

ASX Announcement

G8 Education Limited
(ASX:GEM)



4 December 2025

MARKET UPDATE

Further charges laid against former employee Joshua Dale Brown

G8 Education Limited (G8 Education, ASX:GEM) has been advised that further criminal charges have been laid against former employee Joshua Dale Brown in connection with his employment at three non-G8 Education centres. Some of the additional charges also relate to his employment at Creative Garden Point Cook.

Since the original charges against Mr Brown were laid in July 2025, G8 Education has worked collaboratively with Victoria Police and the Victorian Government as part of their ongoing investigations into Mr Brown. G8 Education will continue to do everything it can to give authorities the best chance of achieving justice for the children and families involved.

Managing Director and CEO, Pejman Okhovat, said that G8 Education is horrified by the distressing nature of the new charges and is working closely to support families and team members at this difficult time.

At G8 Education, the safety and wellbeing of every child in our care is our highest priority. It is a responsibility shared by every member of the G8 Education team, and one that sits at the heart of everything we do.

More information from the Victorian Police can be found [here](#).

Further information is also available in the Appendix to this update and on [G8 Education's website](#).

ENDS

This document has been authorised for release by the Board of Directors.

For further information, contact:

Investors investor.relations@g8education.edu.au	Media media@g8education.edu.au
--	--

For personal use only

ASX Announcement

G8 Education Limited
(ASX:GEM)



Appendix

Safety, First and Always

G8 Education prides itself on putting safety first and always and does not tolerate any behaviour that compromises the safety or wellbeing of children. G8 Education welcomes the recent and ongoing inquiries into the early childhood education and care sector and the regulatory reforms that have been introduced.

The following child safe policies and procedures are already in place in all G8 Education centres, including:

- Prohibiting personal devices in rooms in centres.
- Delivering thorough and ongoing education and training with centre teams, including in respect of Child Safety and Child Safeguarding.
- Providing physical and online environments that promote child safety and wellbeing, including investment in cyber security measures.
- Committing to undertaking all required team member reference and background checks, including confirming that valid Working with Children Checks (WWCC) are in place during employment and that all Early Childhood Teachers hold state specific teacher registration.
- Supporting team members, as legally designated Mandatory Reporters, to report any disclosure, concern or reasonable suspicion that a child is experiencing harm or if they are at risk of harm.
- Actively encouraging the confidential and anonymous reporting of any concerns related to reportable conduct, in accordance with our Whistleblower Policy.

G8 Education is committed to continuous improvement in its policies and processes, as well as improving its practices, and is taking the following actions:

- We have expanded the use of individual learning plans (ILPs) in our centres, giving parents greater choice over their child's care, including providing preferences on who supports their child's personal care routines, including nappy changes and toileting.
- We are accelerating the roll out of CCTV to all of our centres.
- Following the conclusion of the police investigation and criminal proceedings, G8 Education will commission an independent review into the incident to inform further changes and improvements to our child safety procedures.

Broader Sector Reforms Needed – what we continue to advocate for

G8 Education is working with all levels of Government across Australia to further consider what more can be done to better protect children.

G8 Education continues to highlight the need for harmonising policies, regulations, systems and processes across governments and regulators, in support of delivering the National Quality Standard Framework set out by the Australian Government's Children's Education and Care Quality Authority (ACECQA) and further advocate for:

- A national registry for working with vulnerable people including, working with children, NDIS and aged care, with higher threshold.
- National Teachers registration and a national Educators registration.
- A national register of early childhood workers employment history.

For personal use only

ASX Announcement

G8 Education Limited
(ASX:GEM)



G8 Education^{ltd}

- Alignment of all State regulations, prioritising those regarding child safety and protection, ensuring national consistency.
- Delivering on the Productivity Commission's recommendations, in particular initiatives relating to improving quality and workforce and child safety and protection.

For personal use only

