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ROLLER

Modern Slavery Statement FY2025

Reporting period: 1 July 2024 to 30 June 2025
Reporting entity: Roller Networks Pty Ltd (ACN 138 422 607)
Prepared under section 13 of the Modern Slavery Act 2018 (Cth)

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Statement and approval from the CEO

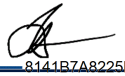
At ROLLER, our mission is to bring more joy to the world. We do that by building software that helps attractions and leisure venues create great experiences for their guests. A world with more joy is also a world where every person is treated with dignity, which is why we take the issue of modern slavery seriously.

Modern slavery, including forced labour, debt bondage, human trafficking, the worst forms of child labour, and deceptive labour recruitment, is an attack on human dignity. We do not tolerate it in our own operations, and we expect the same standard from every supplier, partner, and contractor who works with us.

This is ROLLER's first modern slavery statement. This statement sets out the steps we have taken during FY2025 to identify, assess, and address the risks of modern slavery in our operations and supply chains. It describes our structure, where we think the real risks sit, what we have done about them, and how we are measuring whether those actions are working. We know this work is never finished, and we acknowledge we have a way to go in building a more formal structure around modern slavery in our operations. The commitments in this statement reflect our starting point and the direction we intend to keep moving in.

This statement is made under section 13 of the Modern Slavery Act 2018 (Cth) and addresses each of the mandatory criteria in section 16. It was approved by the Board of Roller Networks Pty Ltd, as its principal governing body, on 6th November 2026.

DocuSigned by:



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Luke Finn
Chief Executive Officer and Director, Roller Networks Pty Ltd

Date: 6th November 2026.

Contact: Roller Networks Pty Ltd, L5, 101 Moray Street, South Melbourne VIC 3205, Australia · legal@rollerdigital.com

FY2025 at a glance

3,000+
attractions and leisure venues

30+
countries

3
regions: APAC, EMEA and AMER

4
entities covered by this statement

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01 Reporting entity, structure and operations

Structure

This statement is made by Roller Networks Pty Ltd (ACN 138 422 607) (**ROLLER**) for the year 1 July 2024 to 30 June 2025. ROLLER is an Australian private company, founded and headquartered in Melbourne. It covers ROLLER and the entities it owned or controlled during FY2025, shown below.

Governance

The Board of Roller Networks Pty Ltd is responsible for modern slavery risk, and the CEO is accountable for putting this statement's commitments into action. Day-to-day oversight has been delegated to the executive team. The People & Culture function leads workforce-related risk, and our Melbourne-led Finance, Product and Finance Enterprise Technology team leads group supplier and procurement risk. Corporate Development and Legal counsel advise on both streams.

Operations

ROLLER is a software-as-a-service (SaaS) business. Our cloud-based venue management platform covers ticketing, point of sale, payments, memberships and related tools for more than 3,000 attractions and leisure venues in over 30 countries.

Our people work in engineering, sales, customer support and corporate functions. They are mostly permanent, salaried employees on written contracts, paid through regulated payroll systems.

ROLLER operates across three regions: APAC, EMEA and AMER.

Entities covered by this statement

Roller Networks Pty Ltd
AUSTRALIA · ACN 138 422 607

Parent company and reporting entity, headquartered in Melbourne with an office in Sydney.

Roller Networks Australia Pty Ltd
AUSTRALIA · ACN 152 533 278

Staff based in Melbourne and Sydney, with contracted and EOR-employed staff in Bosnia and Herzegovina.

Roller Networks USA Inc.
UNITED STATES · 83-1117489

Staff based across the US, mainly in Texas and California, with EOR-employed staff in Costa Rica.

Roller Networks Limited
UNITED KINGDOM · CO. NO. 11428606

Staff based in London.

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Product lines and revenue streams

ROLLER's product lines and revenue streams in FY2025 can be grouped into three categories:



SOFTWARE AS A SERVICE

Subscription fees for ROLLER's cloud-based venue management platform, including ticketing, point of sale, memberships, gift cards, digital waivers and guest experience tools. This is ROLLER's core revenue stream.



ROLLER PAYMENTS

Integrated payment processing for venues using the ROLLER platform, delivered with established payment partners. ROLLER earns revenue from the transactions processed through the platform.



HARDWARE AND MARKETPLACE

Point-of-sale terminals, self-serve kiosks, card readers and printers sold to venues, directly or through ROLLER's hardware marketplace. Hardware is sourced from established multinational manufacturers and distributors.

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02 Our supply chains

Being a technology business, our supply chain is mostly services rather than manufactured goods. Most first-tier spend is with large technology and professional services firms in Australia, the United States, the United Kingdom and the European Union.

Hardware is part of our supply chain. The bulk of our hardware is sourced from first-tier multinational organisations that are themselves within the scope of modern slavery legislation.



Cloud infrastructure and SaaS

WHAT WE BUY

Hosting, data and analytics, monitoring, security, collaboration and CRM tools

MAIN RISK

Data centre construction and maintenance labour



Hardware

WHAT WE BUY

Staff laptops and peripherals; customer kiosks, terminals and POS hardware

MAIN RISK

Component and electronics manufacturing in higher-risk regions



Professional services

WHAT WE BUY

Legal, accounting, recruitment and consulting

MAIN RISK

Subcontracted back-office work



Facilities, marketing and events

WHAT WE BUY

Office cleaning, security, catering, SWAG and other marketing merchandise

MAIN RISK

Labour hire, cleaning and textile supply chains

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03 Modern slavery risks

We consider the risk of modern slavery in our operations and supply chains to be low, based on the nature of the services we provide, the jurisdictions we operate in and the labour management practices we apply across our skilled workforce.

Most of our people work in countries with established labour laws and regulators. Our workforce is skilled and mostly permanently employed, and we do not run manufacturing, warehousing or other high-risk labour environments. Our staff in Bosnia and Herzegovina and Costa Rica are employed through employer of record (EOR) providers on contracts whose terms we control, with pay set at local market rates.

Despite this, the following areas of ROLLER's supply chain have been identified as higher risk from a modern slavery perspective:

1 Industry / product

Electronics and hardware

Raw material extraction and component assembly for electronics and hardware happen in regions with documented forced labour.

2 Labour arrangements

Cleaning, security and merchandise

These are recognised high-risk sectors. They rely heavily on migrant and female workers, often engaged through labour hire arrangements, and merchandise is often made in countries with low-cost labour.

3 Geography

Geography of labour

The risk of modern slavery is higher in countries with weak labour protections or rule of law, high levels of poverty, or exposure to conflict and displacement.

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04 Actions taken to assess and address risks

During FY2025

During FY2025, our actions focused on our own workforce. We verified every new hire's right to work (directly, or through our EOR providers for staff they employ), engaged staff on written contracts that complied with local law, and did not charge candidates recruitment fees.

The vast majority of our key supplier relationships are with leading multinational companies that are themselves subject to modern slavery laws. We have taken their published modern slavery statements, and their own obligations under modern slavery laws, into account when assessing the risk these relationships pose.

Supplier review

In preparing this statement, we assessed the modern slavery risks set out in section 03 and reviewed the modern slavery disclosures published by our infrastructure, sub-processor and hardware suppliers. This tells us that most of these suppliers (16 of 19) publish their own modern slavery statement. We will follow up with the suppliers that have no current published statement, starting with those in higher-risk categories.

Remediation

We did not identify any cases of modern slavery in our operations or supply chains during FY2025. If we do, we will act promptly to protect the people affected and seek advice from our Legal counsel on the appropriate response. We will then investigate, work with the supplier on remediation, and report what happened in our next statement.

16 of 19

infrastructure sub-processors and hardware suppliers publish a modern slavery statement

Our review covered infrastructure, sub-processor and hardware suppliers. Most publish statements under the Australian and/or UK Modern Slavery Acts.

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05 Assessing effectiveness

Our reliance on large, tier 1 suppliers that run their own modern slavery programs has significantly reduced our supply chain risk. We consider this an effective control for our stage of business.

As a company, we understand we cannot rely on the actions of others, and we acknowledge that ROLLER is at the beginning of its modern slavery journey. FY2025 is our baseline for improvement.

By the end of FY2027, we will assess the effectiveness of our actions against these measures: the proportion of new and renewed supplier contracts that include modern slavery clauses; completion of risk-based due diligence for higher-risk suppliers; modern slavery training completion rates for relevant roles; and the number, nature and outcome of concerns raised through our whistleblower and grievance channel. We will report against these measures in each future statement.

FY2025

is our baseline year. We will report progress against our action plan in each future statement.

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06 Consultation and next steps

Consultation

ROLLER operates as one integrated group with shared leadership, people, legal and finance functions. Procurement for every entity in the group is run centrally by our global Finance, Product and Enterprise Technology team, whose leadership is based in Melbourne, Australia, and most of our staff outside Australia work in Go-To-Market roles. Our values and focus are aligned across all entities, and our priorities for combating modern slavery are the same across the group.

Action plan



01

Supplier code of conduct

Adopt a supplier code of conduct and add modern slavery clauses to our standard supplier contracts.



02

Risk-based due diligence

Put in place due diligence for higher-risk suppliers: hardware, facilities, merchandise and AI providers.



03

Whistleblower channel

Adopt a whistleblower policy and set up a confidential whistleblower and grievance channel, open to staff, contractors and supplier workers, that expressly covers modern slavery.



04

Training

Train staff across Go-To-Market, Finance, Corporate Development and procurement roles.

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