

MODERN SLAVERY STATEMENT FY24

1 ABOUT HORIZON

Horizon Oil Limited ACN 009 799 455 (**Horizon**) is an Australian ASX-listed public company (ASX code: HZN) with upstream petroleum operations in China and New Zealand, as well as upstream gas and petroleum operations in Australia effective from 11 June 2024. Horizon's corporate headquarters and registered office is in Sydney, Australia. Horizon has prepared this Modern Slavery Statement (**Statement**) in accordance with the Australian Modern Slavery Act 2018 (**Act**).

This Modern Slavery Statement demonstrates Horizon's commitment to making the right kind of impact and to minimise the risk of modern slavery in our operations and supply chain and, enhancing the communities in which we operate.

2 STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Reporting criteria 1 & 2

2.1 - Horizon's reporting entity and organisational structure

Horizon makes this Statement for the financial year ended 30 June 2024 (**FY24**).

This Statement covers all of Horizon's controlled entities, details of which are set out in Horizon's Annual Report 2024 (**Horizon Group**). Each entity within the Horizon Group is governed by Horizons' policies, procedures, and systems.

As at the end of FY24, the Horizon Group employed a total of 10 personnel, all based in Australia.

2.2 - Horizon's operations

For the reporting period, Horizon's operations comprised the exploration, development and production of oil and gas. Produced crude oil was sold to customers in Australia and China. Produced gas was also sold to customers in Australia.

The Horizon Group's activities are primarily conducted through joint ventures governed by joint operating agreements and/or production sharing contracts.

In addition to its corporate headquarters in Sydney, Australia, the Horizon Group's operations can be summarised as follows:

China (**Block 22/12**) and New Zealand (**Maari**)

Horizon holds interests in producing offshore oil assets in China (**Block 22/12**) and New Zealand (**Maari**). Horizon's revenue for FY 24 was substantially generated from the production and sale of crude oil from Block 22/12 and Maari, with Mereenie production being added late in the year as detailed below. Crude oil from the Block 22/12 operations is sold into the Chinese domestic market and crude oil from the Maari operations is sold into the domestic refinery market in Australia.

Australia (**Mereenie OL4 and OL5**)

Close to the end of FY24 (11 June), Horizon successfully completed the acquisition of a 25% interest in the Mereenie oil and gas field, located in Australia's Northern Territory (onshore). Both the crude oil and the gas produced at Mereenie is sold into the domestic market in Australia.

Horizon is a non-operating joint venture participant in Block 22/12, Maari and Mereenie and therefore delegates the day-to-day decisions in respect of the Block 22/12, Maari and Mereenie operations to the operators of these oil and gas projects.

2.3 - Horizon's supply chain

Horizon's supply chain involves primarily oil and gas field engineering, procurement, fabrication and technical services, logistics, specialist consultancies, corporate services, and labour.

During FY24, Horizon had approximately 62 direct suppliers and approximately US\$4.6 million in direct procurement spend, which excludes taxes, joint venture and intercompany transfers, principal debt repayments and dividends. A geographical and product category break up of Horizon's direct procurement spend is shown in the following charts.

3 OPERATIONAL AND SUPPLY CHAIN RISKS

Reporting criteria 3

Horizon continues to review its suppliers and supply chain to identify and assess any incidence of modern slavery. The scope of the review included Horizon's corporate head office and its operated and non-operated joint ventures. As Horizon was only part of the Mereenie joint venture from late in FY24 (11 June 2024), only a limited review was conducted over the Mereenie supply chain with a further detailed assessment to be carried out in FY25.

In assessing the risks of modern slavery practices potentially attributable to its operations and supply chain, Horizon referred to material published by the Walk Free Foundation, including the 2023 Global Slavery Index [GSI].

Potential risks of modern slavery practices were assessed according to the following indicators:

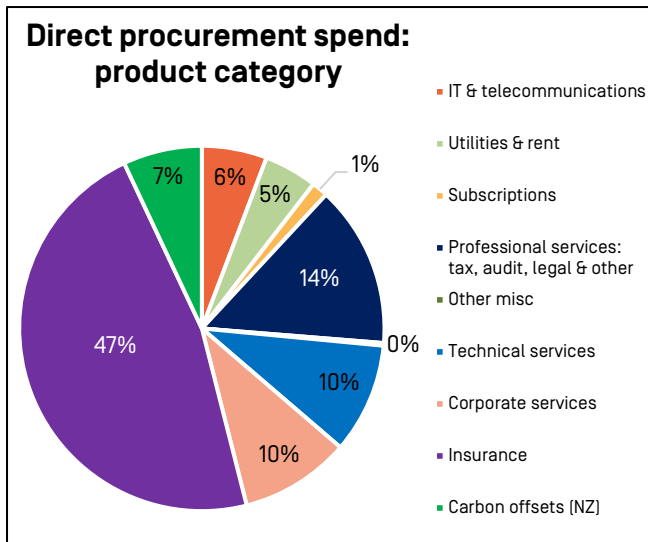
- **Geographic location** – based on the estimated prevalence of modern slavery practices in that location;
- **Industry sector** – certain industry sectors are deemed high risk in terms of modern slavery practices;
- **Product or commodity** – certain products or commodities are deemed high risk in terms of modern slavery practices¹.

Based on this review, Horizon identified the following areas which may be at high risk of modern slavery practices:

- **IT and telecommunications equipment** – The oil and gas industry rely heavily on IT and telecommunication equipment in the conduct of its operations. Horizon's indirect supply chain associated with IT and telecommunications equipment may include electrical components sourced from countries considered to have a high prevalence of modern slavery.

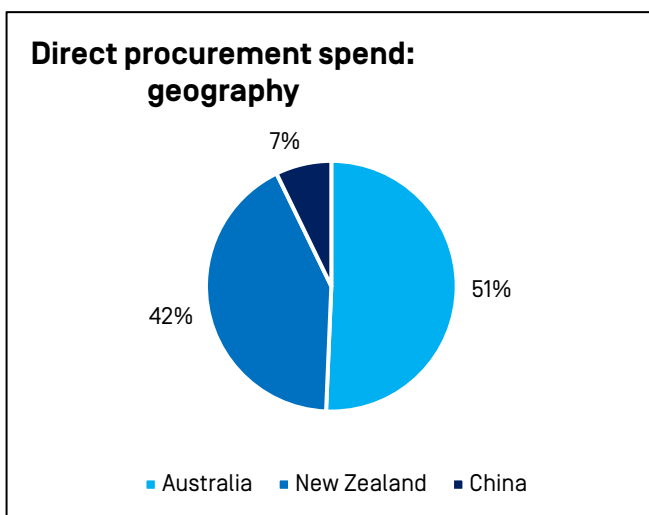
During FY24, Horizon's direct spend in this category was ~US\$265k.

- **Personnel protective equipment and uniforms** – Horizon procures personal protective equipment and uniforms for use in its operations. Horizon's indirect



In the case of Horizon's non-operated joint venture interests, Block 22/12, Maari and Mereenie, procurement processes are wholly managed by the relevant joint venture operator.

Horizon also has an indirect supply chain which includes, the procurement of goods and services supporting the corporate head office such as cleaning services, the provision of personal protection equipment, uniforms, and IT and telecommunications equipment.



¹ An analysis of the labour involved in the production of Horizon's goods and services was included as part of this indicator.

supply chain associated with personal protective equipment and uniforms may include labour and materials sourced from countries considered to have a high prevalence of modern slavery.

During FY24, Horizon's direct spend in this category was <\$US5k.

4 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

Reporting criteria 4

In FY24 Horizon continued to strengthen its understanding of potential risk of modern slavery practices in its operations and supply chains and commit to actions that will improve its ability to identify and reduce those risks in future. Horizon has regular engagement with joint venture partners and operators on key risks and their management including human rights.

A number of activities were undertaken during FY24 as outlined below.

4.1 -Actions undertaken in FY24

During FY24 key activities undertaken by Horizon included:

- updating of internal risk registers to explicitly evaluate and assess risks of modern slavery within different jurisdictions;
- preparation and communication of the results of the modern slavery risk assessment to the Board;
- development of planned actions for FY25

4.2 - Actions planned for FY25

During FY25 Horizon plans to undertake the following key activities:

- undertake a detailed assessment of the supply chain of the non-operated joint venture (Mereenie), including working with the operator to understand their modern slavery risk management process;

- continue to refine the pre-qualification process for operators, suppliers, and service providers to ensure that modern slavery risks are specifically addressed, and incorporate modern slavery clauses into new contracts;
- continue to work with our existing joint venture partners to expand our review of the risks in international operations and evaluate ways in which modern slavery risk management is specifically embedded into their operational systems; and
- ongoing awareness program for Horizon personnel.

5 EFFECTIVENESS ASSESSMENT

Reporting criteria 5

As part of Horizon's risk management system, Horizon reviews risks of modern slavery every 6 months, reporting the results to the Risk Management Committee and the Board. The established controls and the effectiveness of the mitigating actions are assessed as part of the risk management process.

6 CONSULTATION WITH OWNED / CONTROLLED ENTITIES

Reporting criteria 6

Horizon's controlled entities are listed in Horizon's Annual Report 2024. These controlled entities all operate under the direction and governance of Horizon and all share the same executive management who have been directly involved in our modern slavery risk management efforts and the preparation of this statement. The directors for the controlled entities are the Chief Executive Officer and either the Chief Financial Officer or the Company Secretary of the parent entity.

Horizon's Risk Management Committee retains oversight of modern slavery risks as part of the risk management process. Horizon's management has also been involved in the compilation and endorsement of this statement for approval by the Board.

This statement was approved by the board of Horizon Oil Limited on 19 November 2024.



Richard Beament

Managing Director and Chief Executive Officer