2026 Modern Slavery Statement

Important information

Acknowledgement of Country

Origin Energy acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of Country throughout Australia. We acknowledge their continuous connection to land, water, sea and sky, and pay our respects to Elders past and present.

Origin Energy Limited (Origin) is an Australian company (ACN 000 051 696), registered in New South Wales[1]. The Origin Group has operations across Australia. For the purposes of this Modern Slavery Statement (Statement) and in accordance with the *Modern Slavery Act 2018* (Cth) (Modern Slavery Act), references to our operations include:

- our direct operations[2], including our employees and external contractors who operate our business and the employment conditions under which they work, and our philanthropic activities; and
- our operations as upstream operator of the incorporated joint venture Australia Pacific LNG, in which Origin holds a 27.5 per cent interest.

This Statement explains our actions to assess and address modern slavery[3] risk exposures in our operations and supply chains and across relevant controlled entities for the period 1 July 2025 to 30 June 2026 (FY26).

Mandatory reporting criteria

Australian Modern Slavery Act mandatory reporting criterion	Section in this Statement[1]
Identify the reporting entity	Important information
Describe the reporting entity's structure, operations and supply chains	Our structure, operations and supply chain
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entity it owns or controls	Risks of modern slavery
Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address risks, including due diligence and remediation processes	Our actions
Describe how the reporting entity assesses the effectiveness of such actions	Assessing our effectiveness
Describe the process of consultation with any entities the reporting entity owns or controls, and, for a reporting entity covered by a joint statement, the entity giving the statement	Our approach to consultation, collaboration and approval
Include any other information that the reporting entity, or the entity giving the statement, considers relevant	Message from our CEO; Looking ahead

(1) Information relating to 1st Energy Pty Ltd and EL Retail Energy Pty Ltd is separately provided in the Appendix

FORWARD LOOKING INFORMATION IN THIS REPORT

This Statement may reference significant future events occurring after 30 June 2026. Where it contains forward-looking statements, including statements of current intention, statements of opinion, and predictions as to possible future events and future financial prospects, these statements are not statements of fact and there can be no certainty of outcome in relation to the matters to which the statements relate.

Forward-looking statements involve known and unknown risks, uncertainties, assumptions and other important factors that could cause the actual outcomes to be materially different from the events or results expressed or implied by such statements. Additionally, the outcomes are not all within Origin's control. Statements about past performance are not necessarily indicative of future performance.

Reporting entities

Reporting entities within the Origin Group classified under the definition of the Modern Slavery Act and with annual revenue greater than $100 million are listed in the following table. Origin makes this joint statement on behalf of all Reporting entities within the Origin Group, although it notes that information relating to recently acquired entities 1st Energy Pty Ltd and EL Retail Energy Pty Ltd is separately provided in the Appendix.

Entity	Registration
Origin Energy Limited	ABN 30 000 051 696
Origin Energy Holdings Pty Ltd	ABN 30 004 132 423
Origin Energy LPG Ltd	ABN 77 000 508 369
Origin Energy Retail Ltd	ABN 22 078 868 425
Origin Energy (Vic) Pty Ltd	ABN 11 086 013 283
Origin Energy Electricity Ltd	ABN 33 071 052 287
WINconnect Pty Ltd	ABN 71 112 175 710
Origin Energy LNG Portfolio Pty Ltd	ABN 88 610 626 750
OE JV Co Pty Ltd	ABN 38 095 483 195
Origin Energy Power Ltd	ABN 93 008 289 398
Origin Energy Eraring Pty Ltd	ABN 31 357 688 069
Sun Retail Pty Ltd	ABN 97 078 848 549
1st Energy Pty Ltd[1]	ABN 71 604 999 706
EL Retail Energy Pty Ltd[2]	ABN 23 606 408 879

(1) Acquired in February 2026; annualised revenue.
(2) Acquired in December 2025; annualised revenue.

1 In this statement a reference to 'Origin', 'Origin Energy', 'Group', 'Origin Group', 'Company', 'we', and 'our' is to Origin Energy Limited and the activities, operations and supply chains of our controlled entities for the period from 1 July 2025 to 30 June 2026, except for recently acquired entities 1st Energy Pty Ltd and EL Retail Energy Pty Ltd. Information relating to 1st Energy Pty Ltd and EL Retail Energy Pty Ltd is separately provided in the Appendix. Origin also notes that it operates retail businesses 1Bill, Solar Quotes and MyConnect which retain some independence from Origin's other operations in their day-to-day operations
2 Contracted renewables and storage do not form part of Origin's direct operations.
3 'Modern slavery' as defined in the Modern Slavery Act.

Message from our CEO

Modern slavery remains a serious human rights challenge facing businesses and governments around the world and addressing it demands continuing commitment, collaboration and transparency.

Origin values inclusion, respect, dignity and freedom. As one of Australia's leading energy companies, we know our decisions can affect people beyond just our direct customers or employees.

This is particularly true as Australia's energy system rebuilds with new renewable, storage and transmission infrastructure. We play an important role in that transition, both as an investor in renewable energy and storage and as a retailer of solar and batteries to homes and businesses. We know that some renewable technologies rely on raw materials and components sourced or manufactured offshore, where the risk of exploitative labour practices is elevated.

In our 2026 Modern Slavery Statement, we outline the steps we have taken to advance our program. We commissioned an independent maturity assessment of our enterprise-wide approach, which gave us an independent view of where our program is strong and where it needs to develop. We updated Our Supplier Code and Code of Conduct to more clearly address labour and human rights, and introduced a new risk investigation platform to improve visibility across our extended supply chains. We also conducted social compliance audits with six renewable energy manufacturers and broadened our supplier due diligence to engage more than 140 higher-risk suppliers through targeted assessments.

Our focus remains on building capability, refining our processes and leveraging our relationships with suppliers and industry partners who share our commitment.

While we have not identified any confirmed instances of modern slavery in our operations or direct supply chain, diligence is a continuing responsibility and we remain focussed on working with government, industry and our suppliers to protect the people connected to our business.

Frank Calabria

Frank Calabria
Chief Executive Officer
August 2026

Our structure, operations and supply chain

Structure

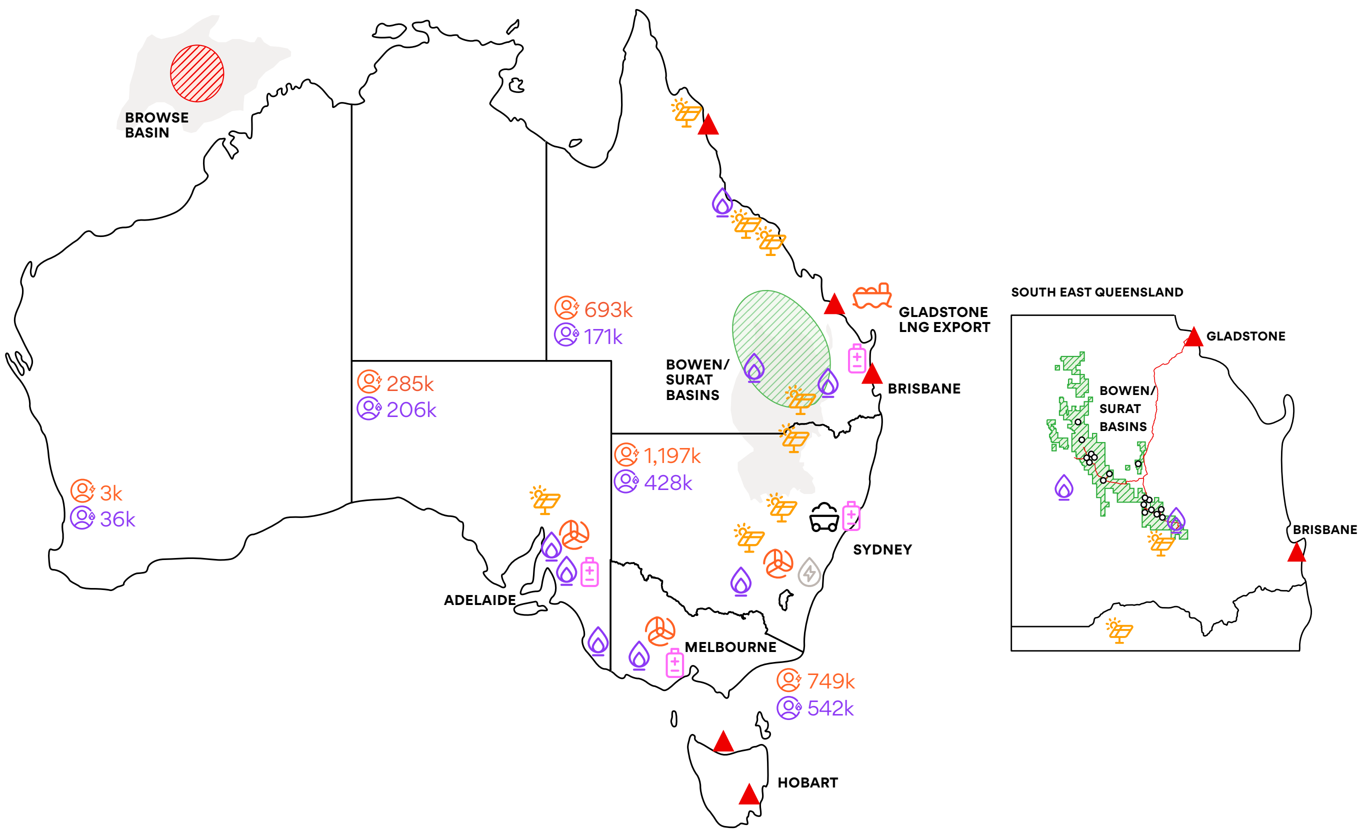
The Origin Group consists of 156[1] controlled entities, predominantly in Australia. These entities undertake a range of functions related to energy production, power generation and retailing operations.

Origin holds a 27.5 per cent interest in Australia Pacific LNG, a natural gas producer joint venture with ConocoPhillips and Sinopec that operates in Queensland. Australia Pacific LNG produces its own Modern Slavery Statement.

Operations

Since listing on the Australian Securities Exchange in 2000, Origin has grown into one of the country's largest energy providers for homes and businesses.

We have an important role to play in providing energy, including electricity, natural gas and liquefied petroleum gas (LPG), to more than 4.9 million customer accounts.



GENERATION (OWNED & CONTRACTED)

- Gas
- Pumped hydro
- Solar
- Wind
- Coal
- Storage (incl. under construction)

- LPG seaboard terminal

- Electricity customer accounts
- Natural gas customer accounts

EXPLORATION & PRODUCTION ACREAGE

- Origin/JV upstream acreage
- APLNG/JV upstream acreage
- Production facility
- APLNG pipeline

[1] This number includes recently acquired entities 1st Energy Pty Ltd and EL Retail Energy Pty Ltd. Information relating to 1st Energy Pty Ltd and EL Retail Energy Pty Ltd is separately provided in the Appendix

OUR VALUE CHAINS

ENERGY MARKETS

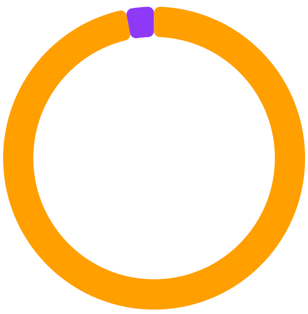
Origin's Energy Markets business comprises Australia's largest energy retail businesses by customer accounts, the country's largest thermal peaking fleet, a growing supply of owned and contracted renewables and storage, and Australia's largest power station, the coal-fired Eraring Power Station. Contracted renewables and storage do not form part of Origin's direct operations.

AUSTRALIA PACIFIC LNG

Origin is the upstream operator, CSG marketing agent and corporate service provider to the Australia Pacific LNG joint venture. ConocoPhillips Australia Operations Pty Ltd undertakes downstream activities, including liquefaction and liquified natural gas (LNG) marketing.

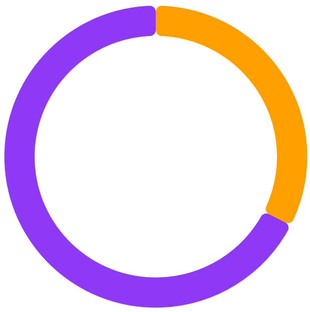
OUR EMPLOYEES[2]

Employee information



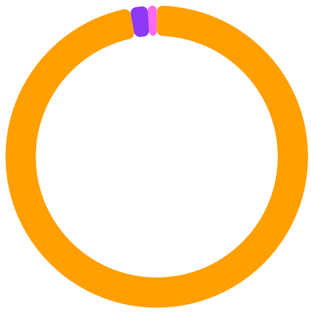
- Employees based in Australia - **5,368**
- External contractors based in Australia - **167**
- Employees based internationally - **1**

Enterprise Agreement coverage



- Percentage of Origin employees covered by Enterprise Agreements - **32.5%**
- Percentage of Origin employees not covered by Enterprise Agreements - **67.5%**

Employees by employment contract



- Ongoing - **5,215**
- Limited term - **102**
- Casual - **52**

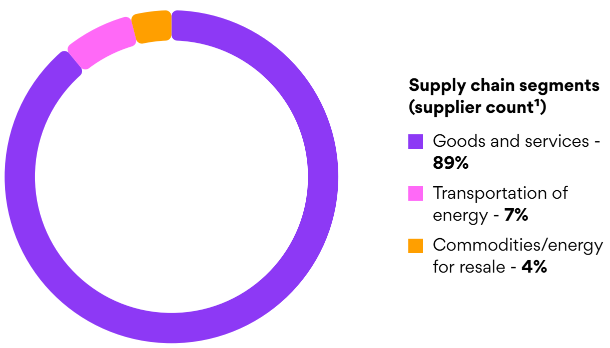
[2] Charted data in this section is inclusive of 1st Energy Pty Ltd and EL Retail Energy Pty Ltd employees

Supply chain

Suppliers play an important role in all aspects of our business. They provide what we need as we seek to deliver affordable, reliable and cleaner energy solutions to our customers.

Our supply chain comprises the procurement of goods and services, commodities and energy, and the transportation of energy. In FY26, we spent approximately $11 billion with around 3,900 suppliers. Of these, 89% were direct suppliers of goods and services. The remainder were comprised of suppliers of commodities and energy and transportation of energy, with some overlapping across these supply chain segments.

- Our goods and services suppliers cover a wide range of categories, including batteries and energy storage solutions, construction and maintenance, call centres, IT hardware and services, professional services, drilling and power generation equipment, and fleet and electric vehicles (EVs).
- Transportation of energy to customers includes shipping, gas pipelines, and energy distribution and electricity transmission fees for non-contestable regulated networks in the National Energy Market.
- Our suppliers of commodities and energy include producers of coal, gas, LNG, LPG for resale and renewable energy.



(1) Some suppliers are represented in more than one supply chain segment

Our extended supply chain is complex and geographically dispersed, ranging from small local, regional and First Nations businesses to large, global multinational organisations. Thousands of additional suppliers make up the extended tiers of our supply chains.

LPG SHIPPING

Within our LPG supply chain, we charter ships to distribute LPG along Australia's eastern seaboard and to New Zealand. Origin charters three main ships for seaborne LPG distribution. A third party operates these vessels, each with a multinational crew of approximately 15-17 members, who are engaged by the operators' long-term representative companies. In addition to these three ships, we may also charter individual vessels for ad hoc, short-term operational support. These arrangements give rise to potential labour risks, which are the focus of our program of work and managed through commercial and operational processes, supporting continuity, safety and regulatory compliance across LPG shipping activities.

Risks of modern slavery

Origin acknowledges the United Nations (UN) Guiding Principles on Business and Human Rights – to protect, respect and remedy human rights issues – the International Bill of Human Rights (including the Universal Declaration of Human Rights), and the eight fundamental conventions of the International Labour Organization.

The UN Guiding Principles Reporting Framework informs our understanding of modern slavery risks. The framework emphasises the importance of identifying and addressing salient human rights risks; that is, those with the most severe and likely, actual or potential, negative impact arising from a company's activities and business relationships. We have identified that labour rights, including those related to modern slavery, are a salient human rights issue for our business.

This concept guides our Modern Slavery Working Group (MSWG) and our related policies and procedures, including the Modern Slavery Risk Assessment (MSRA) Procedure, the Supply Chain Traceability (SCT) Tool and the Social Audit Protocol.

The UN Guiding Principles on Business and Human Rights' continuum of involvement also informs our approach. We understand that our operations and supply chain could cause, contribute to or be directly linked to adverse impacts on people, including practices such as modern slavery. The following are examples of possible scenarios:

Continuum of involvement	Examples of potential scenarios
Cause Risks that our operations may directly result in modern slavery practices.	**Instance where Origin could cause modern slavery** Exploited labour is used as crew in shipping operations, and they are not free to leave the vessel.
Contribute Risks that our operations and/or actions in our supply chain may contribute to modern slavery. This includes acts or omissions that facilitate or incentivise modern slavery.	**Instance where Origin could contribute to modern slavery** A direct apparel supplier is set an unrealistic cost target and delivery timeframe that can only be met through exploited labour.
Directly linked Risks that our operations, products or services may be connected to modern slavery through the activities of another entity we have a business relationship with.	**Instance where Origin could be directly linked to modern slavery** An indirect supplier in the extended supply chain is used to source electrical components assembled using child labour in hazardous conditions.

Operations

Origin's operations are predominantly in Australia and have been assessed as having a low risk of modern slavery. However, we recognise that modern slavery can occur in any jurisdiction, including Australia, where an estimated 41,000 people are living in modern slavery-like conditions.[1]

Modern slavery risk factors relevant to Origin's operations include the use of contractors and labour hire, particularly offshore service providers in high-risk countries of operation, where Origin has less direct oversight of recruitment practices, wage compliance and working conditions. Origin's mergers, acquisitions and joint ventures may introduce additional risks where acquired or partner entities operate in higher-risk countries or engage in higher-risk labour and sourcing practices.

Overall, we assess that the risk of modern slavery relating to Origin's operations is low for several reasons:

- Our operations are predominantly in Australia, which has comparatively strong labour rights protections, making it a lower-risk jurisdiction.
- Our workforce profile predominantly consists of directly employed workers (with minimal use of unskilled, temporary or seasonal labour).
- Our contractual arrangements and due diligence processes allow us to assess modern slavery risks and controls, for example when using contractors and labour hire.
- Our processes are designed to support compliance with employment laws, including:
  - wage compliance; that is, paying our employees correctly, on time and in accordance with applicable modern awards and enterprise agreements;
  - service-related entitlements, such as paid leave, notice of termination and redundancy severance pay;
  - superannuation contributions;
  - anti-harassment, bullying and discrimination laws, including freedom of association; and
  - workers' rights to request flexible work arrangements.
- Our policies and procedures, enterprise agreements, training (including on topics such as timekeeping, harassment and discrimination, freedom of association, and psychosocial safety), accessible grievance mechanisms (including an independent external reporting service and internal reporting avenues) and broader risk management approaches support labour rights protections.

[1] Global Slavery Index 2024.

Supply chain

Although we have a global supply chain, 93 per cent of our direct suppliers are organisations registered in Australia. The following table shows the inherent modern slavery risk in the countries that are Origin's top five direct suppliers.

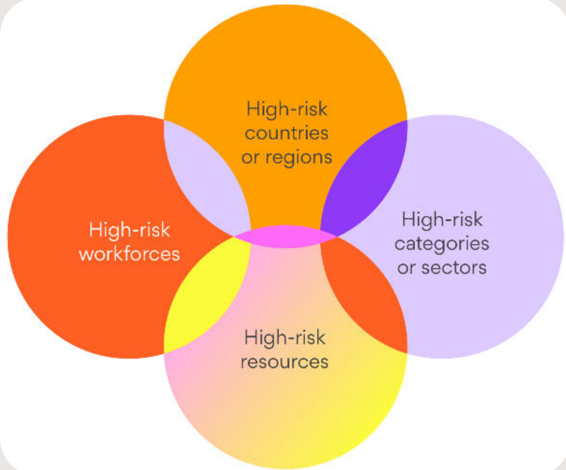
#	Sourcing country	Prevalence (per 1,000 people)	Vulnerability (%)(1)	Supplier count (%)
1	Australia	1.6	7	93
2	United States	3.3	25	2
3	United Kingdom	1.8	14	<1
4	Singapore	2.1	24	<1
5	Canada	1.8	11	<1

(1) Global Slavery Index 2024 [https://www.walkfree.org/global-slavery-index/]

We recognise that the extended supply chains of our Australian-registered suppliers may include components manufactured in offshore jurisdictions that could expose us to exploitative practices. Like many companies, we face challenges in achieving full transparency regarding our indirect supply chains and their locations.

The following modern slavery risk factors inform our prioritisation:

- **High-risk countries of operation** – countries or regions reported to have a high prevalence of modern slavery and poorly legislated labour rights protections.
- **High-risk categories or sectors** – sectors that develop or deliver products or services reported to involve labour exploitation.
- **High-risk resources used in goods** – components used in goods that are reported to involve a high risk of labour exploitation.



INTERSECTING RISKS

We understand that multiple risk factors may influence the nature and extent of modern slavery practices, particularly when these factors intersect.

- **High-risk workforce and employment arrangements** – the prevalence of unskilled, temporary or seasonal labour, as well as deceptive recruitment practices targeting vulnerable and marginalised individuals and groups.

In our operations' supply chain, we have identified around 340 (around 10 per cent) inherent high-risk direct and current suppliers of goods and services.

Supplier profile	Higher-risk supplier profile	Key higher-risk geographies	Key higher-risk categories	Modern slavery risk examples
Goods	Suppliers that manufacture or distribute goods, or their goods contain materials sourced from a country with a higher risk of modern slavery practices	China, Vietnam, Thailand and Indonesia	Electrical, renewable energy and mechanical equipment	Forced, bonded and child labour
Services	Suppliers that rely on or provide a service in a category known to have a higher risk of modern slavery practices	India and the Philippines	Construction, cleaning, security and professional services (including IT service providers and call centres)	Bonded labour and deceptive recruitment practices
Commodities and energy	Counterparties providing physical commodities sourced from or linked to higher-risk jurisdictions, or involving complex upstream supply chains	International waters	LNG	Forced labour and debt bondage
Transportation of energy	Maritime and logistics providers operating in environments with limited oversight and high use of vulnerable labour	International waters	Shipping and maritime logistics	Forced labour and debt bondage

Origin supports the Paris Agreement, which recognises the imperative of a just energy transition. We also recognise the potential for intersecting modern slavery risk factors in the extended supply chains of some renewable energy equipment and lower-emissions technologies. Our heightened focus on renewable energy products helps us identify which suppliers to prioritise for increased assurance and which to engage using our SCT Tool and Social Audit Protocol.

Our actions

The Safety and Sustainability Committee supports the Origin Board in overseeing Origin's strategies, policies and practices in relation to health, safety, the environment and sustainability. This includes matters such as human rights, social responsibility and community engagement and investment.

Our Human Rights Position Statement and Risk Management Framework guide our approach to managing human rights risks, including modern slavery.

See our 2026 Annual Report for more information on our governance framework, including risk management.

Our corporate governance approach to modern slavery

Origin has policies that set out our expectations for conduct and how we manage risks and opportunities, including those related to anti-bribery and corruption, diversity and human rights.

Key policies are available at originenergy.com.au/governance.

The following policies and procedures help us identify, assess and address modern slavery risks.

Operational/governance policy	Purpose
Anti-Bribery and Corruption Policy	Sets out our expectations for ethical business conduct and how we manage the risk of bribery and corruption across our operations and third-party relationships.
Code of Conduct	Sets out the standard of behaviour expected of Origin's employees, directors and contractors, including compliance with applicable laws, respect for human rights, and requirement to act ethically.
Diversity and Inclusion Position Statement	Outlines Origin's commitment to fostering a diverse and inclusive workplace and business practices free from unlawful discrimination, harassment, bullying and victimisation.
Human Rights Position Statement	Sets out Origin's position on supporting and respecting human rights and our approach to: • undertaking due diligence to identify, prevent, mitigate and account for potential human rights impacts; • proactively addressing modern slavery risks within our operations and supply chains; and • working to provide, or cooperate in providing, access to appropriate remedies for adverse human rights impacts we have caused or contributed to.
Human Rights Remediation Guide	Sets out Origin's approach should an adverse human rights impact (including modern slavery) be identified. This includes: • requiring that all suspected human rights breaches be reported; • allowing human rights concerns to be reported through the Origin ConcernLine; • requiring that reported concerns be investigated, with victim protection considered; • identifying appropriate remediation, in line with the provision for remedy in our Human Rights Position Statement; and • requiring that prevention of further harm and actions to address root causes be considered.
Leave Policy	Sets out employee leave entitlements and procedures, reflecting statutory and contractual obligations.
National Injury Management Return to Work Program Procedure	Sets out Origin's procedure for managing workers compensation claims and return-to-work processes for work-related injuries or illnesses. The procedure seeks to ensure compliance with workers compensation laws and provides support to ill and injured workers.
Risk Management Policy	Sets out how we identify and manage material risks that could impact our business objectives and broader responsibilities as an organisation. The policy forms part of the broader framework used to identify and manage significant social and human rights-related risks that may impact the organisation.
Speaking Up Standard	Sets out how to report and manage workplace concerns including grievances, compliance risks and suspected misconduct. Outlines reporting channels for employees and contractors to raise concerns confidentially and anonymously (if preferred).
Whistleblower Policy	Outlines how matters can be raised confidentially and without fear of reprisal. The policy allows employees, contractors, suppliers and other relevant parties to raise matters involving unlawful or improper conduct, including conduct involving third parties, through confidential reporting channels.

Supply chain policy	Purpose
LPG Supply and Shipping Process	Sets out the end-to-end governance, due diligence, contracting, operational assurance and monitoring controls for Origin's LPG marine supply and shipping activities.
Modern Slavery Risk Assessment Procedure	Standardises assessment of suppliers' risk of modern slavery practices. Risk areas for corrective actions and mitigation are identified through disclosures made in pre- and post-contract award assurance in our supplier Self-Assessment Questionnaire (SAQ).
Our Supplier Code	Outlines our expectation that suppliers comply with all applicable laws. Suppliers are also expected to demonstrate their respect for, and protection of, the fundamental human and labour rights of workers so all workers have: • freely chosen their employment, without deceptive recruiting practices, and are not subject to forced, bonded or involuntary labour; • freedom from child labour, or harsh or inhumane treatment, including torture, physical and psychological abuse, slavery, servitude, trafficking of persons or forced marriage; and • freedom to move and associate, including collective bargaining, the right to join or form trade unions (unless prohibited by applicable legislation), and no requirement or pressure to surrender government-issued identification, passports or work permits.
Procurement Standard	Sets out the mandatory requirements for procuring goods and services in line with Origin's values, strategic objectives and obligations.
Social Audit Protocol	Outlines our approach and expectations for when and how suppliers are to undergo social audits of their own operations, the audit standards we accept for mutual recognition and the obligations to remedy non-conformances.
Self-Assessment Questionnaire	Standardised by Sedex, a set of questions that suppliers answer to disclose their policies, management systems and practices relating to labour standards, health and safety, the environment, and business ethics, to identify and assess supply chain risks against international standards.
Supply Chain Traceability Tool	Helps us understand which organisations make up our extended supply chain and where they operate. It assists us to identify controlled and uncontrolled issues deeper within the supply chain and understand controls in raw material extraction and production.
Wholesale Commodities Know Your Counterparty (KYC) Procedure	Sets out our risk-based approach to assessing modern slavery exposure across our wholesale commodities counterparties, classifying relationships as low, medium or high risk according to the nature of the commodity and jurisdiction involved. Relevant counterparties are required to complete a KYC questionnaire and acknowledge Our Supplier Code prior to, and periodically after, contract execution. Higher-risk counterparties, including those in higher-risk jurisdictions or those relying on subcontracted or offshore labour, are subject to enhanced due diligence, escalation to senior oversight, and more frequent review.

MODERN SLAVERY WORKING GROUP

Our MSWG comprises representatives from different business activities and functions within the Group, including sustainability, procurement, trading, risk, people and culture, legal, retail and operations. Membership is reviewed on an ongoing basis.

Our MSWG met in FY26 to review our progress against our focus areas, share learnings, reflect on the effectiveness of our activities and promote a whole-of-Origin approach in managing modern slavery risk. Discussions included:

- reflecting on the structure, approach and maturity of the working group by considering internal and external feedback;
- consulting on proposed changes to our modern slavery disclosure;
- sharing updates on due diligence activities within the business;
- providing updates on our industry engagement activities; and
- monitoring relevant external developments, including regulatory changes, adverse incidents and legal proceedings.

FY26 governance actions

- **Assessed our practices** – we engaged specialist human rights consultants who undertook an external maturity and gap assessment of our broader approach to modern slavery risk management. See "Assessing our effectiveness" on page 16 for more information.
- **Revised our Code of Conduct** – we updated our Code of Conduct to consolidate and simplify our policy framework.
- **Refreshed Our Supplier Code** – following external peer review against standards and market practice, we refreshed Our Supplier Code to improve clarity of expectations regarding labour and human rights, supplier due diligence and engagement, our grievance mechanism – ConcernLine – and environmental standards. This refresh included a review of alignment with our updated Human Rights Position Statement and Procurement Standard.

Due diligence

To prioritise our efforts to understand and manage modern slavery exposure in our operations and supply chain, we apply a risk-based approach to due diligence.

OPERATIONS

We undertake a range of due diligence activities designed to mitigate modern slavery risks within our workforce, such as verifying the right to work before offering employment, implementing controls to support compliance with wage and entitlement obligations, and monitoring working hours to identify and address practices that may indicate heightened risk of labour exploitation. Together, these measures support lawful and fair employment practices and help us identify and manage potential modern slavery risks early.

SUPPLY CHAIN

GOODS AND SERVICES

We continue to monitor our modern slavery high-risk country list against the Global Slavery Index and Sedex Members Ethical Trade Audit (SMETA) methodology for changes and remain ready to undertake additional due diligence where appropriate. In FY26, we reviewed our list of high-risk goods and services categories against the Office of the NSW Anti-slavery Commissioner's Guidance on Reasonable Steps Inherent Risk Identification Tool and UN Global Marketplace "Sustainable Risk Ratings", which maps environmental and social risks to specific UN Standard Products and Services Code codes. We identified seven additional inherent high-risk categories across equipment with electronic components, construction materials, the sourcing of vehicles and fuel. We had already conducted modern slavery risk assessments with six of the seven suppliers that provide goods and services across these categories and will work with the remaining supplier in FY27 to assess their controls.

To better understand potential modern slavery exposure in our supply chain we apply a variety of tools and reviews to assess:

- our supply chain spend;[1]
- our supplier SAQ results;
- our suppliers' risks and controls identified through our Modern Slavery Risk Management Toolkit;
- our suppliers' own modern slavery statements;
- business conduct data gathered through third-party environmental, social and governance (ESG) tools and risk platforms;
- key government and non-government organisations' reporting on modern slavery trends and good practice; and
- updates on high-risk countries and categories.

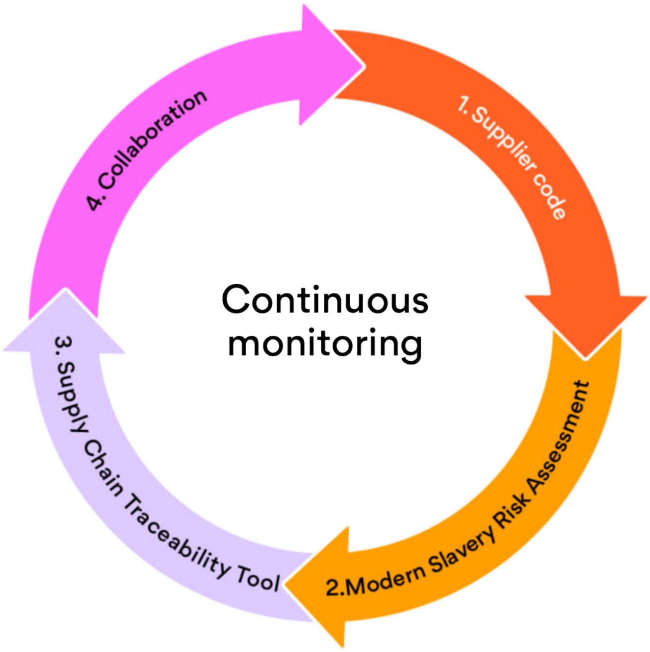
In FY26, we continued to analyse and review our direct suppliers of goods and services to identify potential modern slavery risks. We applied the following principles to identify suppliers with these risk factors:

- **Continuum of involvement**[2] – we prioritise assessments in the following order:
  1. instances where Origin is at risk of causing a modern slavery impact;
  2. instances where Origin is at risk of contributing to a modern slavery impact; and
  3. instances where Origin may be directly linked to a modern slavery impact.
- **Direct versus extended supply chain** – we prioritise risks within our supply chain where we have a direct commercial relationship over those in the extended supply chain where we have less influence.
- **Location** – we prioritise goods manufactured offshore in higher-risk countries over onshore manufacturing due to the higher inherent risk of modern slavery practices. Onshore services known to be higher risk for modern slavery take priority over offshore services.
- **Materiality** – we prioritise high-risk categories where the product or service spend is material to Origin, likely enhancing our influence on our suppliers' supply chains.

Applying our Modern Slavery Risk Management Toolkit

Our Modern Slavery Risk Management Toolkit guides our approach to identifying, assessing and addressing the inherent risk of modern slavery practices in our goods and services supply chain. The toolkit is an integrated set of tools applied across four stages. It provides a tiered framework for engaging suppliers with a higher inherent risk of modern slavery to assess how well they manage risks in their own operations and supply chains.

Our toolkit enables us to perform increasing analysis at each stage. We focus on suppliers with the highest risk exposure and where we can make the greatest positive impact.



[1] Approximate, annualised third-party spend, including commodity-related transactions and excluding taxes, government charges, employee payments, sponsorships, donations, joint ventures, intercompany transfers and landowner compensation payments. It includes 100 per cent of our spend as upstream operator of Australia Pacific LNG.

[2] 'Cause', 'contribute' and 'directly linked' in this Statement are as defined in the UN Guiding Principles on Business and Human Rights.

Modern Slavery Risk Management Toolkit	
Stage 1. Our Supplier Code This outlines baseline expectations and obligations regarding the protection of human and labour rights. These are incorporated into standard contracts and shared with suppliers.	**Setting expectations and obligations** We seek for direct suppliers of goods and services to accept Our Supplier Code or present their own equivalent code, which we have assessed as meeting our expectations. Our Supplier Code outlines our expectations that our suppliers respect and protect the fundamental human and labour rights of workers. This includes our suppliers treating their own suppliers fairly and ethically. These expectations are incorporated into the terms and conditions of standard contracts.
Stage 2. MSRA Procedure This standardises assessment of suppliers' risk of modern slavery practices. Risk areas for corrective actions and mitigation are identified through disclosures made in pre- and post-contract award assurance in our supplier SAQ.	**Identifying inherent high-risk suppliers** In FY26, we adopted Sayari, a risk assessment tool that helps us identify inherent modern slavery risk at multiple tiers. Aligned with our Procurement Standard, we aim to complete SAQs for all inherent high-risk suppliers of direct goods and services. We have invited more than 150 current and prospective high-risk suppliers to complete the SAQ in Sedex. This equates to nearly 50 per cent of targeted organisations. Using the results of the SAQs, we complete more detailed MSRAs, using Origin and third-party assessment tools for additional due diligence. Our Cause and Control library simplifies analysis and assessment of a supplier's controls across 12 risk indicators. Where we find a gap in a supplier's controls, we agree mitigating actions.
Stage 3. SCT Tool This helps us understand which organisations make up our extended supply chain and where they operate. It also helps us identify controlled and uncontrolled issues deeper within the supply chain and understand controls in raw material extraction and production.	**Building transparency in extended supply chains** We recognise that some suppliers have mature controls but may still have inherent risk exposure deeper within their supply chains. This may be due to the presence of higher-risk commodities, such as conflict minerals or rare-earth elements, or exploitative practices in offshore jurisdictions where these goods are typically manufactured. Our SCT Tool is used to support our assessment in these circumstances. This allows us to work with suppliers to build visibility of who forms our extended supply chain, where they operate and if any higher-risk resources are used in the goods or services. We then assess how the sub-tier supplier manages these risks. We continue to build traceability in our extended supply chains of suppliers of renewable energy equipment, which represents about 4 per cent of our total suppliers of goods and services.
Stage 4. Collaboration This is proactive engagement with our suppliers for mutual improvement.	**Working together for improvement** Where we identify a supplier with a higher-risk operating model or that operates in a sector or location considered to have a higher exposure to modern slavery risk, we work with the supplier to complete a social audit. Our preferred methodology is the SMETA four-pillar audit, although we may accept other accredited audit methodologies in line with our Social Audit Protocol. Social audits are conducted by a qualified representative of a third-party audit firm, which is a member of the Association of Professional Social Compliance Auditors program.

Managing supplier lifecycles

We recognise that the components that make up goods and services and their supply chains may change, and we work with suppliers to improve their ethical footprint. We acknowledge the potential to contribute to adverse impacts when negotiating on price, quantity and order timeframes. A key part of our supplier relationship management is working with suppliers to assess, address and monitor risk.

ASSESS	We assess the supplier's modern slavery risk through the SAQ. The residual modern slavery risk for the supplier is identified and informs next actions to address the risk, including the use of the SCT Tool or Social Audit Protocol.
ADDRESS	We seek to address modern slavery risks by developing a corrective action plan with the supplier based on their assessed level of risk. Corrective action plans establish risk management controls, including escalation to our procurement team for specialist advice. If we cannot agree on a control with a supplier, we flag it as a residual risk. We use our assessment and corrective action plan to decide whether and how we can work with a supplier to minimise modern slavery risk.
MONITOR	Our contract owners monitor modern slavery risks by actively managing ongoing contract activities. We also use various tools to help us monitor ESG related supplier risks. If there is a notification or a shift in the risk profile, which may stem from country, business relationship or human rights issues, our procurement regulatory compliance team is notified to conduct a review.

COMMODITIES

Origin's wholesale commodities business applies a dedicated, risk-based KYC framework to assess and manage modern slavery risks associated with physical commodity counterparties. This framework is applied to counterparties where Origin is, or may be, a buyer under physical commodity contracts, recognising that these arrangements present the most direct exposure to supply chain and labour-related risks. The KYC process incorporates:

- acknowledgement of Origin's Supplier Code;
- targeted modern slavery and labour risk questions, including regarding supply chain structure, geographic exposure and workforce practices; and
- a risk-based assessment to identify potential red flags requiring escalation.

This approach is proportionate to the wholesale commodities business model (low volume, high value counterparties) and ensures that enhanced due diligence is applied where modern slavery risk is most relevant.

Any potential modern slavery risks or red flags identified through the KYC process are escalated for further review. This may result in requests for additional information, enhanced due diligence, conditional onboarding subject to controls, or a decision not to proceed. This escalation framework ensures that modern slavery risks are assessed and managed consistently.

LPG SHIPPING

We recognise the unique risks faced by maritime crews, who are more isolated at sea and more vulnerable to risk factors such as wage exploitation and poor worker safety or welfare conditions.

Our tailored due diligence approach for our three main chartered ships is as follows:

- We require the operator to hold membership of the International Transport Workers' Federation, and for crew contracts to meet minimum wage, health and working conditions requirements.
- We require crew to have access to grievance processes, both within the ship operator's company and through the Australian Maritime Safety Authority.
- We schedule annual ship inspections, to assess health, safety and welfare conditions on board, including compliance with the Maritime Labour Convention standards.

We also schedule annual checks with the operator of these three ships, including a review of their responses to the RightShip Crew Welfare questionnaire.

Following inspections of all three ships and an audit with our ship operator in FY25, we resumed our ship inspection program in FY26; however, it was paused before completion due to operational constraints. We plan to resume this activity in early FY27.

Where we undertake short-term ship charters for ad hoc requirements, we seek to uphold the same standards and controls that we apply for our long-term chartered ships. While we recognise that our leverage and scope to impose conditions are more limited in such circumstances, we still seek to negotiate these standards and controls to the greatest extent possible.

Whilst Origin does not directly engage shipping crews, we promote crew welfare; for example, through our membership of the Australian Mariners' Welfare Society and support for the Mission to Seafarers charity. This advocacy has previously included delivering an industry-leading COVID-19 vaccination program for crew on our chartered ships.

FY26 ACTIONS

We improved our existing supply chain due diligence processes and continued to embed coverage through the following actions:

- **Embedded our new Procurement Standard** – in FY25, we replaced our legacy Procurement and Contract Management Directive with a simplified Procurement Standard. This guides our supplier selection process, prioritising the use of modern slavery risk-assessed, pre-approved arrangements for preferred suppliers to more effectively manage modern slavery risk in our supply chain. To further support this, in FY26, we also embedded our MSRA in our new Procurement Lifecycle Management Framework.
- **Adopted Sayari** – we piloted this new investigation and analysis platform that helps identify ESG risks, including reputational risks, child and forced labour, and conflict minerals. The platform also enables extended supply chain visibility through relationship mapping. During the pilot, we reviewed more than 100 pre-approved arrangements of direct goods and services providers through their risk assessment framework. We identified three suppliers with a higher inherent risk of modern slavery and invited them to join Sedex to complete the SAQ. After the pilot, we implemented the tool and used it to assess a further 100 suppliers, to help us prioritise those for further engagement in FY27.
- **Engaged specialist consulting advice** – we asked experts to undertake a gap assessment and help us improve our risk assessment processes and complete market benchmarking. For more on this, see page 16.
- **Monitored our high-risk country and category lists** – we continued to monitor countries and categories that pose a higher inherent risk of modern slavery practices within our supply chain.
- **Investigated concerns** – through adverse media we identified reported labour rights issues, related to working hours and wages, within the operations of a direct supplier of security services. The supplier had provided services at four Origin sites in FY26 and subcontracted at a further two before entering liquidation. As the supplier was in liquidation and we were unable to contact them directly regarding the claims, we undertook an investigation, in line with our Human Rights Remediation Guide. Although we did not find any modern slavery issues, this incident informed a heightened procurement risk assessment when selecting a new provider for our most significant security contract at Eraring Power Station. We applied our MSRA and invited them to join Sedex. They completed the SAQ and demonstrated appropriate controls, resulting in a 'low' residual risk rating on the Sedex platform.

CASE STUDY: SOCIAL AUDITS IN OUR RENEWABLE SUPPLY CHAIN

We have previously recognised the presence of modern slavery risk factors in some renewable energy equipment and lower emissions technologies.

In line with our Social Audit Protocol, in FY26 we continued to work with our key direct suppliers of solar panels, solar-related components, inverters and batteries to assess how effectively they manage labour rights within their facilities. We worked with one Australian and five internationally based manufacturers to undergo the SMETA four-pillar audit using accredited auditors from the independent Association of Professional Social Compliance Auditors.

While no confirmed instances of modern slavery were found, the audits identified 39 non-conformances primarily related to safe working conditions, working hours and wage issues (such as incomplete payslips) in our direct suppliers' operations. Each supplier had the opportunity to remediate the issues before a follow-up audit was undertaken. This audit found 37 non-conformances to be remedied, of which two are pending resolution with two suppliers. After the completion of the audit programs, the residual risk for five of the manufacturers decreased and is no longer considered a 'higher' residual risk in the Sedex platform.

We will work with the manufacturers to resolve the pending issues and continue to monitor and assess the working conditions of renewable energy suppliers manufacturing in locations considered to have a higher exposure to modern slavery risk.

Audit of non-compliance issues	Resolved	Pending resolution
Safe working conditions	19	0
Working hours	9	1
Wage issues	5	1
Environment	2	0
Recruitment and sub-contracting	2	0
Total	**37**	**2**

Training, engagement and remediation

TRAINING

Each year, we work to enable our employees to identify, assess and address modern slavery practices within our supply chains. Our Code of Conduct training outlines Origin's expectations and provides baseline awareness of modern slavery-like practices, with refresher training every two years. In addition, more than 400 employees have now completed our tailored modern slavery risk management training module since its launch. The training was developed in FY23 to enhance due diligence among procurement and wholesale trading team members before they award contracts. In FY26, we incorporated this into our standard procurement training modules.

ENGAGEMENT

Engagement with internal and external stakeholders informs our approach to identifying, assessing and addressing modern slavery risks across our operations and supply chains. In FY26, we undertook the following activities:

- **Our MSWG members** – our external consultants collected anonymised feedback from a selection of key working group members as part of their review of our approach. Informed in part by this feedback, we restructured our working group and updated accountabilities and responsibilities related to modern slavery risk and the MSWG. These changes better align with our focus areas, broaden capability and strengthen governance. This work will continue in FY27.
- **Investors** – we held meetings with institutional investors to understand their expectations about various sustainability matters. The feedback from these meetings reaffirmed our focus on managing modern slavery risks in the supply chain of renewables products as part of our due diligence activities and disclosures.
- **Industry and government** – we strengthened our ability to identify and address human rights risks by working with practitioners from sustainability, human rights, legal and procurement to build collaborative approaches. We shared insights through Sedex forums and engaged other participants in the energy industry through two key forums:
  - Human Rights Resources and Energy collaborative, a group of Australian energy and resources companies that share learnings and develop practical tools to identify and address modern slavery in supply chains; and
  - Clean Energy Council's Risk of Modern Slavery Working Group, whose membership includes energy retailers and generators, and renewable energy manufacturers.
- **Suppliers** – we continued to work with suppliers of renewable energy equipment, such as solar panels and wind turbines, as well as auxiliary energy equipment for resale, such as heat pump hot water services, EV chargers and modems, to build our understanding of modern slavery risks and controls. In FY26, we worked closely with a small number of renewables suppliers to build visibility and traceability throughout our extended supply chains.

CASE STUDY: SOLAR PANEL SOURCING

We worked closely with a key customer to conduct supply chain due diligence on a Tier 1 solar panel manufacturer, by applying the four stages of our Modern Slavery Risk Management Toolkit.

1. **Supplier Code** – the solar panel manufacturer developed its own detailed supplier code of conduct, based on the UN Guiding Principles on Business and Human Rights. Its code outlines its expectations and requirements for suppliers regarding business ethics, labour and human rights, health and safety, environmental protection and corporate governance.
2. **MSRA** – by completing the Sedex SAQ, the supplier could demonstrate mature operational and supply chain controls, generating a 'low-medium' residual risk score. However, we recognise that some components could be exposed to exploitative practices in offshore jurisdictions, so we undertook additional due diligence using our SCT Tool.
3. **SCT Tool** – the supplier, which is a vertically integrated business, could demonstrate extended supply chain visibility of the raw material at the time of quartz extraction. Through RepRisk, we reviewed the ESG ratings of more than 30 suppliers in their extended supply chain, including locations in China, Vietnam, Malaysia, Singapore, Germany, India, Thailand and the United States.
   Through our Cause and Control library we reviewed the supplier's controls against our 12 standard risk indicators. We considered their controls to be mature in relation to the indicators assessed. These included having a responsible conflict mineral procurement system, informed by the five-step framework of the Organisation for Economic Cooperation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
4. **Collaboration** – in addition to SA8000 Social Accountability International certification, the organisation completed Sedex's SMETA four-pillar audit, demonstrating three good practice examples and two non-conformances, which have since been remedied.

After undertaking due diligence and remedying the non-conformances, we shared insights and outcomes with the customer and proceeded to engage the solar panel manufacturer.

REMEDIATION

OUR GRIEVANCE MECHANISM

Origin ConcernLine is an external reporting service that enables the person reporting their concerns to remain anonymous. The contact details are included in Our Supplier Code, which is publicly available on the Origin website for all interested parties. Reports (including reports relating to modern slavery) submitted through ConcernLine are assessed confidentially and investigated in line with our internal processes and, in the case of reports of modern slavery, by reference to our Human Rights Position Statement and Remediation Guide. For further details, see 'Our corporate governance approach to modern slavery' on page 9.

In FY26, the Origin ConcernLine did not receive any reports related to modern slavery.

Our assessments have not identified any confirmed modern slavery practices in our own operations or direct supply chain. However, as outlined in this Statement, there is a higher inherent risk of modern slavery practices associated with certain products manufactured by renewable energy suppliers, particularly deeper within extended supply chains, as well as in some services such as security, facilities management and cleaning. Identifying these practices requires vigilance, and we will continue to apply our Modern Slavery Risk Management Toolkit and work with targeted suppliers to develop deeper supply chain transparency.

Assessing our effectiveness

We continue to monitor our progress against the key focus areas identified in our FY25 Modern Slavery Statement for FY26 and beyond.

	Our key focus areas for FY26 and beyond	Our progress in FY26
Building our understanding and capabilities	Develop tailored modern slavery awareness training module for LPG shipping team members.	Scheduled for FY27.
Improving our policies and processes	Continue to review our KYC process for commodities supply.	Refined the wholesale KYC framework, enhancing modern slavery risk questions and formalising risk-based assessment and escalation processes.
	Continue to review and improve our policies and procedures to maintain good practice. Conduct further modern slavery due diligence for investment decisions, business relationships and strategy execution.	Undertook a third-party review and commenced reviewing and actioning recommendations. Continued to assess our relationships with third parties and improved our supply chain visibility through Sayari, our new ESG risk assessment tool.
	Continue to work with our suppliers of EVs to assess the maturity of their controls and build transparency of their supply chains.	Focused on EV chargers, conducting MSRAs on 11 manufacturers.
	Review and update our LPG shipping charterer's ship inspection protocol to reflect recent updates to the Maritime Labour Convention, 2006.	Scheduled for FY27.
	Update Our Supplier Code to reflect any updates to Origin's policies, to ensure our suppliers continue to meet our expectations.	Refreshed Our Supplier Code to better align with our Human Rights Position Statement and Procurement Standard developed in FY25.
Enhancing engagement with our suppliers	Continue to improve supply chain transparency for renewables.	Worked closely with a Tier 1 solar panel manufacturer and adopted Sayari to help build upstream visibility of the organisations in our extended supply chains.

ENGAGING SPECIALISTS FOR A THIRD-PARTY REVIEW

In FY26, we engaged a specialist sustainability advisory firm to conduct a maturity review of Origin's approach to identifying, assessing and addressing modern slavery risk. The exercise considered good practice standards, market practice, regulatory requirements, and a review of our FY25 Modern Slavery Statement, Supplier Code, MSRA, SCT Tool, Social Audit Protocol, and key internal policies and procedures.

The review identified elements of maturity in Origin's approach and evidence of continuous improvement, including a robust, risk-targeted supply chain due diligence program. Findings included a mature approach to goods and services due diligence with a demonstrated history of continuous improvement, as well as strong policies, reporting and progress monitoring. Opportunities for improvement included increasing our disclosure of operational risks, reviewing potential blind spots and developing effectiveness key performance indicators. Our MSWG has considered the recommendations from the review and will use them to inform our future focus areas and the FY27 workplan.

Our approach to consultation, collaboration and approval

We manage the process to deliver the actions in this Statement through four key mechanisms.

- **Our MSWG** – the working group comprises representatives of Origin's corporate functions and business units, including our 12 reporting entities[1] (as outlined in 'Important Information' on page 2). Our MSWG facilitates consultation between Group entities and the delivery of activities. Members of our MSWG developed this Statement and shared with the Origin Group for review and feedback.
- **Australia Pacific LNG joint venture** – Origin representatives collaborate with Australia Pacific LNG representatives to build understanding and capability.
- **Our Executive Leadership Team** – the team has reviewed this Statement, including the forward focus areas detailed in 'Looking Ahead' on this page.
- **Our Safety and Sustainability Committee** – the committee monitors and governs modern slavery-related risks arising from our activities and operations.

The Board approved this Statement on 12 August 2026, and the CEO signed it in his capacity as a director of all the reporting entities covered by this statement.

Looking ahead

Origin supports the dignity, wellbeing and human rights of our people, customers, the communities in which we operate, and others affected by our activities and business relationships. We focus on building our understanding and capabilities, improving our policies and processes, and enhancing engagement with our suppliers.

The external specialist review undertaken in FY26 informs our key focus areas for FY27 and beyond (see 'Assessing our effectiveness' on page 16).

- **Governance** – implement key performance indicators to measure our effectiveness.
- **Grievance** – review and consider opportunities to further improve access to our grievance mechanism.
- **Operations** – refresh our operational risk assessment.
- **Goods and services** – continue to apply a risk-based approach to direct suppliers of goods and services, with a focus on pre-approved arrangements and higher-inherent-risk sectors, such as renewables.
- **Wholesale commodities** – continue to embed and refine the risk-based KYC framework, including ongoing monitoring, escalation of identified risks, and alignment with Origin's broader modern slavery due diligence approach.
- **LPG shipping** – engage a third party to undertake further assurance on our main shipping operator's adherence to Maritime Labour Convention standards, to validate our own internal assurance findings.
- **Training** – roll out learning materials to our Origin Zero solar installation suppliers to raise awareness of modern slavery risks in the solar panel supply chain, and help them better understand the relevance of the due diligence actions we require.

[1] Does not include 1st Energy Pty Ltd and EL Retail Energy Pty Ltd

Appendix

During FY26, Origin Energy Limited (Origin), through its subsidiary Origin Energy Retail Limited, acquired EL Retail Energy Pty Ltd (ABN 23 606 408 879), (Energy Locals) and 1st Energy Pty Ltd (ABN 71 604 999 706), (1st Energy), together with 1st Energy's wholly owned subsidiary Taz Connect Pty Ltd (ABN 13 633 084 063).

Origin is in the process of integrating both Energy Locals and 1st Energy into the Origin Group's management systems, including its modern slavery risk management framework and due diligence processes.

Energy Locals and 1st Energy are each reporting entities under the Modern Slavery Act 2018 (Cth). The information in this Appendix is provided by Origin on behalf of each of them.

Both Energy Locals and 1st Energy are gas and electricity retail businesses operating in Australia (within New South Wales, Queensland, South Australia, Tasmania and Victoria). Their supply chains largely comprise the procurement of energy and the transportation of energy to customers including energy distribution and electricity transmission fees for non-contestable regulated networks in the National Energy Market and metering services. Both entities also procure other goods and services, primarily contact centre services from an Australian-based supplier.

Given that Energy Locals and 1st Energy operate only in Australia and, having regard to the nature of their businesses as energy retailers, they expect the risk of having modern slavery in their supply chains to be low. However, they recognise that modern slavery can occur in any jurisdiction, including Australia.

During the reporting period, Energy Locals and 1st Energy did not have modern slavery risk assessment processes in place in respect of their current retail energy businesses. Accordingly, they have not taken actions to assess or address the risks of modern slavery practices in their operations or supply chains, nor assessed the effectiveness of such actions.

In preparing this Statement, Origin consulted with 1st Energy and Energy Locals who provided the information set out in this Appendix. 1st Energy also consulted with its subsidiary, Taz Connect Pty Ltd.

As noted above, Origin is in the process of integrating both Energy Locals and 1st Energy into the Origin Group's management systems, including its modern slavery risk management framework and due diligence processes. This process will progress in FY27.

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