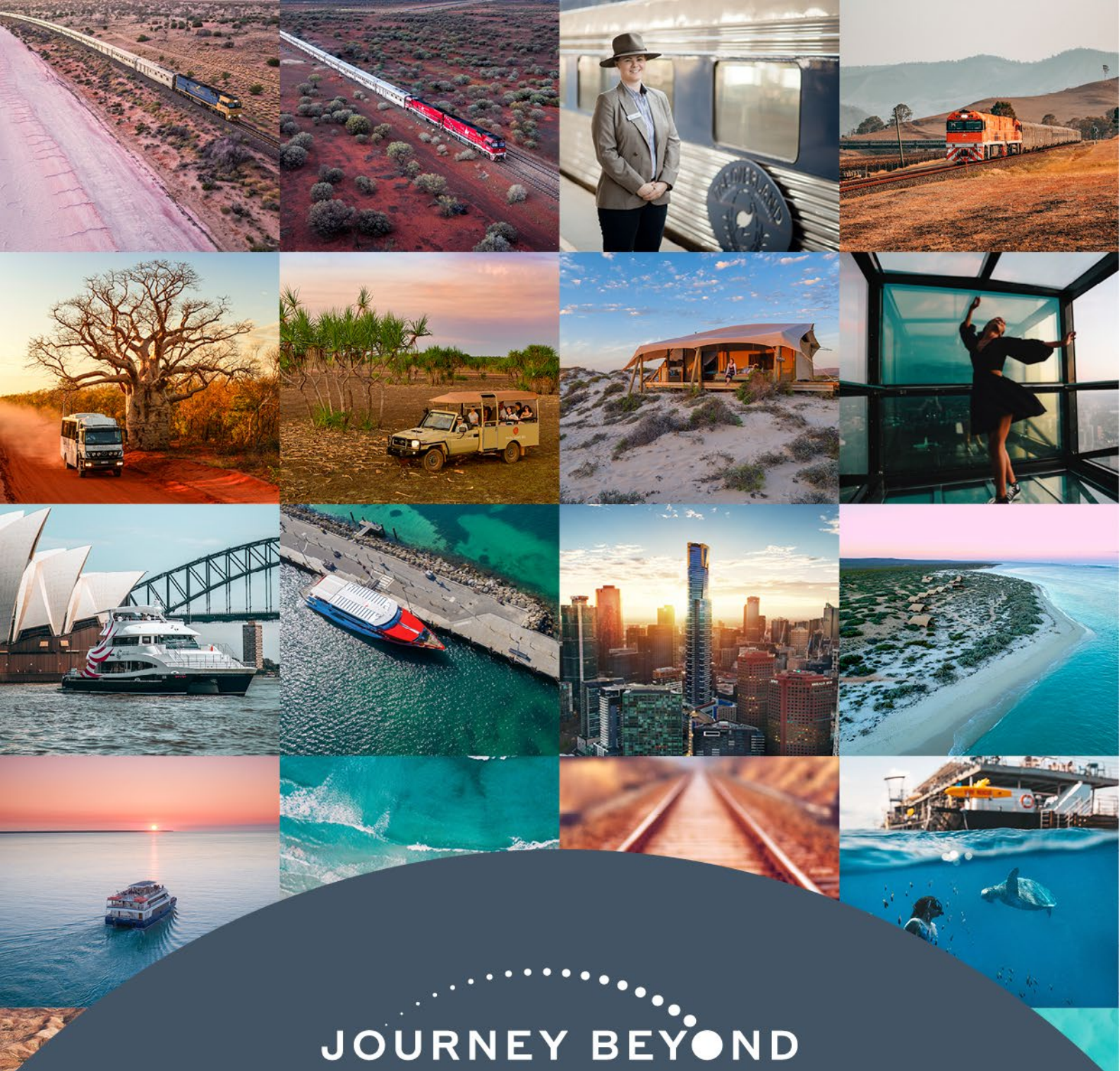




JOURNEY BEYOND

MODERN SLAVERY STATEMENT

Financial Reporting Year
1 Jan – 31 Dec 2025

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1 The Reporting Entity - Reporting Criteria 1

Experience Australia Group Pty Ltd (trading as “Journey Beyond”) is a national business, focused on bringing Australia’s most unique and iconic experiences to life, and is the largest experiential tourism business in the country.

Our purpose is to “Share special places and shape lasting memories”. We are passionate about the places in which we operate, the memories taken away by our guests and their enthusiasm as ambassadors of the incredible experiences we bring to life.

This Modern Slavery Statement (**Statement**) is our response to the *Australian Modern Slavery Act 2018* (Cth) (**Act**) for the period 1 January to 31 December 2025, our financial year (**CY25 or the Reporting Period**).

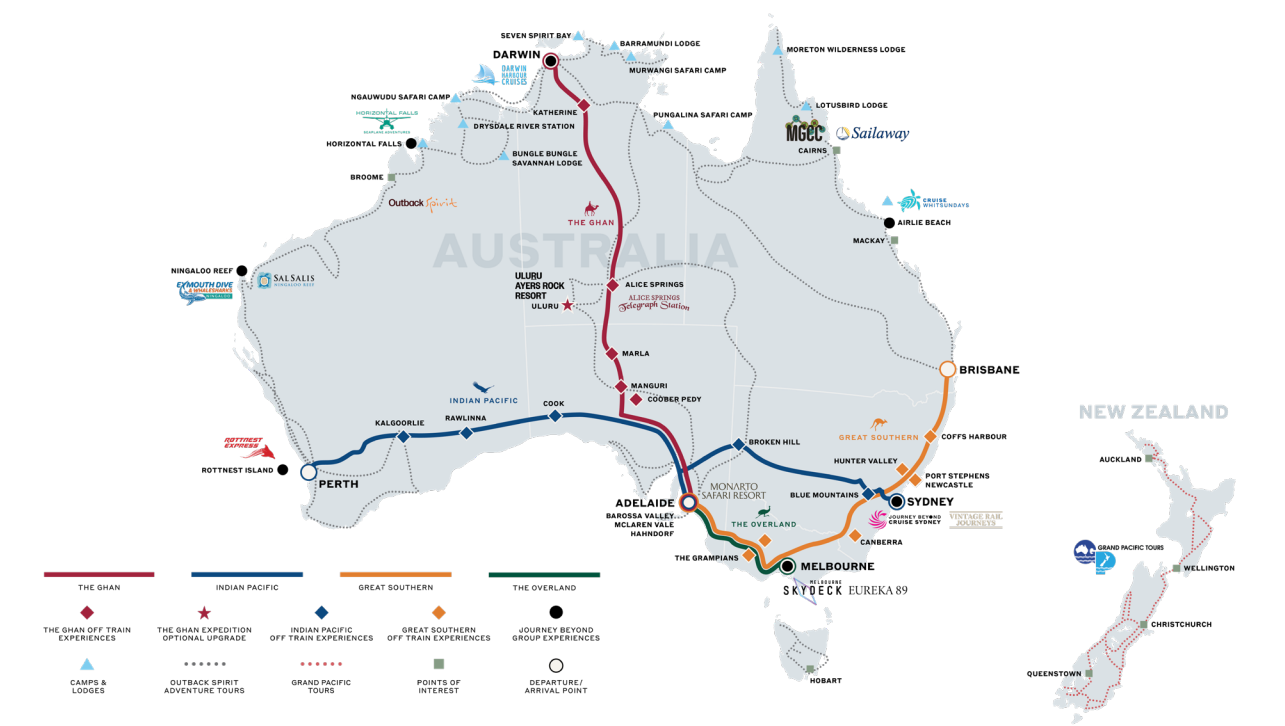
Reporting Entity:

Experience Australia Group Pty Ltd (ABN: 56 614 713 003)

Registered office:
Level 5, 233 North Terrace,
Adelaide SA 5000

This is a joint Statement made on behalf of Experience Australia Group Pty Ltd and the reporting entities which it either controls or is controlled by, each as listed in the Appendix (**Reporting Entities**).¹

2 Our Structure, Operations and Supply Chain - Reporting Criteria 2



¹ In this Statement, a reference to “we”, “our”, or “Journey Beyond” or the “Group” is a reference to Experience Australia Group Pty Ltd and its controlled entities collectively. A reference to “Experience Australia Group Pty Ltd” is to that entity specifically. A reference to the “Reporting Entities” is to the list of entities set out in the Appendix.

Structure and Operations

Journey Beyond is Australia's leading experiential tourism brand, with activities covering a national footprint in Australia. We own and operate rail, marine, aviation, touring, camps, lodges, accommodation and dining and attractions experiences, with operations and assets in all states, from the Parklands Terminal railway station in Adelaide, SA to our Reefworld Pontoon located 76 kilometres off the coast of Airlie Beach in the Great Barrier Reef. We operate on land and rail track, at sea and in the air, to deliver unique and iconic Australian experiences to our guests.

In 2025, Journey Beyond's tourism portfolio expanded overseas with the acquisition of Grand Pacific Tours, an organizer of coach holidays throughout New Zealand.

During the Reporting Period, Journey Beyond's brands included:

- Journey Beyond Rail Expeditions (The Ghan, Indian Pacific, Great Southern and The Overland trains)
- Vintage Rail Journeys
- Outback Spirit Tours
- Rottnest Express
- Sal Salis
- Horizontal Falls Seaplane Adventures
- Darwin Harbour Cruises
- Cruise Whitsundays
- Journey Beyond Cruise Sydney
- Eureka 89
- Melbourne Skydeck
- Grand Pacific Tours
- Exmouth Dive & Whaleshark Ningaloo
- Sailaway Port Douglas

Journey Beyond also manages the Monarto Safari Resort.

Journey Beyond and the Reporting Entities are ultimately controlled by Crestview Advisors, LLC, a Delaware limited liability company.

Our Supply Chain²

Journey Beyond sources goods and services from a diverse range of suppliers, from established companies to local family-owned businesses.

Suppliers are predominantly located in Australia, with a small number of overseas suppliers. Relevant countries are listed in the table to the right

Supply Chain Locations

Australia
2,575 Suppliers

Overseas
136 Suppliers

Country	Suppliers
Australia	2528
United States	22
United Kingdom	19
Germany	3
New Zealand	16
Antarctica	1
Canada	2
China	4
Netherlands	3
Singapore	2
Malaysia	1
South Africa	1
Israel	1
Sweden	1
Thailand	1
United Arab Emirates	1
Switzerland	1
Total	2607

In CY25, Journey Beyond had 2,711 Tier 1 suppliers across our operations. Our supply chain data in CY25 shows:

- 96% of Spend was with suppliers directly based in Australia as compared to 97.72% in CY24
- Top-spend categories include activities such as:

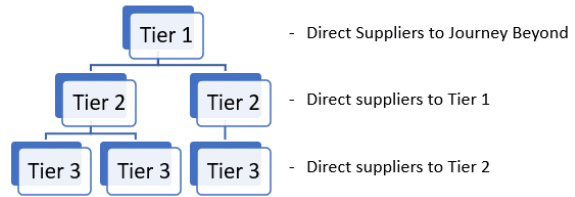
² Figures include both (1) the Reporting Entities; and (2) other controlled entities of the Group, other than Grand Pacific Tours which was newly acquired in CY25.

Annual Spend

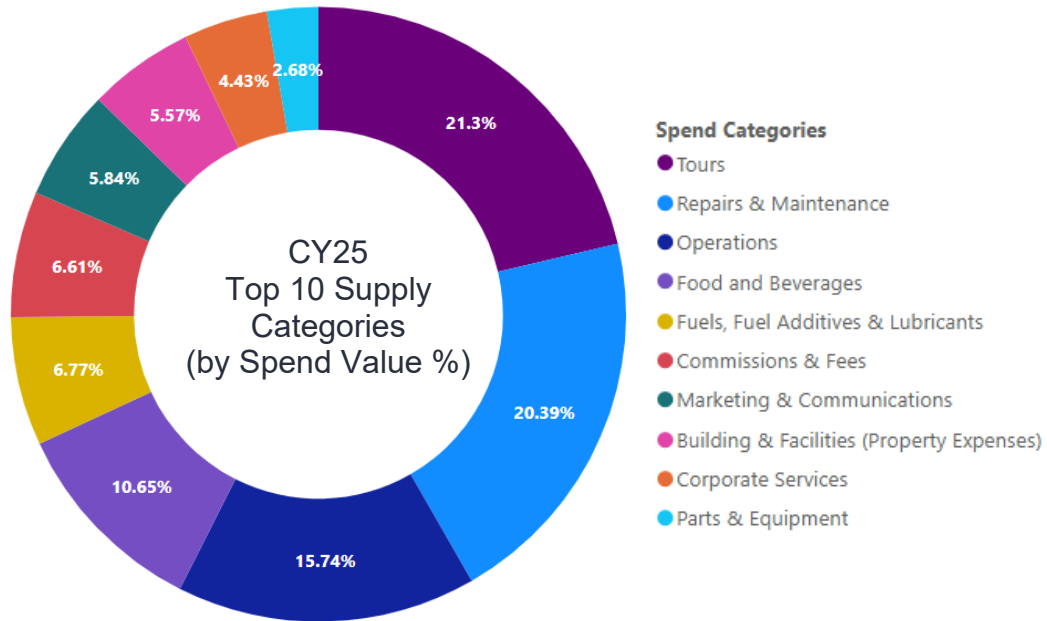
In Australia
96%

Overseas
4%

- Repairs & Maintenance
- Fuel
- Tours
- Operations
- Marketing
- Food & Beverages.



Categories of Spend



Journey Beyond recognises there are risks of involvement in modern slavery across our operations and supply chain.

SECTOR AND INDUSTRY RISKS ³	PRODUCT AND SERVICES RISKS <i>Global Slavery Index – Top 5 Products at Risk of Modern Slavery according to value of imports by Australia⁴</i>	GEOGRAPHIC RISKS <i>Global Slavery Index Top 10 Countries with the highest prevalence of modern slavery⁵</i>	SUPPLY CHAIN MODEL RISKS ⁶
High-risk globally include: - Mining / Extractives - Textiles and Fashion - Fishing - Electronics - Cleaning and - Agriculture	Electronics Garments Solar panels Textiles Fish	1. North Korea 6. Tajikistan 2. Eritrea 7. United Arab 3. Mauritania Emirates 4. Saudi Arabia 8. Russia 5. Turkey 9. Afghanistan 10. Kuwait	Larger and more complex supply chains are harder to identify and monitor modern slavery risks. Sub-contracting and the use of labour recruiters in the supply chain increases risk of modern slavery.
Journey Beyond's Risk			
Medium/Low Risk in relation to:	Medium/Low Risk Journey Beyond purchases garments and electronics.	Low Risk - No engagement with any Tier 1 suppliers from the Top 10 Risk Countries.	Medium/Low Risk – ~2,607 Tier 1 Suppliers used annually means a wide range

³ Australian Government, *Addressing Modern Slavery in Government Supply Chains: A toolkit of resources for Government procurement officers*, pg. 7.

⁴ Walk Free, *The Global Slavery Index 2023*, Appendix 3 – Products at Risk, Table 42 Top five products at risk of modern slavery according to US\$ value imported by G20 countries

⁵ Walk Free, *The Global Slavery Index 2023*, Chapter 3 – Global Findings, Figure 5 Estimated prevalence of modern slavery by country

⁶ Australian Government, *Addressing Modern Slavery in Government Supply Chains: A toolkit of resources for Government procurement officers*, pg 7.

<ul style="list-style-type: none"> - Agriculture/Food Production due to this being a high category of spend for the group. – 10.5% Annual Spend - Textiles/Fashion in relation to procurement of uniforms across the group. <2% Annual Spend - Purchase of electronics for office/corporate use - <1% Annual Spend 	<p>Whilst this is at a low volume and relative spend in these categories is insignificant (each <1% of annual spend) as a proportion of group spend, we recognise that these categories of imported products have been identified as having a heightened risk of modern slavery.</p>		<p>of interactions and complexity of the supply chain to be able to identify and monitor modern slavery risks.</p>
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3 Risks of modern slavery practices in our operations and supply chain - Reporting Criteria 3⁷

Most of the Group's Tier 1 suppliers are located in Australia and therefore, based on external data available through Walk Free's "Global Slavery Index 2023", represent a comparatively lower risk of modern slavery.

However, we recognise that modern slavery exists even in Australia. According to the Australian Attorney General's Department, 'Modern slavery risks can be linked to certain sectors, such as cleaning, hospitality, agriculture, textiles production and some types of manufacturing. These sectors can have high modern slavery risks because of their characteristics and processes, such as widespread use of low skilled labour or reliance on outsourcing.'⁸

The key sectors considered to be higher risk for modern slavery for Journey Beyond are:

- **Hospitality & Travel** – 20.8% of Total CY25 Spend in this Sector
 - including airlines, hotel chains, car rental companies and tour operators
- **Property Services** – 5.17% of Total CY25 Spend in this Sector
 - including facilities management, utilities, cleaning and waste management.
- **Marketing** – 5.42% of Total CY25 Spend in this Sector
- **Food & Beverage** - 9.88% of Total CY25 Spend in this Sector
 - including food and beverage production suppliers & distributors

A low volume and value of spend with Overseas suppliers in our Tier 1 Supply Chain gives a greatly reduced initial risk map of modern slavery impact for Journey Beyond.

Deeper investigation into Tier 2 & 3 Suppliers in our supply chain is required to look at the overall risk levels from a Regional & Sector perspective.

4 Our Actions - Reporting Criteria 4

Assessing and Managing Modern Slavery Risk

As part of our ongoing initiatives to identify modern slavery and mitigate associated risks in our business and supply chain, in previous reporting periods Journey Beyond has:

- Carried out an initial supply chain mapping exercise to identify modern slavery risks against two key criteria:
 - Geographical: Mapping Tier 1 Suppliers against high-risk geographical locations
 - Industry Category: Assessing high-risk sectors against Journey Beyond's engagement with these sectors by % of spend. Key sectors assessed include cleaning services, food & beverage production, hospitality and property management providers

⁷ Figures include both (1) the Reporting Entities; and (2) other controlled entities of the Group, other than Grand Pacific Tours which was newly acquired in CY25.

⁸ Australian Government, Attorney General's Department, *Infographic: Modern Slavery – Key Facts and Figures*, <https://modernslaveryregister.gov.au/resources/>.

- Implemented a Modern Slavery Policy to guide our staff in identifying, limiting and reporting modern slavery risks; and
- Established avenues for reporting concerns (in addition to those under the Modern Slavery Policy), via our Grievance Policy and Whistleblower Policy.
- Include modern slavery terms and conditions and rights to audit our suppliers in our standard form procurement contracts.

We continued to build upon these initiatives in CY25 through the enhancement of reporting from our group-wide Procurement System. This has facilitated reporting of centralised and more detailed supplier data, which will enhanced Journey Beyond's supply chain and supplier monitoring and risk analysis capabilities into the future.

5 Assessing Effectiveness of Action - Reporting Criteria 5

Journey Beyond's achieved its key objective for the reporting period, which was to utilise our new Procurement System to set the foundation for enhanced understanding and management of modern slavery risks going forward. New reports and data dashboards will support and facilitate some of our future modern slavery priorities outlined below, via processes to be inbuilt into the Procurement System.

We recognise that our review and assessment of our actions to identify and address modern slavery risks in our operations and supply chain will be an ongoing process, and we are committed to continual evolution and improvement in this area.

Future Priorities

In CY26, Journey Beyond will further strengthen our practices, systems and performance in relation to modern slavery risk management through more detailed analysis and understanding of our supply chain, further engagement with our suppliers, and initiatives to raise modern slavery awareness.

Journey Beyond's Future Priorities (CY26 and beyond)

- Enhanced supplier due diligence and engagement
- Supply Chain Assessment Framework and Strategy
- Modern Slavery Policy and Code of Conduct
- Modern Slavery training
- Supplier Code of Conduct

In future reporting periods (CY26 and beyond) Journey Beyond will:

- Implement more structured modern slavery due diligence processes into our supplier onboarding processes and collect further data from suppliers about their modern slavery compliance and risk management approaches.
- Use its enhanced understanding of our supply chain and improved supplier data to develop a Supply Chain Assessment Framework and Strategy to roll out to key suppliers of goods and services. This will help us to understand and manage the geographical, environmental and social impacts of strategic suppliers in our supply chain.
- Conduct regular review and update of its Modern Slavery Policy
- Update our Code of Conduct to include specific expectations regarding human rights and management of modern slavery risk.
- Rollout an updated modern slavery compliance training module to staff and continue to raise awareness of modern slavery.
- Develop and implement and Supplier Code of Conduct that includes provisions on modern slavery.

Journey Beyond adopts a continuous improvement approach to its performance in this area. We continue to review, develop and promote our policies and practices to identify and mitigate modern slavery and human trafficking risks in our business and supply chain.

6 Consultation with Journey Beyond owned entities - Reporting Criteria 6

This Statement covers the Reporting Entities listed in the Appendix, and in order to prepare this joint statement, Experience Australia Group Pty Ltd engaged with each of those Reporting Entities and consulted the other entities it owns or controls.

The upstream Reporting Entities (which directly or indirectly control Experience Australia Group Pty Ltd) do not have any outward operations or involvement in procurement activities.

With the exception of Grand Pacific Tours, which was acquired by Journey Beyond during the Reporting Period, entities controlled by Experience Australia Group Pty Ltd during CY25 were required to comply with Journey Beyond's policies, procedures and systems relating to Modern Slavery, Procurement, Health and Safety and Human Resources. These controlled entities operate under the direction and governance of Experience Australia Group Pty Ltd. Integration of Grand Pacific Tours into these policies, procedures and systems will occur during the 2026 calendar year.

7 Other information - Reporting Criteria 7

Journey Beyond recognises the risks of modern slavery and continued to take action to support our personnel and suppliers in the mitigation of these risks, by:

- Working with Tier 1 and Tier 2 suppliers to improve knowledge and awareness of modern slavery risks.
- Improving our internal policies, knowledge and processes to identify and mitigate the risk of modern slavery in our organisation and supply chain.

This Statement was approved by the boards of each of the nine Reporting Entities covered by this Statement.

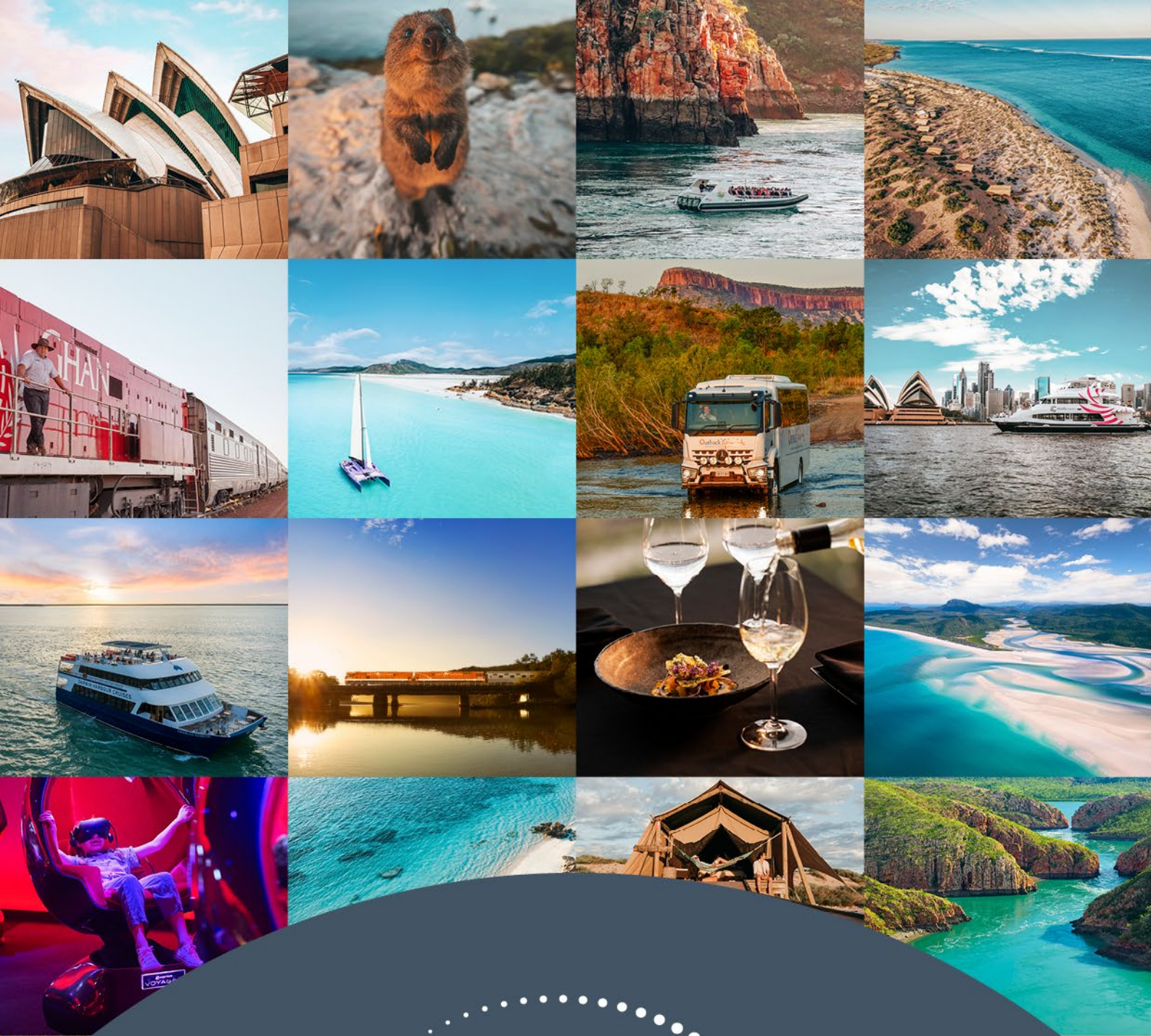
This Statement is signed by Chris Tallent in his role as a Director of each of the nine Reporting Entities, and as CEO of Journey Beyond.



Chris Tallent, Director and CEO
30 June 2026

Appendix - Reporting Entities Covered by this Statement

Reporting Entity	ABN	Principal Activities During Reporting Period
JB TopCo Pty Ltd	14 656 565 249	Holding company of below entity. No outward facing operations or external procurement.
JB HoldCo Pty Ltd	52 655 636 776	Holding company of below entity. No outward facing operations or external procurement.
JB AcquisitionCo Pty Ltd	74 655 643 280	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Topco Pty Ltd	55 614 712 631	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Mezzco Pty Ltd	95 614 712 800	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Senior Holdco Pty Ltd	19 614 712 917	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Group Pty Ltd	56 614 713 003	Experience Australia Group Pty Ltd is the parent trading entity and indirect controller of all other trading entities within the Journey Beyond Group (including the 2 entities below). The principal activities of the Group were experiential tourism, including rail expeditions, touring, cruises, attractions and camps and lodges.
Great Southern Railway Holdings Pty Ltd	24 079 437 853	The principal activity of the company was that of a holding company for its controlled entities involved in the sale and provision of rail expeditions (including the entity below).
Great Southern Rail Pty Ltd	59 079 476 949	The principal activities of the company consist of the sale and provision of rail expedition packages.



JOURNEY BEYOND



THE GHAN



INDIAN PACIFIC



GREAT SOUTHERN



THE OVERLAND



CRUISE
WHITSUNDAYS



DARWIN
HARBOUR
CRUISES

Outback Spirit



SAL SALIS
NINGALOO REEF



MELBOURNE
SKYDECK

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