

2024 Modern Slavery and Human Trafficking Statement

28 February 2025

1. Introduction

Nga mea pai me nga – doing good things with good people – is at the heart of what Vista Group International Limited and its subsidiaries (collectively **Vista Group**) do. Consistent with this goal, Vista Group is committed to ethical and sustainable conduct, including taking reasonable steps to identify and address the risk of slavery and human trafficking in our operations and supply chains.

2. Purpose

This is our fourth modern slavery and human trafficking statement and it sets out the steps that Vista Group has taken during the financial year ending 31 December 2024 (**FY24**) and will take during the financial year ending 31 December 2025 (**FY25**) to identify potential modern slavery and human trafficking risks related to our operations and in our supply chain, and to mitigate such risks.

3. Our Operations

Vista Group is a diversified group of companies that provide software, data and technology solutions that span the value chain of the global film industry, from production and distribution to cinema exhibition and the moviegoer. Vista Group includes:

- Vista Cinema (cinema management software for enterprise cinemas) – vista.co
- Veezi (cloud-based cinema management software for independent cinemas) – veezi.com
- Movio (data analytics and campaign management software for cinemas) – movio.co
- Maccs (film distribution software) – maccs.com
- Numero (box office reporting for film distributors and cinemas) – numero.co
- Powster (creative studio platform) – powster.com; and
- Flicks (a moviegoer facing website and application that provides information about what content to see and where to see it) – flicks.co.nz / flicks.com.au / flicks.co.uk

4. Structure

Vista Group International Limited (the parent company of Vista Group) is incorporated in New Zealand and is listed on the New Zealand and Australian stock exchanges under ticker code “VGL”. Vista Group International Limited:

- Is the controlling shareholder in companies operating in New Zealand, Australia, the USA, the United Kingdom, the Netherlands, the Republic of South Africa, Malaysia and Romania
- Has other shareholdings in entities operating in the USA, the United Kingdom, Mexico, Brazil and the Peoples Republic of China (minority shareholding)
- Employs over 700 people across Vista Group

5. Supply chain and key risk areas

The main supplier categories for Vista Group include technology related goods and services, professional services, property, facilities and facilities-related services, and office consumables. Vista Group has not, during carrying out the FY24 modern slavery risk assessment and work programme, identified or been informed of any allegations of human trafficking / slavery activities against suppliers to Vista Group. Vista Group commits to conducting ongoing due diligence to investigate key risk areas (including cleaning and services contractors at Vista Group’s key offices, food and beverage suppliers, and IT equipment and office supplies) to ensure appropriate action can be taken to prevent such activities occurring in our supply chain. Vista Group will do this by applying the process and policy for managing suppliers with a potentially elevated risk of modern slavery in their supply chain (see further below).

6. Policies and Governance

Code of Ethics: Vista Group has a Code of Ethics which plays a key role in establishing the framework by which Directors and our people are expected to conduct themselves. The Code of Ethics sets out guiding principles to facilitate decisions consistent with Vista Group’s values, business goals and legal and policy obligations. Directors and our people are required to familiarise themselves with the Code of Ethics, as it governs their behaviour while they are engaged or employed by Vista Group.

Modern Slavery Policy: Vista Group has a Modern Slavery Policy which provides an overview of the approach Vista Group follows in identifying and addressing modern slavery risks in our operations and supply chain. The policy applies to all persons working for or on behalf of Vista Group and is available on Vista Group’s website at vistagroup.co.nz/investor-centre.

Recruitment: Conducting “right to work” checks, to ensure our people are eligible to work in the country in which their role is located, and to safeguard against individuals being forced to work against their will, is a standard and embedded part of the recruitment process of Vista Group.

7. Actions and progress during FY24

During FY24 we conducted the following exercises as part of our modern slavery risk assessment and work programme:

- **Enhanced supplier mapping:** Our supply chain map was expanded to identify and record Tier 1 suppliers across the remaining Vista Group subsidiaries of Powster, Numero and Maccs. The Tier 1 suppliers to Vista Group were updated to identify and record any new suppliers engaged during FY24.
- **Risk assessment:** The risk assessment criteria was applied to our existing and new Tier 1 suppliers for whom we have procured from in FY24, to assess whether they presented a low or elevated potential exposure to modern slavery in their supply chains (based on the Global Slavery Index 2018). During 2024, we integrated the modern slavery risk assessment into our Third Party Risk Management Policy and procedures, enabling us to evaluate potential modern slavery risks before onboarding our contracted suppliers.
- **Ongoing due diligence:** We have incorporated ongoing due diligence requirements into our Third Party Risk Management procedures, which requires reassessment of suppliers based on various criteria such as their criticality and the level of potential risk posed to Vista Group. During 2024, we commenced performing the reassessments for existing contracted suppliers to Vista Group (NZ) Limited.
- **Raising awareness:** Modern slavery awareness training was assigned to our people involved in sourcing products and/or services on behalf of Vista Group to raise awareness of potential modern slavery risks related to the businesses and supply chains of Vista Group.
- **Enhance modern slavery governance:** We have incorporated reporting on the modern slavery work programme and associated risks into our broader risk management reports, which are submitted to the Audit and Risk Committee on a quarterly basis.

8. Next steps

Looking ahead to FY25, Vista Group will focus on the following key areas:

1. **Supply chain risk assessment:** Refreshing our modern slavery assessment criteria and applying it to our existing and new suppliers.
2. **Ongoing due diligence:** Conducting ongoing due diligence on suppliers that have a potentially elevated risk of modern slavery in their supply chains, according to the developed risk assessment criteria (action carried forward from FY24).
3. **Modern slavery awareness training:** Review and update the content of our modern slavery training, as well as the criteria for assigning this training to our people.

4. **Enhance modern slavery governance:** Establishing a regular cadence of reporting to the Global Senior Leadership Team that aligns with the current reporting cadence to the Audit and Risk Committee on modern slavery risk (action carried forward from FY24).

9. Assessing the effectiveness of our actions

To measure and improve the effectiveness of our actions in FY24, we developed the following metrics:

Objective	Key Result	Status
Enhanced Supplier Mapping	Expand our supply chain map to identify and record Tier 1 suppliers across all of Vista Group.	Achieved
Raising Awareness	Appoint modern slavery awareness champions to support modern slavery integration into our procurement practices and to improve visibility and awareness within our operations.	Achieved
Ongoing Due Diligence	Conduct ongoing due diligence on suppliers that have a potentially elevated risk of modern slavery in their supply chains, according to the developed risk assessment criteria.	Progressing and carried over to FY25
Enhance Modern Slavery Governance	Establishing a regular cadence of reporting to the Global Senior Leadership Team and the Audit and Risk Committee on modern slavery risk.	Progressing and carried over to FY25

10. Consultation and Approval

This is an annual statement for Vista Group International Limited (NZ Company Number 1353402) as the reporting entity under the Australian Modern Slavery Act 2018 (Cth). This statement also covers the following subsidiary companies:

- Vista Group (NZ) Limited (NZ Company Number 817774)
- Vista Group International (UK) Limited (UK Company Number 06028720)*
- Vista Group (US), Inc.**
- Vista Latin America, S.A. de C.V
- Vista Entertainment Solutions (Asia) Sdn. Bhd.
- Vista Entertainment Solutions (NL) B.V.
- Vista International Entertainment Solutions South Africa (Pty) Ltd
- Movio, Inc.***

*Formerly known as Vista Entertainment Solutions (UK) Limited (UK Company Number 06028720)

**Formerly known as Vista Entertainment Solutions (USA), Inc.

***Movio, Inc was amalgamated with Vista Entertainment Solutions (USA), Inc in September 2024 under a new name Vista Group (US), Inc.

It covers the period from 1 January 2024 – 31 December 2024.

Reporting under the Australian Modern Slavery Act 2018 (Cth)

Vista Group International Limited is publishing this statement as a reporting entity under Australia's *Modern Slavery Act 2018 (Cth)*. The other Vista Group International Limited subsidiaries listed above have implemented modern slavery risk management within their operations and are publishing this statement on a voluntary basis.

Reporting under the United Kingdom Modern Slavery Act 2015

Vista Group International Limited and its subsidiaries listed above are not currently required to publish a modern slavery statement under the United Kingdom *Modern Slavery Act 2015* but are doing so on a voluntary basis.

This statement was reviewed by Vista Group's Audit and Risk Committee on behalf of Vista Group International Limited and its subsidiaries listed above, prior to being approved by Vista Group's Board on 27 February 2025.

A handwritten signature in blue ink, appearing to read 'J B Miller', written over a horizontal line.

James Miller

Independent Director and Chair of the Audit and Risk Committee
Vista Group International Limited