



# TIGER HOLDCO PTY LTD ("FUNLAB")

2025 Modern Slavery Statement



# ACKNOWLEDGMENT OF COUNTRY

Funlab acknowledges the Traditional Owners of the many lands upon which we are privileged to operate. We pay our respects to their cultures, and to their Elders, past, present and emerging. We recognise their precious, deep and enduring connection to lands, waterways and skies, and we continue our support for a journey that achieves reconciliation.

# CONTENTS

## **Introduction**

CEO Introduction	4
------------------	---

<b>MSA Mandatory Criterion 1: Reporting Entity</b>	5
--	---

## **MSA Mandatory Criterion 2: Structure, Operations and Supply Chain**

Structure and Operations	6
--------------------------	---

Supply Chain	8
--------------	---

## **MSA Mandatory Criterion 3: Assessing Modern Slavery Risks in our Operations and Supply Chain**

Operations	10
------------	----

Supply Chain	10
--------------	----

Supply Chain Risk	11
-------------------	----

## **MSA Mandatory Criterion 4: Actions Taken**

Review of Funlab's Modern Slavery Risk Management in Procurement Processes	12
--	----

Identification and Assessment of Supply Chain Risks	13
---	----

## **MSA Mandatory Criterion 5: Assess Effectiveness**

Progress against our FY25 Planned Actions	15
---	----

Funlab 2026 Modern Slavery Roadmap	16
------------------------------------	----

## **MSA Mandatory Criterion 6: Consultation with Subsidiaries & Entities**

Consultation with subsidiaries & entities	17
---	----

<b>MSA Mandatory Criterion 7: Any Other Information</b>	17
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### **Mandatory reporting criteria of the *Modern Slavery Act 2018* (Cth)**

This Statement was prepared to meet the mandatory reporting criteria prescribed by the *Modern Slavery Act 2018* (Cth) ("the MSA"). The table of contents identifies where each mandatory reporting criterion is addressed within this Statement.

# CEO INTRODUCTION

On behalf of the Funlab board, I am pleased to present this Modern Slavery Statement, which outlines our commitments and practices in relation to identifying and managing modern slavery risks for the financial year, 1 July 2024 to 30 June 2025.

Funlab is Australia's premier creator of competitive socialising experiences. From arcades, bowling alleys, mini-golf and much more, since 2001, Funlab has taken familiar concepts and transformed them into immersive, magical worlds of fun. We create ground-breaking, world-leading experiential entertainment innovations which offer new, enthralling and extraordinary experiences. We are serious about how we provide fun to over 5 million guests each year, and we firmly believe that, "The World Is Better When We Fun Together".

'Creating fun' for people gives us our purpose for why we are in business, and why we do what we do. It is our humanity that drives our success. Our people: our employees (Motherfunners), our suppliers and our guests each drive vital components of our culture, our business, and our success. Modern slavery is a fundamental global concern. Our continued commitment and progress in strengthening our approach to upholding human rights, including modern slavery eradication and prevention, and to providing a safe, ethical, and transparent business remains of significant importance to Funlab.

## Key Achievements

Funlab has continued to take clear and meaningful steps to further improve its practices towards mitigation of modern slavery risk in our operations and supply chains. In FY25, Funlab's actions were directed towards:

- Strengthening governance frameworks across our procurement function and activities;
- Improving modern slavery risk screening;
- Elevating the importance of responsible supplier practices in our tender and selection processes;
- Increasing organisational awareness of modern slavery and available resources to help manage and respond to modern slavery risk; and
- Increasing supplier accountability for their practices and modern slavery risks.

During FY25, we were also excited to become B Corporation certified. This means we're now part of a global community of businesses that meet the highest standards of social and environmental impact, which is aligned with our commitment to address our modern slavery risks. We also continue our commitment to doing our part in supporting the United Nations Guiding Principles on Business and Human Rights (UNGPs) and adhere to the expectations of the Modern Slavery Act 2018 (Cth).



**Michael Schreiber**  
Founder & Executive Chairperson



# MSA MANDATORY CRITERION 1: REPORTING ENTITY

This Modern Slavery Statement (Statement) is made by Tiger HoldCo Pty Ltd as the ultimate holding company of the consolidated "Funlab Group" (referred to in this Statement as "Funlab"), for the reporting period ending 30 June 2025 in accordance with the group's financial year (FY25).

The table below sets out the entities in the group: Tiger HoldCo Pty Ltd, which is a reporting entity under the MSA, and its owned and controlled entities. There were no changes to the ownership of Funlab and its controlled entities during FY25.

COUNTRY	FUNLAB ENTITY	REGISTRATION NUMBER
Australia	Tiger HoldCo Pty Ltd	A.C.N 639 276 412
Australia	Tiger MidCo Pty Ltd	A.C.N 639 282 983
Australia	Tiger BidCo Pty Ltd	A.C.N 639 284 209
Australia	Funlab Group Pty Ltd	A.C.N 615 722 113
Australia	FLH Finance Pty Ltd	A.C.N 615 722 177
Australia	Funlab Holdings Pty Ltd	A.C.N 606 795 733
Australia	Funlab Pty Ltd	A.C.N 098 034 943
Australia	Funlab IP Co Pty Ltd	A.C.N 162 843 674
Australia	Strike Australia Pty Ltd	A.C.N 606 795 788
Australia	Sky Zone Australia Pty Ltd	A.C.N 606 795 939
Australia	Holey Moley Australia Pty Ltd	A.C.N 613 584 571
Australia	Archie Bros Australia Pty Ltd	A.C.N 621 886 922
New Zealand	Funlab New Zealand Ltd	Company No: 6649793
USA	Funlab USA Inc	EIN 32-0613856
USA	Funlab USA Operations	EIN 98-1698652
USA	Funlab Texas Operations	EIN 92-333736
USA	MC Tower Shot LLC	DE State File No: 7419938
USA	See See Dubs LLC	DE State File No: 7419945
USA	Charles Town Adventures LLC	DE State File No: 7419919
USA	Entertainment Quarter LLC	DE State File No: 7419923
USA	Kings Treat Investments LLC	DE State File No: 7419947
USA	WG Downtown LLC	DE State File No: 7419943
USA	Bayz Side Attractions LLC	DE State File No: 7419910
USA	Queen V Lower LLC	DE State File No: 7419932
USA	Mack Quarry LLC	DE State File No: 7419930
USA	Highest Point Amusements LLC	DE State File No: 7419928
USA	Chats Wood and Steel LLC	DE State File No: 7419919

# MSA MANDATORY CRITERION 2: STRUCTURE, OPERATIONS & SUPPLY CHAIN

## STRUCTURE AND OPERATIONS

Funlab operates in the out-of-home entertainment, leisure, and amusement industry, and has been operating for over 20 years. Tiger HoldCo Pty Ltd is the ultimate holding company of Funlab and its subsidiaries (see page 5 for further information). Tiger HoldCo Pty Ltd is privately owned by TPG Asia Private Equity and Management. We operate across 54 locations in Australia, New Zealand, and the USA. This comprises 44 Australian locations, 6 locations in the United States and 4 locations in New Zealand. This was an increase of two venues compared with FY24, with both new venues opened in the USA. In FY25, approximately 80% of Funlab's revenue was generated in Australia, 6% in New Zealand and 14% in the USA.

## OUR KEY BRANDS

Our key brands are set out below:

**STRIKE**

**HOLEY MOLEY**  
GOLF CLUB



*Archie Brothers*

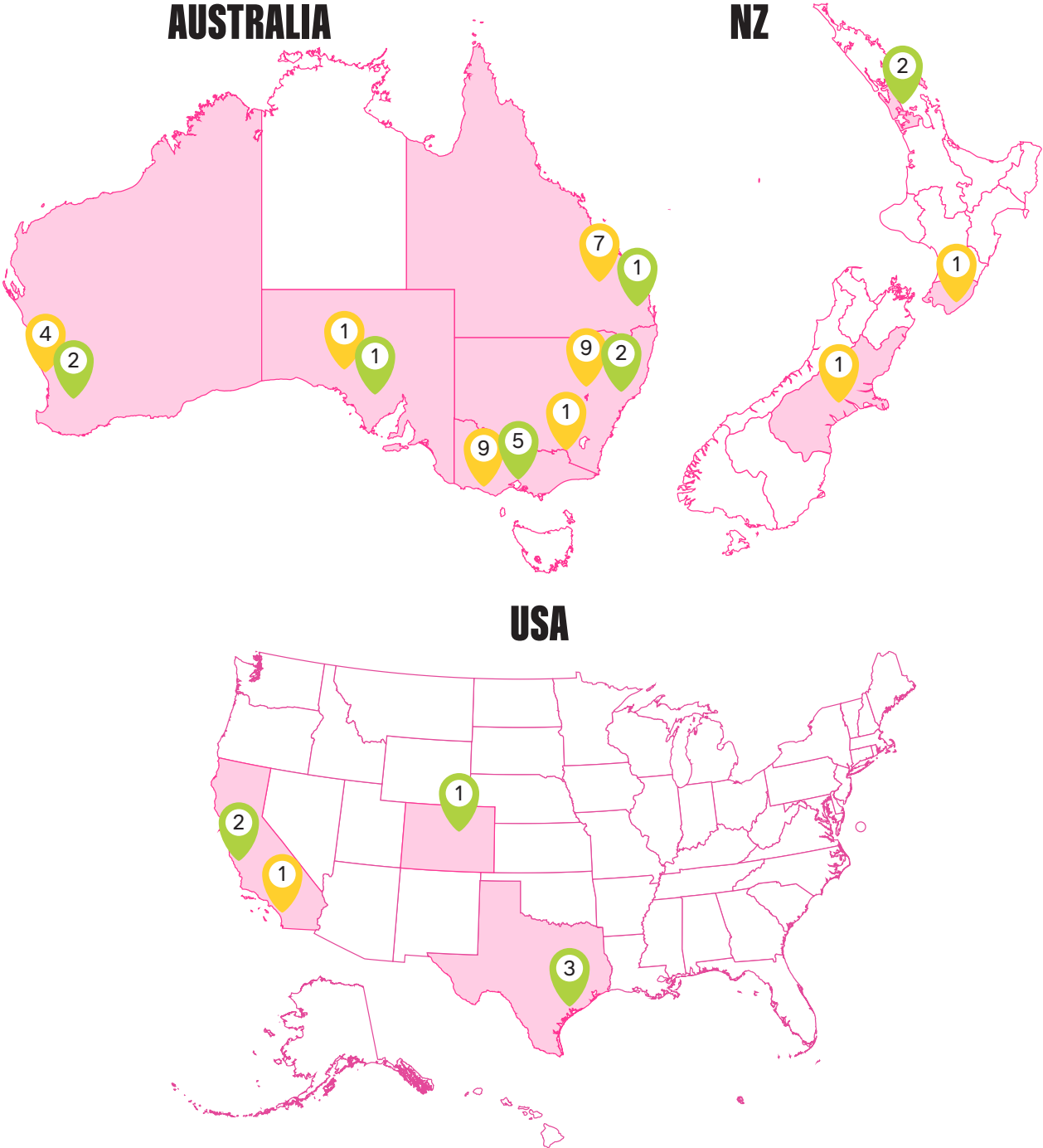
**HIJINX & HOTEL**



# OUR LOCATIONS

Many of our locations are “precinct” locations, meaning that the one location comprises multiple venues so that more than one branded venue is offered from the one centralised location. Funlab locations are provided below.

**KEY:**  Precinct Locations     Single Locations



# WORKFORCE

Funlab employees are a mixture of full-time, part-time and casual roles. As at 30 June 2025, Funlab had 2,045 employees across its three countries of operation. This consists of 405 full-time employees and 1,252 casual employees in Australia, 27 full-time employees and 128 permanent part-time employees in New Zealand, and 42 full-time employees and 183 casual employees in the USA, across venue and office roles.

Funlab is headquartered in Abbotsford, Melbourne, Australia.

## SUPPLY CHAIN

The majority of suppliers in Funlab's supply chain (approx. 61%) continue to be located in Australia. During the reporting period, and anticipated in our previous statement, the number of suppliers located in the USA increased, to make USA the second highest supplier location in our supply chain. The third highest supplier location in our supply chain was New Zealand, which is consistent with the New Zealand location of all other venues in our operations. We anticipate that our spend with suppliers in the USA will continue to increase as we grow our operations in the country.

The geographic location and approximate share of Funlab's supplier portfolio for the reporting period is outlined below.

## GEOGRAPHIC LOCATION OF DIRECT SUPPLIERS\*

COUNTRY	APPROX % OF TOTAL NUMBER OF SUPPLIERS			
	FY22	FY23	FY24	FY25
Australia	80%	75%	73%	61%
New Zealand	9%	12%	12%	9%
Singapore	7%	5%	1%	1%
China	2%	1%	2%	2%
United States	<1%	4%	10%	25%
United Kingdom	<1%	1%	>1%	<1%
Other	-	2%	3%	2%

\*Figures rounded to nearest percentage point.

As with previous years, the majority of our supplier spend (by percentage of total spend) was made up of two categories: capital works, equipment and project expenditure, and property leasing and property services expenditure. Our total percentage spend distribution by category remained broadly similar to FY24, consistent with Funlab's continued growth and investment plans which have focused on expansion of its venue portfolio.

Our supplier spend by category (by percentage of total spend) for the reporting period is outlined below.

## FUNLAB CATEGORY SUPPLIER SPEND ANALYSIS\*

CATEGORY	FY22%	FY23%	FY24%	FY25%
Leasing of Property & Property Services	24%	16%	22%	25%
Food & Beverage	15%	13%	14%	14%
Professional Services	3%	3%	3%	3%
Capital Works, Equipment & Projects	36%	39%	32%	29%
Marketing & Promotions	6%	12%	10%	8%
Operations Supplies	4%	7%	7%	7%
Cleaning & Waste Management	2%	2%	3%	4%
Security & Cash Collection Services	3%	3%	3%	3%
Repairs & Maintenance	2%	2%	2%	2%
Communications & IT	2%	2%	2%	3%
Utilities	1%	1%	1%	2%
Other	2%	1%	1%	<1%

\*Figures rounded to nearest percentage point.

## PROCUREMENT

Funlab typically enters short to medium-term supply arrangements, excluding commercial lease arrangements which are normally long-term. Major supply agreements for goods and services are typically medium-term contracts which are entered into following a tender process. Major capital works contracts (typically required for greenfield venues or their refurbishment on a project-by-project basis) are also typically short-term contracts.

Purchasing activities are undertaken by both, Funlab's procurement function and Funlab's business units. However, in FY25, Funlab adopted a "centre-led" procurement model for its ANZ procurement operations. Consequently, a greater proportion of Funlab's ANZ procurement operations have been diverted to its centralised procurement function. Procurement activities for the USA are managed locally other than for goods and services which are commonly utilised across the group.

For those procurement activities which are not directly overseen or managed by Funlab's centralised procurement function, the function may still provide selected sourcing and contract management support to local business units when they undertake procurement activities locally.



# MSA MANDATORY CRITERION 3: ASSESSING THE MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

## OPERATIONS

All of our employees are directly employed by Funlab entities and are governed by the relevant legislation in the various jurisdictions in which we operate. All employees of Funlab reside within the three countries in which we operate (Australia, New Zealand and the USA).

Employment arrangements exist through a combination of common law contracts, awards and enterprise agreements. All employees receive a written employment contract (for Australia and New Zealand employees) or a written Letter of Offer (USA) and are paid at or above the applicable minimum wage. Employees are recruited through advertisements on public channels, employee referrals or talent scouting. All employees freely elect to work with Funlab.

In Australia, we conduct VEVO checks through the Australian Government's Department of Home Affairs on all non-residents who are hired in order to verify legal rights to work. Similarly, In New Zealand, we use New Zealand Immigration's VisaView to verify non-resident's legal right to work in the country. In the USA, we also require verification of all documentation confirming an individual's legal right to work in the country. We also use an external I-9 verification provider to verify the identity and working rights of individuals hired for employment.

In FY25, all front of house employees based in South Australia and New South Wales, Australia, were required to obtain a Working with Children Check as an added compliance measure. This process was also automated with the introduction of a new human resources information system. The Working with Children compliance requirement (known as a "Blue Card" in QLD) is in the process of being rolled out across all remaining operating states. It will be a mandatory requirement for all Australian Funlab front of house employees to have a valid Working with Children Check by March 2026.

The countries in which our employees reside and in which we operate are considered low risk for modern slavery, although we acknowledge that risks still exist in these countries. Due to the inherently lower risk of modern slavery in our countries of operation, and the controls we have in place, we have assessed the risks of modern slavery occurring in our internal operations as low.

## SUPPLY CHAIN

Funlab assesses its supply chain risk by considering data from the 2023 Global Slavery Index, and monitoring news and updates issued by the Australian Anti-Slavery Commissioner. Funlab uses the following key risk factors to assist in identifying supply chain categories in its supply chain that are higher risk for modern slavery:

- a) Where products are sourced and imported from higher risk countries; and
- b) Where the provision of services is predominately labour (e.g., security, cleaning and other contracted labour services including entertainment and trades).

# FUNLAB SUPPLIER COUNTRIES

Around 97% of Funlab’s direct suppliers are based in one of the countries listed in the following table.

COUNTRY	KEY PRODUCTS & SERVICES PROCURED	GSI PREVALENCE INDEX RANKING <sup>1</sup>
Australia	Operational Products & Services	149/160
New Zealand	Operational Products & Services	148/160
Singapore	Operational Products & Services	138/160
China	Inventories, Merchandise, Apparel	111/160
United States	Operational Products, Games, Attractions & Equipment	122/160

Funlab is aware that some suppliers based in these countries may source and import products and services from suppliers in other countries, including suppliers in high risk sectors and/or countries, which adds to the complexity of identifying and assessing our supply chain modern slavery risks. This reality is currently a focus for Funlab’s future roadmap plans, which prioritises increasing supply chain visibility and are set out below at page 16.

## SUPPLY CHAIN RISK

The purchasing categories of goods and services that Funlab has identified as higher risk for modern slavery (based on factors outlined in the next section) remained broadly consistent in FY25 compared with previous years, save for the addition of Concierge and IT Consulting Services. In FY25, Funlab outsourced a substantial proportion of its concierge services. While the contractor engaged to provide these services is an Australian company and their staff are not Funlab employees, we are aware that our contractor uses personnel who are based in the Philippines. Funlab also retained an IT consulting company that is domiciled in Bangladesh.

CATEGORY	PRODUCTS & SERVICES
Out of Home Entertainment	Games, Equipment and Attractions Manufacturing
Inventories & Product for re-sale	Merchandise i.e Toys & Novelties, Plush
Construction & Venue Fit Out	Construction Materials & Products, Fixtures & Fittings, use of contractors and labour
Food & Beverage Hospitality	Food & Beverage Produce, Packaging, Smallwares, Vessels
Facilities Management	Security, Cleaning & Other Maintenance Services
Textiles	Apparel, Uniforms
Office & Technology	IT Equipment, Office Consumables
Other	Freight, Logistics, Concierge Services, IT Consulting Services

<sup>1</sup> The GSI Prevalence Index Ranking provides a country’s rank against other countries in the GSI based on the estimated proportion of people living in modern slavery. It is noted that Australia and New Zealand both have the same estimated prevalence of 1.6/1000.

# MSA MANDATORY CRITERION 4: ACTIONS TAKEN

This section outlines key measures that Funlab has put in place to manage its modern slavery risks. In FY25, Funlab took a number of actions directed towards:

- Strengthening governance frameworks across our procurement function and activities;
- Improving modern slavery risk screening;
- Elevating the importance of responsible supplier practices in our tender and selection processes;
- Increasing organisational awareness of modern slavery and available resources to help manage and respond to modern slavery risk; and
- Increasing supplier accountability for their practices and modern slavery risks.

These actions are outlined in the following sections.

## GOVERNANCE AND POLICIES

The management and oversight of modern slavery risk at Funlab is the responsibility of our procurement team in relation to our supply chain, and Human Resources in relation to our labour operations. Our Chief People Officer oversees the Funlab's ESG Practice and Strategy, whilst our Chief Financial Officer has executive level oversight of our modern slavery approach. Our board has ultimate accountability for our modern slavery approach.

Key policies that support our modern slavery approach include:

- **How We Behave Policies**  
These policies set out our expectations of employee behaviours, including in relation to non-discrimination, harassment and bullying and respectful treatment of others.
- **Modern Slavery Policy**  
This policy sets out a zero-tolerance approach to modern slavery and our commitment to addressing modern slavery in our operations and supply chain. This includes commitments to ongoing risk assessments of our supply chain and supplier due diligence, and internal education and awareness raising. It also includes guidance for employees on what to do if they suspect modern slavery.
- **Procurement Policy**  
This policy outlines our principles and standards for the procurement of goods and services. It states that Funlab will engage suppliers who demonstrate alignment with the company's corporate values and code of conduct and meet high standards of capability, performance, quality, work, health, safety, sustainability and risk management in a consistent manner. It sets out key criteria used by the Procurement team and business units undertaking procurement activities in evaluating and selecting suppliers, including our expectation that suppliers will comply with all applicable laws and demonstrate an appropriate approach to modern slavery and labour rights.
- **Supplier Code of Conduct**  
We require suppliers who participate in our tender processes to be subject to additional due diligence and agreement that they meet various expectations in relation to document retention, child labour and forced labour, freedom of association and collective bargaining, payment of wages and other benefits, and non-discrimination. Suppliers are expected to notify Funlab of any concerns.
- **Whistleblower Policy**  
Sets out our whistleblower process. We encourage all employees, guests and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- **Grievance Resolution Policy**  
Provides employees a mechanism to report any grievances suspicions, observation or experiences. This policy outlines Funlab's approach and commitment to ensure complainants are not victimized and their confidentiality is protected. Additional specific controls related to our supply chain are described below.

During FY25, Funlab's Procurement Policy was adapted for use by our US businesses and integrated into Funlab's US business operations. Key US management personnel were briefed on the policy, its principles and Funlab's position with respect to supplier expectations, including on demonstrating appropriate management of modern slavery risks in supply chains. Key US management personnel also attended bespoke training on key human rights principles, US legal frameworks which underpin modern slavery, how to identify and respond to modern slavery concerns, and available support resources in the US.

## **SUPPLIER DUE DILIGENCE**

In FY25, Funlab has taken a number of actions to strengthen its supplier due diligence practices. These actions enhance Funlab's approach to supplier due diligence, which includes adherence to its Procurement Policy, modern slavery risk screening and assessments as part of its tender and selection processes, and requirements that suppliers formally agree to Funlab's Supplier Code of Conduct, which includes explicit requirements that suppliers will meet various expectations in relation to document retention, child labour and forced labour, freedom of association and collective bargaining, payment of wages and other benefits, and non-discrimination. Additional actions taken in FY25 are set out below.

## **NEW MODERN SLAVERY SELF-ASSESSMENT QUESTIONNAIRE**

In FY25, Funlab designed a new Modern Slavery Self-Assessment Questionnaire ("MSSAQ"). The new MSSAQ is more comprehensive than Funlab's previous questionnaire. It includes an improved screening tool and seeks more information from suppliers on their operations, the risk management initiatives they have in place to address modern slavery risk, due diligence actions they are taking with respect to their own supply chains, and information on how they categorise their own approaches to modern slavery. A fit for purpose version was also separately adapted for US use. The new MSSAQ is currently in the process of being integrated into the tendering processes for all countries in which we operate. Once embedded across our business (which is planned for FY26), it is expected that our supply chain visibility, and the level of detail of the information we receive about our supply chain, should meaningfully improve.

## **SUPPLIER AUDITING**

In FY25, Funlab developed a new supplier visit and auditing plan and commenced its implementation. During the year, 8 suppliers were audited. All of these suppliers were located in China and were assessed as compliant with our assessment criteria.

## **INTEGRATING MODERN SLAVERY EXPECTATIONS INTO SUPPLIER CONTRACTS**

In FY24, Funlab developed a suite of tools to support the Australian and New Zealand procurement function and business units in building their internal capability for increasing supplier accountability for their management of modern slavery risks in their own businesses, and in their supply chains. These included a new Supplier Code of Conduct, new contract clause checklist and new template contract clauses for integration into supply contracts.

In FY25, Funlab commenced implementation of these obligations into major supply contracts. These obligations were typically included in Australian and New Zealand major supply agreements which were reviewed by Funlab's legal function and included embedment in major supply agreements which were due for renewal, and also in major supply contracts with new suppliers. Development of modern slavery clauses fit for US contract use are also in development.

The contract clauses typically require the supplier to make contractual representations on a continuing basis about their compliance with modern slavery legal obligations, their awareness of any modern slavery practices occurring in their supply chain and obligations to notify us if they become aware of any such occurrences. Funlab's legal function has also sought, where practical and achievable, to include termination rights where a supplier does not meet these obligations.

# NEW MODERN SLAVERY AWARENESS TRAINING

In FY25, Funlab implemented a new modern slavery awareness training module. For Australia and New Zealand, the new training offering has been integrated into Funlab’s annual refresher training program for all employees and also into its new employee induction training programs. For the US, a fit for purpose and comprehensive US training session was held for senior management in 2025, and the modern slavery awareness training module has also been made widely available to US staff. That module will also be integrated into our US business’ broader training programs upon implementation of our Universal Human Resources Information System in that country (discussed below).

# UNIVERSAL HUMAN RESOURCES INFORMATION SYSTEM IMPLEMENTATION

Funlab has continued its implementation of a Universal Human Resources Information System across all operating jurisdictions. The new system will improve our ability to identify and manage key people risks related to our employees, including certifications and verifications, employee information and rights to work. Implementation this system was completed for Australia and New Zealand in FY25.



# MSA MANDATORY CRITERION 5: ASSESS EFFECTIVENESS

Funlab continues to work on implementing a modern slavery risk management approach that effectively identifies the modern slavery risks in our operations and supply chain; which integrates controls in our policies and processes that mitigate these risks; and which will enable us to respond appropriately if issues are identified. We also consider that an effective response also includes identification of continuous improvement opportunities. We continue to track our progress against our planned actions as follows. These actions help us to drive continuous improvement in, and assess and enhance the effectiveness of, our approach.

## PROGRESS AGAINST OUR FY25 PLANNED ACTIONS

ACTION TYPE	FY25 PLANNED ACTION	TIMEFRAME	STATUS
<b>POLICY COMMITMENT</b>	Review the Procurement Policy to adapt and adopt into the USA supply chain and operation.	2025	Achieved. Action is ongoing to implement the policy.
<b>IDENTIFYING AND ASSESSING RISKS</b>	Develop plan for further on-site follow-up visits and audits and commence implementation.	2025/2026	Achieved. Action is ongoing to implement the plan.
	Procurement review of contracts for inclusion of third party modern slavery risk management obligations as part of FY25 renewal programs.	2025	Achieved. Action is ongoing to roll out contractual clauses as appropriate.
	Review facilities maintenance providers in Australia and New Zealand.	2025	Achieved. A new service delivery structure was developed to enable Funlab to centralise and more efficiently manage procurement of these services. Contracts (to contain proposed modern slavery risk management obligations where achievable) are under negotiation.
<b>INTEGRATING RESPONSES AND ADDRESSING RISKS</b>	Implement a more comprehensive Modern Slavery Self-Assessment Questionnaire and commence implementation.	2025	Achieved. Action is ongoing to roll out the updated questionnaire.
	Develop modern slavery obligations contract clauses for US. Commence implementation where achievable and practical.	2025/2026	Template clauses completed. Implementation in planning.
	Implement Universal Human Resources Information System across all operation jurisdictions to strengthen our risk identification and management capabilities.	2025/2026	Achieved for Australia and New Zealand. US in progress.
	Design and implement modern slavery awareness training across all countries.	2025	Achieved
	Market assessment and review of potential electronic procurement management platforms.	2024 and ongoing	Achieved. Action is ongoing to determine preferred approach.
<b>MONITORING PERFORMANCE</b>	Develop Modern Slavery KPIs.	2026 and ongoing	Development of supplier audit KPIs has commenced.

# FUNLAB MODERN SLAVERY ROAD MAP - FY26 ACTIONS

ACTION TYPE	FY25 PLANNED ACTION	TIMEFRAME
POLICY COMMITMENT	Review modern slavery risk response governance framework.	2026
	Review Whistleblower Policy and any other grievance mechanisms for effectiveness including for modern slavery issues	2026
IDENTIFYING AND ASSESSING RISKS	Review supplier audit plan and execute relevant actions for 2026.	2026 and ongoing.
	Develop a supply chain map of all major Tier One suppliers (direct suppliers) for Australia, New Zealand and the US.	2026 and ongoing.
	Commence build out of supply chain map of other (non-major) Tier One suppliers (direct suppliers) for Australia, New Zealand and the US.	2026 and ongoing.
	Commence build out of supply chain map to include major Tier Two suppliers (major contractors of Tier One suppliers).	2026 and ongoing.
INTEGRATING RESPONSES AND ADDRESSING RISKS	Continue to embed the Supplier Code of Conduct and modern slavery contract clauses across in tendering processes and major contract renewals, including the USA.	2026
	Embed modern slavery contractual obligations in facilities maintenance and cleaning contracts, including addition of termination rights, where practical and achievable.	2026
	Complete implementation of Universal Human Resources Information System to the US.	2026
	Further embed modern slavery awareness training into the US business.	2026 and ongoing.
MONITORING PERFORMANCE	Establish an annual review program and embed controls, actions and review program into Funlab's Enterprise Risk Management Platform.	2026
	Develop Modern Slavery KPIs.	2026 and ongoing.

# MSA MANDATORY CRITERION 6: CONSULTATION WITH SUBSIDIARIES & ENTITIES

Funlab's current ownership structure means all entities in the group are wholly owned and controlled and subject to common group-wide practices and governance. Where wholly owned subsidiaries are outside Australia, governance matters are reviewed in consideration of relevant jurisdictional requirements.

Funlab's Executive Leadership Team, have group wide responsibilities and oversight across the entire Funlab group. In developing this statement, engagement with the Executive Leadership Team, the Chief Financial Officer and Company Secretary, and Funlab's Group General Counsel was used to facilitate consultation across our owned and controlled entities.

# MSA MANDATORY CRITERION 7: ANY OTHER INFORMATION

Funlab will further expand its overseas reach in FY26 and will prioritise increasing its visibility of its supply chain at both Tier One and Tier Two levels. It will also continue to embed its modern slavery related policies, processes tools and resources across the business.

In FY25 the Board also continued to support Funlab's execution of its ESG Strategy. Funlab is proud that in FY25, it achieved B Corporation Certification, which holds businesses to the highest standards of verified ESG practices.

This statement was approved by the board of Tiger HoldCo Pty Ltd on 15th December 2025.

Signed by



Michael Schreiber  
Executive Chairperson  
Tiger HoldCo Pty Ltd  
A.C.N 639 276 412  
Date: 15th December 2025



# FUNLAB

