

Annual Report

2025

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About the Biometrics Institute

Mission statement

The mission of the Biometrics Institute is to promote the responsible, ethical and effective use of biometrics and related technologies, and act as an independent and impartial international forum for biometric users and other interested parties.

Goals

To achieve this mission, the goals of the Biometrics Institute are:

- To develop balanced thought leadership and guidance for the responsible use of biometrics, using the input of experts
- To facilitate knowledge transfer to members, prospects, key stakeholders and the public
- To act as a connector for the global biometrics industry including users, suppliers, academics, regulators and privacy advocates

Source: Biometrics Institute Constitution, November 2022

The Biometrics Institute is a Company Limited by Guarantee under the Australian Corporations Act, Australian Business Number: 81 098 407 099

It has a registered subsidiary in the UK registered as Biometrics Institute Limited, UK Company Number: 7717293

The Biometrics Institute (logo) and Biometrics Institute (name) are international trademarks of the Biometrics Institute Limited. It is a not-for-profit organisation that was founded in 2001 in Australia and opened a subsidiary in the UK in July 2011.

Values

In order to determine the framework by which the Institute engages with members, directors, stakeholders and staff, in a way that ultimately influences and shapes its culture, our values are defined as the following:

- **Trusted** – we are committed to honesty, fairness and transparency and acting with integrity
- **Impactful** – we believe in making a difference and pioneering change for the better
- **Collaborative** – we are a global organisation that strives to include a diverse range of stakeholders
- **Accountable** – we believe in delivering the best in all that we do and holding ourselves responsible

Biometrics Institute Board of Directors



Jakob Glynstrup

Chair and Director, Biometrics Institute

Jakob is the Head of the Danish National ID Centre. He first joined the board in November 2020 and was re-elected in November 2024. He was appointed Chair by the board in November 2021 and for a second term as Chair in November 2024. Jakob is based in Denmark and is a user member representative.



Paul Cross

Director, Biometrics Institute

Paul is Head of Border Management at SITA's Sydney Practice. He joined the board in June 2019 and is based in Australia. Paul was re-elected to the board in November 2024. He is a supplier member representative.



Darren Bark

Deputy Chair and Director, Biometrics Institute

Darren is the Executive Director, Strategic Priorities and Identity and Investigations & Counter Terrorism at the NSW Police Force, Australia. He first joined the board in November 2019 and is based in Australia. Due to a change in his organisation and role, Darren stood for re-election at the 2023 AGM and was re-elected to the board. Darren is a user member representative.



Hans de Moel

Director, Biometrics Institute

Hans works for the Royal Netherlands Marechaussee (KMar), part of the Dutch Ministry of Defence. He was first elected to the board at the AGM in November 2016 and is based in the Netherlands. Hans is a user member representative.



Dan Bachenheimer

Director, Biometrics Institute

Dan is Accenture's Global Digital Identity Innovations Technical Lead. He joined the board in November 2019 and is based in the USA. Dan stood for re-election at the 2022 AGM and was re-elected to the board. Dan is a supplier member representative.



Stephen Gee

Director, Biometrics Institute

Stephen is a former Assistant Secretary for Passport Integrity at the Australian Passport Office in the Department of Foreign Affairs and Trade. He joined the board in November 2021. Stephen is based in Australia and is an associate representative.



Naama Ben-Zvi

Director, Biometrics Institute

Naama is the Biometric Commissioner and Head of the Identity & Biometric Applications Unit at the Israeli National Cyber directorate (Prime Minister's Office). She joined the board in November 2023 and is based in Israel. Naama is a user member representative.



Stephanie Schuckers

Director, Biometrics Institute

Stephanie is the Director at the Center for Identification Technology Research (CITeR) at Clarkson University and a professor at the University of North Carolina Charlotte. She first joined the board in October 2020 and is based in the USA. Stephanie is an academic representative.



Dion Chamberlain

Director, Biometrics Institute

Dion is Director of International and Product Strategy at the Department of Internal Affairs New Zealand. He joined the board in November 2021 and is based in New Zealand. He was re-elected to the board in November 2024. Dion is a user member representative.

Biometrics Institute management team



Isabelle Moeller

Chief Executive, Biometrics Institute



Anne Ferraris

Chief Operating Officer, Biometrics Institute

2025

Report for the year ended 30 June 2025

We are pleased to present the 2024-25 Biometrics Institute Annual Report and to reflect on the organisation's achievements and activities for the financial year ended 30 June 2025. Reflecting the Institute's global standing, at the end of this financial year we had 205 membership organisations, representing 964 individuals from 42 countries across the world.

When the annual budget for the year was compiled, strategic plans by the board and management focussed on reinvesting member funds into education and learning tools, on outreach activities in low-income regions, as well as on operational and system improvements during this financial year.

Why is our activity important?

Biometric technology continues to be developed and applied at high speed, which poses a challenge for legislators, regulators and standards-developing organisations. As such, independent, diverse and informed discourse about the responsible, ethical and effective use of biometrics is critically important in the biometrics sector.

Different use cases pose different risks and opportunities, and it is important to unpick the differences and apply good practices. The Institute provides an unbiased and balanced platform for discussion, guidance and education of its members, decision-makers and key stakeholders.

Through the Institute's very active and diverse committees, the expert groups help address potential gaps in legislation, regulation, policy and technical standards. Expert Groups then update or develop new guidance materials and tools. As with all good practice documents, these are developed under rigorous review by a broad range of members as well as the board. These documents have become an essential part of the Institute's activities and have gained worldwide recognition.

The Institute develops and curates its event, conference and workshop programmes to meet the needs of members and to respond to recent developments in biometric technology in different regions. Speakers and session moderators are engaged by the Institute to ensure that delegates have access to the broadest range of high-profile speakers, government members, regulatory bodies, and expert panellists at our events.

Delegates from around the world attended our in-person conferences and workshops, and also dialled into our online webinars and events. At every event, members engaged in ongoing, frank and critically important trusted discussions on the responsible, ethical and effective use of biometrics. Attendee rates for all our events continue to demonstrate the value members place on our conferences and workshops.

Our staff and secretariat helped deliver a full programme of events and meetings that were enthusiastically supported by members. The dedication of our members, the board, expert groups and secretariat to deliver our mission is exemplary.



Biometrics Institute Congress, October 2024

Operations

The Institute reported an operating profit of AUD130,217 against a forecast profit of AUD29,750 for this financial year.

This strong financial result was due to two conferences – Congress 2024 and the Asia-Pacific Conference 2025 – seeing substantial growth in delegate numbers as well as continued strong support from sponsors. In particular, the Institute’s annual Congress held in London every year continues to be the sector’s flagship event drawing delegates from around the world.

Forex exchange rates resulted in a currency gain of c.AUD38k and the Institute also earned income of c.AUD69k from interest on bank balances and term deposits during this financial year.

Performance against 2024-25 objectives

Our strategic objectives for 2024-25 were as follows:

- To develop balanced thought leadership and guidance for the responsible use of biometrics, using the input of experts
- To facilitate knowledge transfer to members, prospects, key stakeholders and the public
- To act as a connector for the global biometrics industry including users, suppliers, academics, regulators and privacy advocates

Key achievements during 2024-25

Connector
<i>We said we would...</i>
Continue our event programme with a mix of in-person and online meetings to facilitate dialogue amongst our global membership. Continue participation in external meetings and events to further grow our network and outreach work, especially with a view to engaging with important industry groups in regions such as Asia-Pacific (Singapore), South America and South Pacific. Continue our capacity building initiative to engage with low-income regions and raise awareness about the responsible use of biometrics Explore how we can reward long-term and engaged members for their support e.g. introduce frozen membership fees for two- and three-year renewals.
<i>What we did...</i>
• Held four extremely successful in-person conferences across Australia, Europe/ UK facilitating very open and trusted conversations about the responsible use of biometrics • Moved the US Conference online by converting it into a shorter seminar keep the global community connected at a time where it was difficult to organise an in-person conference in the region • Membership growth slowed down due to the uncertainty of projects, funding and increased budget cuts. Member retention is very good. Our member services survey confirmed that 74.65% are extremely/very satisfied with our services. • Deepened the relationship with our Observer members from low-income regions by bringing two of them, Fiji and Papua New Guinea, to the Asia-Pacific event in Sydney and renewed the complimentary Observer status for all 18 organisations • Directors, heads of groups and the Chief Executive participated in 12 external events (in-person and online) to raise awareness of the Institute’s mission amongst new and existing stakeholders and grow the network. Attended the Intergraf conference for the first time to engage with the secure document industry and returned to Bangkok to strengthen our relationship with the United Nations • Promoted with some success the three-year memberships to encourage members to take advantage of frozen fees
<i>Next steps</i>
• Deliver our topical event programme with a mix of in-person and online meetings to facilitate dialogue amongst our global membership • Continue participation in external meetings and events to grow our network and outreach further • Continue the event collaboration in Singapore with HTX and the Immigration & Checkpoints Authority (ICA) has been confirmed for 30 April 2026. We will again organise two side-events to the TechXSummit which attracted over 200 attendees in 2024 • We will explore other opportunities to work with members to grow our outreach into existing and potentially new markets

Knowledge transfer: Information and education***We said we would...***

Progress the education goal by launching a new in-person Short Course called *Fundamentals of Biometrics* consisting of four modules based on the Good Practice Framework which could then also be converted into online lectures.

Explore how workshops and training can be delivered to low-income regions.

Continue to offer our range of publications and maintain good practice material current through regular reviews. Discussions continue about a *Human Rights Impact Assessment Tool* as well as a *Biometrics Procurement Checklist*.

Continue the *Industry Survey* in its current format but continue to update questions to stay relevant. Consider further explanatory graphics and short educational videos.

What we did...

- Delivered a new in-person Short Course *Fundamentals of Biometrics* in London in February 2025 to 12 delegates including Observer members from Papua New Guinea
- Delivered workshops on digital identity and on facial recognition alongside our major conferences
- Started work on an online version for the *Fundamentals of Biometrics* workshop and released a first segment of 20 minutes to seek member feedback which was extremely positive
- Developed 2 new guiding tools to help members gain a better understanding of the responsible use of biometrics including: *Procurement Guidelines (2025)*, *Mitigating Biometric Vulnerabilities in Digital Identity – Executive Briefing (2024)* and updates to the *Privacy Guidelines (2025)*, *Three Laws of Biometrics (2025)* and *Verification (1:1) and identification (1:n) explanatory graphics (2024)*
- Released short summaries from events (under Chatham House Rule) to capture important lessons learnt
- Released a new edition of the suppliers' *Concepts and Solutions Report* with insights on the future of responsible biometrics which was downloaded 446 times
- Improved the Annual Industry Survey (July 2024) through shortening the questionnaire focusing on questions most used in our communications. 263 participated and 108 members downloaded the slides. The Institute also used these slides across varied communications and in many presentations. The executive summary was accessed by 212 members and 249 non-members.
- *Weekly News Digest*, 43 issues across July 2024-June 2025 with opening rates averaging over 40%
- Quarterly *e-Newsletter* published
- Strengthened our social media presence through regular posts increasing our followers on LinkedIn to 5,827 (+15%) and on X to 7,402 (+1%)

Next steps

- Progress the education goal by exploring more online learning tools and shorter explanatory videos
- Deliver a workshop to low-income regions in the Pacific
- Continue to offer our range of publications and maintain good practice material current through regular reviews.
- Continue the *Industry Survey* in its current format but continue to update questions to stay relevant
- Consider further explanatory graphics and short educational videos to promote the tools
- Compile the next edition Biometrics Institute Supplier Report on future trends

Thought leadership and good practice guidance

We said we would...

Become the leading voice for the biometrics community targeting media as well as key stakeholders.
Create a statement about the “Relationship between artificial intelligence (AI) and biometrics” outlining viewpoints or even consensus on this question. Create a new Explanatory Dictionary entry and a statement to be released in the last quarter of 2024.
Participate in important events to promote the responsible use of biometrics e.g. an Australian government meeting in August 2024 and a UN-IOM Conference in Bangkok in December 2024.
Strengthen the Institute’s brand as the trusted source of information, education and guidance on biometrics.
Continue to promote the Three Laws of Biometrics and the Good Practice Framework as a risk management framework for biometrics.
Review the Three Laws of Biometrics to test whether any updates are required.
Provide an independent and global platform for thought leadership.
Set priority themes for our community through the publication of the State of Biometrics Report 2024.

What we did...

- Participated in 12 high-level conferences and meetings to raise awareness about the responsible use of biometrics. These took place across the globe – including São Paulo and Sydney, Madrid and Milan, The Hague and other European locations as well as online.
- Presenting findings from the “*Discussion paper: What is the relationship between artificial intelligence (AI) and biometrics*” to members at our events stimulating a range of viewpoints on the issue. We shared the paper with ministers, policy- and decision makers to raise awareness about the variations in the understanding of what is AI and what is biometrics
- Collated members’ viewpoints *Members’ Viewpoints: The Use of Facial Recognition in Policing* in response to a roundtable discussion with the UK Policing Minister in January 2025 and in February *Members’ Viewpoints: The Relationship Between Biometrics and Artificial Intelligence (AI)*
- Published the *State of Biometrics Report 2024* which has been instrumental in shaping discussions within the biometrics industry. The report identified six priority themes – ranging from the use of AI to the future of DNA analysis – that formed the basis for important conversations with members and key stakeholders and is quoted by the Institute in various forums and formats. From press releases to highlight key considerations, to shape event agendas and spark conversation among attendees, to ensure the report has tangible impact and guides the conversation toward a people-centric and responsible use of biometrics
- Invited key stakeholders and regulators to speak or attend our meetings and events to raise awareness about key issues and the *Three Laws of Biometrics*
- Encouraged members to wear the “responsible biometrics” badge at our events and quote our *Three Laws of Biometrics and Industry Survey* slides in their presentations
- Presented thought leadership through short videos with interviews of supplier members predicting future trends

Next steps

- Explore further how we can become the leading voice for the biometrics community targeting media as well as key stakeholders
- Attend a Facial Recognition Technology workshop in July hosted by the Office of the Australian Information Commissioner presenting members’ viewpoints on the issue which were collated in the lead-up to the event
- Participate in important events to promote the responsible use of biometrics e.g. an Australian retail crime event in July and an Australian Government event on digital identity in September. Looking ahead to October, the Institute will participate in a by-invitation-only event on new technology and policy in San Francisco and speak again at the ICAO Trip Symposium in Montréal in November, which focuses on the future of seamless travel and another event in Cancún and
- Strengthen the Institute’s brand as the trusted source of information, education and guidance on biometrics through communication on social media and other channels
- Continue to promote the *Three Laws of Biometrics* and the *Good Practice Framework* as a risk management framework for biometrics.
- Provide an independent and global platform for thought leadership
- Set priority themes for our community through the publication of the *State of Biometrics Report 2025*

Statement of activities and their impact during 2024-25

Communications and thought leadership

With the help of our marketing and communications adviser we have continued to support our members by producing more comprehensive thought leadership content and guidance this year. We continue to improve our SEO performance which accounted for the majority of website visitors this past financial year and continue to grow our social media organically – with an 11.7% average engagement rate, peaking at 57%, and an equally favourable click-through rate averaging 7.4% with many posts achieving CTR's greater than 40% (LinkedIn, July 2024 – June 2025). Social media engagement and website traffic has also been boosted by the 2024 Congress and ID@Borders events. Information on what biometrics is remains a mainstay, consistently ranking highly as one of the most popular forms of information, supported by other educational initiatives including our *Biometrics Essentials* online learning tool and the more recent *Fundamentals of Biometrics* online training, which we are producing and releasing in segments to provide comprehensive, and easily understandable information, with the support of the Institute's good practice guidance material.

Our weekly *News Digest*, a curated list of news headlines, papers and reports, continues to be an extremely popular and valuable resource for members. To help members easily put our content to use, we have continued to utilise the successful format of providing “key messages” as presentation slides. This approach has already been successfully applied to our *Industry Survey* report and thought leadership *State of Biometrics Report*.

We have been keeping members up to date with the development of new resources and reports providing biometric insight and guidance. Content this year has included:

- *Industry Survey 2024 Report*, August 2024
- *Annual Report* and *State of Biometrics Report*, October 2024
- Release of Members' Viewpoint paper: *The Relationship Between Biometrics and Artificial Intelligence (AI)*, January 2025
- *Members Concepts and Solutions Report*, February 2025
- Release of Members' Viewpoint paper: *The Use of Facial Recognition in Policing*, February 2025
- Updated *Privacy Guidelines*, May 2025
- Launch of *Procurement Guidelines*, June 2025
- Weekly *News Digest*, 43 issues across July 2024 – June 2025
- Quarterly *e-Newsletter*, September and December 2024, March and June 2025

Membership

Membership remained strong with 205 member organisations at the end of this financial year. The Institute actively encourages inclusion in its member community and strategic plans are focussed on the continuous broadening of the Institute's member base. Revenues from full members as defined in the Institute's Constitution are invested in strategic outreach work. As such, it should be noted that this total of 205 includes 18 Observer Members.

Members continue to trust the Institute and value the unique member benefits the Institute offers. An impressive 26 new member organisations joined during this period which confirms the growing need for an independent and impartial international forum for biometric users, which the Institute has uniquely provided for 24 years.

As part of its ongoing strategy, the Institute remains committed to deepening its membership base as well as to broadening it, building on member relationships that trust and support its mission, whilst engaging with potential members in new sectors and regions.

The full list of the Institute's member organisations is included in this report.

Events programme

The Institute's annual programme of events enjoyed huge support from all our members. Many members travelled long distances to attend our events in other countries, such as the ID@Borders & Future of Travel Conference that was held in Amsterdam in April.

Key events for the year included:

- Biometrics Institute Congress, October 2024, London
- Showcase Australia, December 2024, Canberra
- ID@Borders & Future of Travel Conference, April 2025, Amsterdam
- Asia-Pacific Conference, May 2025, Sydney
- Biometrics Seminar: US Developments and Impact of AI on Biometric Vulnerabilities, June 2025, online and on demand



ID@Borders Conference, April 2025

On the Pulse Conversation series

These conversations addressed priority themes as set out in the State of Biometrics Report 2024 in an unscripted format. This webinar series provided thought leadership in a simple format and connected the Institute's global community. We held the following meetings during the year:

- On the Pulse Member Meeting: What is the relationship between AI and biometrics?, August 2024, online and on demand
- On the Pulse Member Meeting: Face analysis for age assurance, September 2024, online and on demand
- On the Pulse Member Meeting: A Need for Multimodal Biometrics?, February 2024, online and on demand
- On the Pulse Member Meeting: Facial Recognition in a Retail Environment, Clubs, Stadiums and Policing – Should the Same Standards Apply? April 2025, online and on demand

Workshops

We are committed to supporting members in developing their knowledge and skills through a range of specialised training courses. We delivered the following courses during the year:

- Mitigating Biometric Vulnerabilities in Digital Identity Workshop, October 2024, London
- Face Recognition and How to Mitigate Risk Workshop, October 2024, London
- The Fundamentals of Biometrics Short Course, February 2025, London
- Mitigating Biometric Vulnerabilities in Digital Identity Workshop, May 2025, Sydney

Awareness campaigns through external engagements

On behalf of our members, we aim to create greater awareness about the work the Biometrics Institute is conducting to deliver on its missions. The Institute's Chief Executive, directors, Advisory Council and Expert Group members participate in events and stakeholder meetings.

Brand and mission awareness through presentations on trends (*Industry Survey* and *State of Biometrics Report*), *Three Laws of Biometrics* and good practice tools, to:

- UN IOM Border Management (BMIC) conference, Bangkok, December 2024
- ID eXperience Conference Thales, Madrid, October 2024
- UN OHCHR Expert Workshop: Biometrics, International Borders and Human Rights, Online, October 2024
- Intergraf, Milan, March 2025
- ICAO ICBWG Working Group meeting, in-person, Southport, UK, June 2025
- Presentations at all Institute conferences with updates on trends, thought leadership and guiding material

Facilitated and prepared directors/ committee members to present at external events to multiply the Institute's outreach work:

- XXI CLARCIEV meeting, São Paulo, July 2024 (Jakob Glynstrup)
- IDMatch Forum, Sydney, August 2024 (Brett Feldon)
- Expert Meeting Identity Manager, The Hague, November 2024 (Paul Cross, Hans de Moel)
- ICAO Trip Symposium, Montreal, November 2024 (exhibited)
- RSO Border Forum 2025: Border Management Priorities and Challenges: A Route-based Lens, January 2025, Bangkok (Paul Cross)
- UFIG Conference, Brisbane, January 2025 (attended)
- World Border Congress, Madrid, March 2025 (Hans de Moel)

Engaged with key stakeholders to raise mission awareness:

- Invitations to key ministers in Australia to raise awareness about the Institute
- Discussions on continued collaboration with Immigration and Checkpoints Authority and HTX Singapore to organise a second event in April 2026 aligned to the TechXSummit and Milipol in Singapore
- Development of a "statement on AI and biometrics" which was used to engage with key decision-makers e.g. European Commission (AI Act contact), National AI Centre Australia and Department of Treasury Australia

Governance

Board of Directors

First elected to the board in November 2020, Jakob Glynstrup from the Danish National ID Centre has been serving as Chair of the board since November 2021. Following his re-election to the board at the 2024 AGM, he was reappointed to that office in November 2024.

A director on the board since November 2019, Darren Bark was first appointed Deputy Chair in December 2020. He was re-elected to the board at the 2023 AGM due to a change in his role and organisation. Following the AGM, he was re-elected to that office in November 2023.

Dion Chamberlain joined the board in November 2021 and was re-elected to the board in November 2024. Paul Cross joined the board in June 2019 and was re-elected to the board in November 2024.

Throughout the year, the board held four official board meetings at which the Institute's financials and business plans were thoroughly appraised. The board also held two informal in-person board strategy meetings in Australia and one in the UK, as well as an online board strategy meeting scheduled for US board directors and Advisory Council members in that region. The Chair and management thank directors for their continued engagement and contribution to the governance of the Institute.

The board has examined and approved the Institute's reserve policy which continues to be set at 12-18 months' expenditure. This conservative level will continue to allow for sustained support of operations during any challenging economic times.

Advisory Council

The Advisory Council was established to support the Board of Directors drawing on strategic advice from the Expert and Sector Groups. It includes the Heads of the various groups as well as former office holders at the Institute.

Members of the Council provided excellent input into the many opportunities that evolved during the financial year and to the overall strategic direction of the organisation. They also participated in two of our *On the Pulse Conversations* – What is the relationship between AI and biometrics?, August 2024 and Facial Recognition in Retail Environments, Clubs, Stadiums and Policing, April 2025.

Expert and Sector Groups

Our Expert and Sector Groups were involved in various projects and events which helped us meet our objectives.

Group governance

The Groups are well governed, and the group handbook and terms of reference are updated regularly.

Our Borders and Major Travel Programmes User Group (BUG) met online in September 2024 and January 2025. The usual format of these meetings includes country updates on major projects and advancements and discussions around common challenges and opportunities.

Our Privacy and Policy Expert Group (PEG) held discussions on current privacy concerns in the media throughout the year. Members of the group joined the discussions at both the Congress and the Joint Expert Group Briefing in October. The PEG also provided important guidance around the revision of our *Privacy Guidelines*, updated in May 2025.

The Technology and Innovation Group (TIG) met three times online to discuss the latest developments and research in biometric technology, security and integrity. They have been working on a new explanatory graphic, *Biometric Liveness: Protection from Presentation and Injection Attacks*, to be shared with members later this year.

The Future Direction Expert Group (FDG) held five teleconference meetings across our financial year. In these meetings, and through regular email discussions, the group has been identifying and assessing the future impact of emerging technologies and trends in society, industry and consumers. The group contributed to the Congress in October and helped compile the *State of Biometrics Report 2024*. They are currently working on the *State of Biometrics Report for 2025*.

The Digital Identity Group (DIG) met online seven times over 12 months and discussed issues relating to digital identity policies, frameworks, programmes and technologies where there is intersection with biometrics. They are developing a new piece of guidance on biometrics and account recovery following account takeover, planned for release to members in 2025. The DIG also contributed to the Congress conversations in October, as well as delivering Digital Identity workshops in London (October) and Sydney (May).

Going forward

The Groups will continue to focus on:

- Helping prepare guiding material for members
- Working with us to keep abreast of key trends around subjects such as vulnerabilities, privacy concerns and innovations
- Presenting at and generating ideas for our events, online meetings and workshops
- Assisting us with media, member and public enquiries

Biometrics Institute good practice guidance 2024-25

Procurement Guidelines

This good practice guide for procuring biometric solutions provides clear, actionable insights, walking you through every stage of procurement, from defining your needs to managing organisational change and evaluating the market. It is a living document, intended to evolve with the latest insights and best practices in biometric procurement. The guidelines were released to members in June 2025.



Procurement Guidelines

Privacy Guidelines

Our *Privacy Guidelines* are the first comprehensive and universal privacy guidelines for biometrics. They outline key privacy issues that need addressing when introducing biometrics. The guidelines are updated every two years by our Privacy Expert Group with input from many different sectors. They include 18 principles including proportionality, informed consent, protection of biometrics data and purpose and sharing of biometric data. They were first published in 2006 and are updated every two years, most recently in 2025, with the addition of test use cases providing practical examples to help members test themselves against each of the guideline principles.

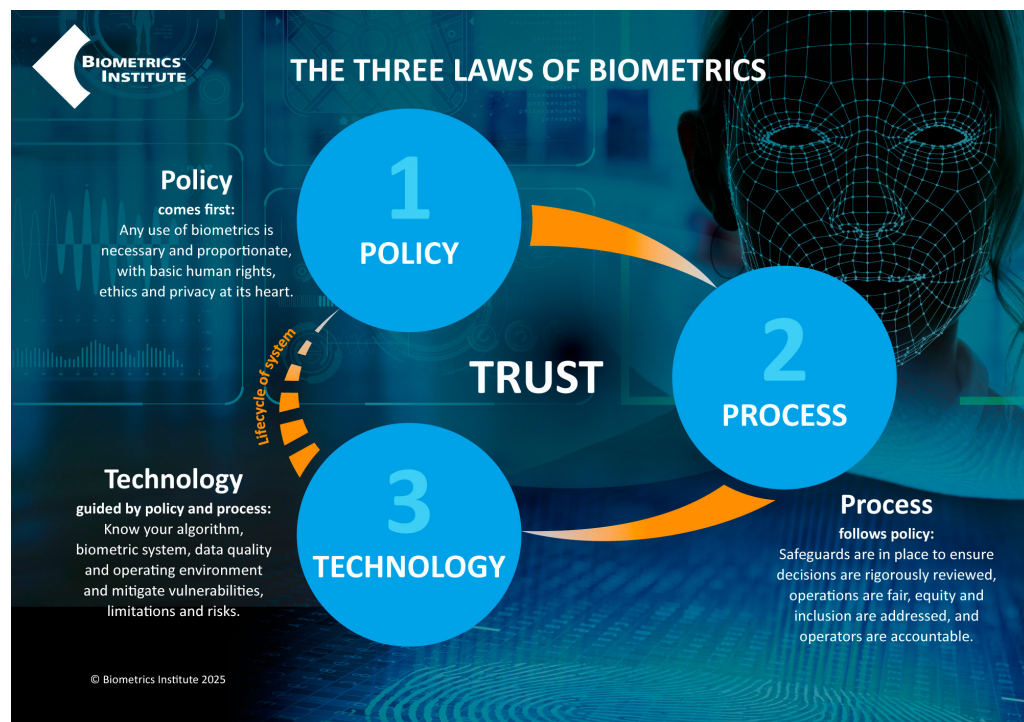


Privacy Guidelines

The Three Laws of Biometrics

The Biometrics Institute has devised the *Three Laws of Biometrics* to prompt people using biometrics to remember the fundamentals of applying the technology responsibly and ethically.

The laws should be used to guide members in their implementations, and crucially in the order in which tasks should be carried out. They were first released in October 2020, and in 2022, as part of the Institute's call for a common approach to biometrics, they were developed into a simple illustrative graphic. A review of the laws resulted in some minor updates to the graphic in June 2025.



The Three Laws of Biometrics

Fundamentals of Biometrics online

April 2025 saw the release of an introductory segment of the first of four modules of The Fundamentals of Biometrics short course online. Our in-person workshop of the same name has been transformed into an accessible online format, bringing essential biometric knowledge to a global community anytime, anywhere. This trial video is available to both members and non-members at no cost and will be used to gauge the level of interest in the development of a full online course.



The Fundamentals of Biometrics online course



Mitigating Biometric Vulnerabilities in Digital Identity – Executive Briefing

Mitigating Biometric Vulnerabilities in Digital Identity – Executive Briefing

Designed to equip executives and stakeholders with the knowledge necessary to secure their digital identity systems, this briefing provides a clear and high-level overview of biometric vulnerability risks associated with digital identity and how adversaries might exploit these vulnerabilities in your biometric systems. The key considerations referenced in the briefing are also available as additional slides, perfect for quickly conveying the most important information in a visually engaging format. Published in 2024.

Verification (1:1) and identification (1:n) explanatory graphics

These two graphics are a simple illustration and definition of verification and identification; two terms that have led to much confusion in the biometrics industry. They clarify basic biometric recognition operation and explore different use cases for verification and identification to aid understanding. The graphics were revised in May 2024 with the addition of accompanying explanatory videos.

Biometrics Essentials learning tool

This online course provides an educational overview based on the ethics and good practices you should consider when implementing a biometric system. The learner will gain insight into the complex decision-making processes involved in implementing biometrics, as well as understanding the impact these decisions can have on biometric users. The course is based on the Institute's *Good Practice Framework* and was first released in March 2023. In 2024 it was translated into Spanish and updated with English subtitles.



Biometrics Essentials learning tool

Beyond the checkout: Biometrics in retail video

This short video looks at responsible biometrics implementation for the retail environment and beyond. To ensure responsible use it encourages careful consideration, stakeholder consultation and policy development, aligning with the principles outlined in the *Three Laws of Biometrics*.

Good Practice Framework (GPF)

In 2019 we began working on the *Biometrics Institute Good Practice Framework*. This document is a first-of-its-kind good practice tool that outlines the various stages of the strategic planning, procurement and operation of a biometric system or network. Its primary function, however, is to provide a structured pathway through the differing factors that may influence or constrain a biometric application.

The GPF was officially launched to members in July 2020 alongside a workshop demonstrating how to put it into practice. In June 2022, having recovered the cost of developing the framework, we were able to make it available to all members at no additional cost. We are continuing to promote the recommended practices set out in the GPF through tailored workshops and presentations at external events.

Digital Onboarding and Biometrics

This paper, developed by our Digital Identity Expert Group and published in March 2021, offers a high-level overview of how biometrics intersects with digital identity onboarding to guide decision-makers considering, or already implementing, the use of biometrics in online sign-ups.

The document covers re-use of an existing digital identity, considerations in the process of attaching a digital identity to a person, deduplication, guidance in formulating strategies, and making ethical and responsible decisions in biometric applications.

Digital Identity and Biometric Authentication paper

Published in 2023, this paper sets out recommended good practices for implementing biometric authentication in a secure and effective manner. It includes considerations around business benefits, the impact on other authentication mechanisms, the reuse of digital identities, and managing on-device biometrics. It is also available in summary form and as a set of key message slides.

Privacy Awareness Checklist (PAC)

The *Privacy Awareness Checklist* (PAC) is designed to be a simple and concise resource to raise awareness of privacy concerns whilst being universally useable. First developed in 2013, and revised and updated in 2022, it encourages organisations to discuss their Personal Information processing, assess risks and threats, consider privacy awareness and training, and maintain a strong privacy and data protection environment.

Ethical Principles for Biometrics

The *Ethical Principles for Biometrics* are a clear indication to users and the general public of the Biometrics Institute's commitment to promote the ethical and responsible use of biometrics. This document has been compiled by a diverse group of members including our Privacy Expert Group, biometrics experts and government employees. It contains seven simple principles and a call to action to promote amongst peers.

Presentation Attack Detection (PAD) and Liveness Guiding Document

This document explains what PAD and liveness is and suggests some general considerations and questions users may want to ask when choosing a biometric product. It also points to the standards and additional information sources available. It was last revised in 2020.

Top 10 Vulnerability Questions

This guiding document was updated with input from our Security and Integrity Expert Group (BSIEG) in August 2020. It provides clarification around some of the frequently asked questions about the spoofing of biometrics including:

- How hard is it to steal a biometric?
- What if my biometric gets compromised?
- Are biometrics a good alternative to passwords?

Biometrics Vulnerability Checklist

This list complements the *Top 10 Vulnerability Questions* and was also revised in August 2020 to help guide members in addressing vulnerability assessments in biometrics. It addresses questions such as: What are the common vulnerabilities for your technology? Do you have a risk management plan? And does it include the potential for biometric vulnerability?

Compendium of Recommended Practices for the Responsible Use and Sharing of Biometrics in Counter-terrorism

This Compendium is an initiative of the UN Counter-Terrorism Implementation Task Force (UNCTED) and a joint project with the Biometrics Institute. It was released by the United Nations on the 29 June 2018. The Compendium provides practical guidance to help address developments in biometrics in the context of counter-terrorism and helps member states fulfil their commitments under resolutions 2322 and 2396.

Understanding Biometrics – Considerations for Implementing a Biometric System

Understanding Biometrics is intended to be a simple and user-friendly resource for members to refer to when considering the use and appropriateness of a biometric system, particularly for first time users. It will also be relevant for anyone contemplating upgrading their current system.

This reference document is a living document and will be updated to keep up with innovations in biometric technology and other developments including vulnerabilities, testing and privacy concerns.

Plans for the new financial year 2025-26

The use cases for biometrics continue to evolve bringing with it many questions on how we ensure organisations understand not only the technology but also the much-needed policies and processes to deliver successful implementations. The need for timely guidance will remain a priority and the work of the Institute's Expert Groups provides an outstanding way to share expertise with the broader membership.

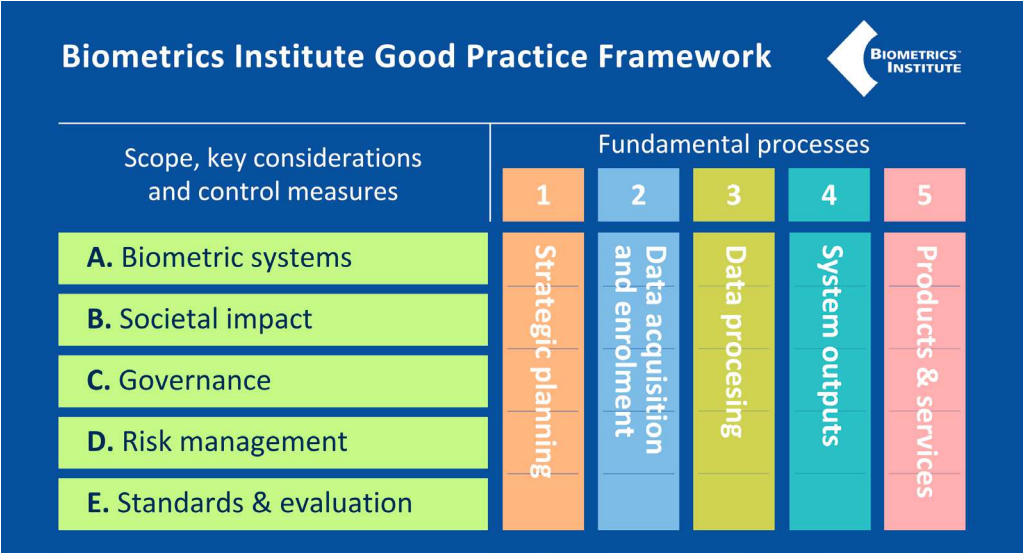
The Institute will support its members with a balanced and respected voice to inform policy and decision-makers about the responsible, ethical and effective use of biometrics. Viewpoint papers have presented a valuable source of information to brief key stakeholders. We will explore how we can make these documents even more impactful. Our research reports such as the annual State of Biometrics Report and the annual Industry Survey are important publications to outline current and future trends that our community needs to address.

Our programme of prestigious in-person and online events will offer members and stakeholders an independent platform for open discussion and debate on current, new and emerging issues the community is facing. There will be a strong focus no doubt on discussion around digital identity and the role of biometrics, how AI is impacting on the use of biometrics and how we manage privacy proportionately for the many new emerging use cases.



Asia-Pacific Conference, May 2025

Our first online learning tool, *Biometrics Essentials*, launched in March 2023, is continuously accessed by a wide range of stakeholders, which is an unprecedented response to a good practice tool. This learning tool provides a good basic understanding of the risks around biometrics and how decisions need to be made to get to positive outcomes. The *Biometrics Fundamentals* online tool, which we developed in-house to test our members’ appetite for online learning, has offered yet another opportunity to reach beyond our current membership. We will monitor the interaction and impact of this tool in order to decide whether we should invest member funds into the development of other tools.



Good Practice Framework

We will offer and facilitate in-house workshops for our members, taking staff from multiple departments through the *Good Practice Framework* and addressing key questions aligned to the framework. These bespoke workshops also form an important foundation for our engagement with other regions.

The budget for FY2025-26 has been prepared with caution due to ongoing uncertainty caused by global geopolitical events, challenging economic conditions and pressures on business operating environments in Australia and the UK.

Although we are still operating in a volatile environment, we forecast a further uplift in revenues from both membership fees and our events in our new financial year. Those revenues will then be reinvested into developing member services and on holding member meetings in different regions, holding additional workshops this year, developing and updating good guidance material, and producing educational content and tools.

The board continues to focus on strategic plans that expand the Institute’s outreach work and ensures that the Institute is the leading voice in the biometrics community. Ambitious internal targets and budgets have been set for both the recruitment of new members and the ongoing retention of the Institute’s current member organisations. These strategic plans also include investing in the Institute’s CRM system as well as on system upgrades and technology so that the Institute is best placed to serve its members and is able to grow as the biometrics sector grows.

Governance remains high on the agenda for the board and regular board meetings include an ongoing review of the financials, the risk register and policies.

As a not-for-profit membership organisation, we need members as they provide the funding for our important activities. One of the most successful ways to grow our community is through the help of our members. Referrals are incredibly valuable. We know that together we can be a much stronger community and there is a lot of work that lies ahead.

We would like to thank everyone for their dedicated and ongoing support.

Isabelle Moeller
Chief Executive

Jakob Glynstrup
Board Chair

2025

Your directors present their report on the company and its controlled entities for the year ended 30 June 2025.

DIRECTORS

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

- Jakob Dam Glynstrup (re-elected Nov 2024)
Daniel Bachenheimer
Dion Bruce Chamberlain (re-elected Nov 2024)
Johannes Jacobus Maria de Moel
Stephanie Ann Schuckers
- Darren Joseph Bark
Naama Ben-Zvi
Paul Anthony Cross (re-elected Nov 2024)
Stephen Richard Gee

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

OPERATING RESULTS

The profit (loss) derived by the consolidated group for the financial year after providing for income tax amounted to \$130,217. (2024 loss \$161,449)

Year ended 30 June 2025 \$130,217	Year ended 30 June 2024 (\$161,449)	Year ended 30 June 2023 \$108,612	Year ended 30 June 2022 \$(10,862)	
Year ended 30 June 2021 \$108,502	Year ended 30 June 2020 \$66,835	Year ended 30 June 2019 \$334,428	Year ended 30 June 2018 \$366,883	Year ended 30 June 2017 \$135,880
Year ended 30 June 2016 \$114,463	Year ended 30 June 2015 \$72,564	Year ended 30 June 2014 \$34,983	Year ended 30 June 2013 \$(78,022)	Year ended 30 June 2012 \$39,524
Year ended 30 June 2011 \$97,556	Year ended 30 June 2010 \$157,263	Year ended 30 June 2009 \$66,839	Year ended 30 June 2008 \$65,091	Year ended 30 June 2007 \$3,946

REVIEW OF OPERATIONS

The results for the consolidated group’s operations for the period ended 30 June 2025 resulted in a surplus of \$130,217. Membership income and continued interest in the Biometrics Institute conferences and training courses continued to show good growth during the year.

PRINCIPAL ACTIVITIES

The principal activity of the consolidated group during the course of the financial year was to provide information and education on the use of biometric systems, as well as good guidance tools. No significant change in the nature of these activities occurred during the financial year. The company continues to have a wholly owned subsidiary in the United Kingdom to facilitate the expansion of the company’s operations to Europe.

SHORT TERM AND LONG TERM OBJECTIVES

The mission of the Institute is to promote the responsible, ethical and effective use of biometrics and related technologies that respect the Institute’s ethical guidance as an independent and impartial international forum for biometric users and other interested parties.

STRATEGIES

- To achieve its stated objectives, the company has adopted the following strategies:
- To develop balanced thought leadership and guidance for the responsible use of biometrics, using the input of experts.
 - To facilitate knowledge transfer to members, prospects, key stakeholders and the public
 - To act as a connector for the global biometrics industry including users, suppliers, academics, regulators and privacy advocates.

KEY PERFORMANCE MEASURES

The company measures its own performance through the use of both qualitative and quantitative measures. These measures are used by the directors to assess the financial sustainability of the company and whether the company's short-term and long-term objectives are being achieved.

The key measures used by the directors include profitability, cash flows and the number of members.

EVENTS SUBSEQUENT TO BALANCE DATE

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

LIKELY DEVELOPMENTS

There are no likely developments in the operations of the consolidated group, which are expected to affect the results of the consolidated group's operations in subsequent financial years.

ENVIRONMENTAL ISSUES

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

DIVIDENDS

The consolidated group is headed by a parent company limited by guarantee and the Constitution does not permit the distribution of dividends to its members. No dividends have been paid, declared or proposed by the consolidated group since the commencement of the financial year.

DIRECTORS' BENEFITS

Since the commencement of the financial year no director of the consolidated group has received or become entitled to receive, a benefit because of a contract that the director, a firm of which the director is a member, or an entity in which the director has a substantial financial interest, has made with:

- The consolidated group, or
- An entity that the company controlled or a body corporate that was related to the consolidated group, when the contract was made or when the director received, or became entitled to receive, the benefit.

OPTIONS

The parent company does not have a share capital as it is a company limited by guarantee. Accordingly, no options over interests in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

INSURANCE OF OFFICERS

During the financial year, the consolidated group paid a premium to insure certain officers of the consolidated group, details of the nature of the cover and premium paid are prohibited from disclosure in accordance with the terms and conditions of the policy.

PROCEEDINGS ON BEHALF OF THE CONSOLIDATED GROUP

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

The consolidated group was not a party to any such proceedings during the year.

2025

DIRECTORS' QUALIFICATIONS

Particulars of the directors' experience and special responsibilities (if any) of each director of the consolidated group who held office during or at the end of the financial year are:

DIRECTOR	RESPONSIBILITIES / EXPERIENCE
Jakob Dam Glynstrup	Chairperson of the Biometrics Institute Head of the Danish National ID Centre
Darren Joseph Bark	Deputy Chairperson of the Biometrics Institute Executive Director, Strategic Priorities and Identity and Investigations & Counter Terrorism at the NSW Police Force
Daniel Bachenheimer	Global Digital Identity Innovations Technical lead at Accenture
Naama Ben-Zvi	Biometric Commissioner and Head of the Identity & Biometric Applications Unit at the Israeli National Cyber directorate (Prime Minister's Office)
Dion Bruce Chamberlain	Director of International and Product Strategy at the Department of Internal Affairs New Zealand
Paul Anthony Cross	Head of Border Management at SITA's Sydney Practice
Johannes Jacobus Maria de Moel	Royal Netherlands Marechaussee (KMar), part of the Dutch Ministry of Defence
Stephen Richard Gee	Former Assistant Secretary for Passport Integrity at the Australian Passport Office in the Department of Foreign Affairs and Trade
Stephanie Ann Schuckers	Director at the Center for Identification Technology Research (CITeR) at Clarkson University and a Professor at the University of North Carolina Charlotte

DIRECTORS' MEETINGS

During the year ended 30 June 2025, four meetings of the company's directors were held.

For each director, particulars of the relevant number of meetings held and attended during the period of directorship are shown below:

Director	Meetings eligible to attend	Meetings attended
Jakob Dam Glynstrup	4	4
Darren Joseph Bark	4	4
Daniel Bachenheimer	4	3
Naama Ben-Zvi	4	1
Dion Bruce Chamberlain	4	3
Paul Anthony Cross	4	1
Johannes Jacobus Maria de Moel	4	4
Stephen Richard Gee	4	4
Stephanie Ann Schuckers	4	1

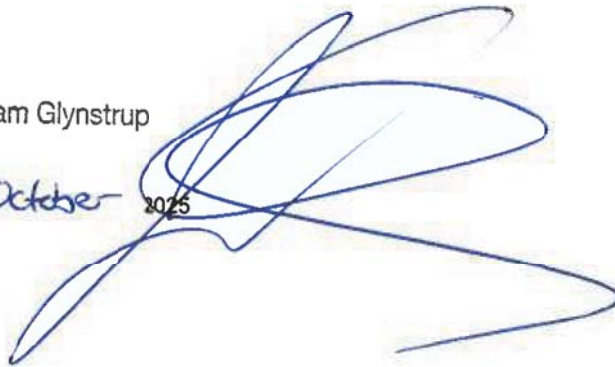
The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the entity. As at the 30 June 2025, the total amount that members of the company are liable to contribute if the company is wound up is \$4,100.

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 6.

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

Director: Jakob Dam Glynstrup

Dated this 10 day of October 2025



2025

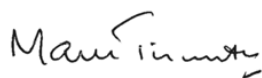
BIOMETRICS INSTITUTE LIMITED AND CONTROLLED ENTITIES

A.B.N. 81 098 407 099

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there has been:

- (i) no contraventions of the auditor's independence requirements as set out in 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



**MARK TINWORTH
CHARTERED ACCOUNTANT**

North Sydney, 13 October 2025

TINWORTH & Co

CHARTERED ACCOUNTANTS and BUSINESS ADVISORS

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF BIOMETRICS INSTITUTE LIMITED AND CONTROLLED ENTITIES

Opinion

We have audited the attached financial report of Biometrics Institute Limited and controlled entities ("the entity") which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, statement of recognised income and expenditure, cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, other explanatory notes and the Directors' Report.

In our opinion, the accompanying financial report of Biometrics Institute Limited and controlled entities is in accordance with the Corporations Act 2001, including:

1. giving a true and fair view of the Company's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
2. complying with Australian Accounting Standards, and the Corporations Regulations 2001.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Directors in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standard Board's APES 110: *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled 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 of our opinion.

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

The directors are responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

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

Responsibilities of the Directors for the financial report

The directors are responsible for the preparation and fair presentation of the financial report that gives a true and fair view and have determined the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Corporations Act 2001 and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the members either intend to cease operations, or have no realistic alternative but to do so.

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2025

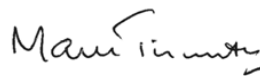
Auditor's responsibility

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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatements of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis of our opinion. The risk of not detecting material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Committee's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the company's use of going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieved fair representation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



MARK TINWORTH
CHARTERED ACCOUNTANT

Dated this 13th day of October 2025

TINWORTH & Co
CHARTERED ACCOUNTANTS and BUSINESS ADVISORS

Directors' declaration

Biometrics Institute and controlled entities: financial report for the year ended 30 June 2025

The directors of the consolidated group declare that:

- 1 The financial statements and notes, as set out on pages 10 to 30 are in accordance with the Corporations Act 2001 and:
 - (a) comply with accounting standards; and
 - (b) give a true and fair view of the consolidated group's financial position as at 30 June 2025 and of its performance for the year ended on that date
- 2 In the directors' opinion there are reasonable grounds to believe that the consolidated group will be able to pay its debts as and when they become due and payable.

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

Director: Jakob Darn Glynstrup

Dated this 10 day of October 2025

Statement of comprehensive income

Biometrics Institute and controlled entities: financial report for the year ended 30 June 2025

The accompanying notes form part of these financial statements

	Note	2025 \$	2024 \$
Sales revenue	2	1,675,379	1,491,408
Cost of sales		<u>(270,448)</u>	<u>(313,787)</u>
Gross profit		1,404,931	1,177,621
Other revenue		121,006	64,792
Employee benefits expense		(802,306)	(635,101)
Depreciation expenses		(3,383)	(2,470)
Administration expenses		(589,303)	(764,190)
Communication & marketing expenses		<u>(728)</u>	<u>(2,101)</u>
Profit (loss) before income tax	3	130,217	(161,449)
Income tax expense	4	<u>-</u>	<u>-</u>
Profit attributable to members of the entity		130,217	(161,449)
Other comprehensive income after income tax		-	-
Other comprehensive income for the year net of tax		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>130,217</u>	<u>(161,449)</u>
Total comprehensive income attributable to members of the entity		<u>130,217</u>	<u>(161,449)</u>

2025

Statement of financial position

Biometrics Institute and controlled entities: financial report for the year ended 30 June 2025

The accompanying notes form part of these financial statements

	Note	2025	2024
		\$	\$
CURRENT ASSETS			
Cash and cash equivalents	5	2,088,906	1,930,780
Trade and other receivables	6	178,207	101,997
Other current assets	7	80,133	51,823
TOTAL CURRENT ASSETS		<u>2,347,246</u>	<u>2,084,600</u>
NON-CURRENT ASSETS			
Property, plant and equipment	8	6,454	4,183
TOTAL NON-CURRENT ASSETS		<u>6,454</u>	<u>4,183</u>
TOTAL ASSETS		<u>2,353,700</u>	<u>2,088,783</u>
CURRENT LIABILITIES			
Trade and other payables	9	500,868	385,199
Provisions	10	13,000	-
TOTAL CURRENT LIABILITIES		<u>513,868</u>	<u>385,199</u>
NON-CURRENT LIABILITIES			
Trade and other payables	9	49,994	43,963
TOTAL NON-CURRENT LIABILITIES		<u>49,994</u>	<u>43,963</u>
TOTAL LIABILITIES		<u>563,862</u>	<u>429,162</u>
NET ASSETS		<u>1,789,838</u>	<u>1,659,621</u>
EQUITY			
Retained earnings		1,789,838	1,659,621
TOTAL EQUITY		<u>1,789,838</u>	<u>1,659,621</u>

Statement of changes in equity

Biometrics Institute and controlled entities: financial report for the year ended 30 June 2025
The accompanying notes form part of these financial statements

2025

RETAINED EARNINGS	2025	2024
	\$	\$
Balance as at beginning of the year	1,659,621	1,821,070
Profit (Loss) attributable to members	<u>130,217</u>	<u>(161,449)</u>
Balance as at the end of the year	<u>1,789,838</u>	<u>1,659,621</u>

Cash flow statement

Biometrics Institute and controlled entities: financial report for the year ended 30 June 2025

The accompanying notes form part of these financial statements

	Note	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Members' & Customers' Receipts		1,866,475	1,538,981
Interest Received		68,728	54,785
Payments to Suppliers & Donations		<u>(1,809,651)</u>	<u>(1,660,718)</u>
Net Cash provided by (used in) Operating Activities	15	<u>125,552</u>	<u>(66,952)</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of plant		<u>(5,654)</u>	<u>(335)</u>
Net cash provided by (used) in investing Activities		<u>(5,654)</u>	<u>(335)</u>
Net Increase (Decrease) in Cash Held		<u>119,898</u>	<u>(67,287)</u>
Effect of foreign exchange rate changes on cash		38,228	(23,894)
Cash at the Beginning of the Financial Year		<u>1,930,780</u>	<u>2,021,961</u>
Cash at the End of the Financial Year	5	<u>2,088,906</u>	<u>1,930,780</u>

2025

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report covers the Biometrics Institute Limited and its controlled entities as an individual entity. The Biometrics Institute Limited is a company limited by guarantee.

The financial statements were authorised for issue on 13 October 2025 by the directors of the Entity.

The general purpose financial report has been prepared in accordance with the Corporations Act 2001 and Australian Accounting Standards and Interpretations of the Australian Accounting Standards Board. The Entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. Material accounting policies adopted in the preparation of this financial report are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historic costs, modified, where applicable by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Income Tax

No provision for income tax has been raised as the parent entity deductions exceeded its assessable income under the mutuality principle. Biometrics Institute Limited domiciled in the UK is assessed for income tax under the mutuality principle.

Principles of consolidation

A controlled entity is any entity over which the Biometrics Institute has the power to govern the financial operating policies so as to obtain benefits from its activities. In assessing the power to govern, the existence and effect of holdings of actual and potential voting rights are considered.

A list of controlled entities is contained in Note 17 to the financial statements.

As at reporting date, the assets and liabilities of all controlled entities have been incorporated into the consolidated financial statements as well as their results for the year then ended. Where controlled entities have entered (left) the consolidated group during the year, their operating results have been included (excluded) from the date control was obtained (ceased).

All inter-group balances and transactions between entities in the consolidated group, including any unrealised profits or losses, have been eliminated on consolidation.

Financial Instruments**Initial recognition and measurement**

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the entity commits itself to either the purchase or sale of an asset.

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case the transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivable do not contain a significant financing component or if the practical expedient has been applied as specified in AASB 15.

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

Classification and subsequent measurement

Financial liabilities

Financial liabilities are subsequently measured at:

- Amortised cost, or
- Fair value through profit and loss

A financial liability is measured at fair value through profit and loss if the financial liability is:

- A contingent consideration of an acquirer in a business combination to which AASB 3 applies
- Held for trading, or
- Initially designated as at fair value through profit and loss

All other financial liabilities are subsequently measured at fair value, amortised cost using the effective interest rate. The effective interest rate method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense in profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability. That is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

Financial asset

Financial assets are subsequently measured at:

- Amortised cost
- Fair value through other comprehensive income
- Fair value through profit and loss

Measurement is on the basis of the two primary criteria:

- the contractual cash flow characteristics of the financial asset, and
- the business model for managing the financial assets.

A financial asset is subsequently measured at amortised cost when it meets the following conditions:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset is subsequently measured at fair value through other comprehensive income when it meets the following conditions:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

By default, all other financial assets that do not meet the conditions of amortised cost and fair value through other comprehensive income's measurement condition are subsequently measured at fair value through profit and loss.

2025

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

The entity initially designates financial instruments as measured at fair value through profit and loss if:

- it eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise from measuring assets or liabilities or recognizing the gains and losses on them on different bases.
- It is in accordance to the documented risk management or investment strategy and information about the groupings was documented appropriately, so the performance of the financial liability that was part of the entity of financial liabilities or financial assets can be managed and evaluated consistently on a fair value basis; and
- It is a hybrid contract that contains an embedded derivative that significantly modifies the cash flows otherwise required by the contract.

Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of financial liabilities:

A liability is derecognised when it is extinguished. An exchange of an existing financial liability for a new one with substantial modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognized and the consideration paid and payable, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss.

Derecognition of financial assets:

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All of the following criteria need to be satisfied for derecognition of financial asset:

- The right to receive cash flows from the asset has expired or been transferred;
- All risk and rewards of ownership of the asset have been substantially transferred; and
- The entity no longer controls the asset.

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in the profit or loss.

Impairment

The company recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost or fair value through other comprehensive income.

Loss allowance is not recognised for financial assets measured at fair value through profit or loss.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

General approach

Under the general approach, at each reporting period, the company assesses whether the financial instruments are credit-impaired, and:

- If the credit risk of the financial instrument has increased significantly since initial recognition, the Entity measures the loss allowance of the financial instruments at an amount equal to the lifetime expected credit losses; and
- If there has been no significant increase in credit risk since initial recognition, the Entity measures the loss allowance for that financial instrument at an amount equal to 12-month expected credit losses.

Recognition of expected credit losses in financial statements

At each reporting date, the company recognise the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

Assets measured at fair value through other comprehensive income are recognised at fair value with changes in fair value recognised in other comprehensive income. The amount in relation to change in credit risk is transferred from other comprehensive income to profit or loss at every reporting period.

Impairment of Assets

At each reporting date, the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less cost to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is recognised in profit or loss.

Where the assets are not held primarily for their liability to generate net cash inflows – that is, they are specialised assets held for continuing use of their service capacity – the recoverable amounts are expected to be materially the same as fair value.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where an impairment loss on a revalued individual asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

2025

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)**Provisions**

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Cash and Cash equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments.

Revenue

Membership revenue is measured at the fair value of the consideration received and is brought to account on a straight-line basis over the period of the membership.

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

Grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If sufficiently specific performance obligations are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those specific performance obligations are satisfied.

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

All revenue is stated net of the amount of Goods and Service Tax ("GST").

Trade and other receivables

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

Trade and other receivables are initially recognised at fair value and subsequently measured at amortised cost using effective interest method, less any provision for impairment.

Trade and other payables

Trade and other payables are initially measured at fair value and subsequently measured at amortised cost using the effective interest method.

Trade and other payables represent the liabilities for goods and services received by the entity that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

Depreciation of Plant and Equipment

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

Plant and equipment are measured on the cost basis. All assets are depreciated using the straight line basis so as to write off the cost of each asset over its expected useful life to the company.

Depreciation rates used for each class of asset are:

Class of fixed asset	Depreciation rate
Plant and Equipment	10.0%
Fixtures and Fittings	25.0%
Website	40.0%

An assets' carrying amount is written down immediately to its recoverable amount if the assets' carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposal are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the ATO.

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

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

Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the consolidated group.

Key judgements

Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specific in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/type, cost/value. Quantity and the period of transfer related to the goods or services promised.

2025

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)**Comparative figures**

When required by accounting standards, comparative figures have been adjusted to conform to changes in presentation for the current year.

Liability of Members'

The company is limited by guarantee. If the company is wound up, Clause 11 of the Constitution states that in the event of there being a deficiency of net assets on winding up each member and members within one year of ceasing to be members undertake to contribute a sum not exceeding twenty dollars per person.

New and Amended Accounting Policies Adopted by the Company

AASB 2020-1: Amendments to Australian Accounting Standards Classification of liabilities as Current or Non-Current.

The entity adopted AASB 2020-1 which amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. It also clarifies the meaning of "settlement of a liability".

The entity has adopted all amendments required for the year ended 30 June 2025. The adoption of these amendments did not have a material impact on the financial report once adopted.

New and Amended Accounting Policies Not Yet Adopted by the Company**AASB 18: Presentation and Disclosure in Financial Statements**

AASB 18 replaces AASB 101 as the standard describing the primary financial statements and sets out requirements for the presentation and disclosure of information in AASB compliant financial statements. Amongst other changes, it introduces the concept of the "management defined performance measures" to financial statements and requires the classification of transactions presented within the statement of profit or loss within one of five categories – operating, investing, financing, income taxes and discontinued operations. It also provides enhanced requirements for the aggregation and disaggregation of information.

The entity plans on adopting the amendment for the reporting period ending 30 June 2029. Management is currently assessing the impact the amendment will have on the financial statements once adopted.

No other new amended accounting standards not yet adopted are expected to have a material effect on the entity and will be adopted as required

	Note	2025 \$	2024 \$
2. Revenue			
Member subscriptions		556,112	533,873
Sponsorship		390,508	369,802
Member functions		728,759	587,733
		<u>1,675,379</u>	<u>1,491,408</u>
3. Profit (Loss) from Ordinary Activities			
Profit from ordinary activities before income tax has been determined after:			
Expenses			
Depreciation		3,383	2,470
Cost of sales		270,448	313,787
Employment costs		801,209	635,303
Write off system development costs	20	-	131,082
Remuneration of auditor			
- Audit services		5,150	3,950
- Other services		2,450	2,450
4. Income Tax Expense			
The components of tax expense comprise:			
Current income tax		<u>-</u>	<u>-</u>
The prima facie tax on profit before income tax is reconciled to the income tax as follows:			
Prima facie tax payable on surplus (loss) before income tax at 25.0% (2024 25%)		32,554	(40,362)
Add (less)			
Tax effect of			
- Tax loss not recorded in the accounts		3,202	12,896
- Tax on ROW not brought to accounts		(17,620)	16,784
- Timing difference not brought to accounts		(527)	1,475
- Permanent difference due to late payment of superannuation expense		1,865	-
- Mutual expenses		165,560	174,355
- non-taxable member income arising from the principle of mutuality		<u>(185,034)</u>	<u>(165,146)</u>
Income tax attributable to entity		<u>-</u>	<u>-</u>
5. Cash and cash equivalents			
Cash at bank		693,256	601,680
Interest bearing deposits		1,395,650	1,329,100
		<u>2,088,906</u>	<u>1,930,780</u>

The effective interest rate on short term deposits was 3.02% (2024 3.07%) and these deposits have an average maturity of one hundred and eighty days.

Note	2025 \$	2024 \$
6. Receivables		
Trade & other receivables	147,926	72,451
Interest receivable	30,281	29,546
	<u>178,207</u>	<u>101,997</u>

Current trade receivables are non-interest bearing loans and generally are receivable within 30 days.

Credit risk

The Company and its controlled entities have no significant concentration of credit risk with respect to any single counterparty or group of counterparties. The main source of credit risk to the Company and its controlled entities are considered to relate to the class of assets described as membership receivable.

The following table details the Company's and its controlled entities receivable exposed to credit risk with ageing analysis and impairment provided thereon. Amounts are considered as 'past due' when the debt has not been settled within the terms and conditions agreed between the Company and its controlled entities and the member counterparty to the transaction.

Receivables that are past due are assessed for impairment by ascertaining their willingness to pay and are provided for where there are specific circumstances indicating that the debt may not be fully repaid to the Company and its controlled entities. The balances of receivables that remain within initial terms (as detailed in the table) are considered to be of high credit quality.

2025	Gross Amount	Past due & impaired	Past due but not impaired (Days overdue)				Within initial trade terms
			<30	31-60	61-90	>90	
	\$	\$	\$	\$	\$	\$	\$
Interest receivable	30,281	-	-	-	-	-	30,281
Trade receivables	147,926	-	-	1,363	1,279	24,628	120,656
Total	178,207	-	-	1,363	1,279	24,628	150,937

2024	Gross Amount	Past due & impaired	Past due but not impaired (Days overdue)				Within initial trade terms
			<30	31-60	61-90	>90	
	\$	\$	\$	\$	\$	\$	\$
Interest receivable	29,546	-	-	-	-	-	29,546
Trade receivables	72,451	-	3,365	1,850	29,229	13,533	24,474
Total	101,997	-	3,365	1,850	29,229	13,533	54,020

	Note	2025 \$	2024 \$
6. Receivables (cont'd)			
Trade and other receivables			
The Company and its controlled entities do not hold any financial assets whose terms have been renegotiated, but which would otherwise be past due or impaired.			
Collateral held as security			
No collateral is held as security for any of the trade and other receivables.			
Financial assets classified as loans and receivables			
Trade and other receivables			
- total current		<u>178,207</u>	<u>101,977</u>
7. Prepayments			
Prepaid expenses		<u>80,133</u>	<u>51,823</u>
8. Property, plant and equipment			
Office equipment – at cost		39,105	33,451
Less accumulated depreciation		<u>(32,651)</u>	<u>(29,268)</u>
		<u>6,454</u>	<u>4,183</u>
Movement in carrying amounts			
Movement in carrying amounts for each class or plant and equipment between the beginning and end of the current financial year.			
Balance at the beginning of the year		4,183	43,412
Additions		5,654	335
Depreciation expense		(3,383)	(2,470)
Write off incompatible software		-	(37,094)
Carrying amount at end of year		<u>6,454</u>	<u>4,183</u>
9. Trade and other payables			
Current			
Creditors & accruals		103,181	84,412
GST & VAT payable		7,235	5,312
Deferred revenue		<u>390,452</u>	<u>295,475</u>
	9a	<u>500,868</u>	<u>385,199</u>
Trade and other payables			
Non-current			
Deferred revenue	9a	<u>49,994</u>	<u>43,963</u>

Note	2025 \$	2024 \$
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9. Trade and other payables (Cont'd)**9a. Financial liabilities at amortised cost classified as trade and other payables**

Trade and other payables		
- total current	500,868	385,199
- total non-current	<u>49,994</u>	<u>43,963</u>
	550,862	429,162
Less deferred revenue	(440,446)	(339,438)
Less Goods & Services tax	<u>(7,235)</u>	<u>(5,312)</u>
Financial liabilities as trade & other payables	<u>103,181</u>	<u>84,412</u>

No collateral has been pledged for any of the trade and other payables balances.

10. Provisions

Annual leave provision	<u>13,000</u>	<u>-</u>
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11. Contingent assets and contingent liabilities

The Directors are not aware of any contingent liabilities that are in existence at the date of the signing of this report.

12. Related party transactions

No Director member receives directly or indirectly any fees, bonuses or other remuneration as a consequence of their appointment to the Board.

13. Key Management personnel compensation

The totals of remuneration paid to key management personnel (KMP) of the company and its controlled entities during the year are as follows:

Short-term employee benefits	402,730	392,432
Post- employment benefits	<u>40,490</u>	<u>32,848</u>
	<u>443,220</u>	<u>425,280</u>

Note	2025	2024
	\$	\$

14. Financial instruments

Financial risk management

The Company's and its controlled entities financial instruments consist mainly of deposits with banks, local money market instruments and short-term investments, accounts receivable and payable.

The Company and its controlled entities do not have any derivative financial instruments at 30 June 2025.

Financial Risk Management Policies

The Director's overall risk management strategy seeks to assist the Company and its controlled entities in meeting its financial targets, whilst minimising potential adverse effects on financial performance. Risk management policies are approved and reviewed by the Directors on a regular basis.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

Financial assets

Cash & cash equivalents	5	2,088,906	1,930,780
Trade & other receivables	6	<u>178,207</u>	<u>101,997</u>
		<u>2,267,113</u>	<u>2,032,777</u>

Financial liabilities

Trade & other payables	9a	<u>103,181</u>	<u>84,412</u>
		<u>2,163,932</u>	<u>1,948,365</u>

i. Treasury risk management

The Board meets on a regular basis to analyse currency and interest rate exposure and to evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

ii. Financial risks

The main risks the Company and its controlled entities are exposed to through its financial instruments are interest rate risk, liquidity risk, foreign exchange risk and credit risk.

Foreign currency risk

The Company and its controlled entities are exposed to fluctuations in foreign currencies.

Interest rate risk

The Company's and its controlled entities exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and will affect future cash flows or the fair value of fixed rate financial instruments. All financial assets and liabilities are non-interest bearing except for the following:

Cash assets at an average interest rate for the year of 3.07% (2024 3.07%)

Note	2025 \$	2024 \$
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14. Financial instruments (cont'd)**Floating rate instruments**

National Australia Bank	618,559	549,212
Lloyds TSB Bank	74,697	52,468
	<u>693,256</u>	<u>601,680</u>

Fixed rate instruments

National Australia Bank term deposit	1,395,650	1,329,100
	<u>1,395,650</u>	<u>1,329,100</u>

Total cash	<u>2,088,906</u>	<u>1,930,780</u>
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Liquidity risk

Liquidity risk arises from the possibility that the Company and its controlled entities might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities

The Company and its controlled entities manage this risk through the following mechanisms:

- preparing forward-looking cash flow analysis in relation to its operational, investing and financing activities;
- obtaining funding from various sources
- maintaining a reputable credit profile
- managing credit risk related to financial assets
- only investing surplus cash with major financial institutions
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

Financial liability and financial asset maturity analysis**Within one year****Financial liabilities due for payment:**

Trade & other payables excluding annual leave and deferred income	103,181	84,412
Total expected outflows	<u>103,181</u>	<u>84,412</u>

Financial assets – cash flows realisable:

Cash & cash equivalents	2,088,906	1,930,780
Trade & other receivables	178,207	101,997
Total anticipated inflows	<u>2,267,113</u>	<u>2,032,777</u>
Net (outflows) inflows on financial instruments	<u>2,163,932</u>	<u>1,948,365</u>

Note	2025	2024
	\$	\$

14. Financial instruments (cont'd)

Foreign exchange risk

The Company and its controlled entities are exposed to fluctuations in foreign currencies as the company has instruments in UK pounds sterling and US dollars. All other bank accounts are denominated in Australian dollars (AUD). Revenues and expenses are recorded in AUD at the time of the transaction and exchange fluctuations would not be material.

The following table shows the foreign currency risk on the financial assets and liabilities of the group's operations denominated in currencies other than the functional currency of the operations. The foreign currency risk in the books of the parent entity is considered immaterial and is therefore not shown.

	Net financial assets /Liabilities in AUD			
	Assets 2025	Assets 2024	Liabilities 2025	Liabilities 2024
UK pound sterling	200,146	134,752	34,705	49,032
US dollar	59,893	51,569	-	-
Euro	129,222	122,911	6,030	3,588

Credit risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contractual obligations that could lead to a financial loss to the Company and its controlled entities. Credit risk is managed through maintaining procedures ensuring, to the extent possible, that customers and counterparties to transactions are of sound credit worthiness and includes utilisation of systems for that approval, granting and renewal of credit limits, the regular monitoring of exposures against such limits and the monitoring of the financial stability of significant customers and counterparties. Such monitoring is used in assessing receivables for impairment. Credit terms are normally 30 days from the date of invoice.

Customers that do not meet the Company's and its controlled entities strict credit policies may only purchase in cash or using recognised credit cards.

Risk is also minimised through investing surplus funds in financial institutions that maintain high credit ratings or in entities that the finance committee has otherwise cleared as being financially sound.

The maximum exposure to credit risk by class of recognised financial assets at balance date, excluding the value of any collateral or other security held, is equivalent to the carrying value and classification of those financial assets (net of any provisions) as presented in the balance sheet.

The company and its controlled entities have no significant concentration of credit risk with any single counterparty or group of counterparties. Trade & other receivables that are neither past due or impaired are considered to be of high credit quality aggregates of such amounts are as detailed in Note 5.

Note	2025	2024
	\$	\$

14. Financial instruments (cont'd)

The Company and its controlled entities do not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered in to by the Company and its controlled entities. Credit risk related to balances with banks and other financial institutions is managed by the board in accordance with approved board policy. Such policy requires that surplus funds are only invested in counterparties with a Standard & Poor's (S&P) rating of at least A-2. The following table provides information regarding the credit risk relating to cash based on S&P counterparty credit ratings.

Cash and cash equivalents

A-1+ rated	2,014,209	1,878,312
A-1 rated	74,697	52,468
	<u>2,088,906</u>	<u>1,930,780</u>

Price risk

The company and its controlled entities are not exposed to any material commodity price risk.

Net fair values**Fair value estimation**

The fair values of financial assets and financial liabilities are presented in the following table and can be compared to their carrying values as presented in the balance sheet. Fair values are those amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Fair values derived may be based on information that is estimated or subject to judgement, where changes in assumptions may have a material impact on the amounts estimated, Areas of judgement and the assumptions have been detailed below.

Differences between fair values and carrying values of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the company and its controlled entities.

	2025		2024	
	Net carrying value	Net fair value	Net carrying value	Net fair value
Financial assets				
Cash & cash equivalents	2,088,906	2,088,906	1,930,780	1,930,780
Trade & other receivables	<u>178,207</u>	<u>178,207</u>	<u>101,997</u>	<u>101,997</u>
Total financial assets	<u>2,267,113</u>	<u>2,267,113</u>	<u>2,032,777</u>	<u>2,032,777</u>
Financial Liabilities				
Trade & other payables	<u>103,181</u>	<u>103,181</u>	<u>84,412</u>	<u>84,412</u>
Total financial liabilities	<u>103,181</u>	<u>103,181</u>	<u>84,412</u>	<u>84,412</u>

	Note	2025 \$	2024 \$
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14. Financial instruments (cont'd)

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

- (i) Cash and cash equivalents, trade and other receivables and trade and other payables are short term instruments in nature whose carrying value is equivalent to fair value.

Sensitivity analysis

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

	Profit \$	Equity \$
Year ended 30 June 2025		
+/- 2% in interest rates	40,197	40,197
Year ended 30 June 2024		
+/- 2% in interest rates	39,527	39,527

No sensitivity analysis has been performed on foreign exchange risk as the company is not materially exposed to foreign currency fluctuations.

15. Cash Flow Information

- (a) Reconciliation of net cash provided by operating activities to profit (loss) from ordinary activities after income tax

Profit / (loss) from ordinary activities after income tax	130,217	(161,449)
Non-cash flows in profit from ordinary activities:		
- Depreciation	3,383	2,470
- Loss on disposal of asset	-	37,094
- Foreign exchange (gain) / loss	(38,228)	23,894
Changes in assets and liabilities:		
- Decrease (increase) in current receivables	(76,210)	10,441
- Decrease (increase) in prepaid expenses	(28,310)	31,920
- Increase (decrease) in payables	20,692	4,838
- Increase (decrease) in deferred income	101,008	(16,160)
- Increase (decrease) in provision	13,000	-
Net cash provided by operating activities	125,552	(66,952)

- (b) The company and its controlled entities have no credit stand-by or financing facilities in place.
- (c) There were no non-cash financing or investing activities during the year.

Note	2025	2024
	\$	\$

16. Contingent Liabilities and Contingent Assets

The company and its controlled entities are not aware of any contingent liabilities that are in existence at the date of the signing of this report.

17. Events after the Balance Sheet Date

There have been no significant events after balance sheet date that will significantly affect the operations of the Company, the results of these operations or the state of affairs of the Company in future financial years.

18. Controlled entities

Name of Subsidiary	Country of Incorporation	Percentage owned %	
		2025	2024
Biometrics Institute Limited	United Kingdom	100	100

19. Members Guarantee

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the entity. At the 30 June 2025, the number of members was 205.

20. System Development Project

Following recent assessments, the Company arrived at the conclusion that the integrated CRM platform being developed was not compatible with the Company's requirements. As a result, the Board decided to terminate the project, therefore the costs incurred have been recognised as an expense during this financial year. Biometrics Institute negotiated with the vendor that payment for outstanding invoices be waived.

21. Company Details

The registered address of the company is:

Biometrics Institute Limited
Suite 5.02 655 Pacific Highway
ST LEONARDS NSW 2065

The principal places of business are:

Biometrics Institute Limited
Suite 5.02 655 Pacific Highway
ST LEONARDS NSW 2065

Biometrics Institute Limited
2 Leman Street
London
E1W 9US
United Kingdom

TINWORTH & Co

CHARTERED ACCOUNTANTS and BUSINESS ADVISORS

COMPILATION REPORT

BIOMETRICS INSTITUTE LIMITED AND CONTROLLED ENTITIES

On the basis of information provided by the directors of the Biometrics Institute and its controlled entities, we have compiled, in accordance with APES 315 'Statement on Compilation of Financial Reports', the following special purpose financial report of the Biometrics Institute and its controlled entities for the year ended 30 June 2025, as set out in the attached Detailed Profit and Loss Statement.

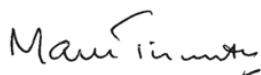
The specific purpose for which the special purpose financial report has been prepared is to provide private information to the directors. No Accounting Standards or other mandatory professional reporting requirements have been applied in the preparation of the special purpose financial report.

The directors are solely responsible for the information contained in the special purpose financial report and have determined that the accounting policies used are consistent with the financial reporting requirements of the Biometrics Institute constitution and are appropriate to meet the needs of the directors and members of the consolidated group.

Our procedures use accounting expertise to collect, classify and summarise the financial information, which the directors provided, into a financial report. Our procedures do not include verification or validation procedures. No audit or review has been performed and accordingly no assurance is expressed.

To the extent permitted by law, we do not accept liability for any loss or damage, which any person other than the consolidated group, may suffer arising from any negligence on our part. No person should rely on the special purpose financial report without having an audit or review conducted.

The special purpose financial report was prepared for the benefit of the directors and members of the Biometrics Institute and its controlled entities and the purpose identified above. We do not accept responsibility to any other person for the contents of the special purpose financial report.



MARK TINWORTH
CHARTERED ACCOUNTANT

North Sydney, 13 October 2025

WWW.TINWORTH.COM

LEVEL 2, 66 BERRY ST NORTH SYDNEY NSW 2060 | P (02) 9922 4644 | F (02) 9959 3642 | ABN 43 624 513 140

Liability limited by a scheme approved under Professional Standards Legislation

Detailed profit and loss statement

Biometrics Institute and controlled entities: financial report for the year ended 30 June 2025

This financial statement should be read in conjunction with the attached compilation report

Note	2025	2024
	\$	\$
INCOME		
Membership fees	556,112	533,873
Event sponsorship	390,508	369,802
Event registrations	728,759	587,733
Total sales	1,675,379	1,491,408
Interest income	69,463	60,761
Advertising income	13,315	4,031
Foreign exchange gain	38,228	-
	<u>1,796,385</u>	<u>1,556,200</u>
EXPENDITURE		
Cost of sales		
Events	270,448	313,787
Total cost of sales	270,448	313,787
Accountancy expenses	60,545	59,508
Audit expenses	7,600	6,400
Bank charges	19,391	22,649
Computer services & equipment	30,447	28,384
Consultants	42,803	39,991
Depreciation	3,383	2,470
Filing fee	439	383
Foreign exchange loss	-	23,894
General expenses	1,376	1,525
Insurance	15,240	13,201
Legal expense	10,610	500
Marketing expenses	728	2,101
Meeting expenses	8,621	6,860
Postage, printing & stationery	5,961	5,680
Secretariat fee	332,529	349,901
Staff expenses	1,499	3,941
Staff recruitment	2,221	1,376
Subscriptions	5,757	5,300
Telephone	2,648	2,454
Teleconference	1,542	6,689
Travel & accommodation	40,074	54,472
Employment expenses	801,209	635,303
Workers compensation insurance	1,097	(202)
Write off system development project costs	-	131,082
	<u>1,666,168</u>	<u>1,717,649</u>
OPERATING PROFIT (LOSS) before Income Tax	130,217	(161,449)
Retained profits at the beginning of the year	1,659,621	1,821,070
Retained profits at the end of the financial year	<u>1,789,838</u>	<u>1,659,621</u>

2025

Notice of the Annual General Meeting (AGM)

Biometrics Institute Ltd (Australia) ABN 81 098 407 099

Notice of the Annual General Meeting (AGM)

Notice is hereby given that the AGM of the Biometrics Institute Ltd (Australia) will be held at 08:00 on Thursday 27 November 2025 at Hotel Kurrajong, 8 National Circuit, Barton, Canberra ACT 2600

Online meeting start times across regions:

Wednesday 26 November

EST 16:00 | GMT 21:00 | CET 22:00

Thursday 27 November

AEDT 08:00 | NZDT 10:00

1. Those present
2. Apologies and proxies
3. Confirm the minutes from the previous AGM, 28 November 2024

Ordinary business

4. To receive and consider the directors' report of the company
5. To receive and consider the financial report of the company
6. To elect directors in accordance with rule 17 of the company's constitution

Eligible nominees:

a) Dan Bachenheimer, Accenture – supplier (re-nominating)

Special business

The AGM will vote on the special resolution, "That the constitution be amended as shown in the marked-up version being the annexure to this notice."

Proxies:

- Members entitled to attend and vote at this meeting of the company are entitled to appoint a proxy to vote on their behalf
- A member who is entitled to cast two or more votes at the meeting may appoint up to two proxies and may specify the proportion each proxy is entitled to exercise
- A proxy need not be a member of the company
- To be effective, proxy forms must reach the office or registered office of the company or via email as shown on the proxy notice no later than the time shown on the proxy notice
- A proxy lodged by a Company must be executed under its company seal or its attorney, or an authorised officer

Dated: 27 October 2025

ORDER OF THE BOARD



Isabelle Moeller,
Secretary
Biometrics Institute Ltd (Australia)
PO Box 576
Crows Nest NSW 1585
Australia
Email: manager@biometricsinstitute.org

User members (76) (Representing 581 persons)

- Australian Criminal Intelligence Commission
- Attorney-General's Department Australia
- Australian Federal Police - Forensics
- Australian Taxation Office - Customer Service & Solutions
- Federal Public Service Home Affairs, Belgium
- British Standards Institution
- Canada Border Services Agency
- Immigration, Refugees & Citizenship, Canada - Admissibility
- City of New York - Office of Technology & Innovation
- Danish Immigration Service
- Danish National ID Centre
- Defence Science and Technology Laboratory
- Department of Finance, Australia
- Department of Foreign Affairs & Trade - Australian Passport Office
- Department of Government Services Victoria)
- Department of National Defence and the Canadian Forces
- Department of Road Transport (RDW), Netherlands
- Department of Transport Western Australia - Driver and Vehicle Services
- Department of Home Affairs Australia
- Department of Internal Affairs New Zealand (DIA) - Service Delivery and Operations
- Australian Defence Science & Technology Group (DSTG)
- Estonian Ministry of the Interior (Siseministeerium)
- Federal Bureau of Investigation (FBI)
- Bundesamt für Sicherheit in der Informationstechnik (Federal Office for Information Security BSI, Germany)
- Federal Office of Administration (BVA Bundesverwaltungsamt)
- Finnish Immigration Service
- Belgian Ministry of Foreign Affairs
- Department for Science, Innovation and Technology (DSIT) - Government Digital Service (GDS)
- Getlink Group
- Heathrow Airport Ltd
- Home Team Science & Technology Agency (HTX) (Singapore)
- Immigration & Checkpoints Authority (ICA), Singapore
- Ministry of Business, Innovation and Employment New Zealand (MBIE)
- Immigration, Refugees & Citizenship, Canada (IRCC) - Visitors & Identity Programs
- INCERT GIE (Luxembourg)
- Information Commissioner's Office (ICO), UK
- International Airlines Group (British Airways)
- Junta Central Electoral (Dominican Republic)
- KBC Group
- Mastercard Worldwide (UK)
- Meta
- Royal Netherlands Marechaussee (KMar) - Ministry of Defence (Mindef)
- Ministry of Defence Singapore (MINDEF)
- Ministry of Justice and Security - Immigration and Naturalisation Department (IND)
- National Australia Bank Ltd (NAB)
- Prime Minister's Office, Israel - National Cyber Directorate, Identity & Biometric Applications Unit
- National Disability Insurance Agency (NDIA)
- Ministry of the Interior and Kingdom Relations (BZK) - National Office for Identity Data
- National Police of the Netherlands
- New Zealand Police - Forensics
- Norwegian Directorate of Immigration (UDI)
- Norwegian Police IT Unit
- Norwegian Tax Administration (Skatteetaten)
- NSW Police Force
- New Zealand Customs Service
- Payments NZ Limited
- Peel Regional Police (Canada)
- PJGN Gendarmerie Nationale (France)
- Queensland Department of Transport and Main Roads (Australia)
- Sagicor Group Jamaica Limited
- Scottish Biometrics Commissioner
- Service NSW
- Services Australia
- Swedish Tax Agency (Skatteverket)
- Transport Canada
- Australian Commonwealth Department of the Treasury
- National Crime Agency (NCA), UK
- UK Home Office [1]
- UK Home Office [2]
- US Department of Homeland Security (DHS) - US Customs and Border Protection (CBP)
- US Department of Homeland Security (DHS)
- US Department of Justice (DoJ)

- US Department of Homeland Security (DHS) - Office of Biometric Identity Management (OBIM)
- Visa Inc (USA)
- Western Australia Police Force
- World Privacy Forum

Honorary members (2) (Representing 2 persons)

- Kevin Darch
- Nigel Gordon

Observers (18) (Representing 31 persons)

- eu-LISA
- European Commission - Directorate General for Human Resources and Security
- European Union Agency for Fundamental Rights (FRA), Austria
- Fiji Immigration Department
- International Organization for Migration (IOM)
- Ministry of Commerce, Industry, Labour and Immigration - Solomon Islands Immigration Division
- Ministry of Prime Minister and Cabinet Samoa
- OSCE Organization for Security and Co-operation in Europe
- Pacific Immigration Development Community (PIDC)
- Papua New Guinea Immigration and Citizen Authority
- Rwanda Directorate General of Immigration & Emigration
- State Border Guard Service of Ukraine (SBGSU)
- Tonga Immigration
- United Nations Security Council - Counter-Terrorism Committee Executive Directorate (UNCTED)
- United Nations Development Programme (UNDP)
- United Nations High Commissioner for Refugees (UNHCR)
- UNICEF
- World Bank Group

Academic (9) (Representing 26 persons)

- Canberra Institute of Technology (CIT)
- Center for Identification Technology Research - CITeR
- Florida Institute of Technology's Harris Institute for Assured Information - Identity Lab (USA)
- International Institute of Information Technology, Bangalore (IIIT-B) - MOSIP
- TNO Defence, Security and Safety
- University Carlos III of Madrid (UC3M), Spain
- University of Dundee
- University of New South Wales (UNSW)
- University of Reading

Associate (6) (Representing 6 persons)

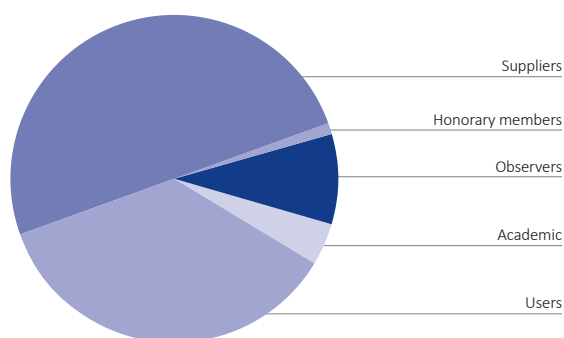
- Lloyd and Coombs
- Juliet Lodge
- Sandra leaton Gray
- Stephen Gee
- Sophida Boonprakobsap
- Gordon Wilson

Supplier members (100) (Representing 324 persons)

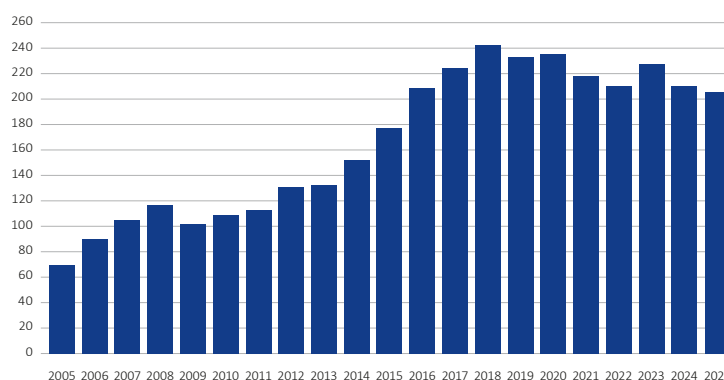
- Accenture
- Aervision Technologies Pty Ltd (Australia)
- AG2
- Agile Computing Pty Ltd
- Vision-Box, an Amadeus company
- Amazon Web Services (AWS)
- augmentiq Ltd
- Aulich & Co
- Auraya Systems
- Auror (New Zealand)
- Biode Pty Ltd
- Biometix Pty Ltd
- Biometria Aplicada, S. A. de C. V
- Biometrics Guru
- Bixelab
- Blue Biometrics
- Brands Australia
- BRYK Group
- Camtech Consulting
- Cognitec Systems GmbH
- Collins Aerospace
- Computer Projects of Illinois
- Convergent Technologies Australia
- Corsound AI
- Critical Insights Consultancy
- Cybersecurity Malaysia
- Daon
- Deloitte MCS Limited
- DERMALOG Identification Systems GmbH
- Dev Technology Group (USA)
- Entrust APAC
- Entrust Corporation
- EY - Dignari LLC (USA)
- Ezpassport - Passport Studio
- FacePhi Biometria
- FaceTec
- Facia
- FIME SAS
- Fragomen Global
- Fujitsu Australia Limited
- Gambit ID (Canada)
- Giesecke+Devrient (Australia)
- Grabba International Pty Ltd
- HID Global
- ID R&D, a Mitek Company
- ID Transnational Consultancy
- Ideco Biometric Security Solutions
- IDEMIA Public Security (IPS)
- IDENTITY.io
- IDloop GmbH
- Ingenium Biometric Laboratories
- Innovatrics, s.r.o.
- Integrated Biometrics
- Inverid
- iProov Ltd
- IQSec, S.A de C.V.
- JCour-Consulting
- Jumio
- Keyless Technologies
- Leidos
- LMC Digital PTY Ltd
- Margins ID Group
- Materna Information & Communications SE
- MK Group Joint Stock Company
- Muehlbauer ID Services
- NEC Australia
- NEC (NZ)
- NEC Corporation of America
- NEC Software Solutions (UK)
- OVD Kinegram
- Parashift Pty Ltd, trading as SchoolBench
- Paravision
- Partner Associates International (Singapore)
- PeopleKey
- Pixevety
- Proline
- Promadis Pty Ltd t/a Life.Registered
- Reason360
- Regula
- Robert Mocny Consulting LLC
- SAIC (Science Applications International Corporation), USA
- secunet Security Networks AG
- Secure Logistics
- Securiport
- Sissa Monitoring Integral
- SITA

- Speed Identity
- TECH5
- Thales (Global)
- TLS Group S.A.
- Travizory Border Security
- Trust Stamp
- Unisys
- Veridos (Germany)
- VFS Global
- White Bison Solutions GmbH
- X INFOTECH SIA
- zally
- Zetes SA
- ZwillGen PLLC

Membership breakdown 2025



Total number of members per year, 2005 - 2025



Isabelle Moeller,
Secretary,
Biometrics Institute Ltd (Australia),
PO Box 576, Crows Nest NSW 1585,
Australia



Biometrics Institute

www.biometricsinstitute.org | manager@biometricsinstitute.org

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Europe 66 Prescott Street, London E1 8NN United Kingdom | UK Company Number: 7717293

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