

HOSTELWORLD GROUP PLC - MODERN SLAVERY ACT STATEMENT

INTRODUCTION

At Hostelworld Group plc, we believe we have a responsibility to ensure that our business is conducted responsibly and to take appropriate steps to identify and manage human rights, slavery, servitude, and human trafficking risks in our business and supply chains.

This statement is published on behalf of Hostelworld Group plc and its subsidiaries ("**Hostelworld**") in line with the UK's Modern Slavery Act 2015 (the "**MSA**").

ORGANISATION'S STRUCTURE AND SUPPLY CHAIN

Hostelworld operates the world's leading hostel-focused online booking platform, offering a simple, comprehensive booking experience and facilitating transactions between customers and suppliers of hostels and other budget accommodation.

Hostelworld Group plc's registered office is in Birmingham, and the group's principal place of business is in Dublin, Ireland. The group also has offices in the UK, China, Australia and Portugal.

We own and operate customer-facing websites and apps through Hostelworld, our flagship and leading brand. Hostelworld.com Limited is the principal group operating company.

Hostelworld provides an online booking platform for accommodation providers, rather than serving as a tour operator or accommodation provider itself. Hostelworld does not directly provide, and is not responsible for, the provision of accommodation. It facilitates the processing and booking of accommodation and some travel services between the customer and the accommodation and/or travel services provider.

We consider our direct supply chains to be relatively low-risk, as they are not labour-intensive and primarily involve the procurement of IT services, hardware and software, marketing, and other professional services.

UNDERSTANDING OUR SUPPLY CHAIN

In summary, as part of our initiatives to identify and manage risk:

- We continuously look to improve our systems to better (a) identify, assess and monitor potential higher risk areas in our direct supply chains and business, (b) mitigate the risk of slavery, human trafficking and human rights violations occurring in our supply chains by conducting detailed vendor due diligence exercises and through enhanced contract terms (to the extent appropriate and obtainable), (c) train our employees as to these risks and the need to manage them and (d) protect whistle blowers.



- Where possible, we build long-standing relationships with our key suppliers and ensure that expectations of appropriate and compliant business behaviour are clear and consistent.

OUR POLICIES

Hostelworld has a number of policies to ensure that our business is conducted responsibly, these include:

- Employee Code of Conduct
- Anti-Bribery and Corruption Policy
- Whistleblowing Policy

We have also put in place an Anti-Slavery Policy, which seeks to identify and manage human rights, slavery, servitude and human trafficking risk in our business and supply chains.

Hostelworld sources employees only directly or through reputable employment agencies. In addition, our recruitment procedures include verifying that potential employees are legally eligible to work in the relevant jurisdiction.

The Whistleblowing Policy sets out how a colleague can raise a concern, how Hostelworld will respond, and how the rights of colleagues who raise a concern (and also those who are the subject of reports) are protected. We have an independent whistleblowing hotline that all staff can access confidentially if they are not able to report a concern internally.

IMPLEMENTATION

A contractual clause on the MSA was included within contracts with accommodation providers in November 2016, and a similar clause has been extended to affiliate contracts we put in place with third parties who direct traffic to our website. Likewise, Hostelworld's standard purchasing terms and conditions (as implemented in 2020 and reviewed and updated annually) include a contractual clause requiring suppliers to comply with applicable provisions of the MSA.

All employees receive information on Group policies on joining. Our people are expected to abide by our general Code of Conduct, which outlines specific principles of behaviour all colleagues are expected to display at all times in the key areas of integrity, confidentiality, lawful behaviour and disclosures of interests.

The Chief People Officer and his team provide training to educate on the importance of implementing and enforcing effective systems to ensure slavery and human trafficking is not taking place in our supply chain. Management, who are the staff typically engaged in the procurement of goods and services, will be given additional training to aid their understanding of the signs of modern slavery and to outline what to do if their suspicions about its existence are raised. Management at all levels are responsible for ensuring that those reporting to them are aware of the issue of modern slavery and understand and comply with this policy.

MONITORING AND REPORTING

If issues related to modern slavery are identified, they will be reported immediately to the Company Secretary and escalated to the Board of Directors. We will continue to review the effectiveness of the steps we are taking to combat modern slavery within our business and our supply chain.

This statement will be reviewed annually and published on our website.

BOARD APPROVALS

The board of Hostelworld Group plc approved this statement on 24 March 2026.



Gary Morrison
Hostelworld Group plc

Date: 24 March 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the financial year ended 31 December 2025.