



NEP GROUP, INC.

MODERN SLAVERY STATEMENT

Reporting Year: 1 January 2025 - 31 December 2025

Statement: NEP Group, Inc. Modern Slavery Statement

Reporting Period: 1 January 2025 – 31 December 2025

Implemented: June 2026

Next Review Date: May 2027

Related Policies: NEP Anti-Slavery and Child Labour Policy
U.S. Complaint Resolution Policy
NEP Whistleblower Policy
NEP Code of Ethics and Business Conduct
NEP Legal Guide for Suppliers

Introduction

This statement sets out the steps that the NEP Group has taken to ensure that modern slavery and human trafficking are not taking place in our business or supply chains. This statement applies to all companies in the NEP Group unless they have chosen to produce their own statement.

This statement is made in accordance with the Modern Slavery Act 2015 (UK), the Modern Slavery Act 2018 (Cth) (Australia) and other modern slavery legislation in countries where NEP operates.

For the Australian reporting entities, this statement is submitted in accordance with the mandatory reporting requirements of the Modern Slavery Act 2018 (Cth) and covers the reporting period 1 January 2025 to 31 December 2025.

Our Organisation's Structure & Operations

NEP Group, Inc. ("NEP Group") is the parent company of an international group of companies offering a variety of equipment, services and media solutions to the broadcast and live event industries around the world. The extent of NEP Group's operations include, amongst other things, outside broadcasts for live sports, studio production, host broadcast support, production services, streaming services, systems integration, centralised production and LED screens for indoor and outdoor events.

NEP is headquartered in the United States and has offices in more than 24 countries.



In the UK, NEP Group carries on business through NEP UK Limited, Creative Technology Limited, NEP Connect Limited, Bowtie Television Limited, NEP Broadcast Solutions UK Limited, Outside Broadcasting Services Limited, Lux Machina Consulting Limited, Halon Entertainment UK Limited, Sports Technology Limited, Creative Technology EME Limited, NEP UK Film I Limited and NEP UK & Ireland Group Limited.

In Australia, NEP Group carries on business through NEP-GTV HoldCo Pty Ltd, NEP Australia Pty Ltd, CT GROUP ANZ Holding Pty Ltd and NEP Live Events Pty Ltd ("**NEP Australia**")

Our Supply Chains

The global nature of the NEP Group's business means that our supply chain is extensive and varied. Where possible, we use preferred suppliers for both our equipment and services requirements, carrying out due diligence and seeking to include appropriate contractual terms in supply contracts.

NEP Australia procures goods and services from a range of suppliers in support of its broadcast and live event operations in Australia. These suppliers span the technology hardware, broadcast equipment, visual production, temporary power, and technology distribution sectors. The global nature of the supply chains underpinning these industries - particularly the sourcing of electronic components and hardware from Southeast Asia and China - means that modern slavery risk cannot be assumed to be absent, even where our direct commercial relationships are with reputable entities.

Risks of Modern Slavery Practices in Our Operations and Supply Chains and Actions Taken to Address Those Risks

Overview

NEP Group recognises that certain suppliers in the equipment manufacturing sector carry a higher inherent risk of modern slavery practices, particularly where offshore manufacturing or component sourcing involves jurisdictions with weaker labour protections and enforcement frameworks. NEP Group recognises that certain suppliers in the equipment manufacturing sector are at a higher risk generally of utilising forced labour practices, particularly given some of the offshore suppliers are in jurisdictions known for having a higher risk of modern slavery practices.

For the reporting year ended 31 December 2025, NEP Australia conducted a structured desktop risk review of its five highest-priority suppliers, identified through a spend-based analysis of its supplier base. The methodology and findings of this review are set out below.

Selection Methodology

To identify the suppliers most relevant to our modern slavery risk assessment for the reporting year ended 31 December 2025, we undertook a spend-based analysis of our supplier base for the reporting period. We consider spend to be an appropriate primary selection criterion as it



reflects the depth of our commercial relationships and the relative influence we are able to exercise over supplier conduct.

Following the identification of our largest suppliers by spend, we applied a risk-based exclusion process to remove suppliers whose nature of engagement presented a low inherent risk of modern slavery or forced labour. The following categories of supplier were excluded on this basis:

- **Commercial landlords** - suppliers whose primary relationship with our organisation is the provision of commercial premises under lease arrangements were excluded on the basis that standard commercial leasing arrangements in Australia do not typically present the characteristics most closely associated with modern slavery risk, such as vulnerable workforce engagement, complex sub-contracting, or high-risk geographic sourcing.
- **Travel Management Companies (TMCs)** - Two TMCs (Company G and Company H) were identified as significant spend suppliers; however, the expenditure recorded against these entities represents payments made to underlying travel service providers (including airlines, hotels, and ground transport operators) that are intermediated through the TMCs in their capacity as booking agents. The spend attributed to these entities does not therefore reflect the TMCs' own commercial operations or workforce, and accordingly the TMCs themselves were excluded from the desktop review. We acknowledge that the underlying travel service providers accessed through these TMCs may carry their own modern slavery risk profiles, and we intend to consider this area further in future reporting periods as our programme matures.

We also noted the presence of Company F, our electricity retailer, among our top-spend suppliers. While Company F's parent entity operates across global supply chains that carry documented modern slavery risks, our commercial relationship with Company F is as a retail electricity customer in the Australian regulated energy market, which affords us limited supply chain visibility or commercial leverage. Accordingly, Company F was assessed as presenting a lower direct modern slavery risk in the context of our specific engagement and will be considered for further review in future reporting periods as our modern slavery programme matures.

The five suppliers selected for desktop review are those assessed as presenting the most material modern slavery and forced labour risk having regard to their industry sector, geographic footprint, and supply chain complexity.

Supplier Risk Assessments

Each supplier was assessed against the following risk dimensions: sector and industry risk, geographic risk, supply chain complexity, workforce vulnerability, and corporate governance and compliance maturity.



1. Specialist broadcast production technology and hardware supplier (Company A) — Overall Risk Rating: Medium-High

Company A is a supplier of professional broadcast production technology and hardware. The principal modern slavery risks associated with this supplier relate to the complexity of its global electronics hardware supply chain, including the sourcing of components - such as semiconductors, circuit boards, and cabling - from manufacturers in Southeast Asia and China. These regions carry elevated risks of forced and child labour, particularly in upstream mineral extraction, including cobalt, tin, tantalum, and tungsten (commonly referred to as conflict minerals or "3TG"). Company A is subject to EU non-financial reporting requirements, and the EU Corporate Sustainability Due Diligence Directive (CS3D) will apply to entities of its scale as it comes into force. However, limited specific modern slavery policy documentation was identified in our desktop review. We have identified this supplier for priority engagement, including the issue of a modern slavery supplier questionnaire and a request for conflict minerals sourcing documentation.

Key risks identified:

- Conflict minerals in hardware components sourced through multi-tier global supply chains
- Forced and child labour risk in upstream component manufacturing in Southeast Asia and China
- Limited public-facing transparency on sub-tier supplier practices

Actions planned: Issue modern slavery supplier questionnaire; request conflict minerals / Reasonable Country of Origin Inquiry (RCOI) documentation; request Supplier Code of Conduct; include modern slavery warranty clause in contract at next renewal.

2. Australian subsidiary of a global electronics and entertainment conglomerate (Company B) — Overall Risk Rating: Medium

Company B is the Australian subsidiary of a global electronics and entertainment conglomerate. The inherent modern slavery risk associated with Company B's global supply chain is high, given the complexity of electronics manufacturing, the use of migrant and contract labour in manufacturing facilities across Southeast Asia and China, and the sourcing of minerals from high-risk regions.

NEP's CSRD Double Materiality Assessment noted that allegations of modern slavery had been made against agents connected with Company B's factory in Malaysia, and that Company B has confirmed their electronics manufacturing supply chain is an area at higher risk of slavery and human trafficking in their own Modern Slavery Act statement. This finding from the prior reporting period has been carried forward into the current year's risk assessment and reinforces the medium-high inherent risk rating for this supplier.

However, Company B has well-established governance frameworks, including a Supply Chain Code of Conduct, a Responsible Minerals Sourcing Policy, membership of the Responsible



Business Alliance, and a programme of third-party social compliance audits. Company B is itself a reporting entity under the Modern Slavery Act 2018 (Cth) and has submitted modern slavery statements to the Modern Slavery Statements Register. Accordingly, while the inherent risk is high, the residual risk is assessed as medium, reflecting the maturity of Company B's existing compliance frameworks.

Key risks identified:

- Manufacturing labour risks in Chinese and Southeast Asian factories, including excessive overtime, restricted movement, and debt bondage
- Conflict minerals in electronics components (cobalt from the DRC, tin from Indonesia)
- Documented allegations regarding Company B's manufacturing operations (identified in prior year CSRD assessment)
- Risk of forced student labour in electronics manufacturing in China

Actions planned: Obtain and review Company B's most recent Modern Slavery Statement from the Modern Slavery Statements Register; request confirmation that products supplied to NEP Australia are sourced from audited facilities; include modern slavery warranty clause in contract at next renewal.

3. Australian SME specialising in visual production technology for live events and broadcast (Company C) — Overall Risk Rating: Medium

Company C is an Australian private company specialising in LED screens, lighting, and visual production technology for event and broadcast applications. Its direct Australian operations present a relatively low inherent risk of modern slavery. However, the LED panels and lighting hardware central to its business are predominantly manufactured in China, where documented labour rights concerns - including excessive working hours, restricted movement of workers, and use of forced labour - have been identified in manufacturing regions including Shenzhen. As an Australian SME, Company C is likely below the \$100 million annual turnover threshold for mandatory reporting under the Modern Slavery Act 2018 (Cth) and may not have formalised modern slavery governance. This places a greater due diligence responsibility on NEP Australia as the reporting entity to assess and document the risks associated with this supplier relationship.

Key risks identified:

- LED screen and lighting hardware predominantly manufactured in China, a high-risk jurisdiction for labour exploitation
- Limited formal modern slavery governance as an SME below the mandatory reporting threshold
- Limited supply chain visibility beyond Tier 1 (Company C) to the hardware manufacturers



Actions planned: Issue modern slavery supplier questionnaire; request identification of primary hardware manufacturers and any available supplier assurances; include modern slavery warranty clause in procurement contract.

4. Australian subsidiary of a global industrial equipment hire and services provider (Company D) — Overall Risk Rating: Medium

Company D is the Australian subsidiary of a global industrial equipment hire and services provider. The principal modern slavery risks associated with this supplier relate to its global equipment supply chains - particularly diesel engine and electrical component manufacturing - and its operations in high-risk geographies including sub-Saharan Africa and parts of Asia. The transparency of Company D's parent entity's public ESG and modern slavery reporting has reduced in recent years. However, Company D has submitted modern slavery statements to the Modern Slavery Statements Register as a reporting entity under the Modern Slavery Act 2018 (Cth).

Key risks identified:

- Generator manufacturing supply chains involving diesel engines and electrical components sourced from global supply chains including China and Southeast Asia
- Reduced public ESG and modern slavery reporting transparency from parent entity
- Global operations in high-risk geographies (sub-Saharan Africa, parts of Asia)

Actions planned: Obtain Company D's most recent Modern Slavery Statement from the Modern Slavery Statements Register; request a direct supplier attestation regarding current modern slavery risk management practices; include modern slavery warranty clause in contract at next renewal.

5. Australian SME distributor of professional audio-visual and technology products (Company E) — Overall Risk Rating: Low-Medium

Company E is an Australian private company operating as a distributor of professional audio, video, and technology products. Its direct operations - primarily sales, distribution, and logistics in Australia - present a low inherent modern slavery risk. The primary risk associated with this supplier arises upstream, in the manufacturing supply chains of the original equipment manufacturers (OEMs) whose products Company E distributes. These OEMs manufacture goods in jurisdictions including China, Japan, and Southeast Asia, which carry varying levels of modern slavery risk. As a distributor, Company E has limited direct control over the labour practices of the OEMs it represents, and as an Australian SME potentially below the mandatory reporting threshold, its own modern slavery governance may not be formalised.

Key risks identified:

- Upstream OEM manufacturing risk in China and Southeast Asia



- Limited distributor control over OEM labour practices
- Potentially limited formal modern slavery governance as an SME

Actions planned: Issue modern slavery supplier questionnaire; request modern slavery statements or supplier codes of conduct from key OEM principals; include modern slavery warranty clause in procurement agreement.

Summary Risk Matrix

Supplier	Sector Risk	Geographic Risk	Supply Chain Complexity	Governance Maturity	Overall Rating
Company A	Medium-High	Medium-High	High	Medium	Medium-High
Company B	High	High	High	Low-Medium	Medium
Company C	Medium	Medium-High	Medium	Medium-High	Medium
Company D	Medium	Medium-High	Medium	Low-Medium	Medium
Company E	Medium	Medium	Medium	Medium-High	Low-Medium

Key Risks Identified Across the Supply Chain

The key modern slavery risks identified in our Australian supply chain for the reporting period are:

- **Electronics and hardware manufacturing** – forced and child labour risks in component manufacturing and mineral extraction across Southeast Asia and China, affecting Company A, Company B, Company C, and Company E
- **Conflict minerals** – use of tin, tantalum, tungsten, gold, and cobalt in electronics hardware, with upstream sourcing risk from conflict-affected regions, primarily affecting Company A and Company B
- **Complex, multi-tier supply chains** – limited visibility beyond Tier 1 suppliers, particularly for Company A and Company B, where supply chains involve numerous component suppliers across multiple jurisdictions
- **SME supplier governance gaps** – Company C and Company E, as Australian SMEs potentially below the mandatory reporting threshold, may not have formalised modern slavery risk management frameworks, placing greater due diligence responsibility on NEP Australia



- **Reduced parent entity transparency** – Company D’s parent entity’s transition has reduced the volume of publicly available ESG and modern slavery information, necessitating direct supplier engagement

Based on our assessment of our operations and supply chains as relates to the risk of forced labour or child labour being used, we did not identify any instances of child or forced labour. Accordingly, no steps were required to remediate child or forced labour, or the loss of income associated with remediation efforts.

Modern Slavery Supplier Questionnaire Programme

For the reporting year ended 31 December 2025, NEP Australia has developed a formal Modern Slavery Supplier Questionnaire to be issued to its five priority suppliers identified through the desktop risk review described above. The questionnaire covers organisational information, policies and governance, supply chain and sourcing practices, workforce practices, and audit and certification status. Responses will be reviewed and used to inform NEP Australia’s modern slavery risk assessment in subsequent reporting periods.

Policies on Slavery and Human Trafficking

The NEP Group is committed to continuing to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery policy, which has been in place since 2017, reflects our commitment to act ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls with a view to ensuring that there is no slavery or human trafficking anywhere in our supply chains. These aims are also supported by many of our other existing policies including those relating to ethical conduct and equality and diversity and by the annual modern slavery statement that has been published in the UK since 2017.

In 2020, NEP Group released an update to the NEP Code of Ethics and Business Conduct Policy, NEP Bribery Policy, NEP Sanctions and Money Laundering Policy and a new NEP Competition Law Policy. Training on these Policies has been delivered by our Chief Compliance Officer and the compliance team. All of these Policies were also translated into relevant local languages. In addition, a NEP Whistleblowing Policy, with externally managed anonymous hotline, has been embedded to allow employees and third parties to anonymously report wrongdoing in complete confidence.

In 2022, NEP Group carried out work with its business in Australia to ensure compliance with modern slavery laws as well as other important integrity and compliance topics such as bribery, competition, and published its first statement in June 2022.

NEP Legal Guide for Suppliers

In March 2023, the NEP Group implemented the ‘NEP Legal Guide for Suppliers’ (“Guide”). The Guide helps suppliers understand their obligations to the NEP Group and any and all of its subsidiaries when performing work for them. As part of the Guide, NEP Group requires all



contractors, suppliers and business partners to comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes in force at any part of that party's supply chain. The Guide also expressly sets out that suppliers, contractors and business partners must not support, engage or require any forced labour, the use of child labour, bonded labour, indentured labour and prison labour, and requires suppliers, contractors and business partners to report any possible occurrence of modern slavery, human trafficking or illegal labour practices to NEP (including by granting access to NEP's anonymous hotline).

Environmental, Social and Governance (ESG) Programme

In 2024, NEP Group commenced work on its Global Environmental, Social and Governance ("ESG") program. This will achieve compliance with the European Union Corporate Sustainability Reporting Directive ("CSRD") when it is in force, which will require detailed assessment of, and reporting on, metrics related to many ESG topics across CSRD, including workers in the supply chain.

Since the last statement, NEP Group completed its CSRD Double Materiality Assessment, a comprehensive, methodical review of its global business across all ESG topics. As part of this, NEP assessed the risk of forced labour in its value chain and looked in particular at one of its key suppliers, Company B, noting that allegations of modern slavery had been made against agents connected with Company B's factory in Malaysia. NEP Group subsequently worked with consultants to complete a detailed Gap Analysis and Roadmap focused on the following actions:

- Processes for engaging with value chain workers about impacts;
- Processes to remediate negative impacts and channels for value chain workers to raise concerns;
- Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions; and
- Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.

The NEP Group is working to address the outcome from the detailed Gap Analysis and Roadmap by launching a series of global initiatives to ensure it is making a genuine difference in the most impactful areas. The NEP Group is continuing to develop additional policies, contractual requirements, procedures and training with a view to preventing modern slavery in its supply chain, and will continue to improve its due diligence procedures and to raise awareness of modern slavery among colleagues and partners.

Assessing Effectiveness

NEP Australia recognises that its modern slavery programme is developing and maturing. For the reporting period, we assessed our effectiveness by reference to the following indicators and planned improvements:



Action	Status	Notes
Structured spend-led desktop risk review of top 5 Australian suppliers	Completed	First time conducted for Australian entity at this level of detail
Risk-based exclusion methodology documented	Completed	Landlords, TMCs, and electricity retailer excluded with documented rationale
Modern slavery supplier questionnaire developed	Completed	To be issued to all five priority suppliers in Q2 2026
Contractual modern slavery warranty clause developed	Completed	To be incorporated at next contract renewal for all five priority suppliers
Review of published modern slavery statements (Company B, Company D)	Planned - Q2 2026	Available on Australian Home Affairs register
Request for conflict minerals documentation (Company A, Company B)	Planned - Q3 2026	
Consideration of Company F for future review	Planned - 2026 reporting year	
Internal modern slavery awareness training for procurement staff	Planned - 2026	
Review of travel supply chain risks (airlines, hotels, ground transport via TMCs)	Planned - 2026 reporting year	

In future reporting periods, NEP Australia intends to track supplier questionnaire response rates, monitor the implementation of any corrective action plans arising from supplier engagement, and report on the outcomes of any supplier audits conducted as further measures of effectiveness.

Consultation

This statement has been prepared by NEP Group in consultation with the entities with whom we make this joint statement, being the UK and Australian subsidiaries set out under 'Our Organisation's Structure & Operations'. NEP Group discussed details of the Modern Slavery Act 2018's reporting requirements and information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates. Note however, for Australia, that NEP-GTV HoldCo Pty Ltd and CT GROUP ANZ Holding Pty Ltd are holding companies and do not enter into contracts for the provision or receipt of goods and services themselves.

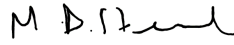


Approval and Sign-Off

This statement covers the reporting period 1 January 2025 to 31 December 2025 and is approved on behalf of the Board of Directors of NEP Group, Inc.

This statement is approved and signed by Martin Stewart in his role as Chief Executive Officer on: May 28, 2026

Signed:

Signed by:

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Martin Stewart

CEO

NEP Group, Inc.