



Modern Slavery Statement

JADESTONE ENERGY GROUP

FYE 31 DECEMBER 2025

Introduction

Jadestone acknowledges that modern slavery represents a substantial global human rights concern, manifesting in various forms such as human trafficking, forced labour, child labour, domestic servitude, people trafficking, workplace abuse, and other unethical practices.

Jadestone is committed to conducting business ethically, with integrity and transparency, in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery within Jadestone’s business or supply chains. Jadestone maintains a zero-stance towards modern slavery and requires that its supply chains adhere to this commitment.

Jadestone is committed to respecting internationally recognised human rights, including fundamental labour rights and international labour standards as set out in the the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.

This statement is made in accordance with Section 54 of the United Kingdom’s *Modern Slavery Act 2015* (the “**UK Act**”) and constitutes a joint modern slavery statement for the purposes of the Australian *Modern Slavery Act 2018 (Cth)* (the “**Australian Act**”) (together, the “**Statement**”)¹ for the financial year ending 31 December 2025 and applies to Jadestone Energy plc and each of its group companies (“**Jadestone**” or the “**Group**”). The Statement also takes into account the optional international template which serves as a guide for responding to supply chain transparency requirements in the United Kingdom, Australia and Canada - (<https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide/international-reporting-template-on-modern-slavery-forced-labour-and-child-labour-accessible>) (the “**International Template**”).

UK and Australian Modern Slavery Act Statement

In preparing this Statement, we have examined the definition of modern slavery outlined in both the UK Act and the Australian Act, which covers various forms of exploitation including:

- slavery, servitude and forced or compulsory labour;
- human trafficking;
- sexual exploitation and forced marriage;
- child labour; and
- deceptive recruiting practices; and debt bondage.

This Statement sets out the measures Jadestone has implemented and continues to take, to prevent any instances of modern slavery within its supply chains or business.

The table below aligns the recommended criteria for the UK Act statements to the mandatory criteria required by the Australian Act.

¹ As discussed in the Board Approval section, Jadestone Energy plc approves this Statement on behalf of its Australian reporting entities.

The UK Act recommended reporting criteria	The Australian Act mandatory reporting criteria	International Template	Jadestone’s response Section
	Identify the reporting entities		Appendix A
Organisational structure and supply chains, including business structure, mapping out where their supply chains operate and how goods or services are sourced.	Describe the structure, operations and supply chains of the reporting entity	Organisation’s structure, operations, activities and supply chains	Jadestone organisational structure, business and supply chains
Assessing and managing risk - risk assessment process, research tools, audits, or stakeholder engagement, and prioritising most salient risks,	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Risk management processes in place to assess and address the risk of modern slavery, forced labour and child labour practices in the reporting organisation’s supply chains	Identifying and assessing risks of modern slavery
Policies - relevant to modern slavery, e.g. codes of conduct and whistleblowing, and implementation and oversight by senior management. Due diligence – prevention, detection and remediation of modern slavery in operations and supply chains. Training – provision of targeted training for different roles and how training content is reviewed, updated, and measured for effectiveness.	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Policies in relation to modern slavery, forced labour and child labour Due diligence processes in relation to modern slavery, forced labour and child labour in its supply chains Training provided to employees on modern slavery, forced labour and child labour	Governance Supply chain due diligence Contract management Training
Monitoring and evaluation – set KPIs and track how well they address modern slavery risks and disclose lessons learned and steps for improving systems.	Describe how the reporting entity assesses the effectiveness of such actions	Assessment of the effectiveness of the actions taken to prevent and respond to modern slavery, forced labour and child labour	Effectiveness
	Describe the process of consultation with any entities that the reporting entity or the entity giving the		Consultation

The UK Act recommended reporting criteria	The Australian Act mandatory reporting criteria	International Template	Jadestone's response Section
	statement, owns or controls		
	Include any other information that the reporting entity, or the entity giving the statement, considers relevant		Next steps

Jadestone notes the following legislative and regulatory developments during 2025:

United Kingdom

- In January 2025, the Joint Committee on Human Rights launched an inquiry into forced labor in UK supply chains, assessing the effectiveness of the UK Act. This included recommendations to introduce mandatory human rights due diligence, and banning the import of goods made using forced labor (to align with US and EU rules).
- In February 2025, implementation of the *Procurement Act 2023* commenced strengthening the ability of public bodies to exclude suppliers from tenders if they have been convicted of modern slavery offences.
- In March 2025, the UK Home Office published its updated Transparency in Supply Chains (TISC) Statutory Guidance which provided recommendations to help organizations comply with section 54 of the UK Act. Jadestone has amended the Statement to align with that guidance.
- In July 2025, the UK, Canada, and Australia published the International Template for modern slavery reporting to help multinational companies standardize their reporting across these jurisdictions.

Australia

- Following his appointment in December 2024, the inaugural Commonwealth Anti-Slavery Commissioner commenced operations during 2025 with a focus on promoting compliance, supporting business due diligence, and facilitating collaboration across sectors, as well as developing its Strategic Plan to shape priorities, including auditing Commonwealth supply chains.
- In July 2025, the Australian government, alongside the UK and Canada, published the International Template.
- Between July to September 2025, the Attorney-General's Department launched a consultation on reforms. Key proposed reforms, the result of consultation, included the introduction of penalties for specific non-compliance, strengthening the compliance and enforcement framework in the Australian Act, amending the mandatory reporting criteria, altering the group reporting framework, introducing a requirement for entities to notify the regulator when ceasing to be a reporting entity, introducing a model for written declarations of high-risk matters, and introducing a requirement for entities to have a due diligence system in place.

Vietnam

- In April 2025, Vietnam signed a new agreement with the UK to tackle human trafficking. This initiative focuses on identifying victims, punishing traffickers, and reducing the vulnerability of workers to exploitation.
- In July 2025, the revised Law on Human Trafficking Prevention and Control, which was approved in late 2024, came into full effect.

Indonesia

Indonesia's legal framework addressing modern slavery and human trafficking continues to be grounded in Law No. 21 of 2007 on the Eradication of the Criminal Act of Human Trafficking (as amended), together with Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers, supported by national action plans and sector-specific regulations. The human trafficking framework expressly recognises forms of exploitation including forced labour or forced service, slavery and practices similar to slavery, and is intended to address risks associated with forced labour, human

trafficking and exploitative recruitment practices, particularly for migrant and contract workers. While Indonesia does not currently have a standalone modern slavery statute or mandatory human rights due diligence law, there remains an ongoing regulatory and policy focus on labour protections, enforcement and corporate responsibility. Jadestone continues to monitor legal and regulatory developments in Indonesia and assesses modern slavery risks within its Indonesian operations and supply chains in line with internationally recognised human rights standards.

Malaysia

Malaysia's modern slavery framework continues to be underpinned by the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007, together with national action plans on trafficking in persons and forced labour overseen by the relevant ministries. Building on these measures, Malaysia has introduced its first National Action Plan on Business and Human Rights (2025–2030), which aligns with ILO standards and the UN Guiding Principles on Business and Human Rights and provides a broader framework for addressing forced labour risks and responsible supply chain practices.

During the year, and in conjunction with Jadestone's HSE Legal Awareness Week, Jadestone Malaysia engaged a speaker from the Department of Labour to deliver targeted awareness training on forced labour risks and practices that must be avoided. The session was designed to enhance employee understanding of forced labour indicators, regulatory expectations and Jadestone's zero-tolerance approach to modern slavery, and to reinforce responsible labour practices across Jadestone Malaysia's operations and supply chain. An internal briefing was also conducted on human rights and Malaysia's e-grievance mechanism platform.

Overall, Jadestone Malaysia maintains strong human and labour rights policies and recognizes the importance of stricter oversight of contractors and suppliers to ensure ethical labour practices prevent exploitation and uphold international human rights standards. To enhance monitoring, Jadestone Malaysia requires documented proof from contractors and suppliers demonstrating adherence to labour, health, and safety laws while conducting regular audits to ensure adherence to Jadestone's policies and standards.

Jadestone Malaysia actively participates in industry-wide initiatives to combat forced labour. In 2025, it attended the PETRONAS MPM HSE and Shell Malaysia's joint Malaysia Upstream Responsible Business and Human Rights forum titled "Policy to Practice: Strengthening Corporate Responsibility to Respect Human Rights in Malaysia's Upstream Oil and Gas Supply Chain". The forum focused on the strategic integration of human rights with respect to the upstream oil and gas sector, highlighting the move from policy commitments to measurable and responsible practices that safeguard human rights throughout the supply chain. Additionally, Jadestone Malaysia continues to work closely with PETRONAS on human rights and social engagement, reinforcing its commitment to ethical and responsible business practices and the protection of worker's welfare.

Jadestone Organisational Structure, Business and Supply Chains

Our Structure

Jadestone Energy plc is a public company incorporated under the laws of England and Wales and listed on the Alternative Investment Market (AIM) of the London Stock Exchange under trading code "JSE". It is the ultimate parent company of the Jadestone group of companies which comprised seventeen (17) subsidiaries as at 31 December 2025. In accordance with the Australian Act, this Statement applies

to Jadestone's Australian subsidiaries in addressing modern slavery risks and the actions taken to mitigate and eliminate those risks in the scope of the Australian operations and business.

Our Business

Jadestone is an independent oil and gas company focused on mid-life production and near-term development assets in the Asia Pacific region, with its presence principally in Australia, Indonesia, Malaysia and Vietnam. It is headquartered in Singapore, with operational offices in Perth, Jakarta, Kuala Lumpur and Ho Chi Minh City. Further information regarding Jadestone's business can be found at www.jadestone-energy.com/.

Our Supply Chains

Our supply chains consist of local, national and international third-party goods and services providers who support our business and include manufacturers and distributors of oil field goods and services, operational and technical services, engineering and construction, drilling services, facilities management, logistics, IT, communications, emergency response and professional services such as human resources, legal and financial services.

The potential risk of modern slavery affecting our supply chains is dependent on the type and level of activity being carried out in each country. Risks of modern slavery within our operations and business were assessed having regard to the following key criteria:

- country of location: modern slavery has a higher prevalence in certain jurisdictions or locations
- industry sector: certain industries present higher risks of modern slavery compared to others
- product/commodity: some products or commodities are deemed higher risk in terms of modern slavery

We have reviewed our supply chain and believe the overall risk of modern slavery is low on an international comparative basis and the oil and gas industry, and the commodities produced therefrom are not considered to be high risk areas within the jurisdictions where Jadestone operates. Although the overall level of risk is low, these criteria allow us to identify areas where the risk may be higher.

Given the complexity of Jadestone's activities as described above, Jadestone recognises the importance of having the right management systems in place to ensure that modern slavery does not occur within its supply chain.

Identifying and Assessing Risks of Modern Slavery

Given Jadestone's business and operations encompass a number of different jurisdictions and variety of locations (including offshore, field and office-based), there is significant diversity across our organizational cultures, workforce and working conditions. We recognize that we have the potential to impact human rights directly through our business and operations, and indirectly through our relationships with other stakeholders, including government authorities, business partners, suppliers and wider communities.

We strive to maintain a culture of ethical behavior and compliance throughout our business, which includes our commitment to preventing the occurrence of modern slavery across our assets and supply chains.

Risk management is one of the core responsibilities of the Group's leadership and it is central to our decision-making processes.

The Group leadership's fundamental duties as to risk management are:

- making a robust assessment of emerging and principal risks;
- monitoring risk management and internal controls; and
- promoting a risk aware culture.

Human rights and modern slavery risks are identified and managed from the outset, as early as during site construction. For example, at the Akatara gas project in Indonesia, a human rights risk assessment was undertaken by a third party consultant which considered the risk of illegal forms of labour in the supply chain, including the risk of child labour or forced labour in suppliers. Mitigation measures were identified and introduced, and are being monitored for effectiveness.

Governance

Jadestone's system of group-wide standards, policies, procedures and guidelines ensures that the risks associated with social and governance aspects of its operations are managed comprehensively.

Those policies include the Code of Conduct (the "**Code**") which is focused on maintaining positive relationships with all stakeholders, including government authorities, business partners, suppliers and the wider communities in which Jadestone works. The Code stipulates working in compliance with the applicable laws of the countries in which Jadestone has interests, promoting high ethical standards and a culture whereby people are empowered to report issues of concern. Further, Jadestone has an Environmental, Social and Governance policy ("**ESG Policy**") which, amongst other things, focuses on procuring goods and services sustainably, and in conformance with applicable laws and social and ethical criteria. Jadestone also has a separate Human Rights Policy which addresses human rights in more detail, including making a firm commitment to ensure that there is no modern slavery or human trafficking in Jadestone operations.

Through integrated planning and decision-making, Jadestone identifies and prioritises such risks, develops mitigation plans, tracks performance against goals, and adjusts plans as conditions evolve. Depending on the nature of the risks, these are managed either by local business units or at the corporate level.

Employees are required to report any concerns regarding modern slavery in our business or supply chains. Our policies, including the company's Whistleblower Policy, encourage openness so that employees are able to raise concerns in good faith without fear of reprisal. We handle instances where employees deviate from our policies, and this may involve disciplinary action, including dismissal for non-compliance or misconduct. Similarly, if a business partner, supplier or other organization fails to act in a manner consistent with our policies, expectations or their contractual obligations, this may result in termination of the relationship.

The business has clear and effective governance structures in place supported by policies, standards, procedures and guidelines, including in respect of modern slavery. The Code, the ESG Policy, the Human Rights and other key Jadestone policies, such as the Diversity Policy, the HSE Policy, the Anti-Bribery and Anti-Corruption Policy and the Whistleblower Policy, are published on our website at <https://www.jadestone-energy.com/group-policies-and-reports/>.

Supply Chain Due Diligence

Our approach to supply chain due diligence seeks to achieve a balance between the country-specific risks and the ability of suppliers to comply with Jadestone's requirements.

Jadestone conducts due diligence on potential suppliers before engaging with them to ensure that, amongst other things, they are aware that they need to comply with Jadestone's policies, which encompass modern slavery requirements as highlighted in this Statement, and that they have not previously been convicted of offences.

During 2025, Jadestone continued to embed its supply chain due diligence processes in respect of modern slavery, and broader human rights risks, within its business, including through its ISNetworkworld contractor pre-qualification, screening and management system, which includes a questionnaire specifically addressing modern slavery risks. This system has increased the degree and specificity of awareness and self-reporting for existing and potential contractors to Jadestone in regards to modern slavery enabling the company to better identify risks within its supply chains and take mitigating steps.

In addition, Jadestone continues to take the following steps to ensure that modern slavery does not occur within its business, operations and supply chains:

- including, where possible, in supplier contracts the right to suspend services and/or terminate the contract if a supplier is, or is suspected to be, involved in modern slavery, thus enabling the company to remain compliant and affording it with contractual protection against such risks; and
- ensuring staff are aware of Jadestone's zero tolerance policy toward modern slavery.

In the event that modern slavery is exhibited by, or suspected by Jadestone of originating from, a supplier:

- the supplier will be immediately suspended as an approved supplier;
- further investigations will be carried out in respect of the supplier to determine whether the suspicion has merit;
- if the suspicion is found to have merit, the supplier will be immediately removed from Jadestone's approved supplier list and the local authorities informed to enable them to take the necessary steps, including commencing an investigation and/or prosecution, in accordance with applicable law;
- any customer or supplier found to be in breach of the applicable modern slavery legislation will have its contract with Jadestone terminated; and
- Jadestone will take follow up action to ensure appropriate remedial steps are taken in respect of those impacted by the supplier's practices.

In addition, Jadestone provides guidance to its suppliers in relation to Jadestone's policy requirements, including online inductions covering business ethics.

Further, as part of Jadestone's contractual arrangements with suppliers, Jadestone may from time to time arrange onsite visits to a supplier's premises in order to observe ethical standards and monitor compliance.

Contract Management

Jadestone requires its suppliers to align with and follow Jadestone's Code and other policies, including in respect of modern slavery. This is supported by contractual obligations on suppliers to comply with

legal requirements relating to modern slavery. Jadestone is prepared to take appropriate action to ensure that its suppliers comply with those legal and contractual obligations.

Training

All Jadestone staff are required to complete annual training on Jadestone's Code, which was developed to ensure greater awareness of the Code's requirements and support application of the Code in day-to-day activities.

Training on Jadestone's policies forms part of the induction process for new employees and regular training is provided thereafter as necessary. If any employee is in doubt whether a particular act or working condition contravenes any aspect of the policies, they are encouraged to seek guidance from a line manager or any member of the Human Resources department.

Effectiveness

At the time of providing this Statement, Jadestone has no knowledge of any ongoing or recent instances of modern slavery within its supply chains or business.

Comprehensive supply chain risk assessments are regularly conducted, with no issues identified during the onboarding process or scheduled audits and reviews throughout the financial year ending 31 December 2025. A periodic review of this Statement is scheduled for each financial year.

Consultation

Jadestone's Group ESG and corporate teams based in the company's Singapore headquarters liaise and consult with the Australian reporting entities, supported by subject matter experts, in the preparation of this statement, including in respect of mandatory reporting criteria under the Australian Act, including in relation to legislative and regulatory developments and impacts on Jadestone's continuing obligations as regards modern slavery. Similar liaison and consultation take place between the Group ESG and corporate teams with other parts of the Jadestone organization in relation to the preparation of this statement and reporting obligations, including Indonesia, Malaysia and Vietnam.

Next Steps

To ensure that there is no modern slavery within our business, operations or supply chains, Jadestone intends to apply the following activities during the next year:

- ongoing monitoring of the effectiveness of the steps and measures Jadestone is taking to identify and prevent the risk of modern slavery within its business and operations;
- continue to ensure that Jadestone's group-wide standards, policies, procedures and guidelines are updated, as necessary, to ensure compliance with any legislative or regulatory changes introduced to the UK Act and/or Australian Act, and to modern slavery laws applying in other jurisdictions where Jadestone conducts business;
- emphasising to its suppliers Jadestone's commitment to ensuring that modern slavery never occurs with its supply chains; and
- ensuring that human rights, including modern slavery, are appropriately addressed in the Group's annual Sustainability Report as a commitment to transparency.

Approval

This Statement was reviewed and approved by the Board of Directors of Jadestone Energy plc on 5 March 2026, and on behalf of all of Jadestone reporting entities under the UK Act and the Australian Act.

**For and on behalf of
Jadestone Energy plc**



Thomas Mitchell Little
Executive Director and Chief Executive Officer

Appendix A

Australian Entities

The Australian entities covered by this report, as required under the Australian Modern Slavery Act

1. JADESTONE ENERGY (AUSTRALIA) PTY LTD – ACN 613 671 819
2. JADESTONE ENERGY (AUSTRALIA HOLDINGS) PTY LTD – ACN 627 000 239
3. JADESTONE ENERGY (EAGLE) PTY LTD – ACN 627 006 679
4. JADESTONE ENERGY (CWLH) PTY LTD – ACN 650 934 106