

The background of the cover is a composite image. The left half is a solid dark blue. The right half is a photograph of an offshore oil rig, with its complex steel lattice structure and tall derrick visible against a pale sky. The rig is situated in the ocean, with blue waves and white foam visible in the foreground and background. A vertical yellow stripe runs down the right side of the cover, partially overlapping the rig image.

ESG REPORT

CARNARVON'S APPROACH TO ESG REPORTING AND MATERIALITY

Carnarvon is committed to transparency in its Environmental, Sustainability & Governance (ESG) disclosures across material areas of impact. This section outlines Carnarvon's performance in their material ESG topics for the year from 1 July 2024 to 30 June 2025. It marks their sixth year of annual ESG reporting and their first year of integrated reporting within the Annual Report.

This section was prepared by MCC Sustainable Futures in collaboration with Carnarvon and has been reviewed and approved by Carnarvon's Board.

Frameworks and Standards

The ESG performance reporting presented in this section has been prepared with reference to the Global Reporting Initiative (GRI), specifically the **GRI 11: Oil and Gas Sector Standard (GRI 11)** published in 2021, along with the updated **GRI Universal Standards (2021)**.

Reporting Scope and Boundaries

The data reported in this section relates directly to business activities and operations where Carnarvon holds 'operational control'. See Carnarvon's portfolio table on page 27 for further information on asset ownership boundaries.

Where Carnarvon is a Joint Venture Partner in assets and operations where it does not hold operational control, the Company will refer to the operating entity's ESG performance reporting. In future, Carnarvon will aim to include 'equity share' reporting where possible, as its portfolio continues to evolve.

The scope of this report considers all activities undertaken by Carnarvon for the duration of the reporting period, rather than as at the end of the reporting period, except where noted. The exception to this is people-related data, which refers to all direct employees at the end of the reporting period.

During the reporting period, two contractors were engaged under consulting agreements that were short term and intermittent, as needed for specific scopes. Contracted staff data is excluded from people-related data as these staff are engaged under consultancy arrangements and are not employees of Carnarvon.

A summary of the available data and disclosures made against each material topic is provided in the GRI Content Index.

Where data is not available for the reporting period, it is noted.

Memberships

During the reporting period, Carnarvon was a member of the following associations:

- South East Asia Petroleum Exploration Society (SEAPEX)
- Energy Club of Western Australia
- Society of Petroleum Engineers
- Petroleum Exploration Society of Australia

Materiality

Carnarvon continued to develop its approach to identifying topics where it has a material impact. Carnarvon assessed impacts and risks (both positive and negative) from business activities that occurred in the reporting period. The identified material topics are areas where Carnarvon had a material impact (positive or negative) during the reporting period. In addition to this Carnarvon validated the relevance of these topics by considering their importance both to the business and to external stakeholders. The topics considered reflect industry specific topics in GRI 11 and build on previously reported topics.

Material Topics

The materiality assessment resulted in four material topics which form the basis of this report. The topic metrics have been informed by the guidance provided in the GRI 11: Oil and Gas Sector Standard 2021. Carnarvon's FY25 material topics remain largely consistent with those identified in FY24. Environmental Regulatory Management and Asset Integrity and Critical Incident Management were not assessed as material topics because there was no impacts or risks from the business related to these topics during the reporting period.

ENVIRONMENT

Greenhouse Gas (GHG) Emissions



Climate Adaptation, Resilience & Transition



SOCIAL

Non-Discrimination & Equal Opportunity



GOVERNANCE

Economic Impacts



ESG REPORT

FY25 ESG HIGHLIGHTS

All Scope 2
**emissions
offset**



**All staff
retained**



85%

of procurement
budget spent locally



0

Zero anti-bribery &
corruption violations

Carbon bank

ready to support
Dorado project



FY25 GOAL PERFORMANCE OVERVIEW

The table below provides a summary of Carnarvon's performance against its goals set for the material topics identified during the FY24 reporting period for progression in FY25. The following sections of the report provide further detail of the context of Carnarvon's business during the reporting period and of its performance and disclosures on each topic.

	FY24 Material Topic	FY25 Goal	FY25 Performance Summary	Status	Further Information
ENVIRONMENT	GHG Emissions	Incorporation of emissions reduction measures as part of the design of the Dorado production facilities.	Dorado field development was deferred during FY25.	 ON HOLD	GHG Emissions section.
	Climate Adaptation, Resilience and Transition	Ensure the business is positioned for the introduction of mandatory disclosure of climate-related financial risks and opportunities.	Monitored regulatory changes to mandatory reporting requirements. Attended online information sessions on mandatory climate reporting.	 PARTIALLY ACHIEVED	Climate Adaptation, Resilience and Transition section.
	Environmental Regulatory Management	Commence Environment Plan (EP) process for the Dorado development and future Bedout exploration activities.	Bedout exploration EP preparations underway. Dorado development EPs deferred.	 PARTIALLY ACHIEVED	<i>Not a material topic in FY25.</i>
SOCIAL	Non-Discrimination and Equal Opportunity	Attract, develop and retain a diverse, inclusive and appropriately skilled workforce.	All staff were retained during the reporting period and supported with 565 hours of training and postgraduate study support.	 ACHIEVED	Non-Discrimination and Equal Opportunity.
GOVERNANCE	Asset Integrity and Critical Incident Management	Ensure the Dorado production facilities will be constructed in accordance with required standards and specifications.	On hold due to deferral of Dorado development.	 ON HOLD	<i>Not a material topic in FY25.</i>
	Economic Impacts	Maximise shareholder value and share price performance year on year.	Share price has fallen by 46%, from FY24.	 NOT ACHIEVED	Economic Impacts section.

ESG REPORT

MATERIAL TOPICS

ENVIRONMENT

Greenhouse Gas (GHG) Emissions



- ✓ All Scope 2 emissions offset
- ✓ Carbon bank ready to support Dorado approvals

CARNARVON'S CARBON BANK

In 2024, Carnarvon Energy purchased 20,000 ACCUs. These ACCUs are from avoided deforestation projects in NSW that protect land already approved for clearing for 100 years and avoided clearing of native regrowth in Queensland that protects land from clearing for 25 years. These ACCUS were listed by Terra Carbon Pty Ltd and purchased directly from Origin Energy.

Carnarvon acknowledges that GHG emissions are produced in its business through operating facilities, office locations, in the supply chains from which they source goods and services, and the developments in which they are a non-operating Joint Venture Partner.

These GHG emissions contribute to the global accumulation of GHGs in the atmosphere, resulting in global warming of the atmosphere, leading to potential negative impacts on the environment and human health locally, regionally and globally as well as the financial consequences associated with these impacts. Carnarvon also recognise the importance of reducing and offsetting emissions from oil and gas operations.

Carnarvon's current GHG emissions profile is comprised of Scope 2 emissions generated from electricity consumption at its Perth office. As the Company had no assets in operation or exploration activities during the reporting period, it did not have any Scope 1 emissions and no obligations to report under the National Greenhouse and Energy Reporting Scheme (NGERS) Act. Carnarvon includes reporting of Scope 2 emissions in this report (see below) on a voluntary basis.

Carnarvon intends to develop a Scope 3 emissions profile when their operational activities recommence. The operations phase is expected to generate their most significant Scope 3 emissions profile.

Joint Venture Partnerships

Where Carnarvon does not have operational control in its portfolio, the Company works proactively with the asset operator and key contractors to ensure emissions reduction opportunities are identified and evaluated for implementation, where possible.

Carnarvon is a 10% Joint Venture Partner in the Dorado development, with Santos Limited (Santos) designated as operator. The GHG emissions will be reported under the NGERS Act by Santos and Carnarvon will report GHG emissions on an equity share basis within this report once operations commence.

Carnarvon recognises that the GHG forecast for the Dorado development is significant and annual reductions will be required under the National Safeguard Mechanism. These reductions will primarily be achieved using offsets. To demonstrate its ability to meet this requirement, Carnarvon purchased bulk offsets in 2024 (referred to as Carnarvon's Carbon Bank). This bank is expected to meet the reduction requirements for the first five years of the development. Making this upfront purchase of offsets has supported Carnarvon to manage the risk of price increases, as the GHG emissions obligations of other Australian commercial entities continues to grow.

Continuing to manage the Carbon Bank and working to identify and assess carbon abatement and reduction opportunities when the development recommences, aims to ensure that Carnarvon can continue to meet its regulatory requirements.

FY25 Performance

SCOPE 2 EMISSIONS

Carnarvon's Scope 2 emissions are calculated using the location-based method. During the reporting period, electricity consumption from its corporate office was 88.9 GJ and Scope 2 emissions were 12.6 tCO₂e. See Figure 7 for Scope 2 tCO₂e emissions trend since the Company's first sustainability reporting year in FY20. The reduction in emissions over recent years is due to the reduction in Carnarvon's office facilities. These emissions were offset entirely by the retirement of an equivalent number of ACCUs purchased by Carnarvon.

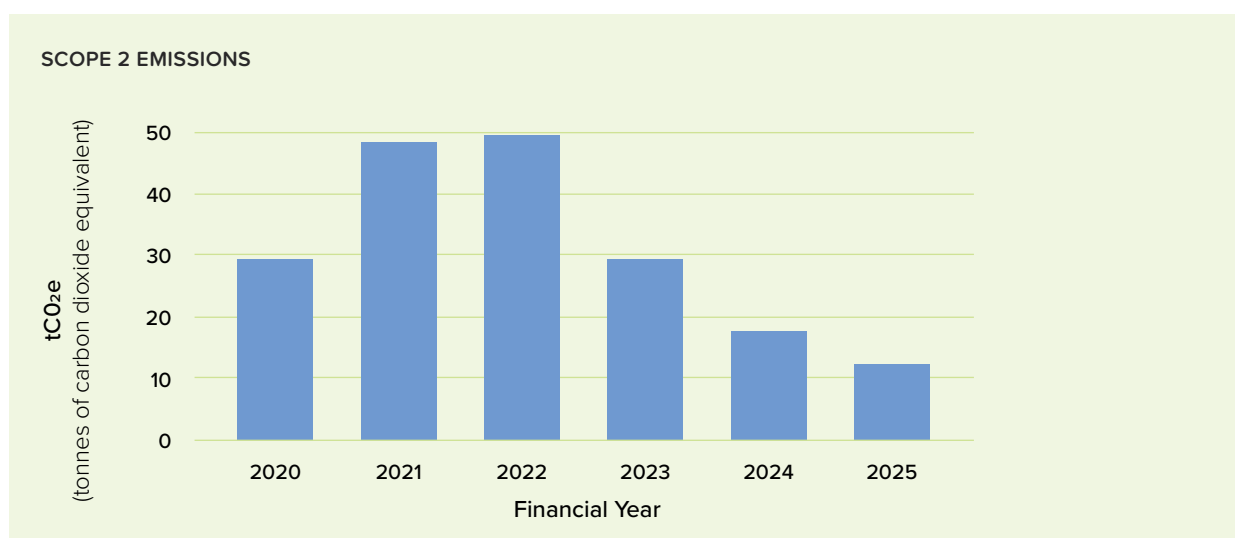


Figure 7: Scope 2 Emissions

FY25 GOAL

Incorporation of emissions reduction measures as part of the design of the Dorado production facilities and assess opportunities to repurpose an FPSO.

During the reporting period, a decision was made to defer the Dorado development. Consequently, all works on the design of the asset and production facilities ceased. Carnarvon continue to acknowledge the significant forecasted GHG emissions profile of the development and remain committed to continuing to work with the joint venture to investigate and evaluate emissions abatement and reduction opportunities, when works on the development recommence.

FY26 GOALS

Continue to work within the Dorado joint venture to ensure that emissions reduction and abatement opportunities are identified and assessed as the development progresses.

Continue Scope 2 GHG reporting and offsetting.

Climate Adaptation, Resilience & Transition



The energy transition has the potential to reduce impacts to the environment through the provision of cleaner forms of reliable energy. Whilst the Dorado project will be a large emitter of GHG emissions and covered under the requirements of the National Safeguard Mechanism, it is considered a low carbon field, at approximately 2% CO₂.

Governance and Risk Management

Carnarvon have published a Climate Policy which affirms their recognition of climate change as an important global challenge, one that requires action to transition to a lower carbon economy. During the reporting period, their climate and broader ESG performance continued to be overseen by the Board's Risk, Governance and Sustainability (RGS) Committee. The RGS Committee meets twice a year and has ultimate oversight to ensure that climate considerations are integrated into Carnarvon's business planning and processes.

These risks are considered from a strategic, operational, financial and reputation perspective, together with potential likelihood for impacts to occur. Risks, opportunities, and mitigations are assessed and updated by management on a regular basis, including during the formal annual review.

FY25 Performance

Climate change is considered in Carnarvon's corporate risk and opportunity assessment process and is recorded in the corporate risk register. Carnarvon's key risks include:

TRANSITION RISKS

Strategic

Stranded assets that cannot be developed or only developed with costly abatement and other emissions reduction requirements.

Operational

Operating assets shut-in early due to regulatory action, with decommissioning costs brought forward. Third party service companies may leave the industry and pivot businesses towards renewables, resulting in limited contractors with the necessary operating spares and capabilities.

Financial

- Loss of revenue (e.g. stranded assets) or significantly less revenue (e.g. long-term depressed oil and gas prices).
- Potential high environmental compliance costs (e.g. emissions abatement or new CAPEX to reduce operational emissions) and insurance costs.
- Overall value destruction via low share price.
- Inability to raise further equity on-market, or via debt.

Reputational

- Likely to be unattractive from partnering perspective.
- Increased regulatory focus from ASIC and ASX.
- Lack of interest from institutional investors and retail investors with expectation of climate / energy transition plans.
- Possible activists pressure from environmental non-governmental organisations (eNGOs).

PHYSICAL RISKS

Increased severe weather events and rising sea levels may impact Carnarvon's future operations.



Current mitigation measures include the above-mentioned Carbon Bank of quality offsets for the Dorado development, the anticipation of offset requirements under the National Safeguard Mechanism, oversight by the Board RGS committee, and inclusion of carbon pricing as part of project economics and screening (see below).

Carnarvon did not participate in or were associated with any associations or committees in relation to climate-related public policy development or lobbying in the reporting period.

FY25 GOAL

Ensure the business is positioned for the introduction of mandatory disclosure of climate related financial risks and opportunities.

As Carnarvon's business portfolio continues to evolve, and as any new operational activities emerge, Carnarvon will continue to review and refine its climate change risk assessment. During the reporting period, the Australian mandatory climate-related financial disclosure reporting commenced, with initial reporting required for companies that met the allocated thresholds. During the reporting period, Carnarvon did not trigger any reporting requirements, due to its size and not operating any assets. As Carnarvon's portfolio of assets and business activities evolves, it will continue to assess and respond to any reporting obligations associated with the new mandatory disclosure legislation.

Carnarvon's approach to climate-related risks and opportunities is fully aligned with their corporate approach. Further detail on Carnarvon's whole-of-business approach to risk management and material business risks is provided in the Risk Management section on pages 24 to 27.

INTERNAL CARBON PRICING

Carnarvon has set a 'low end' price for ACCUs of A\$35/tCO₂e, and a 'high-end' price of A\$100/tCO₂e, escalated at CPI plus 2% per year in accordance with the 'cost containment' measure for ACCUs in the Safeguard Mechanism. Whilst this pricing methodology has relative certainty until 2030, beyond this date the price of ACCUs can't be accurately forecast. Carnarvon has assumed continued escalation at CPI plus 2% until the end of production from the Dorado field. As described above, Carnarvon's intent is to ensure it has 'banked' a sufficient volume of offsets prior to 2030 for the development, with a contingency for possible future backfill (e.g. Pavo field).

Carnarvon has modelled the impact of the Safeguard Mechanism on the Dorado development using low, mid and high end ACCU pricing, consistent with the parameters noted. This has confirmed that the development remains economically robust under all conditions. Whilst the impact of the Safeguard Mechanism reforms is more pronounced in the later years of production (as greater reductions are required), the impacts to the net present value are not material under all carbon price scenarios used. This is assuming there is no backfill and a lower rate of production applies.

FY26 GOALS

Continue to monitor developments related to reporting under the Australian mandatory climate-related financial disclosure legislation

Review the internal carbon pricing assumptions, with updated market insights.

ESG REPORT

MATERIAL TOPICS

SOCIETY

Non-Discrimination & Equal Opportunity



✓ All staff retained

Carnarvon recognises that freedom from discrimination is a human right and a fundamental right at work. A workplace free from discrimination with practices that support diversity, inclusion and equal opportunities can have a positive impact on employees and Carnarvon's reputation.

Carnarvon's position on non-discrimination and equal opportunity is stated in its Diversity Policy. This policy addresses the meaning and benefits of diversity, as well as its achievement, measurement, reporting, and communication. It delegates governance and responsibility for this to the Remuneration & Nomination Committee.

The Company's Whistleblower Policy also assists Carnarvon in maintaining a working environment in which employees can raise concerns regarding instances of improper conduct without fear of intimidation, disadvantage, or reprisal.

FY25 Performance

CARNARVON'S WORKFORCE

During the reporting period Carnarvon's employee numbers stabilised, with the headcount for the corporate headquarters in Perth remaining at a total of seven staff. Disclosure of employees by location, employment type and gender below refers to the total headcount at the end of the reporting period (i.e. 30 June 2025).

No consultant or contractor staff data has been included in these numbers, as outlined in the Reporting Scope and Boundaries section. All employees are employed on permanent contracts.

As reported in previous Sustainability Reports, the percentage of senior management at significant locations of operation that are hired from the local community was 100% for Western Australia. Carnarvon's senior management are defined as the Chief Executive Officer (CEO) and Chief Financial Officer (CFO), and local is defined as the state of Western Australia.

CARNARVON'S WORKFORCE

Location	Unit	Employees	Permanent	Full Time	Part Time
Perth Office	Number	7	7	6	1
Female	Number	2	2	1	1
Male	Number	5	5	5	0

Reporting method: Total head count as at end of reporting period, 30 June 2025

Table 1: Carnarvon's Workforce

PARENTAL LEAVE

Supporting Carnarvon's staff through their challenging and rewarding parenthood journey is essential for retaining their valuable contributions to the organisation. In service of this Carnarvon provide parental leave entitlements, as covered in the Carnarvon Parental Leave Policy. During the reporting period, one male employee took parental leave and returned to work. One female employee that had previously taken parental leave in FY24 remained employed with Carnarvon 12 months after their return.

DIVERSITY AT CARNARVON FY25 GOAL

Attract, develop and retain diverse, inclusive and appropriately skilled workforce.

Carnarvon is committed to attracting and retaining a diverse range of talented people to work in all levels of its business. During the reporting period one female Non-Executive Director joined the Board, in support of the Board succession process and the Company's commitment to diversity in all areas of Carnarvon's business.

Carnarvon continues to report on gender diversity in accordance with relevant ASX governance requirements. See page 67 of this FY25 Annual Report and the published Corporate Governance Statement. The following graphs show the diversity of their governance bodies and employees, both by age and gender.

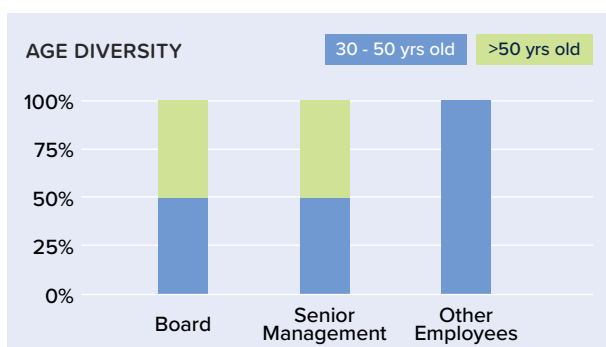


Figure 8: Age Diversity

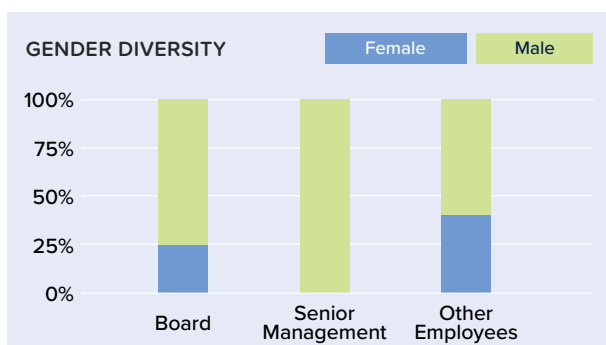


Figure 9: Gender Diversity

DISCRIMINATION

During the reporting period, there were zero incidents of discrimination reported.

TRAINING AND DEVELOPMENT

Carnarvon is committed to investing in the personal development of staff, rewarding individual accomplishments, and growing future leaders. By valuing employees' contributions and empowering them to drive their own careers, Carnarvon aims to provide opportunities for employees to grow within the company.

FY25 GOAL

Continue to support staff development through training.

The graph below shows the hours of training that Carnarvon supported during the reporting period, by employee group. In comparison to FY24, the average hours of training increased across all groups.

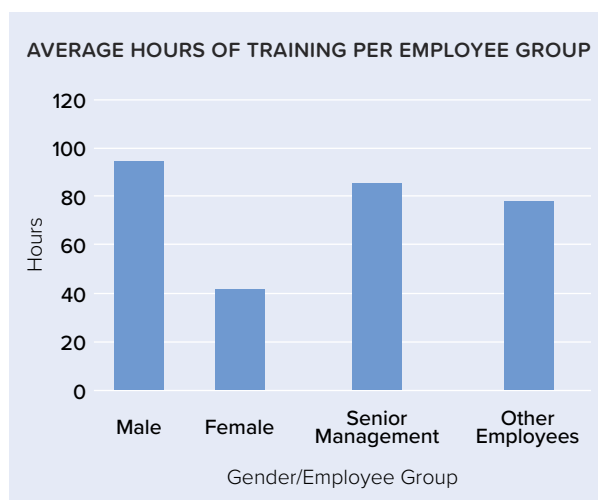


Figure 10: Average Training Hours

As well as core internal team training and development, Carnarvon also funds post graduate study for some employees.

FY26 GOAL

Continue to develop staff by maintaining training levels.

MATERIAL TOPICS

GOVERNANCE

Economic Impacts



✓ **85% of procurement budget spent locally**

Oil and gas facilities have a positive impact on the economy through the distribution of money through supply chain purchases, provision of wages and payments to finance institutions and tax contributions to governments. Despite Carnarvon having no operating facilities during the reporting period, Carnarvon continued to have a positive impact on the Australian economy through wages and supply chain.

FY25 GOAL

Maximise shareholder value and share price performance year on year.

During the reporting period, the share price fell by 46%. The decrease in share price was driven by the deferment of the Dorado development.

Increasing shareholder value and markedly improving the share price will continue to be a priority for Carnarvon in the next reporting period.

FY25 Performance

The Operating and Financial Review section of this Annual Report, supported by information and data in other sections, contains a detailed Financial Review for the reporting period (see page 23).

LOCAL SPEND

In FY2025, Carnarvon maintained a strong focus on local engagement through its procurement practices. As outlined in the Non-Discrimination and Equal Opportunity section, 'local' is defined as Western Australia, where the company's corporate headquarters are located. With no operational activity undertaken during the reporting period, the Perth office was Carnarvon's only significant location of operation.

During the year, 85.2% of total supplier expenditure was directed to Western Australian suppliers, demonstrating Carnarvon's continued commitment to supporting the local economy, 14.4% was spent with other Australian suppliers, and 0.4% with international suppliers (Figure 11). This procurement profile reflects Carnarvon's focus on fostering regional economic development and maintaining strong partnerships with local businesses.

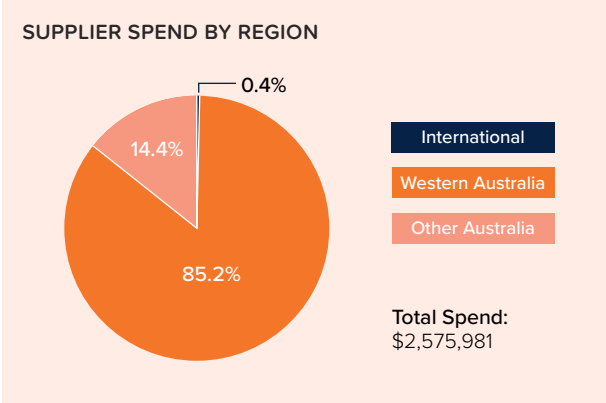


Figure 11: Local Spend by Region

FY26 GOALS

- Continue to have a positive economic impact through wages and supply chain.
- Maintain a high proportion of local (WA) supply chain.

Stakeholder Engagement

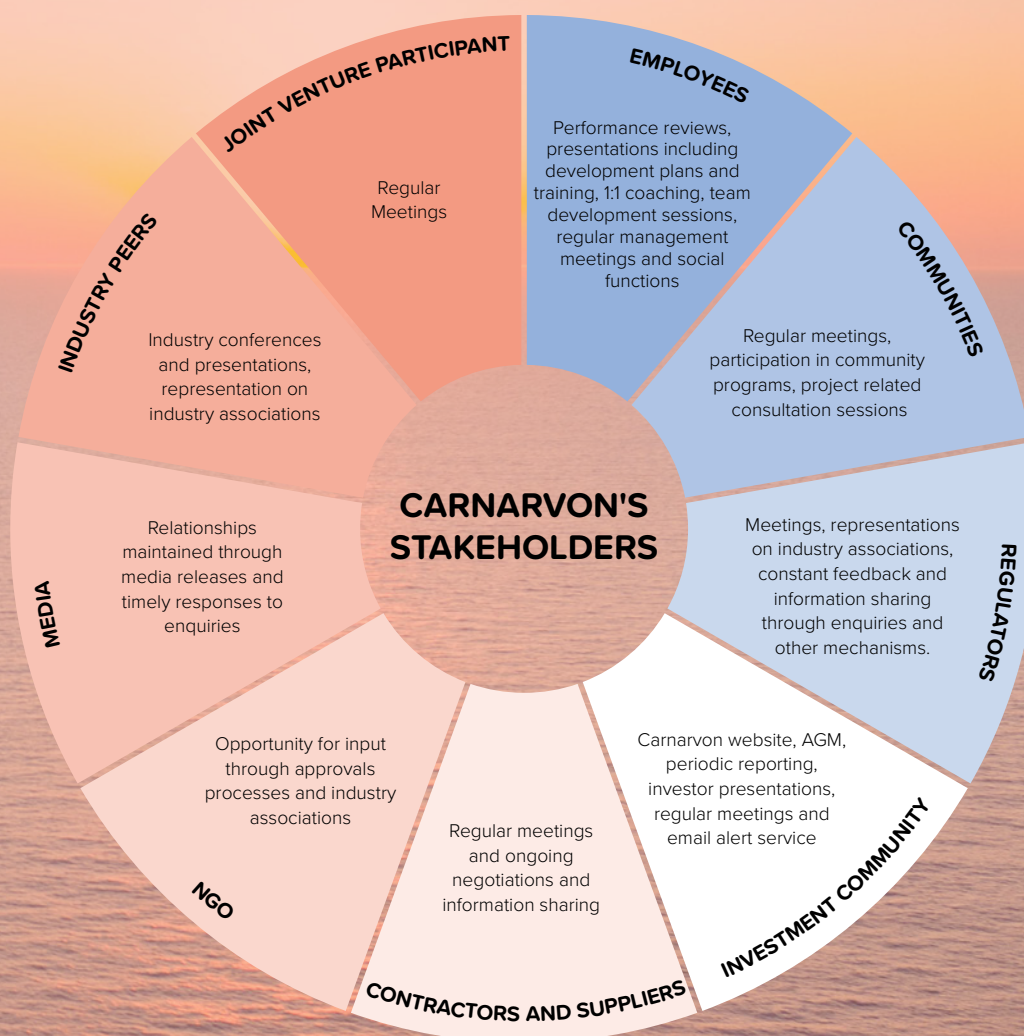
Carnarvon's relationships with its employees, the communities in which it operates, the contractors and suppliers that it engages with, and the government stakeholders that it interacts with ultimately underpins their success as a company.

Carnarvon values these relationships and continues to strengthen them as the Company's portfolio of business activities continues to evolve. During the reporting period, Carnarvon worked closely with a range of stakeholders, including its joint venture partners, industry peers, regulatory bodies, financiers and shareholders. Carnarvon understands the importance of engagement with local communities to hear concerns and better understand local impacts (positive and negative).

Where the Company does not have operational control in its portfolio, Carnarvon works proactively with the asset operator to ensure that engagement is undertaken to support and strengthen key relationships.

Carnarvon believes high standards of governance are critical to delivering its strategy, creating long-term shareholder value, and maintaining the Company's social licence to operate.

A number of sections within this Annual Report provide further detail about the governance that was maintained during the reporting period, as well as information and data about performance. Targeted references and additional comments that relate to their ESG disclosures are provided provided in the next section.



ESG Governance

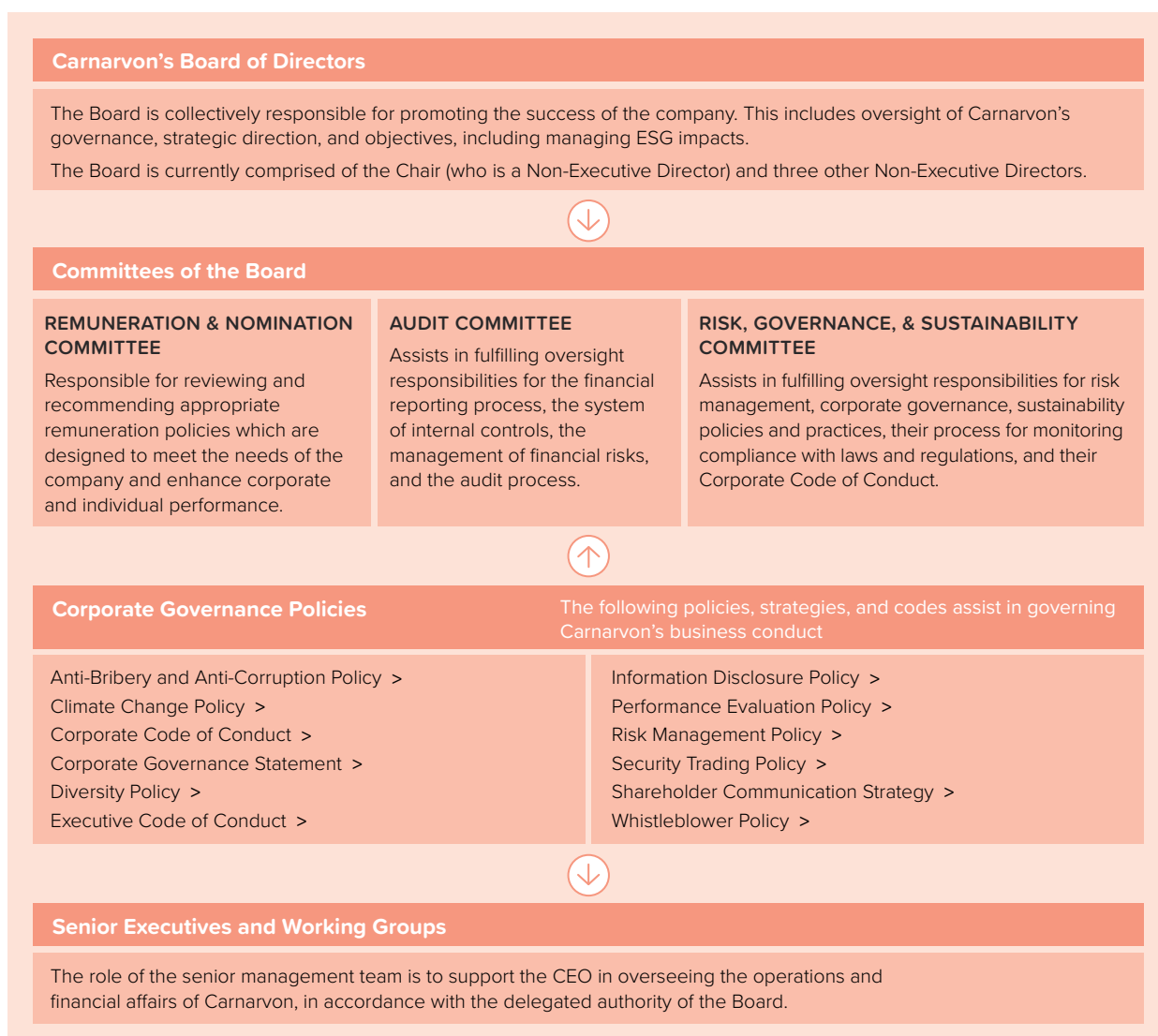
Governance Structure

Oversight of Carnarvon's impacts on the economy, environment, and people sits with the Board. The Board delegates responsibility for management of Carnarvon's business activities to the CEO, who remains accountable to the Board. This responsibility is then carried out through a group of committees and corporate governance policies and procedures, which are reviewed annually against ASX corporate governance guidance, as can be seen in the latest Corporate Governance Statement.

The Directors Report section of this annual report describes the governance structure that was in place during the reporting period – in the context of the critical role that it plays to provide stability, transparency and

accountability to the way that Carnarvon does business. The section also introduces the Board of directors and the broad, diverse experience that each member contributes to the organisation. The Board Chairperson is not a Senior Executive at Carnarvon.

The below diagram summarises Carnarvon's governance structure and provides links to the key governance documents that are maintained and implemented. This diagram complements the details provided in the Directors Report section of the governance structure. It also serves to provide an overview of how responsibilities are assigned for managing the Company's ESG impacts.



Risk, Governance and Sustainability Committee

ESG and risk management at Carnarvon is governed by the RGS Committee, in accordance with the RGS Committee Charter and guided by the corporate risk management framework and register.

A key remit of the RGS Committee is to provide strategic guidance, direction and performance monitoring of Carnarvon's key ESG aspects. The Committee reviews and approves Carnarvon's materiality assessment, ESG goals and annual ESG reporting. In accordance with the Charter, the Committee monitors the Company's policies and performance in relation to health, safety, environment, community, climate change and other ESG impacts.

The Committee also provides the highest level of risk review for the business, in addition to fulfilling its overall responsibilities for corporate governance and sustainability. Specifically, the RGS Committee assists the Board in fulfilling its risk management responsibilities.

The RGS Committee ensures that Carnarvon has an appropriate risk management framework in place that considers business, financial, regulatory and operational risks. Specifically, the Committee monitors the effectiveness of how Carnarvon is managing health, safety, environmental, community, reputational, legal, and financial risks.

The highest-level risks are identified as 'material'. The associated measures and approaches required to manage these risks are endorsed by the Board. Material risks are managed across Carnarvon's business activities, functions and processes. Day-to-day oversight is provided by senior management, who are supported by dedicated and qualified personnel who have expertise in each of these areas.

Remuneration

A strong remuneration framework supports Carnarvon to attract and retain top talent. Transparency in the Company's approach to remuneration is important to Carnarvon and its external shareholders and stakeholders. Detailed remuneration reporting is included within the Directors Report section of this annual report. It includes an overview of Carnarvon's remuneration framework, remuneration performance following the reductions made to CEO and Director remuneration in the last reporting period, and details of the externally audited Remuneration Report for the reporting period. Further details can be found from pages 51 to 63.

Carnarvon's shareholders can also provide feedback and vote on the Company's Remuneration Report contained within this Annual Report, at each Annual General Meeting. At the Company's FY24 Annual General Meeting, less than 25% of the votes cast were against the adoption of the Remuneration Report (5.62%) published in the Carnarvon FY24 Annual Report. The only change to remuneration during the period was a 4% CPI increase for executives and other staff and a reduction in director fees for the Chair.

In this reporting period, the ratio of the CEO's total compensation to the median annual total compensation for all employees (excluding the CEO) was 2.13:1, a reduction from a ratio of 3.37:1 in the previous reporting period. The reduction was driven by a reduction in the CEO remuneration in the prior period.

Responsible Business Conduct

Carnarvon's published Corporate Code of Conduct is a critical policy at the highest level of its governance framework. It sets out the minimum standards to which the Board, management and employees of Carnarvon are required to comply with when dealing with each other, shareholders and the broader community. It includes the requirement to comply with all legal requirements that are relevant to their business activities. The purpose of this policy is to provide a framework for decisions and actions in relation to ethical conduct in employment.

The policy underpins Carnarvon's unwavering commitment to integrity and fair dealing in its business affairs, as well as their duty of care to all employees, clients and stakeholders. Carnarvon's Statement of Values is an accompanying document to the Corporate Code of Conduct.

Related, overarching governance policies that Carnarvon have published include the Executive Corporate Code of Conduct and the Anti-Bribery and Anti-Corruption Policy. Each of these policies is approved by the Board.

All of these policies apply across Carnarvon's business activities and have a senior level of responsibility assigned (Board, Chair or CEO). This is appropriate given the size of the company. During the reporting period, the Company provided continuous disclosure training.

No instances of legal non-compliance were recorded during the reporting period.

CONFLICTS OF INTEREST

Conflicts of interest are important to be monitored for, disclosed and responded to, to ensure that Carnarvon maintains legal compliance and, integrity in its business activities.

Carnarvon's Code of Conduct requires the Board, management and employees to not involve themselves in situations where there is a real or apparent conflict of interest between them as individuals and the interest of the Company. Where a potential conflict of interest does arise, the Code of Conduct outlines the action that should be taken, depending on the level of the organisation to which the matter relates.

The Carnarvon Board takes responsibility for identifying and responding to any conflicts of interest. This is a priority that is addressed in each Board meeting, with each Director being required to consider and disclose any potential or actual conflicts.

ANTI-BRIBERY, CORRUPTION & CRITICAL CONCERNS

In the reporting period, Carnarvon's business activities were undertaken and completed with zero anti-bribery and corruption violations. Carnarvon's Whistle-blower Policy is available on the Company's website, which explains how critical concerns should be received and communicated to the Board. It is relevant to stakeholder groups including employees, shareholders, clients, customers and consumers. The policy and associated reporting and handling process is guided by the Corporate Code of Conduct and has been developed internally by Carnarvon personnel.

No critical concerns were received and communicated to the Board during the reporting period.

GRI CONTENT INDEX

Statement of Use	Carnarvon has reported with reference to the GRI Standards for the period 1 July 2024 to 30 June 2025
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector 2021

Disclosure		Location / Reason for Omission
GRI 2: General Disclosures (2021)		
2-1	Organisational details	• Carnarvon Energy Ltd website: Home - Carnarvon Energy. • Corporate Directory section of this report, page 1.
2-2	Entities included in the organisation's sustainability reporting	Overview of Operations section of this report, pages 6 to 27.
2-3	Reporting period, frequency and contact point	• Corporate Directory section of this report, page 1. • Carnarvon's Approach to ESG Reporting and Materiality section of this report, page 28.
2-4	Restatements of information	None.
2-5	External assurance	No dedicated assurance has been undertaken for this FY25 ESG Report.
2-6	Activities, value chain and other business relationships	• Overview of Operations section of this report, pages 6 to 27. • Permit Interests are also listed on page 27 of this report.
2-7	Employees	Non-discrimination and Equal Opportunity section of this report, page 35.
2-8	Workers who are not employees	• <i>Not applicable.</i> • Carnarvon's Approach to ESG Reporting and Materiality section of this report, page 28.
2-9	Governance structure and composition	Governance Structure section of this report, page 39.
2-10	Nomination and selection of the highest governance body	• Director's Report section of this report, from pages 46 to 65. • Corporate Governance Statement.
2-11	Chair of the highest governance body	Director's Report section of this report, from pages 46 to 65
2-12	Role of the highest governance body in overseeing the management of impacts	• Risk, Governance and Sustainability Committee section of this report, page 40. • Director's Report section of this report, from pages 46 to 65. • Climate Adaptation, Resilience and Transition section of this report, page 33.
2-13	Delegation of responsibility for managing impacts	• Risk, Governance and Sustainability Committee section of this report, page 40. • Operating and Financial Review, Risk Management section of this report, pages 6 to 27. • Director's Report section of this report, from pages 46 to 65
2-14	Role of the highest governance body in sustainability reporting	• Carnarvon's Approach to ESG Reporting and Materiality section of this report, page 28. • Risk, Governance and Sustainability Committee section of this report, page 40.
2-15	Conflicts of interest	Conflicts of interest section of this report, page 41.
2-16	Communication of critical concerns	Anti-bribery, Corruption & Critical Concerns section of this report, page 41.
2-17	Collective knowledge of the highest governance body	<i>No updates occurred in the reporting period.</i>

ESG REPORT

Disclosure		Location / Reason for Omission
2-18	Evaluation of the performance of the highest governance body	- Performance Evaluation Policy: https://carnarvon.com.au - Director's Report section of this report, from pages 46 to 65.
2-19	Remuneration policies	- Remuneration and Nomination Committee Charter: https://carnarvon.com.au - Director's Report section of this report, from pages 46 to 65.
2-20	Process to determine remuneration	- Remuneration and Nomination Committee Charter: https://carnarvon.com.au - Remuneration section of this report, page 40. - Director's Report section of this report, from pages 46 to 65.
2-21	Annual total compensation ratio	Remuneration section of this report, page 40.
2-22	Statement on sustainable development strategy	This disclosure is under review.
2-23	Policy commitments	- ESG Governance section of this report, page 39. - Carnarvon's suite of Corporate Governance policies.
2-24	Embedding policy commitments	- ESG Governance section of this report, page 39. - Carnarvon's suite of Corporate Governance policies.
2-25	Processes to remediate negative impacts	- ESG Governance section of this report, page 39. - Risk, Governance and Sustainability Committee Charter.
2-26	Mechanisms for seeking advice and raising concerns	Whistle-blower Policy.
2-27	Compliance with laws and regulations	Responsible Business Conduct section of this report, page 41.
2-28	Membership associations	Membership section of this report, page 28.
2-29	Approach to stakeholder engagement	Stakeholder Engagement section of this report, page 38.
2-30	Collective bargaining agreements	<i>Not applicable.</i> All Carnarvon employees are employed under individual permanent contracts, therefore no collective bargaining agreements are in place.
GRI 3: Material Topics (2021)		
3-1	Process to determine material topics	Carnarvon's Approach to ESG Reporting and Materiality section of this report, page 28.
3-2	List of material topics	Material Topics section of this report, page 28.
GRI 11: GHG Emissions (2021)		
3-3	Management of material topic	Greenhouse Gas (GHG) Emissions section of this report, page 31.
302-1	Energy consumption within the organisation	Greenhouse Gas (GHG) Emissions section of this report, page 31.
302-2	Energy consumption outside of the organisation	<i>Not reported – information unavailable.</i> Carnarvon intends to work on this disclosure in future.
302-3	Energy intensity	<i>Not reported – information unavailable.</i> Carnarvon intends to work on this disclosure in future.
305-1	Direct (Scope 1) GHG emissions	<i>Not applicable.</i> The Greenhouse Gas (GHG) Emissions section of this report outlines that Carnarvon did not have any operating assets during the reporting period and generated no Scope 1 emissions.

Disclosure		Location / Reason for Omission
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas (GHG) Emissions section of this report, page 31.
305-3	Other indirect (Scope 3) GHG emissions	<i>Not reported – information unavailable.</i> Carnarvon intends to work on this disclosure in future.
305-4	GHG emissions intensity	<i>Not applicable.</i> Carnarvon had no operating assets during the reporting period.
GRI 11.2: Climate Adaptation, Resilience, and Transition (2021)		
3-3	Management of material topic	Climate Adaptation, Resilience and Transition section of this report, page 33.
201-2	Financial implications and other risks and opportunities due to climate change	<i>Not reported - information unavailable.</i> Carnarvon intends to work on this disclosure in future.
305-5	Reduction of GHG emissions	<i>Not applicable.</i> Carnarvon had no operating assets during the reporting period.
11.2.4	Additional Sector Disclosure: Approach to public policy development and lobbying on climate change	Climate Adaptation, Resilience and Transition section of this report, page 33.
GRI 11.11: Non-discrimination and Equal Opportunity (2021)		
3-3	Management of material topic	Non-discrimination and Equal Opportunity section of this report, page 35.
401-3	Parental leave	Non-discrimination and Equal Opportunity, Parental Leave section of this report, page 35.
405-1	Diversity of governance bodies and employees	Non-discrimination and Equal Opportunity, Diversity at Carnarvon section of this report, page 35.
405-2	Ratio of basic salary and remuneration	<i>Not reported – related to confidentiality.</i> Information not included for the reporting period due to the small quantity of associated data and confidentiality considerations.
406-1	Incidents of discrimination and corrective actions taken	Non-discrimination and Equal Opportunity section of this report, page 35.
404-1	Average hours of training per year per employee	Non-discrimination and Equal Opportunity, Training and Development section of this report, page 35.
GRI 11.14: Economic Impacts (2021)		
3-3	Management of material topic	Economic Impacts section of this report, page 37.
201-1	Direct economic value generated and distributed	Economic Impacts section of this report, page 37.
202-2	Proportion of senior management hired from the local community	Non-discrimination and Equal Opportunity section of this report, page 35.
203-1	Infrastructure investments and services supported	<i>Not applicable.</i> No contribution during the reporting period.
203-2	Significant indirect economic impacts	Economic Impacts section of this report, page 37.
204-1	Proportion of spending on local suppliers	Economic Impacts section of this report, page 37.

Topics in the applicable GRI Sector Standard determined as not material for the reporting period.

Topic		Explanation
GRI 11: Oil and Gas Sector (2021)		
11.3	Air Emissions	
11.4	Biodiversity	
11.5	Waste	
11.6	Water and Effluents	Due to Carnarvon not operating any assets and were not the operator of planned ventures during the reporting period, these topics were assessed as not material
11.7	Closure and Rehabilitation	
11.8	Asset Integrity and Critical Incident Management	
11.9	Occupational Health & Safety	No significant incidents health and safety incidents were raised during the reporting period. As business activities were undertaken from the Carnarvon Perth offices, assessed as not material.
11.10	Employment Practices	This topic was assessed as not material, during the reporting period Carnarvon's employee headcount related to their corporate headquarters in Perth and remained low at a total of seven staff. The number of contractors engaged to complete dedicated scopes of work is considered low, due to no assets being operated.
11.12	Forced Labour and Modern Slavery	This topic was assessed as not material due to the current nature of Carnarvon's business activities focussing on administration from the Perth corporate head office, and the relatively low spend on procuring goods and services. Personnel employed at the head office and the consultant/contractors working on ad-hoc scopes of work are employed under the requirements of the Australian Fair Work legislation.
11.13	Freedom of Association and Collective Bargaining	This topic was assessed as not material because all Carnarvon employees are employed under individual permanent contracts. No collective bargaining agreements are in place.
11.15	Local Communities	
11.16	Land and Resource Rights	Due to Carnarvon not operating any assets and were not the operator of planned ventures during the reporting period, these topics were assessed as not material.
11.18	Conflict and Security	
11.17	Rights of Indigenous Peoples	
11.19	Anti-competitive Behaviour	Assessed as not material due to no incidents during the reporting period, the detailed corporate governance framework and processes that Carnarvon has in place, the limited nature of business activities undertaken during the reporting period and the Australian legislative requirements to be complied with.
11.20	Anti-corruption	
11.21	Payments to Governments	
11.22	Public Policy	A comment is included in the Climate Adaptation, Resilience and Transition section above that Carnarvon did not participate in or were associated with climate-related public policy development and/or lobbying in the reporting period.



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