



DOMAIN GROUP

MODERN SLAVERY STATEMENT

For the reporting period ended 31 December 2025

Reporting Entities

Domain TopCo Pty Limited (ABN 15 684 352 298)

Domain SubCo Pty Limited (ABN 97 684 354 265)

Domain Holdings Australia Pty Limited (ABN 43 094 154 364)

Prepared in accordance with the Modern Slavery Act 2018 (Cth)

Approval Date: 12 June 2026

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1. Introduction

This Statement

This Modern Slavery Statement (**Statement**) is made by Domain TopCo Pty Limited ABN 15 684 352 298 (**Domain**) for itself and as a joint statement on behalf of the following reporting entities controlled by Domain:

- 1) Domain SubCo Pty Limited ABN 97 684 354 265 (**SubCo**); and
- 2) Domain Holdings Australia Pty Limited ABN 43 094 154 364 (**Holdings**).

The Statement has been prepared in accordance with the Modern Slavery Act 2018 (Cth) (**Modern Slavery Act**).

Reporting entity

The reporting entities for the purposes of this Statement are Domain, SubCo and Holdings.

This Statement is a joint statement of those entities under section 14 of the Modern Slavery Act.

The Statement covers Domain and all of its controlled entities as at 31 December 2025 (**Domain Group**). The members of Domain Group are listed in the schedule to this Statement. Except where noted otherwise in this Statement, arrangements referred to as those of the Domain Group are applicable to all members of the Domain Group.

The purpose of this Statement is to outline Domain Group's approach to identifying and mitigating modern slavery risks in its operations and supply chains.

Reporting period

This Statement covers:

- 1) in respect of Domain and SubCo, the period from 10 February 2025 to 31 December 2025; and
- 2) in respect of Holdings, the period from 1 July 2025¹ to 31 December 2025,

(the **Reporting Period**).

Except where otherwise stated, the descriptions of Domain Group's business, governance, operations, and supply chains reflect the state of affairs as at the end of the Reporting Period.

2. Structure of Domain Group

As at the date of this Statement, Domain, SubCo and Holdings are each large proprietary companies registered under the Corporations Act 2001 (Cth) (**Corporations Act**). Their registered offices and principal places of business are located at 55 Pyrmont Street, Pyrmont, New South Wales 2009.

Domain owns 100% of the share capital in SubCo, which in turn owns 100% of the share capital in Holdings. Each entity is a reporting entity under the Modern Slavery Act.

Formation of the Group during the Reporting Period

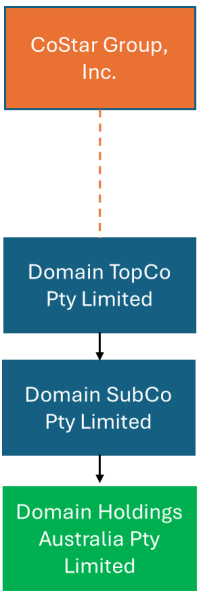
Domain and SubCo were each incorporated on 10 February 2025. They were established by CoStar Group, Inc. as bid vehicles for the purposes of acquiring Holdings which, at the time, was a publicly listed company registered under the Corporations Act and listed on the Australian Securities Exchange (**ASX**) as ASX:DHG. CoStar Group, Inc. was and remains a public company incorporated in Delaware, USA, and listed on Nasdaq as CSGP.

The acquisition of Holdings by TopCo and SubCo completed on 27 August 2025 (**Control Transaction**) at which point they became part of the CoStar Group of companies ultimately controlled by CoStar Group, Inc. (**CoStar Group**). Following completion of the Control Transaction, Holdings was delisted from the ASX. It converted to a large proprietary company in December 2025.

¹ Information pertaining to the actions taken by Holdings to identify and mitigate modern slavery risk prior to 1 July 2025 can be found in Holdings' historical Modern Slavery Statements which are available through the Modern Slavery Statements Register maintained by the Australian Government Attorney General's Department.

Upstream structure

Since their incorporation, Domain and SubCo have been indirect wholly owned subsidiaries of CoStar Group, Inc., Since completion of the Control Transaction, Holdings² is also an indirect wholly owned subsidiary of CoStar Group, Inc.



Downstream structure

The members of Domain Group as at the end of the Reporting Period are listed in the schedule to this Statement. All but two of the members of Domain Group are companies incorporated in Australia. The two foreign entities in Domain Group are Domain Group New Zealand Limited (incorporated in New Zealand) and Domain Group Philippines, Inc. (incorporated in the Philippines).

Domain Group is headquartered in Sydney, Australia, with additional offices in Melbourne, Canberra, Brisbane, Perth, Adelaide and Manila (Philippines). Domain also had employees based in New Zealand during the Reporting Period.

As at the end of the Reporting Period, Domain Group had approximately 1057 employees, the majority of which were ordinarily based in Australia.

3. Domain Group’s Commitment to Human Rights

Domain Group acknowledges that the risks of modern slavery are significant for many people and communities around the world. Modern slavery occurs in Australia, and is prevalent in some other jurisdictions that are major exporters of goods and services to Australia. Domain Group understands that by holding itself and its suppliers to human rights standards, Domain Group can impact and influence the rights and freedoms enjoyed by, and the quality of life of, its workers and those involved in its supply chains, both in Australia and around the world.

As part of CoStar Group, Domain and its controlled entities are committed to ensuring the prohibition of modern slavery, forced labor and child labor is reflected throughout their operations and supply chains. Domain Group is committed to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls, including those set out in the CoStar Group Code of Business Conduct and Ethics, Anti-Harassment Policy, Anti-Corruption Compliance Policy, and Human Rights Policy (**GoStar Group Policies**). The CoStar Group Code of Business Conduct and Ethics (which summarises key aspects of its Anti-Harassment Policy and Anti-Corruption Compliance Policy) and Human Rights Policy are available online at investors.costargroup.com/corporate-governance/governance-documents.

Prior to completion of the Control Transaction, Holdings was a reporting entity under the Modern Slavery Act, as the ultimate holding company of a group of wholly owned subsidiaries. Consequently, for part of the Reporting Period, Holdings had its own group policies and practices which were broadly aligned with the CoStar Group policies described above. On completion of the Control Transaction, Holdings replaced its equivalent policies with the CoStar Group policies described in the previous paragraph. In practice, since Holdings and CoStar Group each had aligned standalone commitments to supporting human rights in their operations and supply chains, the change of policy was a formality, rather than a significant substantive change for Holdings and its controlled entities.

In addition to the CoStar Group Policies, throughout the reporting period Holdings retained a Domain Group Supplier Code of Conduct. This was adopted by Domain and SubCo following completion of the Control Transaction and was communicated to all Domain and SubCo suppliers during the Reporting Period. The Domain Group Supplier Code of Conduct (**Supplier Code of Conduct**) is available online at <https://www.domain.com.au/group/esg/governance/>.

² As noted above, prior to the Control Transaction, Domain was a public company listed on the ASX as DHG. Details of its share and governance structures prior to completion of the Control Transaction are set out in Holdings’ Modern Slavery Statement for the period ending 30 June 2025.

Domain Group conducts its operations in a manner that respects human rights, in accordance with the CoStar Group Code of Business Conduct and Ethics, Anti-Harassment Policy, Anti-Corruption Compliance Policy, and Human Rights Policy.

In addition to those centralised CoStar Group Policies, Domain Group expects its suppliers to comply with the standards articulated in the Domain Group Supplier Code of Conduct.

4. Governance relating to Modern Slavery during the Reporting Period

Holdings has been a reporting entity under the Modern Slavery Act since commencement of the legislation and, as a result, has well established processes and procedures to comply with the Modern Slavery Act. These processes and procedures were adopted by and applied to Domain and SubCo in the period between Completion of the Control Transaction and the end of the Reporting Period. Until completion of the Control Transaction, neither Domain nor SubCo qualified as a reporting entity under the Modern Slavery Act.

As set out in Holdings’ Modern Slavery Statement for the period ended 30 June 2025, Holdings’ key Executive-level body for managing modern slavery risk identification and mitigation is the Supply Chain Oversight Committee (**Oversight Committee**). After completion of the Control Transaction, the Charter of the Oversight Committee was revised to add the supply chains and operations of Domain and SubCo to the Oversight Committee’s purview. As a result, the Oversight Committee is now responsible for all members of the Domain Group, including those upstream from Holdings.

In practice, the Oversight Committee has ultimate Management-level accountability for ensuring that Domain and its controlled entities implement appropriate modern slavery risk oversight and management initiatives. The Oversight Committee is also responsible for liaising with the Directors of each of the reporting entities, to ensure they have the level of oversight required to adequately discharge their obligations under the Modern Slavery Act.

Throughout the Reporting Period, the Oversight Committee was supported by a Supply Chain Oversight Working Group (**Working Group**) comprising members of Domain Group’s Legal, Procurement, Finance and Environment, Social and Governance (**ESG**) teams, who carried out relevant day-to-day operational activities such as supply chain mapping, modern slavery risk assessments and communicating human rights expectations to Domain Group’s workforce and suppliers. Consistent with a ‘continuous improvement’ approach to the management of modern slavery risks, the Working Group was also responsible for considering the effectiveness of actions taken in relation to modern slavery risk management and developing new strategies to improve Domain Group’s posture going forward.

5. Operations of Domain Group

As members of the CoStar Group of companies, Domain and its controlled entities are part of a global leader in online real estate marketplaces, information, analytics, and 3D digital twin technology. CoStar Group offers a standardised platform of information, analytics and online marketplace services where industry professionals and consumers of commercial real estate, including apartments, and the related business communities, can continuously interact and facilitate transactions by efficiently accessing and exchanging accurate and standardised real estate-related information. CoStar Group’s offerings span all commercial property types, including office, retail, industrial, multifamily, land, mixed-use and hospitality. CoStar Group also offers online platforms that manage workflow and marketing for residential real estate agents and brokers and provides portals for home buyers to view residential property listings.

In Australia, throughout the Reporting Period:

- 1) Domain and SubCo primarily operated as bid vehicles for the acquisition of Holdings; and
- 2) Holdings and its subsidiaries principally operated across two main segments: Core Digital and Print. These segments and their respective business offerings during the Reporting Period are summarised below. In the below table, ‘Domain’ is a reference to the Domain business.

Business offerings	Description	Brands
Core Digital		
Residential	Domain's Core Residential business comprises the Domain and Allhomes portals that offer online residential listings of 'for sale' and rental properties across web, mobile and social media platforms. Domain is used by millions of Australians to browse, search, buy, rent and sell property. Allhomes is one of the most well-known and trusted property website brands in the Australian Capital Territory and Southern New South Wales.	 
Developers & Commercial	• Developers: provides listings and advertising related to residential property developments. • Commercial: delivers digital subscription, listings and display advertising for a range of sectors including office, retail, industrial and businesses for sale. For part of the Reporting Period, the Developers & Commercial segment also included Domain Media, which offered digital display advertising across Holdings-owned websites. In a bid to bolster the customer experience across Holdings' websites, Domain Media ceased operations towards the end of the Reporting Period.	
Agent Solutions	Agent Solutions includes a suite of digital workflow tools that help agents build profitable and sustainable businesses, including: • Pricefinder: produces property data, insights and reporting tools. • Real Time Agent: delivers digital agency agreements, auction tools and contracts, helping remove paperwork for agents to increase efficiency. • LeadScope: provides valuable actionable insights to agents through its AI-driven predictive technology, identifying properties that are most likely to come to market. • Realbase: offers campaign management platforms Realhub and CampaignTrack, social media marketing solution AIM and digital proposal tool Engage. • Homepass: an open-for-inspection tool.	        
Domain Insight	Domain Insight delivers property data, property valuation services, insights and data platforms to consumers, agents, governments, financial institutions and other corporations. Solutions include: • Pricefinder: a property research platform which provides extensive insights and reporting tools. • Insight Data Solutions (IDS): a property data business acquired by Domain in 2021, which services the government sector with statutory valuations, insights and analytics through its VM Online platform. • Automated Valuation Model (AVM): a valuation solution which delivers real-time property valuation for approximately 13 million residential properties in Australia.	  
Print		
Print publications	Domain's print publications connect agents and vendors with a high quality, high intent and exclusive audience that has limited overlap with digital platforms. Print revenue comprises lifestyle content and property listing advertising in the Domain, Domain Prestige and Allhomes magazines. Domain and Domain Prestige are distributed through The Sydney Morning Herald, The Age and The Australian Financial Review, whilst Allhomes is available through The Canberra Times. The Victorian edition of Domain Prestige is also distributed directly to letterboxes in select suburbs of Victoria.	

6. Supply Chains of Domain Group

Domain Group's supply chain consists of a range of suppliers of goods, products and services, predominantly in the following industries:

- cloud and software services;
- advertising and media including media agencies, production companies, advertising platforms and social media platforms;
- IT hardware and telecommunications;
- print services and distribution;
- data and information services;
- outsourced labour services;

- professional services such as legal, investment banking, tax, accounting and recruitment; and
- building services, facilities management and office equipment. During the Reporting Period, Domain Group completed an office fit out, with the construction design/construct work also being a material cost for that period.

Domain Group's material suppliers (determined by value of expenditure) are primarily based in Australia, the United States of America, Ireland, the United Kingdom, New Zealand, Singapore, Belgium and the Netherlands, all of which are jurisdictions which are rated low for prevalence of modern slavery practices in the Global Slavery Index.³

A small number of material suppliers are located in other jurisdictions that are rated higher for prevalence of modern slavery practices, including the Philippines, China and India.⁴

7. Actions and Procedures Undertaken in Reporting Period to Assess and Address Modern Slavery Risks

Domain Group considers that its overall exposure to operational and supply chain modern slavery risks is low. The assessments performed and actions taken during the Reporting Period in arriving at this view are detailed further in this section.

At a high level, Domain Group's supply chain risk management program for the Reporting Period comprised:

- **Operational Risk Identification and Management:** Assessing operations for risk factors and taking action to mitigate identified risk;
- **Supply Chain Risk Identification and Management:** Including assessing all direct suppliers to Domain Group for modern slavery risks, determining whether suppliers who were identified as high or medium-risk should remain in Domain Group's supply chain, and offboarding suppliers where appropriate;
- **Policy Framework:** Having and enforcing appropriate policies in order to ensure Domain Group's direct operations are conducted in accordance with human rights standards;
- **Setting Clear Supplier Expectations:** Clearly conveying Domain Group's human rights and supply chain standards to suppliers and reinforcing those expectations at regular intervals;
- **Training and Awareness:** Ensuring that Domain Group staff and suppliers are aware of our commitments to upholding human rights standards and are empowered to raise concerns, should they arise;
- **Escalation Mechanisms:** Maintaining effective communication channels to ensure that staff and suppliers have the means to raise concerns and that any such concerns are appropriately escalated and managed; and
- **Continuous Improvement Measures:** Reflecting on the effectiveness of initiatives, identifying opportunities for improvement in our supply chain management program and developing specific strategies for implementation.

A description of Domain Group's activities during the Reporting Period in each of these areas is provided below.

Operational Risk Identification and Management

Domain Group has a range of measures in place to assess and address operational risk factors. These include having a strong culture of respect for individual freedoms and human rights (see in sections 3 and 4 of this Statement), an appropriate policy framework (see below under "Policy Framework"), workforce training (see below under "Training and Awareness") and escalation and grievance mechanisms in place so that staff are empowered to seek support and raise concerns should they arise (see below under "Escalation Mechanisms").

During the Reporting Period, Domain Group did not detect any incidents of modern slavery in its operations. Further, the overall level of operational modern slavery risk was determined to be low.

Notwithstanding this, Domain Group recognises that there are certain risk factors present in its operations. Our principal operational risk factors and a description of the measures implemented to monitor and manage them are set out below.

³ Walk Free 2023, Global Slavery Index 2023, Minderoo Foundation. Available from: www.walkfree.org/global-slavery-index (Walk Free Global Slavery Index 2023).

⁴ Walk Free Global Slavery Index 2023.

Risk factor	Measures implemented in respect of the Reporting Period
Maintaining an offshore workforce in the Philippines The majority of Domain Group's workforce is based in Australia and, during the Reporting Period, New Zealand. Australia and New Zealand are regions recognised for robust labor laws and a relatively low prevalence of modern slavery.⁵ However, our operational footprint includes a dedicated workforce in the Philippines. We acknowledge that this jurisdiction carries a comparatively higher risk profile for modern slavery.⁶	• Screening and benchmarking: Domain Group implemented and maintained a range of processes and procedures to ensure that all Domain Group employees in the Philippines have legal rights to work, are over the age of 18 and are paid fair wages. • Local legal counsel retainer: Domain Group has appointed a local law firm in the Philippines to perform a range of tasks such as providing advice on local labour laws and reviewing employment contracts for compliance with applicable legal standards. • Centralised group-wide administration: Employment practices in the Philippines were monitored by Domain Group's centralised Human Resources team and conducted in compliance with local labour laws and applicable human rights standards. Since completion of the Control Transaction, the Domain Group Human Resources team has had the added benefit of global coordination and support from the global CoStar Group Human Resources department. • Site visits: During the Reporting Period, senior staff from Domain Group's Australian offices attended the Philippines office and confirmed on the basis of their inspections that employment practices in the Philippines appeared to be appropriate and aligned with Domain Group's standards. • Monitoring for grievances: Throughout the Reporting Period, there were a range of grievance reporting mechanisms available to Domain Group staff, including employees in the Philippines. There were no complaints raised during the Reporting Period regarding modern slavery risk in Domain Group's Philippines operations.
Outsourced labour hire Domain Group periodically engages third-party providers to assist with technology and product delivery. Outsourced labor hire may be considered to carry increased modern slavery risks, primarily due to reduced visibility into working conditions compared to our direct workforce. This risk profile is further elevated when these arrangements involve offshore operations in jurisdictions with higher systemic risks.	• Onboarding and ongoing review: Outsourced labour hire service providers are subjected to screening for modern slavery risk factors. The specific steps taken vary from engagement to engagement depending on the circumstances and geographic location. At a minimum, the screening process included the supplier being provided with the Supplier Code of Conduct at six month intervals and being asked on each occasion to contact Domain Group if they had any concerns about their ability or willingness to comply with it. No such concerns were raised by Domain Group's outsourced labour hire partners during the Reporting Period. • Higher risk engagements: Higher risk engagements, such as those involving workers in high risk jurisdictions, may be subjected to additional modern slavery screening and audit requirements. Measures adopted with respect to such offshore labour hire providers include requiring the supplier to expressly agree to modern slavery compliance obligations as part of the contracting process and reserving rights for Domain Group to conduct compliance audits.

Assessing and Addressing Supply Chain Risk

The Oversight Committee and Working Group conducted modern slavery risk assessments for all parties who were contracted by Domain Group to provide goods and services to the Domain Group during the Reporting Period. The methodology that was applied in carrying out these risk assessments was consistent with the previous period. It is described in greater detail below.

Having conducted this review, 96.64% of suppliers to Domain Group were assessed as low risk. As a result, overall, Domain Group considers its supply chain risk level to be low.

Supply Chain Mapping and Assessments

Supply chain modern slavery risk levels were assessed with reference to a range of factors including:

- the nature of the supply;
- whether the supply is of a sort that is identified on the Walk Free Global Slavery Index⁷ as being associated with elevated operational or supply chain modern slavery risks when imported into or sold in the Australian market (such as IT hardware, textiles, coffee and cocoa);
- geographic risk factors including available information about whether the supplier operates in a jurisdiction

⁵ According to the Walk Free Global Slavery Index 2023.

⁶ By contrast with Australia and New Zealand, which respectively rank #149 and #148 out of 160 countries globally for prevalence of modern slavery risk, the Philippines is a higher risk jurisdiction, being ranked the 36th highest prevalence jurisdiction for modern slavery risks.

⁷ Walk Free Global Slavery Index 2023.

where modern slavery risks are known to be elevated;

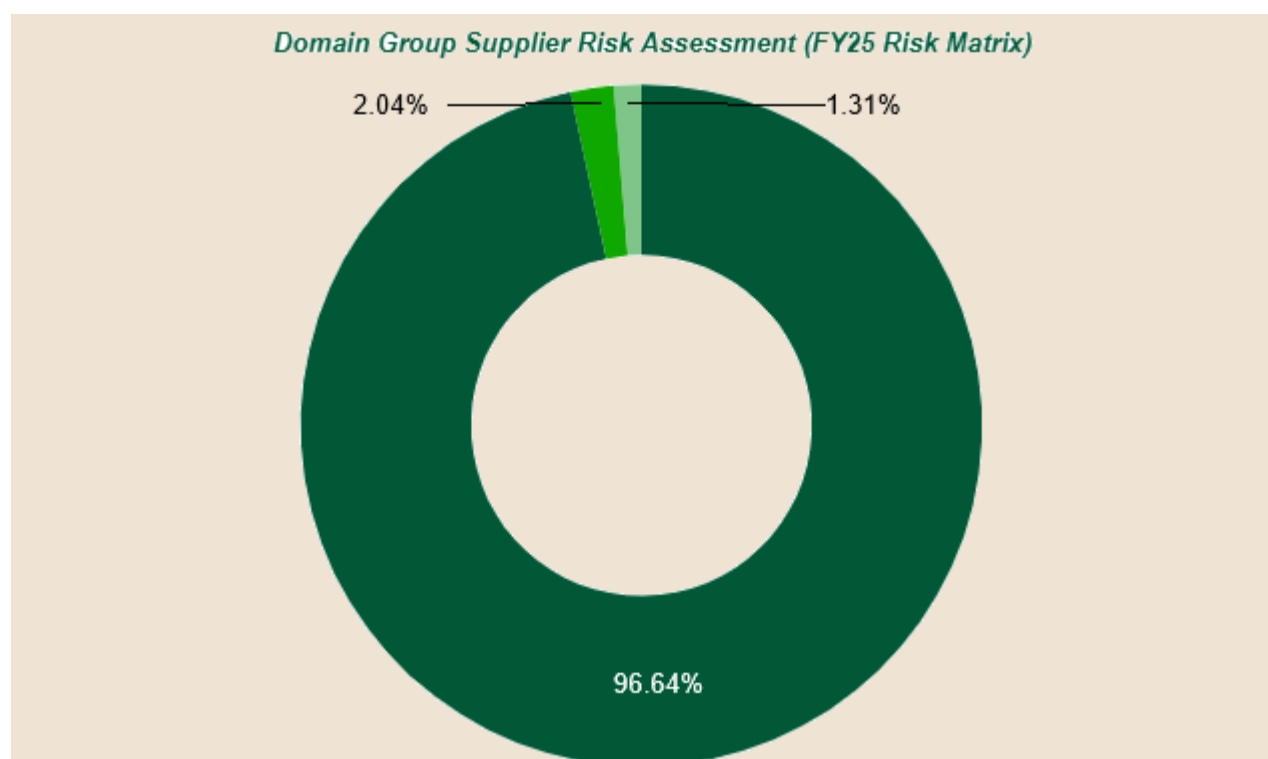
- whether the supplier had expressly agreed to Domain Group's Supplier Code of Conduct (or had its own equivalent policies and had committed to complying with them);
- certain other publicly available information about the supplier, including the content of supplier's own modern slavery reporting (if available); and
- in respect of select suppliers, responses to modern slavery questionnaires designed and distributed by the Working Group for the purposes of enabling a more nuanced understanding of those suppliers' operational and supply chain management practices.

The risk matrix applied by the Working Group also prescribed a range of actions to be taken in relation to those suppliers that were identified as posing medium or high risks of modern slavery. See "Taking Action to Address Supply Chain Risk" below for further information.

Outcomes of Risk Assessment

In assessing the 1371 suppliers engaged to provide goods, services or other supplies to Domain Group during the Reporting Period against the risk matrix described above, Domain Group identified that of its suppliers for the Reporting Period:

- 1325 suppliers were 'low risk', equating to 96.64% of Domain's direct supply chain by number of suppliers;
- 28 suppliers were 'medium risk', equating to 2.04% of Domain's direct supply chain by number of suppliers; and
- 18 suppliers were 'high risk', equating to 1.31% of Domain's direct supply chain by number of suppliers.



Taking Action to Address Supply Chain Risk

Where a supplier was categorised as presenting medium or high risks for modern slavery in its operations or supply chains, additional consideration was given to whether the supplier was appropriate to remain in Domain Group's supply chain or whether the supplier should be offboarded, receive further communication from Domain Group or be marked for detailed reassessment and considered for potential replacement by an alternative supplier.

The following actions were taken in relation to the 46 suppliers who were identified as presenting medium or high risk:

- 13 were assessed against alternative suppliers and considered for potential replacement, and were ultimately determined to be offboarded as suppliers from Domain Group's purchasing system;
- 14 were assessed against alternative suppliers and considered for potential replacement, but following additional investigation by the Working Group, were determined to have appropriate risk management mechanisms in place

and on that basis, to remain in Domain Group's supply chain for the time being notwithstanding their risk profile; and

- 19 were identified as being business critical suppliers without suitable alternatives at this time. Those suppliers remain in Domain Group's supply chain for the time being notwithstanding their risk profile. The Working Group provided such suppliers with further communications to underscore Domain Group's interest in those suppliers' modern slavery risk posture and the expectation that they take action to identify and address modern slavery risks in their operations and supply chains.

Policy Framework

Having and reinforcing formal policies is an important part of Domain Group's modern slavery risk management program.

Throughout the Reporting Period, all Domain Group entities were subject to formal written policies that promote ethical and legal business conduct, both internally and within their supply chains.

Operations

Prior to completion of the Control Transaction, Holdings was a reporting entity under the Modern Slavery Act and had its own policies and practices to manage operational risks of modern slavery. Following completion of the Control Transaction, Holdings largely replaced its operational policies with equivalent centralised CoStar Group policies. As noted above, since Holdings and CoStar Group each had made independent commitments to supporting human rights in their operations and supply chains, the change of policy was not a significant substantive change for Holdings or its controlled entities.

The operational policies that apply to Domain Group staff are available on the staff intranet for ease of reference and all staff were required to read and acknowledge the policies introduced after completion of the Control Transaction as part of their onboarding with CoStar Group. CoStar Group periodically launches workforce training and refresher modules on these and other key corporate policies. Reinforcing the policies helps to promote a culture of compliance and organisational alignment around ethical business conduct.

As part of the CoStar Group, Domain and its controlled entities are now subject to the CoStar Group Code of Business Conduct and Ethics, Anti-Harassment Policy, Anti-Corruption Compliance Policy and Human Rights Policy. The Human Rights Policy and CoStar Group Code of Business Conduct and Ethics are available online at investors.costargroup.com/corporate-governance/governance-documents. The CoStar Group Code of Business Conduct and Ethics refers to and summarises key aspects of the Anti-Corruption Compliance Policy and refers to the CoStar Group policies relating to non-harassment.

Supply Chain

In addition to the CoStar Group Policies described above, throughout the Reporting Period, Holdings had and maintained a Supplier Code of Conduct which articulated Holdings' supply chain human rights standards and expectations. The Supplier Code of Conduct was applied to Domain and SubCo's supply chains following completion of the Control Transaction and was communicated to all Domain and SubCo suppliers during the Reporting Period.

The Domain Group Supplier Code of Conduct is available online at <https://www.domain.com.au/group/esg/governance/>. It is communicated to new suppliers on onboarding and reinforced by follow up communications at regular intervals (see "Settling Clear Supplier Expectations" below for further information).

Setting Clear Supplier Expectations

As noted above, Domain Group's Supplier Code of Conduct sets out the minimum standards that Domain Group expects of its suppliers.

Domain communicates and reinforces its expectations that suppliers to Domain Group comply with the Supplier Code

of Conduct in a number of ways.

- **Inclusion in standard form supplier contracts:** Certain Domain Group standard form contracts include provisions which contractually obligate suppliers to comply with Domain's Supplier Code of Conduct or to have and comply with their own equivalent policy or policies.
- **Onboarding:** New suppliers onboarded through Domain Group's centralised Vendor Management System (**VMS**) are provided with the Supplier Code of Conduct and asked to positively acknowledge and agree to the terms of the Supplier Code of Conduct as a condition of onboarding. Those members of the Domain Group that are not currently using the centralised VMS (including Domain and SubCo), notify their suppliers of the Supplier Code of Conduct as part of or within 6 months after onboarding. Across Domain and its controlled entities, where a supplier rejected or raised concerns about its ability to comply with the Supplier Code of Conduct, Domain liaised with the supplier to understand their specific concerns and the Chair of the Working Group was engaged to assess whether they were suitable for admission to, or continued participation in, Domain Group's supply chain.
- **Regular reinforcement:** During the Reporting Period, Domain Group sent out an email communication to all suppliers to underscore the expectation that they comply with the Supplier Code of Conduct. The email communication reminded suppliers to read and familiarise themselves with the Supplier Code of Conduct, and to contact Domain Group if they have any concerns or are unable to comply with the Supplier Code of Conduct for any reason.

Training and Awareness

Domain Group remains committed to raising awareness and providing appropriate training to its workforce on combating modern slavery. Our efforts during the Reporting Period included:

- **Workforce training:** Following completion of the Control Transaction, workforce training was provided to Domain Group staff on CoStar Group Ethics and Code of Conduct. The training included a standalone module on human trafficking which covered how to recognise the signs of modern slavery, CoStar Group's expectations relating to supply chain due diligence and monitoring, how to be an advocate for ethical business practices and what to do if you detect a risk of modern slavery.
- **Training and research:** Members of the Working Group participated in training and research on subjects including legal developments and industry approaches to monitoring and addressing modern slavery risks. They applied these learnings in their roles and shared their knowledge within their respective functions where relevant.

Escalation Mechanisms

Throughout the Reporting Period, Domain Group maintained confidential, independent, externally managed hotlines to enable whistleblowing reports to be made, including on an anonymous basis if preferred. Domain Group considers whistleblowing to be an important mechanism to ensure that people involved in its operations and supply chain have access to appropriate channels to be able to communicate any concerns regarding modern slavery risks (among other issues).

Throughout the Reporting Period, the Working Group has also monitored the supplychain@domain.com.au email address, which is highlighted in the Supplier Code of Conduct as an additional pathway for suppliers to raise their concerns.

Continuous Improvement Measures

Continuous improvement measures for the reporting period focused on refining existing processes and updating internal practices to reflect completion of the Control Transaction.

- **Human Trafficking Training:** As noted above, during the Reporting Period, Domain Group adopted CoStar Group centralised policies and training programs, including an employee training module on human trafficking.
- **Broadening the Oversight Committee's Mandate:** After completion of the Control Transaction, the Oversight Committee formally reviewed its Charter and updated it to include new responsibilities pertaining to oversight of Domain and SubCo.

- **Preparing Domain and SubCo for their first Modern Slavery Statements:** In respect of the Reporting Period, the Working Group undertook work to prepare Domain and SubCo to report for the first time as reporting entities under the Modern Slavery Act. This included:
 - assessing all current and historical suppliers to Domain and SubCo against the same risk matrix as was applied to suppliers to Holdings and its controlled entities (see section 7 under “Supply Chain Mapping and Assessments” for details of the risk assessment approach); and
 - streamlining the modern slavery risk management and governance processes across Domain, SubCo and Holdings, to facilitate accurate joint reporting in this Modern Slavery Statement.
- **Due Diligence Crosschecks:** During the Reporting Period, the Working Group undertook a range of tasks to crosscheck the results of its due diligence assessments against alternative measures. For example, certain suppliers who were initially assessed as medium or high risk were provided with a questionnaire which sought further information on the suppliers’ own supply chain and operational risk controls. Questionnaire responses were used to enable the Working Group to assess whether the initial risk assessment was fair or whether a risk level or risk matrix adjustment was warranted.

8. How Domain Group assesses the Effectiveness of its Actions

Domain Group is committed to reviewing the effectiveness of its processes to assess and address modern slavery risks.

During the Reporting Period, Domain Group assessed the effectiveness of its supply chain risk management program in the following ways.

- **Reviewing own practices:** The Working Group considered the key components of Domain Group’s modern slavery compliance program to determine whether they remained:
 - fit for purpose; and
 - of continued relevance in light of the Control Transaction.

As a result of this process, it was determined that amendments to the Oversight Committee Charter and other internal processes were required in order to ensure that Domain Group’s practices adequately accommodated Domain and SubCo. Relevant documentary and process updates were made during the Reporting Period.

- **Reviewing alternative practices:** The Working Group assessed Domain Group’s Modern Slavery Act compliance program against a range of alternatives, including the processes applied to other parts of the CoStar Group. Alternative practices served as a point of comparison for the Working Group in assessing the efficacy of its current program. The Working Group concluded that aspects of the CoStar Group compliance program, including workforce training on modern slavery risk identification and management, were accretive and their adoption was a positive step for the Domain Group. Other aspects of the CoStar Group compliance program are expected to be adopted in future years as the supply chains and operations of the Domain Group are further integrated with those of the global group.
- **Due Diligence Cross Checks:** As noted above, during the Reporting Period, the Working Group undertook a range of tasks to verify the results of its due diligence assessments. These tasks included sending out questionnaires to select suppliers and re-assessing them in light of their questionnaire responses. Another approach involved triangulating Domain Group’s internal supplier industry classifications against standardised Australian and New Zealand Standard Industrial Classification (**ANZSIC**) codes and re-running the risk assessments using these standardised industry designations. These initiatives were used to stress test internal risk assessments and determine whether the approach applied by the Working Group was effective or required refinement in future periods.
- **Whistleblowing and supply chain communication monitoring:** By communicating regularly with staff and suppliers about whistleblowing and other grievance mechanisms, Domain Group empowered those involved in its operations and supply chains to raise concerns and identify any areas for improvement in the effectiveness of Domain’s supply chain risk management program. During the Reporting Period, no complaints of modern slavery practices were raised through these channels.

9. Process of Consultation with Owned or Controlled Entities

This Statement has been made in consultation with all members of the Domain Group.

The three reporting entities for the purposes of this Statement - Domain, SubCo and Holdings - have a consistent set of Directors, Secretaries and a consistent Public Officer, rendering the consultation process across the reporting entities relatively straightforward.

The members of Domain Group – many of which do not have physical operations, assets or employees – are subject to the same policies as Domain and have Domain-nominated Directors on their Boards. Almost all Domain Group members have at least one common Director with the reporting entities, who has been consulted with.

As explained in section 4 above (“Governance relating to Modern Slavery during the Reporting Period”), Modern Slavery Act compliance across the Domain Group is overseen by a centralised Oversight Committee. Domain Group members use centralised group Purchasing, Procurement, Treasury, Legal and Finance teams for onboarding any material suppliers, and use a centralised Human Resources team for managing and supporting personnel. Those centralised functions, in turn, report to Management of Domain Group and CoStar Group. As part of its consultation process with Domain Group controlled entities, Domain has also engaged with centralised functional teams and the members of Domain Group Management that they report to.

Domain Group considers that it has undertaken an effective consultation process that reflects the relationship between the members of the Domain Group, and has effective oversight of Domain Group’s activities, people and supply chains. The Company Secretary of Domain, who is also the Company Secretary of almost all of the members of the Domain Group, has participated in the process of preparing this Statement.

10. Other Relevant Information

a. Mandatory criteria under the Modern Slavery Act

Under the Modern Slavery Act, a Modern Slavery Statement must address seven mandatory criteria. Those criteria are set out in section 16 of the Modern Slavery Act. The table below sets out where each criterion is addressed in this Statement.

Criterion	Section of Modern Slavery Act	Relevant section(s) of this Statement
Identify the reporting entity.	Section 16(1)(a)	Section 1 (<i>Introduction</i>)
Describe the structure, operations and supply chains of the reporting entity.	Section 16(1)(b)	Section 3 (<i>Structure of Domain Group</i>) Section 5 (<i>Operations of Domain Group</i>) Section 6 (<i>Supply Chains of Domain Group</i>)
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.	Section 16(1)(c)	Section 7 (<i>Actions and Procedures Undertaken in Reporting Period to Assess and Address Modern Slavery Risks</i>)
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	Section 16(1)(d)	Section 7 (<i>Actions and Procedures Undertaken in Reporting Period to Assess and Address Modern Slavery Risks</i>)
Describe how the reporting entity assesses the effectiveness of such actions.	Section 16(1)(e)	Section 8 (<i>How Domain Group Assesses the Effectiveness of its Actions</i>)
Describe the process of consultation with any entities that the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	Section 16(1)(f)	Section 9 (<i>Process of Consultation with Owned or Controlled Entities</i>)
Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	Section 16(1)(g)	Section 10 (<i>Other Relevant Information</i>)

b. CY 26 Priorities and actions

For the period commencing 1 January 2026, Domain Group intends to invest in:

- deepening our understanding of CoStar Group modern slavery risk management practices and aligning Domain Group with global group-wide practices where appropriate;
- further considering externally developed due diligence and risk assessment tooling and determining whether and how to integrate appropriate tooling into Domain Group's modern slavery risk management process; and
- reviewing the risk matrix and considering whether it should be updated or replaced to drive improvements in our risk assessment and management processes going forward.

11. Approval of this Statement by Principal Governing Body of each Reporting Entity

This Statement has been approved by the Boards of Directors of Domain, Subco and Holdings each in their capacity as principal governing body of Domain, SubCo and Holdings respectively, on 12 June 2026.

12. Signatures

This Statement is signed by Jason Pellegrino in his role as Director of each of Domain, Subco and Holdings on 12 June 2026.



Jason Pellegrino
Director and President of Domain Group
17 June 2026

Schedule – Domain Group members

as at 31 December 2025

Group member name	Country of incorporation	ABN / ACN
Domain TopCo Pty Limited	Australia	15 684 352 298
Domain SubCo Pty Limited	Australia	97 684 354 265
Domain Holdings Australia Pty Limited	Australia	43 094 154 364
Alldata Australia Pty Ltd	Australia	44 144 020 744
All Homes Pty Limited	Australia	50 093 012 652
Australian Property Monitors Pty Limited	Australia	42 061 438 006
Bidtracker Holdings Pty Ltd	Australia	35 620 961 702
Bidtracker (VIC) Pty Ltd	Australia	85 611 220 823
Campaigntrack Pty Ltd	Australia	93 142 537 988
Commercial Real Estate Holdings Pty Limited	Australia	66 605 826 677
Commercial Real Estate Media Nominees Pty Limited	Australia	68 602 681 818
Commercial Real Estate Media Pty Limited	Australia	74 602 679 863
Commercialview.com.au Pty Limited	Australia	84 159 552 771
Domain Group Finance Pty Limited	Australia	89 619 554 602
Domain Group New Zealand Limited	New Zealand	–
Domain Group Philippines, Inc.	Philippines	–
Domain Operations Pty Limited	Australia	21 617 803 460
Homepass Australia Pty Ltd	Australia	16 602 046 480
Homepass Pty Ltd	Australia	90 600 128 327
IDS Gov Services Pty. Ltd.	Australia	47 629 959 333
Insight Data Solutions Holdings Pty. Ltd.	Australia	21 165 379 644
Insight Data Solutions Pty Ltd	Australia	35 151 319 694
MarketNow Payments Pty Ltd	Australia	68 645 651 967
Metro Media Publishing Pty Ltd	Australia	29 141 396 741
Metro Media Services Pty Ltd	Australia	16 160 994 212
MMP Bayside Pty Ltd	Australia	66 159 319 847
MMP (DVH) Pty Ltd	Australia	83 144 821 269
MMP Eastern Pty Ltd	Australia	97 159 661 364
MMP Greater Geelong Pty Ltd	Australia	90 159 938 806
MMP Holdings Pty Ltd	Australia	24 141 277 643
MMP (Melbourne Times) Pty Ltd	Australia	99 159 873 668
MMP Moonee Valley Pty Ltd	Australia	89 159 873 186
National Real Estate Media Nominees Pty Limited	Australia	60 602 439 592
National Real Estate Media Pty Limited	Australia	56 602 439 574
New South Wales Real Estate Media Pty Limited	Australia	12 602 713 913
Northern Territory Real Estate Media Pty Limited	Australia	14 602 713 922
Property Data Solutions Pty Ltd	Australia	50 110 242 129
Property Data Solutions (2) Pty Ltd	Australia	41 650 393 516
Queensland Real Estate Media Pty Limited	Australia	39 602 734 716
Realbase Pty Ltd	Australia	92 645 511 422
Realhub Services Pty Ltd	Australia	80 119 877 333
Realhub Studios Pty Ltd	Australia	60 621 531 217
Realhub Systems Pty Ltd	Australia	48 608 435 990
Review Property Pty Ltd	Australia	52 159 320 519
South Australia Real Estate Media Pty Limited	Australia	45 601 949 491
Tasmania Real Estate Media Pty Ltd	Australia	41 602 734 725
Western Australia Real Estate Media Pty Limited	Australia	17 602 692 508
Workstream Technologies Pty Ltd	Australia	72 123 399 155