oOh!media

Modern Slavery Statement for the reporting period 1 Jan - 31 Dec 2025

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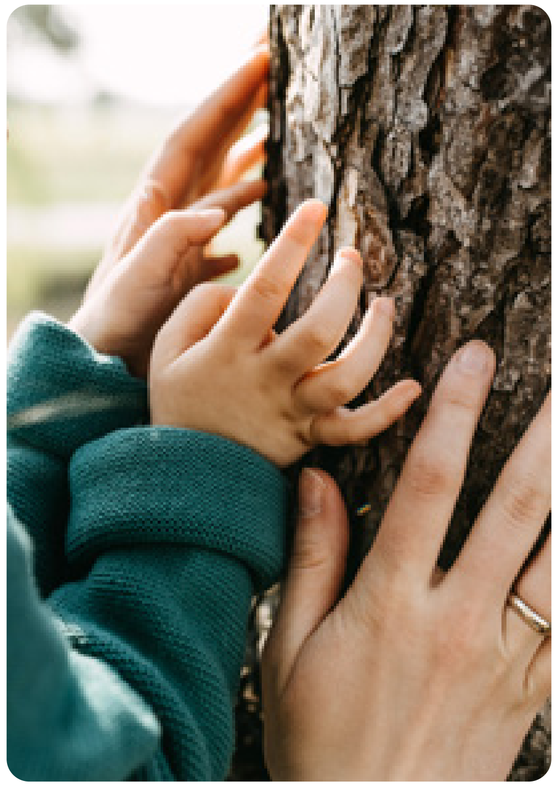
Contents

Introduction

oOh!media Limited (ABN 69 602 195 380) (**OML**) presents this joint Modern Slavery Statement on behalf of itself and each of its Australian subsidiaries as listed in Attachment 1. OML and its Australian subsidiaries are referred to in this Statement as 'the oOh! Group', 'the Group' or 'oOh!'.[1]

This Statement is prepared for the reporting period ended 31 December 2025 (**CY25**) and builds on the oOh! Group's fifth Modern Slavery Statement for the year ending 31 December 2024.

oOh! is committed to combatting modern slavery, and actively promotes ethical practices, transparency and accountability throughout its operations and supply chain. The actions outlined in this Statement build upon foundational work previously undertaken by oOh!, with a continued focus on embedding procurement and supplier risk controls into business-as-usual processes, improving the evidence base for assessing effectiveness and progressing remediation, supplier engagement and contractual control initiatives.



[1]The oOh! corporate group includes, in addition to the Australian subsidiaries, four wholly owned subsidiaries which carry on business solely in New Zealand, as identified in Attachment 1.

01
Structure & Operations

Structure & Operations

OML is a public company listed on the Australian Securities Exchange (**ASX**) and the parent company in the oOh! Group. Its registered office and principal place of business is Level 2, 73 Miller Street, North Sydney NSW 2060.

The oOh! Group, a market leader in the Australian Out of Home media industry, enhances public spaces through the creation of engaging environments that help advertisers, landlords, leaseholders, community organisations, local councils and governments reach large and diverse public audiences.

With offices and warehouses across Australia and New Zealand to service and support its network, the oOh! Group and its New Zealand subsidiaries had consolidated revenues of $691.4 million in 2025 and $635.6 million in 2024.

During CY25 the Group's business operations included the provision of services to customers in:

- media/advertising;
- content creation, procurement and supply;
- street furniture installation and maintenance; and
- large-scale printing.

Operations also include the Group's corporate functions.

The oOh! Group had approximately

900

employees and fixed term contractors as of 31 December 2025 working across Australia and New Zealand.

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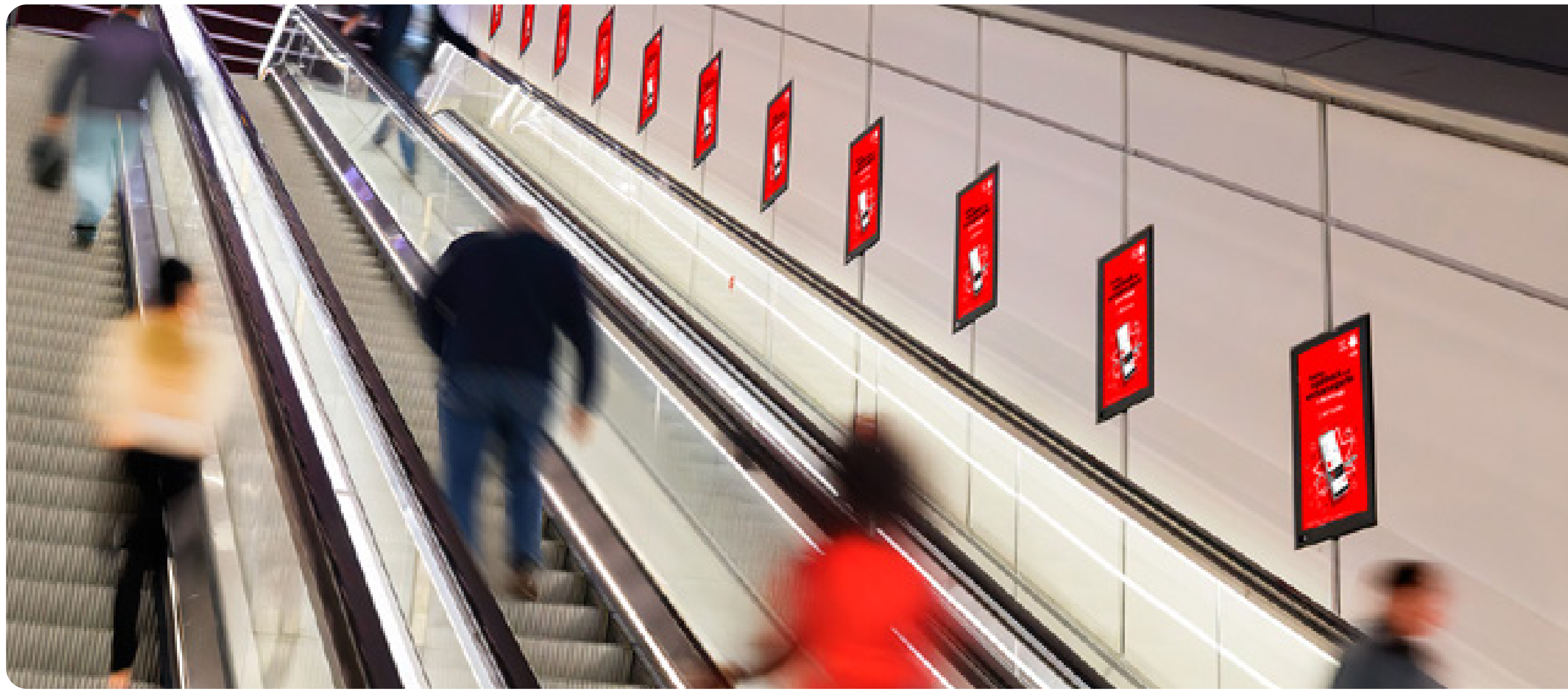
The oOh! Group, together with its New Zealand subsidiaries, has an extensive network of more than 30,000 digital and static asset locations which includes roadsides, retail centres, airports, train stations, bus stops, office towers, and universities across Australia and New Zealand.



02
oOh! Group Supply Chains

oOh! Group Supply Chains

Other than some ‘whole of enterprise’ and higher value engagements, which are managed by the Group Procurement function, oOh!’s procurement relationships are specific to each area of operations.

Key categories of operations and spend are

- Media services
- Technology services
- Content services
- Street furniture goods and services
- Digital billboards goods and services
- Printing
- Corporate functions (internal)

The overwhelming majority of the Group’s direct supplier relationships are with suppliers based in locations that have higher awareness and relatively lower risks of modern slavery, namely Australia and New Zealand.

Some higher risk locations, namely China, Malaysia and India, are amongst oOh! sources for digital display units and spare parts, bus shelters and component parts, substrates for printing and inks, paper, labels and packaging, marketing merchandise or information technology.

Higher risk locations:
China, Malaysia and India

Group’s direct supplier relationships:
Australia and New Zealand.

Work to date in respect of oOh!’s supply chains has accordingly focused on the risks inherent in suppliers (either tier 1 i.e. direct suppliers or known second or subsequent tier) known to be located in higher risk geographic locations and those providing higher risk products or services, particularly where these risks intersect. During CY25, oOh! continued to use risk-based vendor onboarding, Fair Supply risk assessment processes and supplier assessment questionnaires (SAQs) to assess and address these risks.

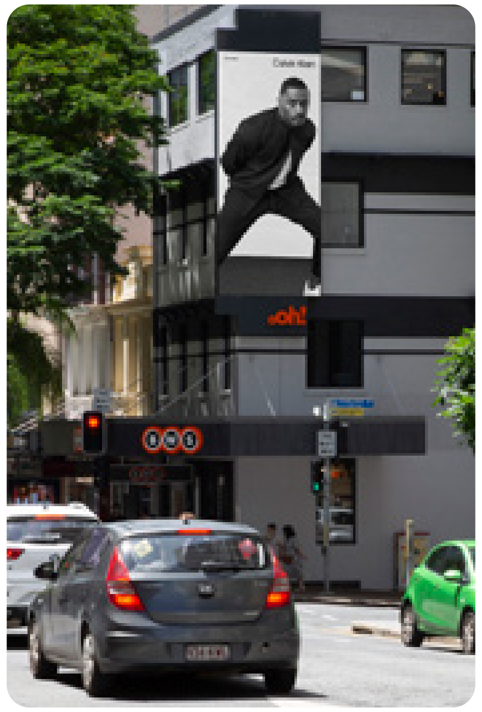
03
Modern Slavery Risks

Modern Slavery Risks

As previously reported, the inventory of the Out of Home media industry is unique in nature, being licences and leases over Australian and New Zealand real estate on which signage is installed. As such, it represents a low inherent risk of modern slavery.

Other oOh! supply chains with lower risks of modern slavery exist where major suppliers to the Group are based in Australia or New Zealand and operate in highly regulated industries, such as banking & insurance, professional services and data services.

oOh! has built on prior years' work by reviewing and refining the operations of its procurement and vendor onboarding processes. The continued use of Fair Supply supports its due diligence practices with risk-based assessment and supplier engagement particularly, when sourced from higher risk countries.



These categories include:

Higher risk products	Higher risk services
Digital display units and component parts.	Information technology.
Bus shelters and component parts.	Shipping.
Substrates/canvasses/ printing inks.	External processing centres used by oOh!'s direct suppliers of professional services (such as accounting, legal and banking services).
Marketing merchandise.	Cleaning of office and warehouse premises.
Laptops and related information technology equipment.	Waste management.
Office equipment including copiers, printers, commercial printers.	Construction, maintenance and posting of advertising assets.

In addition to pre-engagement assessments for higher risk categories, oOh! continued to progress annual supplier assessment using Fair Supply and related SAQs for suppliers with spend >$25,000 identified through risk rating and key supplier status.

04
Assessing and addressing modern slavery risks

Assessing and addressing modern slavery risks

Status at start of reporting period

oOh! had, by the start of CY25, undertaken the below key actions, as described in its Modern Slavery Statements for CY20, CY21, CY22, CY23 and CY24.

Previous actions to investigate and assess modern slavery risks	
CY20	Specialised procurement function established.
CY20	New vendor onboarding process introduced.
CY20	Review of supply chains & Desktop Review of supplier data undertaken.
CY20	Vendor due diligence questionnaire initiated
CY21	Expansion and embedding of vendor onboarding process.
CY21	Focussed Vendor due diligence.
CY21	Standardised approach to modern slavery risk-assessment 1.
CY21	Centralised record keeping.
CY22	Expanded our view of higher risk products and services under closer review.
CY22	Whole-of-enterprise general ledger/accounting system.
CY22	Expansion of Vendor Onboarding processes and modern slavery risk data capture.
CY22	Feasibility assessments of third party support.
CY23	Expanded view of higher risk products and services AMS assessments.
CY23	Enhanced vendor onboarding processes and modern slavery risk data capture.
CY23	Onboarded Fair Supply third party ESG risk management and compliance solution.
CY23	Implemented CY22 AMS initiatives into BAU.
CY24	Appointed Group Director of Risk.
CY24	Developed and implemented improved vendor onboarding and management processes including the Risk Handbook and Anti Modern Slavery risk matrix.
CY24	Implemented pre-engagement third-party assessments through Fair Supply Spotlight, and embedded risk assessment data capture in vendor platforms.

Previous actions to address modern slavery risks	
CY20	Code of Conduct confirms commitment to address modern slavery.
CY20	Modern Slavery awareness raising training of Executives.
CY20	New anti-modern slavery contract provisions introduced.
CY20	Anti-modern slavery Practice Note developed.
CY21	Revised supplier contract terms.
CY21	Anti-modern slavery Practice Note rollout.
CY22	Checking use of modern slavery risk-based contract terms.
CY22	Annual reminder letter to medium-high modern slavery risk suppliers initiated.
CY22	Development of draft modern slavery remediation principles for adoption.
CY23	Implemented standardised clauses to manage AMS risk in contracts with higher risk vendors.
CY23	Issued periodic reminder letter to medium-high modern slavery risk suppliers.
CY23	Continued targeted training of staff with highest exposure to modern slavery risks.
CY23	Onboarded an online AMS awareness training provider.
CY24	Delivered targeted and mandatory modern slavery training for employees.
CY24	Developed annual supplier assessment processes for suppliers above the relevant spend threshold.
CY24	Continued to apply modern slavery risk-based contract terms.

Overview of actions taken in CY25

In CY25, oOh! continued to mature its AMS framework by reviewing and refining supplier risk assessment, procurement, onboarding, training and contractual controls, and by identifying priority improvements for implementation in CY26.

oOh!'s AMS Working Group continued to coordinate the AMS workplan and comprised executive ownership through the CFO and representation from Legal, Risk, ESG, Procurement, Finance, Accounts Payable and relevant operational functions. The Working Group progressed CY25 actions, identified carry-forward items for CY26 and continued to report relevant matters through the Group's risk and governance framework.

Building on the foundational work noted in the above section, oOh! undertook the additional actions set out below in CY25.

CY25 actions to investigate and assess modern slavery risks

- Reviewed the first 12 months of the 2024 Procurement Ways of Working and accompanying vendor onboarding process, including consideration of process efficiency, compliance and modern slavery risk management outcomes.
- Reviewed the Vendor Risk Handbook to ensure alignment with oOh!'s modern slavery risks and the new Procurement and Vendor Risk Management Policy.
- Identified gaps and recommended improvements to the Vendor Onboarding Form, with optimisation carried forward into CY26.
- Continued use of Fair Supply, NetSuite and SAQs to support risk assessment and due diligence for higher risk suppliers and Key Suppliers.
- Aligned on the definition of Key Suppliers and continued work with Risk and Procurement on Key Supplier data, supplier prioritisation and due diligence activity.
- Developed an internal site assessment template for CY25 Manufacturing site visits.
- Established an incident response team with responsibility for investigating and responding to Modern Slavery reports.

CY25 actions to address modern slavery risks

- Finalised the Procurement and Vendor Risk Management Policy for rollout as part of the company-wide policy update.
- Moved vendor risk assessments into the ESG team as part of the wider sustainability framework.
- Continued targeted training refreshers for senior leadership and higher needs teams as business-as-usual where requested.
- Included mandatory AMS awareness training as part of new starter onboarding and continued regular promotion of AMS awareness training through company communications.
- Included updated AMS and ESG clauses in new supplier agreements. Review of existing Key Supplier agreements continued and remains an ongoing CY26 action.
- Finalised and agreed Purchase Order (PO) terms containing relevant AMS provisions, with implementation in NetSuite carried forward into CY26.
- Developed and circulated a draft Supplier Code of Conduct, with final approval and incorporation into templates and onboarding materials carried forward into CY26.
- Progressed draft remediation principles and a related risk matrix with approval and implementation carried forward as a CY26 priority.
- Engaged through the OMA ESG committee to share knowledge and promote ethical and responsible business practices in the Out of Home media industry.
- Monitored Australian modern slavery reform developments and continued to monitor proposed New Zealand modern slavery legislation.

Implementation of updated Procurement processes

- During CY25, oOh! reviewed the first 12 months of the Procurement Ways of Working and the accompanying vendor onboarding process. That review considered process efficiency, levels of compliance and the effect of the process on management of modern slavery risks in oOh!'s operations and supply chains. The review identified improvements to the Vendor Onboarding Form to improve compliance and streamline due diligence and onboarding, with optimisation planned for CY26.
- During CY25, the Vendor Risk Handbook was also reviewed alongside the new Procurement and Vendor Risk Management Policy. The policy was finalised for rollout as part of oOh!'s company-wide policy update, and further training is planned to support compliance with vendor onboarding and procurement requirements.

ESG management solution

- During CY25, oOh! continued to use Fair Supply as part of its supplier risk assessment and due diligence processes. Fair Supply risk ratings informed further supplier due diligence, including the issuing of SAQs to vendors identified as relevant through, spend, risk rating and Key Supplier status. Vendor risk assessment activity was also expanded into the ESG team as part of oOh!'s wider sustainability framework.

- The CY25 workplan identified further opportunities to expand Fair Supply 'Spotlight' access to key stakeholders in the business to decentralise pre-vendor checks and improve compliance with onboarding requirements. That expansion was revised in light of operational requirements and remains a CY26 improvement action.

Supplier Engagement and Contractual Controls

- During CY25, updated AMS and ESG clauses were included in new supplier agreements. oOh! also continued to review existing Key Supplier contracts and, where possible, move suppliers onto updated Master Services Agreements or apply AMS additional terms or clauses on renewal or where vendor terms were used.
- During CY25, oOh! finalised and agreed PO terms containing relevant AMS clauses. These terms are intended to apply where engagements proceed without a formal contract. Implementation of those PO terms in NetSuite is planned for CY26.
- During CY25, oOh! developed and circulated a draft Supplier Code of Conduct. Subject to approval, the Supplier Code of Conduct is intended to be incorporated into contract templates and supplier onboarding materials in CY26.

Remediation and Incident Response

- During CY25, oOh! progressed draft remediation principles to guide decision-makers in addressing modern slavery risks where they arise. The principles are intended to support proportionate responses, including engagement with relevant stakeholders, risk reduction, monitoring of remediation measures and alignment with relevant labour and human rights standards. Subject to approval, implementation of the principles is a CY26 priority.
- Once implemented the principles will be incorporated into training materials for the Incident Response Team.

Training and awareness

- During CY25, AMS awareness training was maintained as part of mandatory training for existing employees and new starters. Procurement Ways of Working training and AMS-related vendor risk materials were also incorporated into relevant onboarding and finance training processes, including for new starters with NetSuite access.
- oOh! continued to issue periodic communications promoting AMS awareness training and continued to provide targeted training refreshers for teams with higher supplier engagement exposure, including Marketing, P&C, Technology and Finance where required.

05

Assessing the effectiveness of the actions taken

Assessing the effectiveness of the actions taken

Review of effectiveness

oOh!, guided by the AMS Working Group, is committed to continuously improving its approach to addressing modern slavery risks, with ongoing efforts aimed at refining the Group's anti-modern slavery endeavours more strategically and effectively.

During CY25, oOh! assessed progress and effectiveness through:

01. **Review** of CY25 AMS workplan actions and outcomes by the AMS Working Group

02. **Review** of the Procurement Ways of Working and Vendor Onboarding Form compliance and improvement opportunities

03. **Continued use** of Fair Supply risk ratings and SAQs to assess supplier risk and trigger further due diligence where appropriate (In CY25 1181 Suppliers were assessed with no suppliers scoring above a moderate risk rating)

04. **Review** of training deployment (currently at 83% of all staff have completed awareness training) and incorporation of AMS training into new starter and NetSuite onboarding processes

05. **Review** of application of updated AMS and ESG clauses in new supplier agreements and ongoing review of legacy Key Supplier contracts

06. **Identification** of incomplete controls and carry-forward actions for CY26, including remediation principles, PO terms implementation, Supplier Code of Conduct implementation and formal effectiveness metrics

oOh! recognises that further quantification of effectiveness is required. Establishing measurable AMS metrics has been identified as a CY26 priority. Proposed metrics include supplier assessment coverage, SAQ issue and response rates, higher-risk supplier escalations, vendor onboarding compliance, contract clause coverage, PO terms implementation, training completion rates and modern slavery incident or grievance data.

Anti-modern slavery oversight

Modern Slavery is included in the Annual Workplan of the Board's Audit Risk & Compliance Committee (**ARCC**) and constitutes an integral component of the oOh! Group governance and risk frameworks. It is also included in oOh!'s ESG governance oversight and reported on in the Group's Sustainability Report, set out in its 2025 Annual Report available at https://investors.oohmedia.com.au/.

During CY25, the AMS Working Group continued to meet and progress the annual AMS workplan. A review of whether AMS required Board Committee-specific oversight concluded that separate AMS-specific Board Committee oversight was not required, and that reporting should continue through ARCC and the Group's existing risk and governance framework.

For CY26, the AMS Working Group will develop an updated five-year AMS plan and provide updates to ARCC on progress, including the implementation status of key carry-forward actions and the development of measurable effectiveness metrics.

Annual reviews of oOh!'s governance and risk frameworks, along with bi-annual reviews of all policies, are an inherent part of oOh!'s governance and risk frameworks and are also undertaken in respect of anti-modern slavery policies and processes.

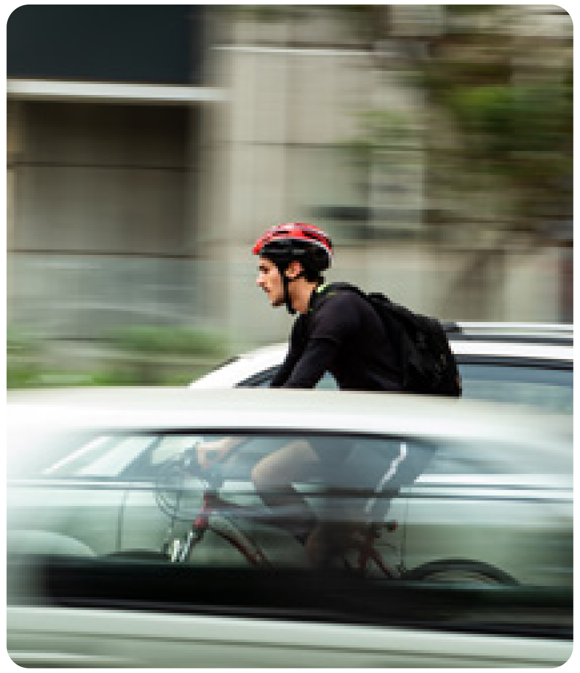
06

Consultation with Group subsidiaries

Consultation with Group subsidiaries

oOh! approaches regulatory compliance and risk management on a Group-wide basis, including in respect of modern slavery. As a result, oOh!'s policies, procedures and governance structures apply across the entire Group, with occasional variation as required by operational matters such as legacy systems.

In preparing this Statement, oOh! consulted across centralised Group functions represented in the AMS Working Group, including Legal, Risk, ESG, Procurement, Finance, Accounts Payable and relevant operational representatives. Those functions manage the policies, supplier risk processes, training, contractual controls and operational feedback relevant to the entities covered by this Statement. Consultation occurred through AMS Working Group meetings, workplan review, supplier risk assessment processes, procurement policy review and operational feedback on vendor onboarding and supplier management controls.



07

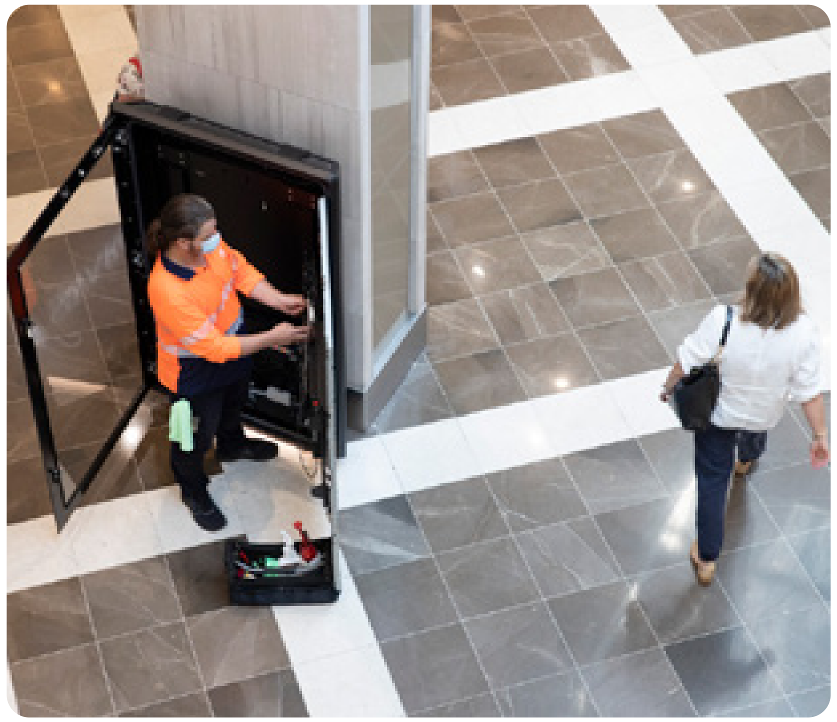
Commitment to continuous improvement

Commitment to continuous improvement

The oOh! Group recognises that preventing modern slavery requires a continuing year-on-year commitment.

The Group is committed to continuously improving modern slavery risk identification, mitigation in its supply chains and remediation in any instances where modern slavery may be identified.

oOh! will continue to track and publicly report on progress through its annual Modern Slavery Statements.



08

Board approval

Board Approval

This Statement has been approved by the Board of Directors of oOh!media Limited and is signed on its behalf and on behalf of the oOh! Group by

Philippa Kelly
Chair

James Taylor
Managing Director

June 2026

Attachment 1

OML's Australian subsidiaries

Name of entity	ABN
Cactus Imaging Holdings Pty Limited	84 129 630 539
Cactus Imaging Pty Limited	37 072 625 720
Closebuys Pty Limited	55 154 140 502
Executive Channel Pty Ltd	78 111 937 234
Executive Channel International Pty Ltd	13 168 374 114
Eye Corp Pty Limited	85 064 564 496
Eye Corp Australia Pty Limited	62 069 009 614
Eye Drive Melbourne Pty Limited	79 006 468 391
Eye Drive Sydney Pty Limited	98 007 305 179
Eye Mall Media Pty Limited	72 076 870 347
Eye Outdoor Pty Limited	37 097 413 351
Eye Shop Pty Limited	30 083 817 912
Faster Louder Pty Ltd	63 108 083 192
Homemaker Media Pty Limited	39 156 361 536
Inlink Café Pty Ltd	44 148 167 604
Inlink Fitness Pty Ltd	85 153 851 542
Inlink Office Pty Ltd	96 100 091 469
InTheMix dot com dot au Pty Ltd	76 114 153 310
oOh!media Assets Pty Limited	63 103 552 414
oOh!media Café Screen Pty Limited	82 155 476 458
oOh!media Digital Pty Limited	66 082 571 462
oOh!media Factor Pty Limited	64 093 932 588
oOh!media Fly Pty Limited	55 094 425 395
oOh!media Group Pty Limited	96 091 780 924
oOh!media Lifestyle Pty Limited	88 105 665 076
oOh!media Locate Pty Ltd	50 113 793 650
oOh!media MEP Pty Limited	91 103 820 266
oOh!media Office Pty Limited	98 089 615 814
oOh!media Operations Pty Limited	44 094 713 210
oOh!media Produce Pty Limited	57 088 916 616
oOh!media Regional Pty Ltd	80 062 090 653
oOh!media Retail Pty Limited	40 116 539 505
oOh!media Roadside Pty Limited	72 099 303 670
oOh!media Shop Pty Limited	64 107 873 487
oOh!media Street Furniture Pty Ltd	77 000 081 872
oOh!media Study Pty Limited	29 093 233 768
Outdoor Media Operations Pty Limited	84 154 668 087
Outdoor Plus Pty Limited	003 443 463
Qjump Australia Pty Limited	93 126 597 199
Red Outdoor Pty Ltd	41 129 723 075
Sound Alliance Nominees Pty Ltd	119 522 155
Thought By Them Pty Ltd	22 114 949 405

OML's New Zealand subsidiaries

Name of entity	NZ company no.
Calibre Audience Measurement Limited	8149503
oOh!media New Zealand Limited	1553088
oOh!media Retail New Zealand Limited	1105338
oOh!media Street Furniture New Zealand Limited	902243
oOh!media Study New Zealand Limited	1273160

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