to any member, free of charge, upon request by calling (02) 6245 1300.

Housing Industry Association Limited is a company limited by guarantee incorporated and domiciled in Australia. Its registered office and principal place of business is: Housing Industry Association Limited, Housing Industry House, 79 Constitution Avenue Campbell, ACT 2612.

The financial statements were authorised for issue by the directors on 16 March 2026. The directors have the power to amend and reissue the financial statements.

Directors' report

The directors present their report on the consolidated entity (referred to hereafter as the Group) consisting of Housing Industry Association Limited (HIA) and its controlled entities for the financial year ended 31 December 2025.

Directors

The names of the directors in office at any time during, or since the end of the year are:

Yitzhak Arie Hazan
 David John Demetrius Morris
 Catherine Mary Inglis
 Debra Megan Johnson
 David Charles Linaker (resigned 15 May 2025)
 Craig Robert Muse
 Andrew Bruce Robb
 Anthony Joseph Gleeson
 Alwyn Gerard Even (resigned 15 May 2025)
 Shane Paul Goodwin
 Dean Thomas O'Rourke (appointed 15 May 2025)
 Paul Rodney Burnell (appointed 15 May 2025)
 Jocelyn Carol Martin

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

Principal activities

The Group's principal continuing activity during the year consisted of:

- the promotion of industrial resources in Australia's building industry through associating the members of the residential building, renovation and development industry for purposes of mutual advantage and co-operation; and
- the development, maintenance and high appreciation of the objectives and responsibilities of builders, renovators and developers within the building industry in providing the highest standards of professional and commercial conduct.

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

Objectives, strategies and key performance measures

HIA's purpose is to promote the development of the industrial resources of Australia in the building industry. In pursuit of its purpose, HIA has regard to objectives that promote:

- the association of members of the residential building industry;
- the highest standards of professional and commercial conduct;
- continual improvement of industry techniques and practices;
- excellence in construction;
- an adequate supply of industry skills and the availability of appropriate and sufficient industrial resources to the residential building industry for the provision of appropriate housing to all people in Australia;
- efficient and equitable employment and contracting arrangements; and
- the use of building products, systems and methods that efficiently utilise or ensure the long term viability and sustainability of Australia's industrial resources.

Focused on being "a building practitioner's indispensable business partner", the Board's strategy is directly aligned to HIA's mission to: "promote policies and provide services which enhance members' business practices, products and profitability, consistent with the highest standards of professional and commercial conduct".

In pursuing its organisational strategy, specific strategic initiatives and plans have been devised to:

- grow membership;
- improve and effectively market HIA's member proposition, business offering and dealings; and
- address the political, regulatory and structural capacity of the building industry.

Performance measures are aligned with both HIA's strategic objectives and financial targets. The HIA Board ensures the appropriate governance arrangements, risk management processes, systems and controls are in place to ensure the integrity of reporting arrangements needed to monitor performance of the entity.

Dividends

The Constitution of HIA does not permit the distribution of dividends to members.

Review of operations

The profit of the Group for the year ended 31 December 2025 amounted to \$3,566,913 (2024 profit: \$2,388,342).

Significant changes in the state of affairs

There have been no significant changes in the state of affairs of the Group during the year.

Matters subsequent to the end of the financial year

No matter or circumstance has arisen since 31 December 2025 that has significantly affected, or may significantly affect:

- the Group's operations in future financial years, or
- the results of those operations in future financial years, or
- the Group's state of affairs in future financial years.

Likely developments and expected results of operations

Information on likely developments in the operations of the Group and the expected results of operations have not been included in this financial report because the directors believe it would be likely to result in unreasonable prejudice to the Group.

Environmental regulation

The Group is not affected by any significant environmental regulation in respect of its operations.

Information on directors

Yitzhak Arie Hazan

National President

Experience - Managing Director, i2 Homes Pty Ltd

David John Demetrius Morris

National Vice President

Experience - Director, Simmons Wolfhagen

Catherine Mary Inglis

National Treasurer

Experience - Group CEO, Think Brick Australia

Debra Megan Johnson

Past National President

Experience - Company Director and Partner Building Suncoast Green

Craig Robert Muse

National Director

Experience - Development Director, Infrastructure, Frasers Property Australia

Andrew Bruce Robb

National Director

Experience - Managing Director, The 3C Mentor Pty Ltd

Anthony Joseph Gleeson

National Director

Experience - Managing Director, A.N.T Building Pty Ltd

Shane Paul Goodwin

Additional National Director

Experience - Director, BCI Insight Pty Limited

Dean Thomas O'Rourke

National Director (appointed 15 May 2025)

Experience - Executive General Manager - Residential WA, ABN Group

Paul Rodney Burnell

National Director (appointed 15 May 2025)

Experience - Managing Director, Ronald Young + Co Builders

Jocelyn Carol Martin

Managing Director

Experience - Managing Director, Housing Industry Association Limited

David Charles Linaker

Past National Treasurer (resigned 15 May 2025)

Experience - Company Director

Alwyn Gerard Even

Past National President (resigned 15 May 2025)

Experience - Director, Even Management Pty Ltd

Company secretary

The company secretary is Lalit Kishore Prasad. Lalit was appointed to the position of company secretary on 2 December 2024.

Company limited by guarantee

HIA is incorporated under the *Corporations Act 2001* as a company limited by guarantee. If HIA is wound up, the constitution states that each member and each former member who was a member during the year ending on the day of the commencement of the winding up, undertake to contribute to the property of HIA for;

- payment of debts and liabilities of HIA;
- payment of the costs, charges and expenses of winding up; and
- any adjustment of the rights of the contributories among members.

The total amount that each member or past member is liable to contribute is \$20.

Meetings of directors and committees

During the financial year, the number of Board and Committee meetings each director was eligible to attend and attendance by each director were as follows:

Director	Board of Directors		Audit Risk & Governance Committee		Assets Committee		Technology & Data Committee		Policy Committee		Commercial Services Committee		Remuneration Committee	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Yitzhak Arie Hazan	5	5	2	2	2	2	4	3	2	2	2	2	2	2
David John Demetrius Morris	5	5	-	-	-	-	2	2	2	2	2	2	-	-
Catherine Mary Inglis	5	5	2	2	-	-	2	1	-	-	4	4	-	-
Debra Megan Johnson	5	5	5	5	3	3	2	2	2	2	2	2	2	2
David Charles Linaker	2	2	3	3	-	-	-	-	-	-	2	2	2	2
Craig Robert Muse	5	5	-	-	3	3	-	-	2	2	2	2	-	-
Andrew Bruce Robb	5	5	-	-	-	-	4	4	2	2	2	2	-	-
Alwyn Gerard Even	2	2	3	2	1	1	-	-	-	-	-	-	-	-
Shane Paul Goodwin	5	5	5	5	3	3	-	-	-	-	-	-	-	-
Anthony Joseph Gleeson	5	5	-	-	-	-	-	-	4	4	4	4	-	-
Dean Thomas O'Rourke	3	3	-	-	-	-	2	2	-	-	2	2	-	-
Paul Rodney Burnell	3	3	-	-	-	-	-	-	2	2	2	2	-	-
Jocelyn Carol Martin	5	5	5	5	3	3	4	4	4	4	4	4	-	-

Number eligible to attend (A) Number attendance (B)

Insurance of officers

During the financial year, Housing Industry Association Limited paid a premium of \$83,506 (2024: \$92,196) to insure the directors and officers of HIA and its controlled entities.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of entities in the Group, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to HIA. It is not possible to apportion the premium between amounts relating to the insurance against legal costs and those relating to other liabilities.

Proceeding on behalf of the company

No person has applied to the Court under Section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of HIA, or to intervene in any proceedings to which HIA is a party, for the purpose of taking responsibility on behalf of HIA for all or part of those proceedings.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under Section 307C of the *Corporations Act 2001* is set out on page 74.

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



Yitzhak Arie Hazan
Director



Catherine Mary Inglis
Director

Dated: 16 March 2026



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Canberra ACT 2601
GPO Box 500
Canberra ACT 2601
P: +61 2 6279 5400
nexia.com.au

**Auditor's Independence Declaration
Under Section 307C of the Corporations Act 2001 to the Directors of
Housing Industry Association Limited**

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2025 there have been:

- i. no contraventions of the independence requirements of the Corporations Act 2001 in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

Nexia Duesburys (Audit)
Canberra, 16 March 2026

G J Murphy
Partner

Audit. Tax. Advisory.

Nexia Duesburys (Audit) (ABN 21 341 510 270) is a firm of Chartered Accountants. It is affiliated with, but independent from Nexia Australia Pty Ltd. Nexia Australia Pty Ltd is a member of Nexia International, a leading, global network of independent accounting and consulting firms. For more information please see www.nexia.com.au/legal. Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

Liability limited under a scheme approved under Professional Standards Legislation.

Discussion and Analysis of the Financial Statements

The HIA Limited group of companies reported a consolidated surplus of \$3.6 million for the year ended 31 December 2025. This compares with a \$2.4 million surplus for the 2024 year. This represents an improvement in net operating results by \$1.2 million year on year.

Statement of Profit or Loss and Other Comprehensive Income

Home building activity in 2025 increased compared with the previous year driven by strong demand despite persisting constraints of construction and land costs, land availability along with labour capacity. However, housing starts during the year remained low compared with national targets due to challenges with high interest rates, high construction costs and lower affordability driven by higher costs of living. The Association continued to access Government stimulus funding including *Completing Apprenticeship Commencements (CAC)*. HIA passed on one hundred per cent of the subsidies received under these programs to eligible hosts. The subsidies greatly assisted with the continuance of the employment of HIA's apprentices by providing financial relief to the hosts and encouraging them to maintain their apprentices' employment.

HIA achieved varied results across the key commercial business units. Following is a summary of the financial highlights:

- Group turnover at \$99.1 million was \$3.4 million lower than \$102.5 million in 2024, primarily driven by lower apprentice volumes during the year compared with the prior year.
- Year-on-year revenue improvements were achieved in the business units of Business Products, Events, Insurance, HIA Learning, Publications, Grants & Projects and Home Inspirations Centre. However, revenue declined in HIA Apprentices and HIA Vehicles. Returns from investments were also lower year on year.
- HIA held several events across various regions in Australia in 2025, which increased member engagement, with an improvement in operating result of the business unit compared with the previous year. Events held also benefited from strong industry support and partnerships.
- HIA's Group Apprenticeship Scheme continued to assist in HIA's endeavors to address skill shortages in the building trade with the completion of 211 apprenticeships during the year.
- HIA continued with the delivery of the four-year Homes NSW funded program for apprenticeships and traineeships across the State. During the year, various other state government-funded programs were conducted, with some continuing into 2026.

- During 2025, HIA completed fit-outs and took occupation of the new office premises located at Cremorne in Melbourne, purchased in the prior year. HIA continues to execute on the long-term policy of owning and maintaining its own property assets to underpin long-term viability. HIA also commenced the process of replacing the current financial management information systems which will improve financial management functionalities, streamline then processes and enhance the visibility of data for decision making. Delivery of this program of work is expected in 2026.
- The net revenue from the investment activity for the year was \$0.9 million, with the value of the overall investment portfolio increasing from \$14.3 million in 2024 to \$16.0 million in 2025 due to capital growth and reinvestment of returns.

Statement of Financial Position

The Group's financial position improved in 2025, with net assets increasing by \$4.0 million to \$101.0 million, reflecting the net operating surplus of \$3.6 million and capital growth of the investment portfolio by \$0.4 million.

The current ratio increased year on year from 0.82 to 0.93 mainly due to a reduction of income in advance from revenue recognition as service is delivered to members and customers.

HIA continues to maintain a very strong financial position with five and a half dollars of assets for every dollar of liabilities.

Cash Flow

HIA concluded the year with a \$6.8 million cash balance, a decrease of \$2.0 million from 2024. The decrease is a combination of many factors including an additional \$2.4 million being allocated to the investment pool and \$1.8 million being spent on property, plant and equipment, offset by strong operating cash flows.

Net cash inflows from operating activities in 2025 were \$3.1 million, representing a \$2.5 million decrease compared to 2024. One of the main reasons for this was that 2024 included grant receipts of \$2.0 million towards the end of that year, that were utilised in 2025.

Net cash flows from investing activities saw an outflow of \$4.1 million in 2025, compared with the net outflow of \$4.2 million in 2024.

Net cash flows from financing activities in 2025 was an outflow of \$1.0 million, compared with an outflow of \$1.2 million in 2024.



Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 31 December 2025

	2025 \$	2024 \$
Revenue		
Revenue from contracts with customers	95,594,404	98,835,534
Other Income	3,461,995	3,688,409
	99,056,399	102,523,943
Cost of sales	(48,727,549)	(52,866,574)
Gross profit	50,328,850	49,657,369
Lease interest expense	(89,761)	(257,686)
Gain on disposal of property, plant and equipment	68,537	140,310
Depreciation and amortisation expenses	(1,310,710)	(1,150,680)
Amortisation of right-of use assets	(687,821)	(1,200,436)
Administrative expenses including employee benefits	(44,742,182)	(44,800,535)
Profit for the year	3,566,913	2,388,342
Other comprehensive income/(loss)		
<i>Items that will not be reclassified to profit or loss</i>		
Loss on revaluation of land and buildings	-	(2,273,841)
Revaluation of financial assets - equity instruments	349,989	585,084
<i>Items that may be reclassified subsequently to profit or loss</i>		
Revaluation of financial assets	67,300	119,777
Reclassification to profit or loss on realisation	(10,766)	(156,480)
Other comprehensive income/(loss) for the year	406,523	(1,725,460)
Total comprehensive income for the year	3,973,436	662,882

Consolidated Statement of Financial Position

As At 31 December 2025

	2025	2024
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	6,790,627	8,777,048
Trade and other receivables	3,866,193	3,827,037
Inventories	223,485	448,072
Financial assets	5,256,769	3,564,723
Other assets	3,460,785	3,030,506
TOTAL CURRENT ASSETS	19,597,859	19,647,386
NON-CURRENT ASSETS		
Trade and other receivables	9,229	8,776
Financial assets	15,224,734	14,083,923
Property, plant and equipment	87,604,069	87,153,907
Intangible assets	-	-
Right-of-use assets	791,659	1,651,976
TOTAL NON-CURRENT ASSETS	103,629,691	102,898,582
TOTAL ASSETS	123,227,550	122,545,968
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	3,639,851	3,093,183
Contract liabilities and other income in advance	11,101,868	13,480,361
Provisions	5,932,191	6,365,499
Lease liabilities	317,832	896,249
TOTAL CURRENT LIABILITIES	20,991,742	23,835,292
NON-CURRENT LIABILITIES		
Provisions	760,868	663,682
Lease liabilities	521,065	1,066,555
TOTAL NON-CURRENT LIABILITIES	1,281,933	1,730,237
TOTAL LIABILITIES	22,273,675	25,565,529
NET ASSETS	100,953,875	96,980,439
EQUITY		
Asset revaluation reserve	19,796,427	19,796,427
Financial asset revaluation reserve	1,649,057	1,234,116
Retained earnings	79,508,391	75,949,896
TOTAL EQUITY	100,953,875	96,980,439

Consolidated Statement of Changes in Equity

For the Year Ended 31 December 2025

	Retained earnings	Asset revaluation reserve	Financial asset revaluation reserve	Total equity
	\$	\$	\$	\$
2025				
Balance at 1 January 2025	75,949,896	19,796,427	1,234,116	96,980,439
Profit for the year	3,566,913	-	-	3,566,913
Gain on revaluation of financial assets	-	-	406,523	406,523
Transfer from financial asset revaluation reserve - realised loss relating to equity instruments	(8,418)	-	8,418	-
Balance at 31 December 2025	79,508,391	19,796,427	1,649,057	100,953,875
2024				
Balance at 1 January 2024	67,994,848	27,458,769	863,940	96,317,557
Profit for the year	2,388,342	-	-	2,388,342
Loss on revaluation of land and buildings	-	(2,273,841)	-	(2,273,841)
Gain on revaluation of financial assets	-	-	548,381	548,381
Transfer from financial asset revaluation reserve - realised gain relating to equity instruments	178,205	-	(178,205)	-
Transfer from asset revaluation reserve - realised increment on property sold during the year	5,388,501	(5,388,501)	-	-
Balance at 31 December 2024	75,949,896	19,796,427	1,234,116	96,980,439

a. Asset Revaluation Reserve

The asset revaluation reserve records increments and decrements on the revaluation of land and buildings.

b. Financial Asset Revaluation Reserve

The financial asset revaluation reserve records increments and decrements in the fair value of financial assets at fair value through other comprehensive income.

Consolidated Statement of Cash Flows

For the Year Ended 31 December 2025

	2025	2024
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from members, customers and others	103,400,860	114,434,456
Payments to suppliers, employees and others	(101,597,063)	(110,065,281)
Dividends and trust income	693,682	438,915
Interest received	665,175	1,053,671
Lease interest paid	(89,761)	(257,686)
Net cash provided by operating activities	3,072,893	5,604,075
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payments for property, plant and equipment	(1,805,451)	(30,881,858)
Proceeds from sale of property, plant and equipment	113,116	7,412,698
Payments for investments and other financial assets	(4,970,896)	(3,556,948)
Proceeds from investments	2,555,328	22,786,775
Net cash used in investing activities	(4,107,903)	(4,239,333)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Principal payments of lease liabilities	(951,411)	(1,179,733)
Net cash used in financing activities	(951,411)	(1,179,733)
Net increase/(decrease) in cash and cash equivalents held	(1,986,421)	185,009
Cash and cash equivalents at beginning of year	8,777,048	8,592,039
Cash and cash equivalents at end of financial year	6,790,627	8,777,048

Notes to the Consolidated Financial Statements

For the Year Ended 31 December 2025

Basis of Preparation

The concise financial report relates to Housing Industry Association Limited and the entities it controlled during and at the end of the year ended 31 December 2025.

The concise financial report has been prepared in accordance with Accounting Standard AASB 1039: *Concise Financial Reports* and the *Corporations Act 2001*.

The financial statements are presented in Australian currency and are rounded to the nearest dollar.

Events After the End of the Reporting Period

The financial statements were authorised for issue by the directors on the date of signing the attached Directors' Declaration. The directors have the power to amend and re issue the financial statements after they are issued.

There are no events after the reporting period which require amendment of, or further disclosure in, the financial statements.

Directors' Declaration

The directors of the Company declare that:

The concise financial report of Housing Industry Association Limited and Controlled Entities for the year ended 31 December 2025, as set out on pages 77 to 80:

- complies with Accounting Standard AASB 1039: *Concise Financial Reports*; and
- is an extract from the full financial report for the year ended 31 December 2025 and has been derived from and is consistent with the full financial report of Housing Industry Association Limited and Controlled Entities.

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



Yitzhak Arie Hazan Director



Catherine Mary Inglis Director

Dated
16 March 2026



**Nexia
Australia**

**Independent Auditor's Report
To the Members of Housing Industry Association Limited**

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GPO Box 500
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nexia.com.au

Report on the Concise Financial Report

Opinion

We have audited the concise financial report of Housing Industry Association Limited (the Company and its controlled entities (the Group)) which comprises the consolidated statement of financial position as at 31 December 2025, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and related notes, derived from the audited financial statements of the Group for the year ended 31 December 2025.

In our opinion, the accompanying concise financial report, including the discussion and analysis, is consistent, in all material respects, with the audited financial report, and complies with Accounting Standard AASB 1039: Concise Financial Reports.

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 Responsibility for the Audit of the Concise Financial Report section of our report. We are independent of the Group 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 concise 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.

Concise Financial Report

The concise financial report does not contain all the disclosures required by the Australian Accounting Standards. Reading the concise financial report and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated 16 March 2026.

Directors' Responsibility for the Concise Financial Report

The directors are responsible for the preparation of the concise financial report in accordance with Accounting Standard AASB 1039: Concise Financial Reports, and the Corporations Act 2001, and for such internal controls as the directors determine are necessary to enable the preparation of the concise financial report.

Audit. Tax. Advisory.

Nexia Duesburys (Austl) (ABN 21 341 510 270) is a firm of Chartered Accountants. It is affiliated with, but independent from Nexia Australia Pty Ltd. Nexia Australia Pty Ltd is a member of Nexia International, a leading, global network of independent accounting and consulting firms. For more information please see www.nexia.com.au/legal. Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

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Auditor's Responsibility for the Audit of the Concise Financial Report

Our responsibility is to express an opinion on whether the concise financial report, complies in all material respects, with Accounting Standard AASB 1039: Concise Financial Reports based on our procedures, which were conducted in accordance with Auditing Standard ASA 810: Engagements to Report on Summary Financial Statements.

Nexia Duesburys (Audit)
Canberra, 16 March 2026

G J Murphy
Partner

You're in **good hands**

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