

Modern Slavery Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It outlines the steps taken by NEC Group¹ during the financial year ended on 31 March 2026 (“FY26”) as part of our commitment to uphold and implement high standards of governance and ethical behaviour across our business.

We are committed to ensuring that slavery is not taking place in any part of our operations or, to the maximum extent possible, in any of our supply chains and to acting ethically and with integrity in all of our business relationships.

Our business

NEC, the nation’s experience capital, is the UK’s leading live events business operating at scale across exhibitions, conventions, and arenas. Our five venues include the NEC, ICC, bp Pulse LIVE, Utilita Arena Birmingham and the VOX Conference Centre.

During FY26 our business was organised into three business units:

- (i) **Exhibitions** – which operates the NEC, the UK’s largest exhibition venue which hosts on average 151 large-scale events annually;
- (ii) **Conventions** – which operates the ICC and the VOX Conference Centre, high-quality, flexible conference venues with scaleable capacity delivering all types of events and live experiences from national conferences and regional sales meetings to immersive AGMs and intimate board meetings; and
- (iii) **Arenas** – which operates bp Pulse LIVE and Utilita Arena Birmingham, two of the busiest, large scale indoor entertainment venues in Europe, welcoming everything from music, sport and comedy to family entertainment and live theatre.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or our business.

We also adhere to standards of responsible conduct and train employees to treat each other with respect, and to adhere to laws, regulations, and standards such as those referenced above.

Due diligence processes for slavery and human trafficking

We have a zero-tolerance approach to slavery and human trafficking. As part of the NEC Group’s due diligence process to identify and mitigate risks related to slavery and human trafficking, we put in place systems to:

- (i) Identify and assess potential risk areas in our supply chains;
- (ii) Mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- (iii) Monitor potential risk areas in our supply chains.

In addition, we have established policies and procedures in place to protect whistleblowers.

¹ References to NEC Group in this statement are to LHTCA New Holdco Limited (a Jersey company) and its subsidiary companies, including The National Exhibition Centre Limited (UK company registration number 979395).

Supplier adherence to our values

We work with many suppliers of goods and services, event organisers, concert promoters and operational support partners. To ensure that our supply chains comply with our policies, we continue to develop our supplier due diligence processes and require suppliers to provide compliance information as part of our tender and other purchasing processes.

Our purchasing arrangements require suppliers to comply generally with all applicable laws and statutory requirements. They also include contractual commitments relating to tackling the risk of bribery, corruption, and tax evasion in our supply chains.

We have a compliance team in relation to this policy, which consists of involvement from People, Finance and Legal teams within NEC Group.

Our effectiveness in combating slavery and human trafficking

In line with our commitment to treat people fairly and to ensure that there is no slavery or human trafficking in our business, we are always looking to improve our processes and systems. In FY26, we carried out the following action:

- (i) We outsourced our food and beverage operations to Levy UK & Ireland, part of the Compass Group, one of the world's leading providers of food services, operating in over 25 countries, with a passionate commitment to doing the right thing;
- (ii) We have completed an annual review of our Anti-Slavery and Human Trafficking Policy; and
- (iii) We have introduced a refreshed 'new supplier set-up process' which includes compliance questions relating to modern slavery to ensure that modern slavery issues are considered by colleagues when commencing new supplier relationships.
- (iv) Linked to (iii) above, we have also introduced a new supplier due diligence questionnaire which requires new suppliers to answer questions relating to modern slavery, business integrity and code of conduct compliance. The purpose of the information request is to help with our due diligence to assess compliance risks including the risk of modern slavery and human trafficking in our supply chains.

Training

To ensure a high level of understanding of the risks of slavery and human trafficking in our supply chains and our business, we provide training to relevant colleagues via our online training platform and monitor completion levels across the business on a monthly basis.

Board Approval

This statement was approved by the Board of Directors on 24 July 2026.

Paul Reeve

CEO, NEC