

FY 2025

Modern Slavery Statement



VILLAGE ROADSHOW

This statement is made in accordance with the Australian Modern Slavery Act 2018 (Cth) (the **Act**). VRG HoldCo Pty Ltd (ABN 16 642 854 313) (**VRG HoldCo**) submits this statement jointly with its subsidiary entities listed in Appendix A (**Village, Village Group, we, us or our**) covering the activities undertaken during the financial year ending 30 June 2025 (**Reporting Period**).

Acknowledgement of Country

Village Roadshow acknowledges Aboriginal and Torres Strait Islander peoples as the original Custodians of Australia and pay our respect to Elders, past and present, and to all Elders and First Nations. We recognise and respect their cultural heritage, beliefs, and ongoing relationship with the land and their rich and diverse cultural history over the past 65,000 years. We respect this history and commit to elevating the voices and experiences of Indigenous Australians through Village Roadshow experiences, platforms and team members.

We recognise the importance of developing long term Indigenous partnerships through our operations and celebrating our diverse cultural perspectives to build a strong future for all Australians.

Introduction

This statement sets out our commitment to preventing and responding to modern slavery risks. Our approach is informed by our values, our commitments and the United Nations Guiding Principles on Business and Human Rights (UNGP).

Village is committed to respecting human rights and mitigating modern slavery risks in our business operations and supply chains. We recognise our responsibility to prevent, identify, and address modern slavery risks and are dedicated to making continuous improvements in these areas.

We are committed to a risk-based approach to identify and reduce the risk of modern slavery practices in the Village Group's operations and across our supply chain.

During the Reporting Period:

- based on our enquiries and diligence, Village is not aware of any instances of modern slavery in its operations or supply chain; and
- no whistleblower reports have been received relating to human rights or modern slavery matters.

This Modern Slavery statement sets out the actions taken by us to identify and minimise the risk of modern slavery occurring in our operations and supply chain during the Reporting Period.

About Us

Village commenced business in Melbourne, Australia in 1954 where it remains headquartered. Village owns a diversified portfolio of businesses including Theme Parks, Cinema Exhibition, Film Distribution and Marketing Solutions and has approximately 4,500 employees, predominantly based in Australia.

Structure, Operations & Supply Chain

Village sources a range of goods and services from approximately 2,500 suppliers across its different business operations. Goods and services include those set out in the table below.

KEY BUSINESSES	MAIN OPERATIONS	SUPPLY CHAIN
CORPORATE	<ul style="list-style-type: none"> Provides centralised finance, accounting, reporting, legal, IT, governance, people and culture, property and development and treasury services to businesses within the Village Group 	<ul style="list-style-type: none"> Office consumables Technology (hardware, software) Professional services consultants; domestic and international
VILLAGE ROADSHOW THEME PARKS	<ul style="list-style-type: none"> Operation of theme parks and attractions in Queensland Accommodation in Queensland Movie/television production studios 	<ul style="list-style-type: none"> Office consumables and promotional merchandise Technology (hardware, software) Uniforms and work attire Food and beverage products Accommodation requirements Hospitality and catering services Animal care related requirements Animal feed Theme park rides Park and hotel maintenance requirements Call centre based in Queensland Facilities services/ waste management, cleaning and security Toys and general merchandise
VILLAGE CINEMAS AUSTRALIA	<ul style="list-style-type: none"> Cinema operations Related food and beverage services Amusement parlour operations 	<ul style="list-style-type: none"> Food and beverage products Intellectual property Office consumables and promotional merchandise Technology (hardware, software) Uniforms and work attire Hospitality and catering services Amusement machines Cinemas and amusement machine maintenance requirements Facilities services/ waste management, cleaning and security Toys and general merchandise
ROADSHOW DISTRIBUTION	<ul style="list-style-type: none"> Distribution of theatrical film product to cinemas Distribution of movie and television content to broadcasters and home entertainment platforms Production of film and television content Investing in original television and film content 	<ul style="list-style-type: none"> Office consumables and promotional merchandise Catering services on film and TV sets Technology (hardware, software) Intellectual property acquisition from studios, predominantly based in the US Equipment hire and consumables for premiers and hosting film stars
MARKETING SOLUTIONS (UK)	<ul style="list-style-type: none"> Consumer incentive programs 	<ul style="list-style-type: none"> Office consumables and promotional merchandise in the UK where the business is based Technology (hardware, software) Professional service providers; domestic and international

Risks of Modern Slavery Practices in our Operations & Supply Chain

Annually, we review our operations and supply chain to identify any areas of heightened risks of modern slavery practices, considering the Modern Slavery Risk Classifications set out below. We review public and proprietary information to determine the areas of heightened risks for the Village Group.

This process focused on Tier 1 suppliers to identify any modern slavery risks that may be applicable to the operations and supply chain within the Village Group. The approach is consistent with that taken by Village in prior reporting periods and similar Modern Slavery Risk Classifications were applied for FY25.

Modern Slavery Risk Classifications

Village continues to focus on Tier 1 suppliers due to the number of suppliers, resources available and the level of risk assessed in our supply chain. Tier 1 suppliers are the suppliers who we have maintained a direct supplier relationship with during the Reporting Period. The assessment process has been aligned to the UNGPs to identify modern slavery risks which may contribute to potential adverse human rights impacts.

The Modern Slavery Risk Classifications represent areas of heightened risk of modern slavery practices due to high-risk geographical locations, industries of operation, prevalence or potential of vulnerable persons in connection with the supply of goods or services, or a combination of any of these factors.

The Modern Slavery Risk Classifications set out below are areas that have the potential to contribute and increase the likelihood of modern slavery risks in supply chains and operations. The Classifications are consistent with the prior Reporting Period. There are no significant changes to Village's operations or supply chain in respect of modern slavery for the Reporting Period.

The Modern Slavery Risk Classifications for this Reporting Period are:

MODERN SLAVERY RISK CLASSIFICATION	DESCRIPTION
GEOGRAPHICAL LOCATIONS	Countries or regions where products are sourced or produced.
HIGH-RISK INDUSTRIES OR SECTORS	Products or areas considered higher risk due to supply chain or industry.
VULNERABLE POPULATIONS	Individuals or groups more vulnerable to exploitation due to low education, location or socio-economic factors.

Operational Risks

Consistent with prior periods, Village has assessed the risk of modern slavery within our direct operations to be low, given the robust laws and high standards of governance applicable to the Group. Village employs over 4,500 employees in Australia and the United Kingdom and complies with comprehensive employment legal regimes in both jurisdictions. The majority of our workforce is situated in Australia and Village maintains a direct relationship with our employees.

Village employs team members whose employment relationship is governed by common law contracts, Modern Awards or Enterprise Agreements, under casual and permanent employment arrangements. Village has adequate measures in place to regularly monitor and review compliance with employment laws and to ensure our workforce is representative of our community.

Our Code of Conduct, workplace policies and procedures, and recruitment practices in place across the Group support Village to build a diverse and inclusive workplace and ensure all minimum employment conditions are met, such as minimum wages, hours of work, leave entitlements and superannuation. All employees receive training on our Code of Conduct and governance framework, and our whistleblower hotline is available for all employees to raise any complaints and concerns anonymously.

Supply Chain Risk

Village engages with a diverse range of suppliers across its operations. For the FY25 Reporting supplier spend was reviewed to better analyse the geographic and industry distribution of Village's supply chain and focus Village's supplier engagement and risk assessment processes to those suppliers or areas which represent heightened risks for the Group.

High Risk Geographies

Village reviewed its FY25 supplier spend for Tier 1 supplier locations to identify any suppliers with heightened risk based on their geographic location. Geographic regions of heightened risk were identified by estimated prevalence of modern slavery per 1,000 population according to Walk Free 2023 Global Slavery Index. Regions with a prevalence score of 4/1,000 per Walk Free 2023 Global Slavery Index were identified as heightened risk. Less than 1% of Villages supplier spend in 2025 was with Tier 1 suppliers based in one of these heightened risk geographies.

High Risk Industries

Village further reviewed its FY25 supplier spend for Tier 1 suppliers' industry or category based on relevant ANZSIC codes. Industries identified as heightened risk for modern slavery include industries with the following characteristics:

- A higher prevalence of the use of unskilled, temporary or seasonal labour, short-term contracting and outsourcing or significant migrant or foreign workforces;
- Complex supply chains or supply chains where there may be limited visibility over inputs to production, materials or service provision within the supply chain; and
- Outsourcing arrangements and services procurement, such as cleaning, security, maintenance services, particularly where this intersects with base-skilled workers or use of otherwise vulnerable populations is prevalent in industry.

These factors are not exhaustive and are updated from time to time based on industry or regulatory guidance available.

Priority Categories

The Modern Slavery Risk Classifications were overlaid against Villages supplier spend for FY25 to identify areas of our supply chain that represent heightened-risk or are otherwise determined by Village to require additional due-diligence or review are identified as Priority Categories. Our Priority Categories for FY25 are outlined below.

PRIORITY CATEGORIES	APPLICABLE MODERN SLAVERY CLASSIFICATIONS	VILLAGE'S ASSESSMENT OF MODERN SLAVERY RISKS
<p>Food and Beverage suppliers 9% of FY25 spend</p>	<ul style="list-style-type: none"> • Geographical Locations of Tier 2 suppliers • High-Risk Industries or Sectors • Vulnerable Populations 	<p>High Risk</p> <p>Suppliers in the food and beverage category are classified as high risk due to the potential for all of the Modern Slavery Risk Classifications. Village's Key Businesses are reliant on the supply of food and beverage products to carry out business.</p> <p>Village has implemented changes in its supply chains to increase the sourcing of locally produced goods to reduce reliance on the importation of international products and, in turn, reduce the likelihood of human rights violations associated with this Priority Category.</p>
<p>Retail and Merchandise suppliers 7% of FY25 spend</p>	<ul style="list-style-type: none"> • Geographical Locations of Tier 1 and Tier 2 suppliers • High-Risk Industries or Sectors • Vulnerable Populations 	<p>High Risk</p> <p>Retail and merchandise suppliers meet all Modern Slavery Risk Classifications.</p> <p>Village has an extensive range of retail and merchandise products produced or sold by the majority of its Key Businesses including merchandise, apparel, plush toys and giftware. This Priority Category has been assessed as high risk, predominantly due to the complex supply chains and the geographic locations known to tolerate forced labour and poor working conditions.</p>
<p>Chemical and Cleaning suppliers 1% of FY25 spend</p>	<ul style="list-style-type: none"> • High-Risk Industries or Sectors • Vulnerable Populations 	<p>Medium Risk</p> <p>Chemical and Cleaning suppliers are assessed as medium risk by Village. Suppliers frequently subcontract services and depend on low-skilled, migrant labour, which can make workers vulnerable to exploitation and poor labour practices.</p> <p>Village's Key Businesses engage third party cleaning providers and maintain relationships with the suppliers to mitigate any potential modern slavery risks associated with these vulnerable populations.</p>
<p>IT suppliers 11% of FY25 spend</p>	<ul style="list-style-type: none"> • High-Risk Industries or Sectors • Vulnerable Populations 	<p>Medium Risk</p> <p>Suppliers in IT professional services category have been added to Village's Priority Categories for the first time in the Reporting Period. This category encompasses all IT related suppliers across the Group whether through outsourced IT related labour hire, IT equipment purchases and hire, software licensing and support, network and infrastructure services and other IT related contracting.</p> <p>IT suppliers are recognised as a risk category due to the complexity of supply chains, particularly for electronic goods manufacturing and the reliance on migrant workers entering Australia on temporary visas across the industry.</p> <p>Village has completed a supplier mapping exercise of its Tier 1 IT suppliers during the Reporting Period for additional risk factors, such as geographic location or indirect procurement (through a third-party provider). Due diligence performed and our direct relationship with suppliers in this category mitigates some risks of modern slavery practices in our supply chain relating to this Priority Category.</p>
<p>Offshore Professional Services <1% of FY25 spend</p>	<ul style="list-style-type: none"> • Geographical Locations • High-Risk Industries or Sectors • Vulnerable Populations 	<p>Low Risk</p> <p>Village has Offshore Professional Services suppliers providing professional services to the Key Businesses.</p> <p>In the last reporting period, offshore professional services were assessed as a medium risk category due to geographical locations and the potential breaches of human rights associated with the sector. Village maintains a close working relationship with its offshore professional service provider with a dedicated resource managing and monitoring its operations. During the period, senior leaders from Village corporate head office visited the offshore professional services team. The risk has been downgraded to low in the period following this visit. Village is satisfied with the employment arrangements and work environment for the offshore professional services provider.</p>

Actions taken by Village

The Modern Slavery Framework provides the structure and guidance under which Village monitors risks of modern slavery practices in its operations and supply chain. Our actions during the Reporting Period are set out in this section and reflects Village’s commitment to continuous improvement and reducing the risk of modern slavery.

Governance and Risk Management

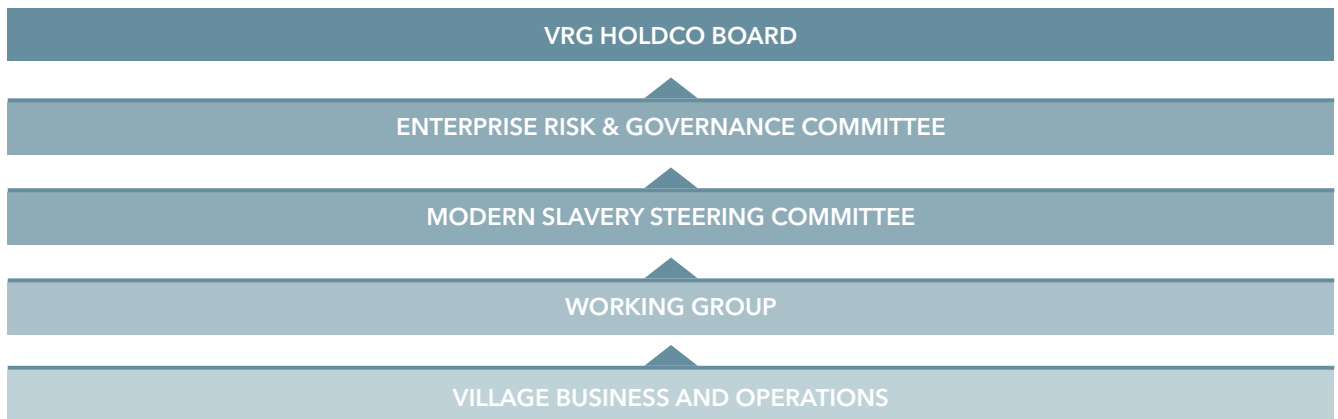
Village has a well-established governance structure for managing modern slavery risks across its operations and supply chains. This structure is supported by our overarching Enterprise Risk Management Framework and related governing policies guide our approach to risk management in relation to modern slavery.

The Modern Slavery Framework proactively addresses, prevents, mitigates and, where appropriate, remediates risks associated with modern slavery. This framework remains both relevant and effective in its current application.

The Modern Slavery Working Group (**Working Group**) continues to have oversight of modern slavery risk mitigation, due diligence activities and operational accountability. It is responsible for developing and implementing strategies to identify, assess, and manage actual or potential modern slavery risks. The Working Group and Key Businesses work together to ensure compliance and management of the due diligence process.

The Working Group includes representatives from the legal, company secretarial and procurement departments. This Reporting Period Village has appointed a Head of ESG, who has also been appointed as a member of the Working Group to assist with the management of the Modern Slavery Framework.

Reporting lines established under both the Enterprise Risk Management Framework and the Modern Slavery Framework continue to apply. The Working Group reports to the Modern Slavery Steering Committee, which in turn provides updates to the Enterprise Risk and Governance Committee. A representative from this committee reports to the Board, ensuring final sign-off on Village’s modern slavery strategy and statement.



Policy Framework

Village’s Modern Slavery Framework includes a comprehensive library of policies to support the framework. Village’s policies and procedures are periodically reviewed by key stakeholders across the Group. The Board has ultimate oversight and approval of Group Policies.

The Village Group policies have been circulated to key stakeholders, including suppliers, where relevant, to ensure all parties have clarity on expectations.

Village is satisfied this suite of policies continues to support Village to mitigate modern slavery risks.

Updated Onboarding Process

A new onboarding process was adopted by Village to streamline and increase efficiencies when onboarding new suppliers. An existing software solution add-on trialled in the last reporting period was subsequently introduced in the Reporting Period.

The Working Group reviewed the processes and consulted with stakeholders in the Key Businesses. Following feedback from stakeholders and further review, the final process document was rolled out across the Key Businesses. The approach was more structured, required suppliers to submit documentation, and streamlined the onboarding process for suppliers and the Village team.

Due Diligence

Village continues to take a risk-based approach to assessing modern slavery risks in its operations and supply chain.

As has been established and improved over previous reporting periods, Village continues to conduct due diligence reviews and assessments with suppliers to evaluate the potential exposure to the risk of modern slavery and to mitigate the risk of modern slavery being present in our supply chain. Under the risk-based assessment process, we continue to issue suppliers with a self-assessment questionnaire (**SAQ**) and a Supplier Code of Conduct.

Suppliers are issued SAQs, which require suppliers to answer questions relating to potential risks in the supplier's operations and the supplier's own supply chain. The SAQs provide the initial insight into supply-based risks and we can engage with suppliers to learn more about the risks.

Existing supplier completion of annual SAQs during the Reporting Period has continued to improve. Through internal review, Village has identified gaps in the SAQ annual reporting process for existing suppliers. Village is committed to continually improving our risk assessment processes and are implementing a rigorous data-backed modern slavery risk assessment process for existing material suppliers, and those immaterial suppliers which are identified as heightened-risk or fall under a Priority Category.

The process provides an independent modern slavery risk assessment, supports comprehensive Village wide supplier engagement and further enhances due diligence for any suppliers with a heightened risk of modern slavery practices. The above SAQ process will remain in place for all new suppliers, supported by data-backed independent modern slavery due diligence as required.

IT Supplier Mapping

The IT procurement team has completed the initial IT supplier mapping exercise to identify and document all IT related suppliers within our supply chain. This process provides visibility over consultants, hardware, software, cloud services and related support providers, including subcontractors, so we can better understand where modern slavery risks may arise.

There has been an increase in spend and reliance on IT suppliers for various products and services. The IT category has been identified as medium risk and as such is an area which required further due diligence and assessment to be carried out.

Mapping our IT suppliers enables us to complete an assessment based on factors such as the Modern Slavery Risk Classifications. It supports our risk-based approach by identifying potential risks and outlining actions and next steps required to address these risks.

Through this exercise, we strengthened governance and transparency across our IT supply chain. It will allow us to proactively engage with higher risk suppliers and implement mitigation measures such as audits or certifications. This approach demonstrates our commitment to ethical sourcing and responsible business practices, ensuring compliance and maintaining stakeholder trust.

Supplier Engagement and Site Reviews

Village has continued to engage and manage supplier relationships during the Reporting Period. This permits Village to actively collaborate with suppliers to support ongoing compliance, manage expectations and enhance operational standards.

Site Reviews

Village continues to use supplier site reviews and the SAQ process to evaluate the supplier's production processes, facilities, quality control measures and overall business practices. The site reviews include inspecting the supplier's facilities, reviewing their documentation and records, and interviewing key personnel to understand the supplier's operations.

This Reporting Period the Procurement and Legal teams conducted three site reviews; consisting of two supplier sites from Priority Categories and the third site review was a return visit of a supplier site reviewed in a previous Reporting Period.

PRIORITY CATEGORY	GEOGRAPHICAL LOCATION	SITE REVIEW
CHEMICAL AND CLEANING SUPPLIER	Australia	<p>Village met with a small, family owned and run chemical and cleaning supplier based in Melbourne.</p> <p>The supplier provided a comprehensive and in depth presentation of its processes and policies regarding modern slavery. The presentation provided insight and data on its own due diligence and approach to modern slavery risk assessments.</p> <p>The supplier had an extensive knowledge of its obligations relating to human rights and modern slavery risks. The supplier has taken voluntary steps to achieve independent accreditation to ensure compliance and voluntary certification above its requirements.</p> <p>As part of the accreditation process, while modern slavery risks had been identified in its supply chain, no actual instances / breaches were identified, and a detailed mitigation plan was being drafted.</p> <p>The Village team were granted access to the factory floor and the supplier’s workers. There were no issues identified during the factory visit and no issues raised by the workers.</p> <p>Based on the site review that was conducted no issues were identified.</p>
FOOD AND BEVERAGE SUPPLIER	Australia	<p>Village conducted a site review of a food manufacturer based in Melbourne. The supplier is a boutique manufacturer who supplies some large Australian brands.</p> <p>Management showed a high level of understanding of modern slavery risks in its supply chain and of its obligations.</p> <p>Village inspected the suite of policy and procedural documentation which evidenced due diligence had been commenced by the supplier. The supplier also exhibited the understanding of the importance of supplier management to understand its supply chain.</p> <p>Village conducted a review of the factory site. The facilities were clean and well organised with the appropriate bathrooms and meal break out spaces expected in a factory environment.</p> <p>Based on the site review that was conducted no issues were identified.</p>
FOOD AND BEVERAGE SUPPLIER	Australia	<p>Village conducted a follow up site review of a supplier in the food and beverage category based in Melbourne.</p> <p>The Village team conducted a site visit last Reporting Period. During the past 12 months Village has been working with the supplier to educate and increase their knowledge of our modern slavery reporting obligations and the increase in requests from us.</p> <p>Again, we were provided with full access to the factory and workers of the supplier. There were no concerns identified by the Village team from its interactions with the employees or from the factory walk around.</p> <p>The supplier was able to provide updated documentation and policies to show an improvement in its processes over time. The supplier has implemented a risk assessment approach when onboarding new suppliers and has added modern slavery to its risks reviews.</p> <p>Based on the site review that was conducted no issues were identified.</p>

International Suppliers and Third Party Audits

Although Village did not conduct any official international site reviews during the Reporting Period, we continue to have open communications and engagement with many of our offshore suppliers and all of the high risk suppliers. We mandate the provision of independent third party audit reports by those offshore suppliers in the retail and merchandise category.

Third party audits are requested from suppliers in other categories, however it has not been formally mandated. Village is satisfied with the responses from the independent third party audit provider during the reporting period and continues to engage with the suppliers to ensure any risks of modern slavery practices are monitored and managed.



Effectiveness of the Village Group's Actions

The Village Group remains firmly committed to continuous improvement in its efforts to mitigate modern slavery risks across its operations and supply chain. Village takes proactive steps to reduce the risk of contributing to modern slavery practices, particularly through the procurement of goods and services and the conduct of its business operations.

Governance and Risk Management

Our Modern Slavery Framework sets out the approach to assess and address modern slavery risks. This is supported by ongoing evaluations and a strong governance foundation to help mitigate potential exposures. Our compliance processes enable the escalation and reporting of modern slavery related risks, concerns and breaches to relevant Village Group Board Committees.

The Working Group continues to manage the initial issues raised with the Key Businesses. The new role of Head of ESG has been introduced and subsequently appointed to the Working Group, providing expert knowledge and insights into Village practices.

Village regularly reviews and updates its processes and policies, ensuring that changes are communicated to relevant internal and external stakeholders. These stakeholders are kept informed of expectations, procedures and compliance requirements through our robust governance frameworks.

During the year, Village appointed an independent third party to support more robust modern slavery risk assessments across existing supply chains. Supplier specific risk assessments performed by the third party allows Village to focus efforts to mitigate the risk of modern slavery in its supply chain to those specific suppliers identified as heightened risk. This risk-assessment goes beyond industry, geography and workforce to consider supplier specific factors such as sustainability certifications, global and local operations and other public and private data sources. Updated risk-assessments will allow Village to better identify suppliers for targeted reviews and site audits in future reporting periods.

Onboarding Process

The updated Onboarding Process has improved the understanding of due diligence documentation required to be provided and completed by suppliers. The new process assisted in the increase of supplier completion rates under the SAQ process. There was a streamlined process for internal stakeholders and for suppliers be able to complete and manage the documentation requests required under the onboarding process.

Due Diligence and Supplier Engagement

The risk-based approach used by Village continues to prove effective in the initial assessment during the supplier onboarding process. Process improvements and tools implemented in the previous reporting period have resulted in a 100% SAQ completion rate for all new suppliers onboarded during FY25. Internal processes for review of completed SAQ continue to strengthen and supplier engagement in the review process has continued to improve. Village is satisfied all suppliers onboarded during the year have appropriate processes, controls and practices in place to mitigate the risk of modern slavery, in compliance with the Supplier Code of Conduct.

IT Supplier Mapping

The initial supplier mapping process in the IT Priority Category identified suppliers where further due diligence and supplier engagement is required. Stakeholders will undertake further assessments in this Priority Category to understand the risk profile of suppliers and investigate if required.

Site Reviews and Supplier Engagement

Village conducted three in-person site reviews. These reviews provide direct oversight of supplier operations and help identify areas of risk. The site reviews foster stronger supplier engagement and a deeper understanding of supply chain practices.

The site reviews included a return site visit. The supplier was able to demonstrate improvements in processes in its supply chain and improvement in internal governance procedures. The impact of the reviews are evidenced by the updated documentation, third-party certifications and demonstrated increased awareness of modern slavery risks.

Third-Party Audits

Village places significant importance on third-party audit reports, especially in jurisdictions where we do not physically inspect. The reports provide coverage on key areas including minimum wage compliance, child labour prevention, safe working conditions and workplace safety. Village is satisfied with the responses from the independent third party audit provider during the reporting period and continues to engage with the suppliers to ensure any risks of modern slavery practices are monitored and managed.

Looking forward

The Village Group will continue to develop, analyse and assess the risk of modern slavery practices in its operations and supply chain.

Preventing and addressing modern slavery risk is an ongoing journey. We are committed to continuously developing and enhancing all aspects of our approach to modern slavery and broader human rights due diligence. In the next Reporting Period, we intend to:

- implement rigorous, data-backed modern slavery risk assessment processes for existing material suppliers and those immaterial suppliers that present a heightened-risk of modern slavery practices;
- further refine our Priority Categories through assessment of inherent and residual modern slavery risks for material suppliers; and
- ensure we are identifying and assessing any modern slavery risks as early as possible during Villages engagement with potential suppliers.

Village Group Consultation

All reporting entities are subsidiaries of VRG HoldCo and for FY25 all reporting entities operated under the same governance and reporting structure. The governance structure and process discussed in Section 4 of this Statement permitted each operating entity and Key Businesses the opportunity to consult in order to identify and address key modern slavery risks. The VRG Hold Co Board and the Steering Committee have contributed to the adoption of the Modern Slavery Framework, drafting and review of this statement.

The Village Group adheres to the Act, the Modern Slavery Framework developed and adopted by each reporting entity and the governing resolution passed by VRG HoldCo.

Approval of Joint Statement

This joint statement has been approved by the Board of Directors of each reporting entity in accordance with section 14 of the Act.



Clark Kirby
CEO
Village Group



Robert Kirby
Executive Chairman
VRG HoldCo

9 December 2025

Appendix A

VRG Holdco Pty Ltd Group Entities

Details of Australian wholly owned subsidiaries which, together with VRG HoldCo, form the Village Group. Entities marked with an asterisk (*) are reporting entities in accordance with section 5 of the Act.

ENTITY NAME	ABN/ACN	ENTITY NAME	ABN/ACN
DEG Holdings Pty Ltd	90 003 124 221	Village Roadshow Pictures Television Pty Ltd	89 069 490 071
Entertainment of the Future Pty Ltd	64 066 861 514	Village Roadshow Pty Ltd *	43 010 672 054
Positive Investments Pty Ltd *	73 004 743 426	Village Roadshow SPV 1 Pty Ltd	28 129 263 752
Reel DVD Pty Ltd	93 113 324 815	Village Roadshow Theatres Pty Ltd	20 006 199 659
Roadshow Distributors Pty Ltd	58 004 885 189	Village Roadshow Theme Parks Pty Ltd *	60 010 919 623
Roadshow Films Pty Ltd	28 100 746 870	Village Roadshow Treasury Pty Ltd	69 083 818 071
Roadshow Productions Pty Ltd	49 139 341 861	Village Roadshow UK Holdings Pty Ltd	23 074 733 725
Roadshow Television Pty Ltd	29 005 080 188	Village Roadshow USA Holdings Pty Ltd	32 129 263 770
Roadshow Unit Trust	48 207 725 679	VR - Big Croc Pty Ltd	15 117 829 302
Sea World Foundation	46 653 322 493	VR Corporate Services Pty Ltd	39 095 620 894
Sea World Management Pty Ltd	16 006 841 470	VR ESP Finance Pty Ltd	14 060 514 043
Sea World Property Trust	91 446 761 107	VR Leisure Holdings Pty Ltd	34 055 851 486
Sinclud Investments Pty Ltd	44 004 891 990	VRC Investment Co Pty Ltd	35 103 262 308
Village Cinemas Australia Pty Ltd *	36 006 735 002	VRG A Pty Ltd*	68 642 859 023
Village Golf Holdings Pty Ltd	60 615 018 007	VRG B Pty Ltd*	61 642 859 434
Village Roadshow Australian Films Pty Ltd	57 100 491 834	VRG BidCo Pty Ltd *	18 642 862 422
Village Roadshow Corporation Pty Ltd *	89 004 318 610	VRG MezzCo Pty Ltd *	70 642 861 014
Village Roadshow Digital Pty Ltd	31 158 241 073	VRPPL Pty Ltd	75 069 490 008
Village Roadshow Exhibition Pty Ltd	77 077 569 469	VRS Holdings Pty Ltd	45 010 662 343
Village Roadshow Group Services Pty Ltd	71 074 733 994	VRTP Entertainment Pty Ltd	13 099 132 948
Village Roadshow Holdings Pty Ltd	62 083 817 672	VRTP Services Pty Ltd	52 003 816 260
Village Roadshow Intensity Pty Ltd	96 065 260 255	Warner Bros. Movie World Holdings Joint Venture	41 213 298 248
Village Roadshow IP Pty Ltd	63 077 568 980	WB Properties Australia Pty Ltd	50 003 719 051
Village Roadshow Leisure Pty Ltd	63 061 400 824	WSW Units Pty Ltd	82 056 225 015
Village Roadshow Pictures International Pty Ltd	36 080 186 250		

Compliance With Mandatory Reporting Criteria

MANDATORY CRITERIA		SECTION
1	Identify the Reporting Entity	Front Page
2	Describe the structure, operations and supply chains of the reporting entity	Page 3
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Page 4
4	Describe the actions taken by the reporting entity and any entity its owns or controls, to assess and address those risks, including due diligence and remediation processes	Page 7
5	Describe how the reporting entity assesses the effectiveness of its actions	Page 10
6	Describe the process of consultation with any entities the reporting entity owns or controls and the consultation with the reporting entity	Page 7, 12



VILLAGE