

MARKET ANNOUNCEMENT

Legal proceedings commenced by Ms Jaqueline Henderson

SYDNEY, Australia – Tuesday 31 March 2026 – ARN Media Limited [ASX: A1N] announces that Ms Jacqueline Henderson and her related company have commenced legal proceedings against ARN.

The proceedings have been filed in the Federal Court against Commonwealth Broadcasting Corporation Pty Ltd (**CBC**), a subsidiary of ARN which is the licence holder for KIIS 1065 Sydney and contracted with Ms Henderson and her services company. Unsealed copies of Court documents in respect of the proceedings were served on CBC on 30 March 2026 after market close.

In summary, the applicants claim that the termination of Ms Henderson’s contract constituted adverse action. Ms Henderson sent a ‘Complaint Letter’ to CBC which noted that Ms Henderson “cannot continue to work with Mr Kyle Sandilands” and made psychosocial health and safety and bullying complaints in relation to the conduct of Mr Kyle Sandilands on and prior to 20 February 2026. It is alleged that the Complaint Letter involved the exercise or proposal to exercise workplace rights, and that the contract was terminated because of that exercise or proposed exercise, in alleged contravention of section 340 of the Fair Work Act 2009 (Cth). It is also alleged the termination of her contract amounted to a repudiation of that agreement.

The applicants also claim that ARN’s ASX Market announcement of 3 March 2026 included misleading and deceptive statements under the Australian Consumer Law. The applicants claim compensation of ‘at least \$82,250,000’, and payment of a pecuniary penalty, plus interest and costs.

ARN disputes the claims. It intends to defend the proceedings. Given the early stage of the matter, ARN is unable to reliably estimate the outcome or any potential financial impact.

* * * * *

This announcement has been authorised for release by the Disclosure Committee of ARN Media. For further information, please contact:

Media enquiries

Max Hewett, Director, Patterson Advisory, 0432 332 215, mhewett@pattersonadvisory.com.au

Investor enquiries

Andreas Lundberg, Fortitude Investor Relations, 0457 650 482,

andreas.lundberg@fortitudeir.com.au

Steve Loxton, Fortitude Investor Relations, 0412 595 133, steve.loxton@fortitudeir.com.au

Jeremy Child, ARN, CLO & Company Secretary, 0415 427 678, jeremychild@arn.com.au

For personal use only