



The Entertainment and Education Group

Modern Slavery Statement

Year ended 31 December 2024





Introduction

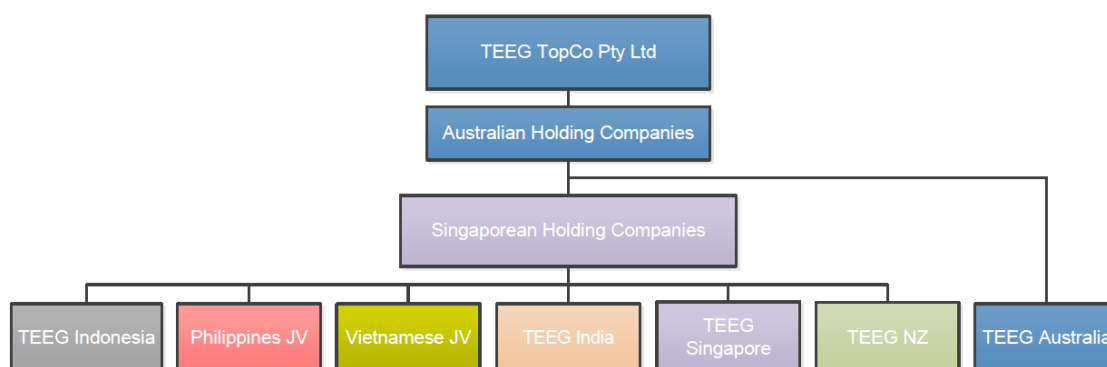
This joint Modern Slavery Statement is prepared by The Entertainment and Education Group ('**TEEG**' or '**the Group**'), comprising TEEG TopCo Pty Ltd (ACN 622 408 422) and its controlled entities, in satisfaction of the reporting obligations imposed under the *Modern Slavery Act 2018* (Cth). The other reporting entities covered by this joint statement are as follows:

- TEEG MezzCo Pty Ltd (ACN 622 412 775);
- TEEG Senior HoldCo Pty Ltd (ACN 622 415 285);
- TEEG BidCo Pty Ltd (ACN 622 416 228); and
- TEEG Australia Pty Ltd (ACN 003 710 110).

TEEG is cognisant that the mitigation of modern slavery risks is important to both its guests and to the community at large. The Group remains committed to mitigating modern slavery risks both in its direct operations and in its supply chains.

Corporate Structure

TEEG's corporate structure comprises a series of holding companies in each of Australia and Singapore, wholly owned, locally domiciled subsidiaries in each of Australia, India, Indonesia, New Zealand and Singapore, and incorporated joint ventures in the Philippines and Vietnam. A simplified corporate structure chart is as follows:



Operations

The Group is a leading provider of entertainment and edutainment services in the Asia-Pacific Region; operating over 350 family entertainment centres across seven countries under the Timezone, Kingpin, Zone Bowling and Play 'N' Learn brands. TEEG employs over 8,500 team members and welcomes over 10 million guests annually.



Timezone venues are amusement game anchored, family entertainment centres that typically range from 500m² to 2,000m² in size. Larger Timezone venues supplement the core amusement game offering with attractions and dedicated party facilities. The first Timezone venue opened in Perth, Australia in 1978 and the Group now operates venues under the Timezone brand across all seven countries in which it has a presence.



Kingpin and Zone Bowling venues are large format, family entertainment centres incorporating bowling, amusement games, attractions, party facilities and a comprehensive food and beverage offering. TEEG currently operates venues under these brands in Australia and New Zealand.



Play'N'Learn is an edutainment concept that is specifically designed to integrate play and educational opportunities through custom built attractions and educational installations. The latest Play'N'Learn venues also incorporate a café and dedicated party facilities. The Group currently operates Play'N'Learn venues in India, Indonesia and the Philippines.

Supply Chain

TEEG's supply chain comprises approximately 4,000 direct suppliers, of whom an estimated 40% by number and 70% by value are based in Australia, New Zealand and Singapore (markets considered to be subject to a lower incidence of modern slavery practices). Despite



this, a number of goods procured by the Group are imported and originate from higher risk jurisdictions.

The key categories of goods and services procured by TEEG continue to be:

- Property;
- Amusement games and attractions;
- Food and beverages;
- Construction materials and services;
- Utilities;
- Redemption stock; and
- Cleaning and maintenance services.

The Group maintains robust procurement practices and actively cultivates positive and transparent working relationships with its suppliers. Where it is reasonably practical to do so, each subsidiary endeavours to source goods and services in its local market.

Price is not the sole determining factor when sourcing goods and services. The quality of such goods and services, the sophistication of the supplier and the supplier's business practices are assessed during the due diligence process.

Suppliers that fail to meet or exceed TEEG's expectations are notified and, if the failure is not promptly and satisfactorily addressed, the relationship with the relevant supplier will be terminated.

Risks of Modern Slavery

The data collated in the Global Slavery Index suggests that, of the countries in which the Group operates, modern slavery is most prevalent in India (with an estimated prevalence of 8.0 persons per 1,000), the Philippines (7.8 persons per 1,000) and Indonesia (6.7 persons per 1,000).¹ Of the goods acquired directly or indirectly by TEEG, electronics (including amusement games, laptops, computers and mobile phones), garments, fish and cocoa are considered to present the highest risk of modern slavery. Of the services acquired by the Group, cleaning services are considered to pose the highest risk of modern slavery.

The risks associated with TEEG's supply chains are mitigated to some extent by:

- the strong expectations imposed upon the Group's employees pursuant to TEEG's policies and procedures including, but not limited to, its code of conduct;
- the Group's active, in-person engagement with potential suppliers and its preliminary due diligence processes;
- TEEG's strong relationships with its tier one suppliers and the transparency that is a key element of these relationships;

¹ Walk Free 2023, The Global Slavery Index 2023, Minderoo Foundation. Available from: <https://walkfree.org/global-slavery-index/>



- the presence of a local head office and management team in each market in which the Group operates;
- the partnership between TEEG and reputable, sophisticated joint venture partners in the Philippines and Vietnam; and
- the ability for team members, suppliers and other eligible whistleblowers to raise concerns about actual or suspected misconduct under the Group's whistleblower policy.

Notwithstanding the foregoing, TEEG acknowledges that modern slavery can afflict any part of the supply chain.

Action Taken During the Reporting Period

Consistent with prior reporting periods, amusement game, attraction and redemption stock suppliers continue to be the key focus of the Group's modern slavery initiatives. This is due to the cumulative value of such goods acquired by TEEG, the fact that electronics have been identified as higher risk and the source markets for these goods. In 2024 the program was expanded to also include construction suppliers as an additional focus area.

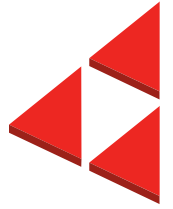
In light of the elevated modern slavery risks associated with electronics, and the fact that a significant proportion of the amusement games acquired by the Group are manufactured in China, a total of eight supplier site inspections were conducted in China during the course of the year at facilities that manufacture electronic amusement games and/or attractions. Site inspections were also conducted at manufacturing facilities operated by construction contractors utilised by the Group in India and Indonesia.

These inspections consisted of a walkthrough of the supplier's facility, discussions with management, and discussions with an employee employed at the relevant facility. Following each site inspection, the TEEG representatives who attended were required to complete and submit a report identifying their key findings and to append the photos taken during the inspection.

The supplier site inspection program continues to be supplemented by the review of independent site audit reports provided by suppliers in key risk areas, such as the production and distribution of redemption stock, and the use of the Group's modern slavery questionnaire.

In 2024 TEEG developed, approved and implemented an ESG framework. The introduction of this framework will ensure that teams across the various countries in which TEEG operates have a clear structure and focus for progressing their ESG activities. The Group's modern slavery program has been included as an integral part of this broader framework.

During the reporting period, TEEG also initiated an evaluation of various third-party supply chain risk assessment platforms. Two platforms have been shortlisted, and supplier matches initiated, to identify the platform that best meets the Group's requirements.



Assessment of the Effectiveness of Action Taken

The effectiveness of TEEG's modern slavery risk mitigation initiatives is assessed periodically through:

- regular meetings of the Group's modern slavery working group;
- benchmarking TEEG's initiatives against those implemented by comparable businesses; and
- independent input from a subject matter expert.

The Group remains committed to the continuous improvement of its modern slavery program.

Some key initiatives identified for 2025 include the expansion of TEEG's supplier site inspection program to selected tier two suppliers, the implementation of a supply chain risk assessment platform and the expansion of the Group's modern slavery working group to include a representative based in Asia.

Consultation and Approval

This statement was prepared following consultation with the Group's Executive Leadership Team (who oversee all entities owned or controlled by TEEG) and the Board of Directors of each reporting entity within the Group. This statement was approved by the Board of Directors of TEEG TopCo Pty Ltd on 26 June 2025.

Ada Wu
Director
TEEG TopCo Pty Ltd
27 June 2025