2025 Sustainability Report

All kinds of useful origin

Contents

Overview 2
- A message from our CEO 4
- Our ambition and strategy at a glance 6
- Our approach to a just energy transition 8
- Our material sustainability topics 10
- FY25 Performance overview 12

Planet 14
- Climate change 16
- Environment 25

Customers 28
- Focusing on the customer experience 30
- Energy reliability 31
- Energy affordability and supporting our customers 32

Communities 34
- Engaging and supporting communities 36
- Responsible supply chain 40

Our people 42
- Safety, health and wellbeing 44
- Engaging and developing our people 46
- Inclusion 48

Additional information 50

Sustainability is at the heart of our purpose of 'Getting energy right for our customers, communities and planet'.

We aim to provide unrivalled customer solutions, accelerate growth in renewable energy and storage, and deliver reliable energy supply through the energy transition.

All kinds of useful.

Acknowledgement of Country

We recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of this land, and we pay our respects to Elders past and present.

About this report

Origin's 2025 Sustainability Report outlines how we are working towards our ambition to lead the energy transition through cleaner energy and customer solutions, focusing on our material sustainability-related topics.

Progress on our Climate Transition Action Plan

We published our first Climate Transition Action Plan in 2022 and provide annual updates on our progress in our Sustainability Report (for this year's update, see pages 17–24).

This year we released our second Climate Transition Action Plan, which reaffirms our 2030 emissions reduction targets and long-term ambition to be net zero for Scope 1, 2 and 3 emissions by 2050, and reflects developments since our first action plan.

Read our Climate Transition Action Plan

How we report our greenhouse gas emissions

We report our greenhouse gas (GHG) emissions on both an equity and operational control basis. Emissions reported on an equity basis relate to assets we own, including our generation fleet, and proportional emissions from equity investments – for example, Origin's equity interest share of Australia Pacific LNG, which includes the downstream operations and non-operated assets. Our emissions reduction targets use equity emissions.

Our operational control emissions are those from our operated assets, including our generation fleet and 100 per cent of the upstream operations at Australia Pacific LNG. See About our reporting for more information on how we report emissions.

UN Sustainable Development Goals

Our policies and actions contribute to several of the United Nations' Sustainable Development Goals. We have mapped these throughout the report and outlined our supporting actions on our website.

Assurance

EY has provided limited assurance on certain GHG emissions and other metrics in this report. Its limited assurance statement includes a list of the data assured.

Report feedback

We welcome your thoughts and feedback.

Email us at originsustainability@origin.com.au

Reporting frameworks

We are preparing to report against the mandatory Australian Sustainability Reporting Standards AASB S2 *Climate-related Disclosures* from FY26.

In FY25, we continue to report against the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Our TCFD index outlines where to find our TCFD disclosures in our reporting suite.

Our sustainability reporting follows the SASB Standards and references the Global Reporting Initiative (GRI) 2021 Standards. See our SASB index and GRI content index for more information.

Reporting frameworks

Environmental, social and governance (ESG) ratings

MSCI ESG's BBB RATING[1]

FTSE4Good 2004–2025

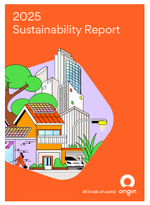
Sustainalytics[2] ESG Risk Rating 34.3

1 The use by Origin Energy of any MSCI ESG Research LLC or its affiliates (MSCI) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Origin Energy by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided as-is and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

2 As of November 2024, Origin received an ESG Risk Rating of 34.3 from Morningstar Sustainalytics and was assessed to be at high risk of experiencing material financial impacts from ESG factors.

Our reporting suite

Origin's corporate reporting suite describes how we are managing material risks and opportunities, and provides a summary of our financial, operating and sustainability performance.



2025 Sustainability Report

Outlines how we are working towards our ambition to lead the energy transition through cleaner energy and customer solutions, focusing on our material sustainability-related topics.

Read the report

Sustainability Performance Data

Includes our sustainability performance data for the past five years.

View the data

Sustainability Management Approaches

Describe our policies on and approach to managing key sustainability-related aspects of our business. These are referenced throughout this report.

Read about our approach

2025 Annual Report

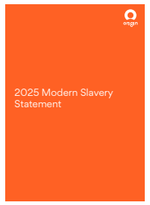
Details our financial and operating performance and discloses climate-related risks and opportunities, including presenting quantified 1.5°C climate scenarios.

Read the report

2025 Corporate Governance Statement

Summarises our corporate governance practices, including how we manage climate-related risks and opportunities.

Find out more



2025 Modern Slavery Statement

Outlines our processes for identifying, assessing, and addressing the risk of modern slavery in our operations and supply chain, and actions taken.

Read our Statement

2025 Industry Association Review

Reviews our industry association memberships and their respective positions on climate change and climate-related policies.

Read the review

A message from our CEO

Getting energy right for our customers, communities and planet

It is a pleasure to present Origin's 2025 Sustainability Report.

Sustainability sits at the heart of our purpose of 'Getting energy right for our customers, communities and planet', and through this report we are pleased to provide an update on the progress we have achieved in the past year.

There were many highlights in FY25 for which we can be proud, as we gained momentum in executing our strategy and supporting our ambition to lead the energy transition through cleaner energy and customer solutions. Among them are strong organic growth in customer accounts as we continued our relentless focus on delivering great service, products and value; significant progress on our large-scale battery projects and the Yanco Delta Wind Farm development project; and our community investments in regional and First Nations procurement and contributions through the Origin Foundation.

The market context

Our progress came within the context of a dynamic global energy landscape, with geopolitical events, technological advances, and shifting consumer expectations. The energy transition continues to move forward with the rollout of renewables, and transmission and firming infrastructure, which is helping to lower emissions from energy supply – a critical factor in combatting climate change and achieving the goals of the Paris Agreement. However, this transition is also creating challenges: the staggering level of investment occurring and the increased volatility we are seeing in the energy market is impacting energy affordability for customers, while energy security and reliability has become a greater focus.

In Australia, despite good progress there remains significant work to be done to advance the energy transition. There are pressures on project costs and delivery timeframes, and in some instances securing the necessary community and landholder support has been challenging, particularly for transmission projects. This has contributed to projects not coming online fast enough to enable the retirement of the nation's aging fleet of coal-fired power stations, including our Eraring Power Station.

Governments play an important role in facilitating progress on the energy transition consistent with our nation's goals, and addressing some of the challenges it is creating. Origin continues to work constructively with governments at all levels and as an advocate for energy policy that is consistent with the goals of the Paris Agreement, encourages private investment, and delivers good outcomes for customers and the market at least cost.

We welcome the National Electricity Market (NEM) Wholesale Market Settings Review in this context. A fundamental priority for the review must be to deliver an enduring framework that can drive market-led investment in the right mix of technologies necessary for reliable electricity supply at least cost, avoiding the need for government interventions while supporting further growth in renewables. Similarly, the wide-ranging review underway of key gas market policies is an important opportunity to reduce complexity in the regulatory framework, and provide certainty to the market that enables investment to underpin secure and affordable domestic supply into the future.

Reaffirming our emissions reduction targets

While achieving timely progress on the energy transition remains a significant challenge in the Australian market, we have reaffirmed our 2030 emissions reduction targets and long-term ambition to be net zero for Scope 1, 2 and 3 emissions by 2050 in our second Climate Transition Action Plan. The plan will be put to a non-binding shareholder advisory vote at Origin's Annual General Meeting on 15 October 2025.

In this report, we review our emissions performance and provide an update on our actions towards decarbonising our business. In FY25, our total Scope 1, 2 and 3 emissions were 45.1 Mt CO_2-e, consistent with FY24. Our Scope 1 emissions from Eraring Power Station, the largest contributor to Origin's emissions, were 13.5 Mt CO_2-e, also consistent with FY24. We note that Origin's emissions reductions are unlikely to be linear, and this is, in part, because the largest factor in achieving our 2030 emissions targets will be the retirement of coal-fired power operations at the Eraring Power Station. For now, the Eraring Power Station remains critical energy infrastructure in New South Wales given it still meets up to 25 per cent of the state's power needs and underpins secure, reliable and affordable supply.

In May 2024, we agreed with the NSW Government to delay the scheduled closure of coal-fired operations at Eraring to August 2027, with the plant to retire in full no later than April 2029. Security, reliability and affordability of energy supply for customers remains paramount, as we plan for the plant's retirement from the market. Support for our people also remains a central pillar of our planning, particularly through our employee transition program, Future Directions. Our $5 million Eraring Community Investment Fund continues to invest locally in key areas, committing more than $400,000 in FY25 towards a total of $1.36 million spent to date.

Renewables and cleaner energy

We have made significant strides in growing renewables and storage in our portfolio, including securing transmission rights for the Yanco Delta Wind Farm development project in NSW, and with construction of large-scale batteries progressing on schedule at Eraring and Mortlake power stations, along with additional storage offtake contracts.

We recognise that the development of renewable energy infrastructure – such as wind and solar – can have significant impacts on local communities. Our dedicated community engagement representatives are actively liaising with key stakeholders, including local councils, landowners, neighbours, Traditional Owners, and other local interest groups, to listen to their concerns, work together on mitigants and keep them informed on proposed development plans.

As Australia's largest energy retailer, we are proud to provide our customers with a broad portfolio of simple and affordable cleaner energy solutions to help them manage their emissions and energy costs. We support customers to electrify their homes, by connecting them to products like rooftop solar and battery storage, electric vehicle (EV) subscriptions and charging solutions, and demand management and optimisation through our Virtual Power Plant, Origin Loop, which has grown to 1,454 MW capacity across more than 393,000 connected assets.

Origin Zero, which supports our large business customers, offers a range of solutions, including an energy insights and optimisation platform, EV fleet and charging services, commercial solar and battery energy storage systems, and broader energy optimisation and electrification support.

Supporting our customers and communities

We believe all Australians should have access to affordable energy and we strive to deliver a great customer experience. Where we fall short, we seek to learn and improve through better processes and training. In FY25, we have kept a focus on protecting our customers facing financial hardship, spending around $38 million in support. To contribute to advocacy for customers subject to family and domestic violence (FDV), we also became a founding member of One Generation, Australia's first cross sector business alliance aiming to end FDV within a generation.

In this report, we highlight our actions to invest in community projects that address issues and concerns identified by local communities. This includes work in the Western Downs and Maranoa areas to identify and support strategies for access to childcare, which has become increasingly challenging.

This year, more than $4 million was contributed to the community through the Origin Foundation, which funds organisations working to create equal education opportunities for First Nations and regional students, and provide access to STEM education. The Foundation's volunteering program remains a source of great pride for our organisation, with our people donating 9,500 hours to community partners and helping more than 8,000 students.

Our people

We are a purpose-led and values-driven business, aiming to create a workplace where all our people feel included, respected, and safe at work. In FY25 our Total Recordable Injury Frequency Rate (TRIFR) increased to 4.4, from 4.1 in FY24. Our aim is to eliminate serious incidents and we conducted comprehensive reviews on all actual serious and high-potential incidents to support continuous learning and drive actions that strengthen the safety and wellbeing of our workforce.

We remain committed to promoting and supporting diversity and inclusion, embracing and celebrating differences across our workforce to help us make better business decisions and support Origin's success. This year, we maintained 40 per cent female representation in two of our four leadership cohorts, with representation in senior leadership roles down to 38.3 per cent, from 44.2 per cent in FY24. This report outlines opportunities to build gender-balanced talent pipelines and foster inclusive workplace cultures.

Conclusion

It is an incredibly exciting time in energy with so much change before us, and we remain focused on what we need to do to be successful in the years ahead. We must deliver on our ambitious 2030 emissions reduction targets, progress our renewables and storage development projects to increase cleaner energy in our portfolio, continue providing reliable energy to Australians through our power generation and natural gas assets, and keep meeting our customers' expectations for great service and cleaner, affordable energy solutions. But our work also creates challenges and impacts our stakeholders and the environment and this must be balanced carefully alongside our progress. We understand that our success ultimately depends on our ability to deliver good outcomes for our customers, communities, people and the planet.

Frank Calabria
Chief Executive Officer

Our ambition and strategy at a glance

Our ambition

Lead the energy transition through cleaner energy and customer solutions.

Our strategic objectives

We aim to provide superior customer experience and smart, connected and cleaner energy solutions to help customers transition to net zero; grow renewable energy and storage; and maintain reliable energy supply through the energy transition.

Our decarbonisation priorities

To support our strategic objectives.

Unrivalled customer solutions

Enable

customers to decarbonise

Find more information

Accelerate renewable and cleaner energy

Grow

our portfolio of renewable and cleaner energy

Find more information

Deliver reliable energy through the transition

Reduce

emissions from our existing operations

Find more information

OUR JUST ENERGY TRANSITION PRINCIPLES

Our just energy transition principles guide our approach, setting out environmental and social considerations within our four key pillars of Planet, Customers, Communities, and Our people.

Open, inclusive and transparent engagement

We will develop and act on a tailored approach through inclusive, open, informed and ongoing consultation with our stakeholders, including advocating for policies and regulation to support a just transition.

Planet

We aim to lead the energy transition and will take actions to preserve biodiversity and restore the environment.

Customers

We will provide low carbon solutions to support our customer's transitions and strive to provide affordable and reliable energy through the energy transition, while supporting the most vulnerable customers with access to energy.

Communities

We will promote opportunities to create economic value and development by engaging with local communities, Traditional Owners, governments and our value chain on the energy transition.

Our people

We will support our people through the energy transition, providing career planning and upskilling, and seeking redevelopment opportunities for those whose roles are directly affected by the transition.

Our approach to a just energy transition

Origin supports the Paris Agreement, which recognises the imperative of a just transition – one that is as fair and inclusive as possible, delivers decent work opportunities, and engages communities.

We recognise our responsibility to our customers, our people and the communities in which we operate to manage the impact of our path through the energy transition in a way that minimises adverse outcomes and promotes opportunities.

The scale of the energy transition will require commitment and a collaborative approach between governments, industry, investors and communities, supported by the right policies and regulation. Our just energy transition principles emphasise the importance of open and transparent engagement with our stakeholders. We intend to continue working with our stakeholders to build key partnerships and advocate for sound policies, create tailored transition plans for priority areas and assets, and identify and develop the skills needed for a low-carbon energy world.

Stakeholder engagement

Following are examples of our stakeholder engagement in FY25.

Stakeholder	Areas of interest	How we engaged
Shareholders	• Sustainable earnings • Risk identification and management • Climate change and the energy transition • Approach to a just transition	• Held investor meetings, briefings and roadshows, including with members of the Executive Leadership Team and the Board, on matters such as climate change and our approach to managing the closure of Eraring Power Station, currently planned for August 2027 • Participated in various investor and broker forums • Responded to investor enquiries and undertook surveys to gather investor feedback • Responded to sustainability-related information requests and participated in benchmark surveys • Met with investor proxy advisors
Customers	• Energy affordability • Cost of living • Energy reliability • Compliance obligations • Climate change and the energy transition	• Provided support to vulnerable customers, including at community assistance days such as Bring your Bills days • Participated in cross-industry forums and initiatives aiming to better support victim survivors of family and domestic violence • Held workshops with Thriving Communities and community representatives to find better ways to support First Nations and multicultural customers • Shared our plans and insights with our Consumer Advocacy Panel and sought feedback • Received feedback on a range of projects in development from customers through our Origin Exchange Community • Asked our customers what mattered to them via RepTrak™ and our brand tracking, including surveying them after each interaction with us

Stakeholder	Areas of interest	How we engaged
Communities	• Impact on local communities • Environmental management • Land access and coexistence • Sharing economic benefits • Mental health and wellbeing	• Consulted with Eraring community groups and representatives, including the Eraring Community Forum • Engaged with key stakeholders of our renewables and cleaner energy developments, including landholders, councils, First Nations Groups and community organisations • Engaged with landholders and Traditional Owners, including negotiating 24 Conduct and Compensation Agreements and providing updates on work programs, as upstream operator of Australia Pacific LNG • Developed partnerships with local organisations as part of community investment initiatives • Supported community partners through the Origin Foundation, including more than 9,500 hours donated by Origin volunteers
Suppliers	• Climate change and the energy transition • Impacts on local communities • Sharing economic benefits • Responsible supply chain	• Supported First Nations businesses by matching them with procurement opportunities with both Origin and our direct suppliers • Collaborated with industry peers to develop shared approaches to global challenges through two key forums, the Human Rights Resources and Energy Collaborative, and the Clean Energy Council Risk of Modern Slavery Working Group • Continued to work with direct and indirect suppliers of renewable energy technology to identify, assess and address modern slavery risks • Engaged with potential suppliers as part of the EnergyCo roadshows in the South West Renewable Energy Zone
Our people	• Resilience of our business • Workplace culture and flexibility • Climate change and the energy transition • Working ethically • Health and safety • Impact on communities	• Held forums hosted by the Executive Leadership Team, with opportunities for employees to ask questions • Measured employee engagement through an online continuous listening platform through which employees provided feedback on their views and priorities • Shared information on how we are delivering on our purpose and living our values via various channels, including leadership team emails and videos, posts on our internal social media platform, and interactive events and learning sessions with subject matter experts • Provided ongoing, individualised career planning, training, consultation, communication and wellbeing transition support to Eraring employees and leaders
Government	• Energy reliability • Energy affordability • Climate change and the energy transition • Support for our customers • Approach to a just transition	• Advocated directly and through peak industry associations for sound policy outcomes on energy and climate policy • Hosted key ministers and others in government to help them understand our assets, projects and operations • Met with governments, regulators and non-government organisations on topics such as energy market design, supporting a just energy transition, the role of gas, and climate change action and reporting • Participated in forums, workshops and conferences with government, non-government organisations, think tanks and others on the energy transition and challenges facing customers and communities • Responded to consultation on public policy and regulatory reforms relevant to the services Origin provides

Our material sustainability topics

We conduct a materiality assessment every year to review our sustainability-related risks, opportunities and impacts, and determine our material sustainability topics.

In line with the GRI Standards 2021, our materiality process assesses Origin's impacts on the economy, environment and people, including impacts on human rights, across our value chain. This process is conducted in consultation with our stakeholders and draws on various stakeholder publications, internal assessments, and media analysis. Our list of material topics provides the basis for the content of this report.

Our materiality process

1. Identify

We review the previous year's list of material topics to assess whether it still reflects Origin's most significant actual and potential impacts on the economy, environment and people. We draw on peer material topics and sustainability challenges, media coverage of the industry, relevant sustainability frameworks and standards, and any changes to Origin's strategy, risks, and approach.

2. Engage

We engage with our stakeholders on an ongoing basis through various channels, (see our stakeholder engagement). The feedback we gather informs our materiality assessment. Each year, we also survey key stakeholder groups, including employees, investors, lenders, and customers, and ask them to review and rank our list of material topics.

3. Assess and prioritise

We assess the results of the survey along with other stakeholder inputs, considering competing views and priorities. In determining the final list of material topics, we evaluate the data with respect to the severity and likelihood of the impact.

4. Review

Our risk team, senior management and Board review our list of material topics. This list provides the basis for the initial review process the following year.

2025 material topics

PLANET

Climate change and the energy transition
- Progress against our Climate Transition Action Plan

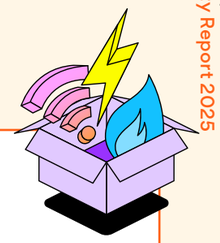
Policy and regulation
- Climate policy engagement

Biodiversity and ecosystem services
- Biodiversity

Water management
- Water

Waste management and resource efficiency
- Waste

Air emissions
- Air emissions

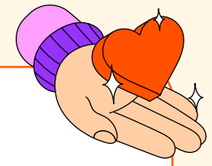


CUSTOMERS

Customer experience
- Focusing on the customer experience

Energy affordability and supporting vulnerable customers
- Energy affordability and supporting vulnerable customers

Energy reliability
- Energy reliability



OUR PEOPLE

Health and safety
- Safety, health and wellbeing

Ethics and governance
- 2025 Corporate Governance Statement

Engaging and developing our people through the energy transition
- Engaging and developing our people

Diversity and inclusion
- Inclusion

COMMUNITIES

Impacts to communities
- Engaging and supporting communities

Rights and cultural heritage of Indigenous peoples
- Engaging and supporting communities

Responsible supply chain
- Responsible supply chain

FY25

Performance overview

PLANET

45.1 Mt CO_2-e
scope 1, 2 & 3 equity emissions,
stable vs. FY24

1.7 GW
committed battery projects (owned and tolled)

1.5 GW
Virtual Power Plant,
▲ from 1.4 GW at June 2024

61 %
ash reuse at Eraring Power Station,
▲ from 43% in FY24

CUSTOMERS

4.7M
customer accounts,
▲ from 4.6M in FY24

69.4 %
Customer Happiness Index score,
steady vs. FY24

$38M
in customer hardship support

Committed significant resources to enhancing how we manage compliance
after we failed to meet some key regulatory obligations in our retail business

COMMUNITIES

$1.36M
in support committed from the Eraring Community Investment Fund since inception

$404.1M
regional procurement spend,
▼ from $428.4M in FY24

$20.3M
First Nations business spend,
▼ from $21.6M in FY24

>$4M
contributed to the community through the Origin Foundation

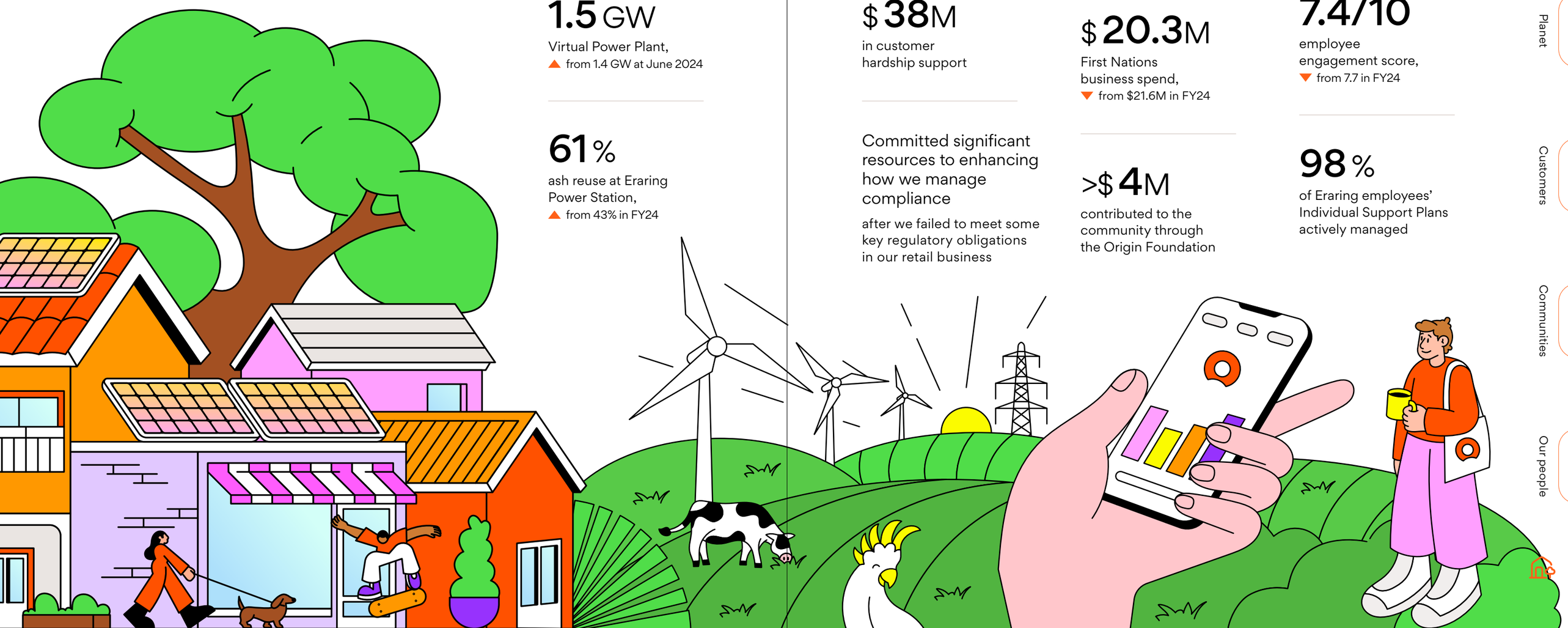
OUR PEOPLE

38.3 %
female senior leaders,
▼ from 44.2% in FY24

4.4
Total Recordable Injury Frequency Rate (TRIFR)
▲ from 4.1 in FY24

7.4/10
employee engagement score,
▼ from 7.7 in FY24

98 %
of Eraring employees' Individual Support Plans actively managed



Planet

Origin supports the goals of the Paris Agreement. Our ambition is to lead the energy transition through cleaner energy and customer solutions.

UN Sustainable Development Goals

Find out more.

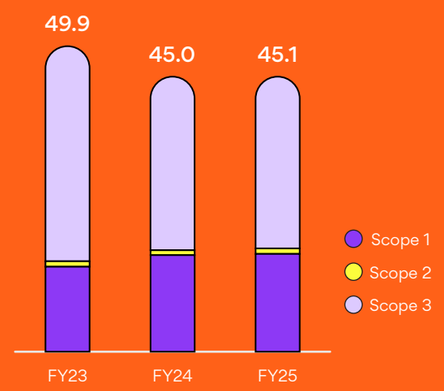
PERFORMANCE AT A GLANCE

1.7 GW
committed battery projects (owned and tolled)

1.5 GW
Virtual Power Plant

61%
ash reuse at Eraring Power Station

Total Scope 1, 2 and 3 equity emissions (Mt CO_2-e)



Climate change

Why it's important

As a leading energy company in Australia, the energy transition is core to our strategy and delivering on our purpose.

In 2022, we released our first Climate Transition Action Plan, outlining our 2030 emissions reduction targets, and our ambition to be net zero by 2050. This year, we published our second action plan. While much has changed since 2022, we have reaffirmed our 2030 emissions reduction targets[1] and long-term ambition to be net zero for Scope 1, 2 and 3 emissions by 2050.

Find out more in our second Climate Transition Action Plan

Our FY25 progress against our Climate Transition Action Plan

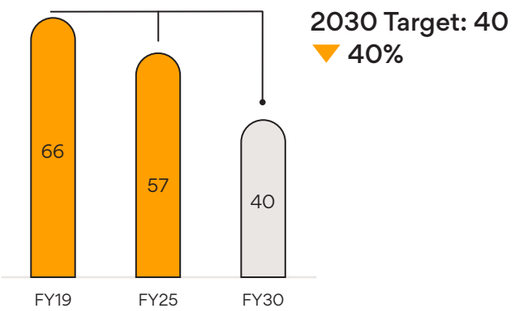
Emissions reduction targets

Our medium-term emissions reduction targets apply to equity emissions from our FY19 baseline.

Target 1

Reduce Scope 1, 2 and 3 equity emissions intensity by 40 per cent by 2030

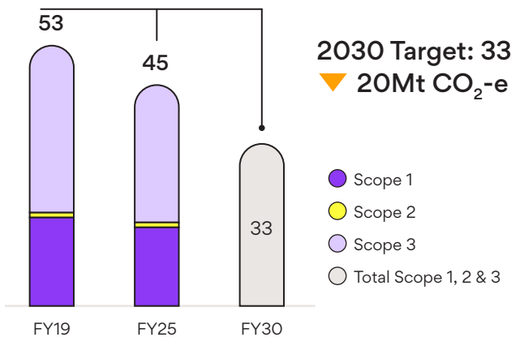
(t CO_2-e/TJ, equity basis)



Target 2

Reduce absolute Scope 1, 2 and 3 equity emissions by 20 million tonnes by 2030

(Mt CO_2-e, equity basis)



See our Climate Transition Action Plan for more information on our progress against our medium-term targets.

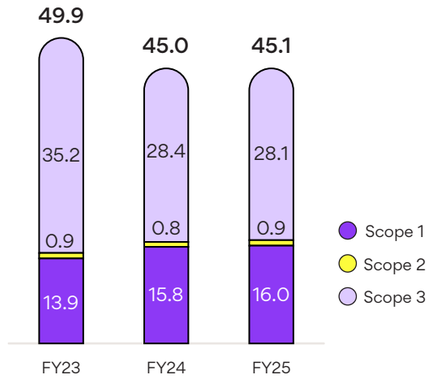
1 Our approach to setting our medium-term emission intensity target for Scope 1, 2 and 3 was independently assured on a limited basis by EY, at the time we set our target in 2022.

FY25 emissions

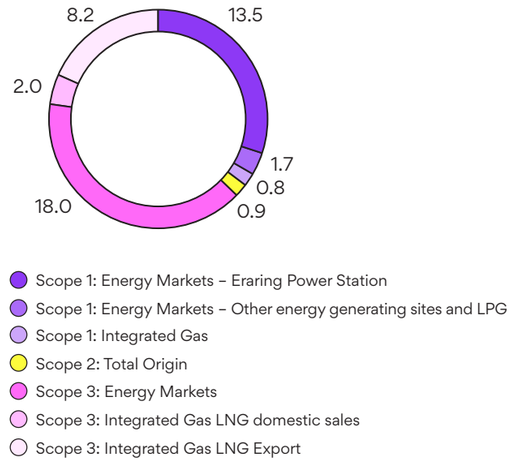
While we have made progress reducing emissions relative to our baseline, we note the path to achieving our targets is not linear. Our total Scope 1, 2 and 3 equity emissions for FY25 was 45.1 Mt CO_2-e, largely consistent with FY24. Emissions from Eraring made up 84 per cent of our total Scope 1 equity emissions of 16.0 Mt CO_2-e, with Scope 1 and 2 emissions up due to slightly higher generation output at our other generating sites. Scope 3 emissions, which account for the majority of our total emissions, remained relatively flat compared with FY24.

See our *2025 Sustainability performance data* for more detail on our emissions performance.

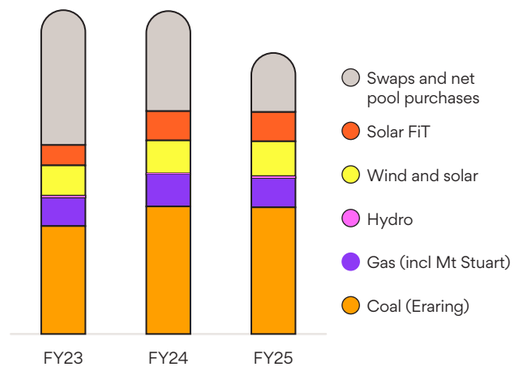
Total Scope 1, 2 and 3 equity emissions (Mt CO_2-e)



Scope 1, 2 and 3 equity emissions by business unit (Mt CO_2-e)

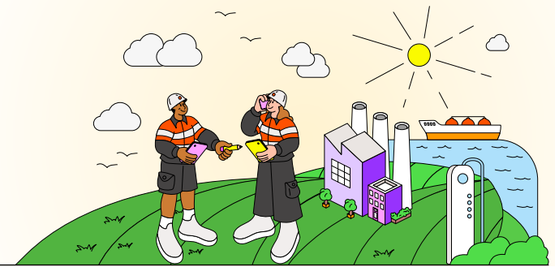


Origin's electricity sources (TWh)



STRATEGIC OBJECTIVE ONE

Deliver reliable energy through the transition



Exit from coal-fired generation

Eraring Power Station continued to meet up to 25 per cent of New South Wales' (NSW) power supply, producing 14,157 gigawatt hours (GWh) of energy in FY25, stable relative to FY24. Scope 1 emissions were also stable, at 13.5 Mt CO_2-e.

Closure of Eraring Power Station is currently planned for August 2027. Origin continues to assess the market and retains the right to determine the final timeline for retiring all four Eraring Power Station units, however, under the terms of our agreement with the NSW Government, the plant must retire in full no later than April 2029.

For more information on how we are working to support reliable energy, see *Delivering secure and reliable electricity*.

Australia Pacific LNG

In our Integrated Gas business, as upstream operator of Australia Pacific LNG, we achieved emissions reductions in FY25 through a combination of operational improvements in well workovers and moving from venting to flaring where possible at these activities. We further reduced the volume of vents from the gas dehydration process and eliminated instrument gas use at the Peat gas plant. We also continued the program to eliminate gas-driven pneumatic devices from wells.

During FY25, we began a trial of hybrid well site power generation to operate a coal seam gas production well. The unit consists of solar power generation with battery storage, with gas-fired power generation as back-up for when solar generation is insufficient. We are continuing to assess the potential for eliminating and/or minimising methane as a stripping gas in the dehydration process, after the planned pure nitrogen replacement design reported in FY24 proved to be technically infeasible. For more information on our approach to managing, monitoring and reducing fugitive emissions, see our Environment management approach.

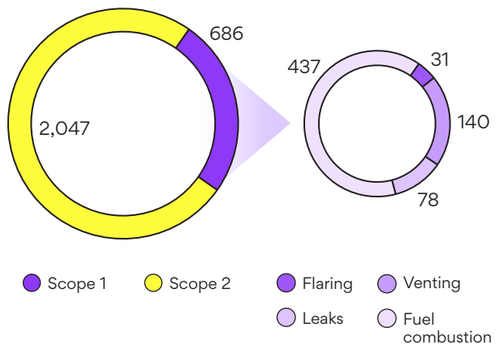
On an operational control basis, Integrated Gas produced total Scope 1 and 2 emissions of 2,733 kt CO_2-e in FY25, (2,760 kt CO_2-e in FY24).

Emissions from flaring, venting and leaks totalled 249 kt CO_2-e in FY25, or 2 per cent of Origin's total Scope 1 operated emissions. Emissions from venting and leaks, which are mostly methane, decreased by 7 per cent on FY24 to 218 kt CO_2-e, reflecting our decarbonisation initiatives.

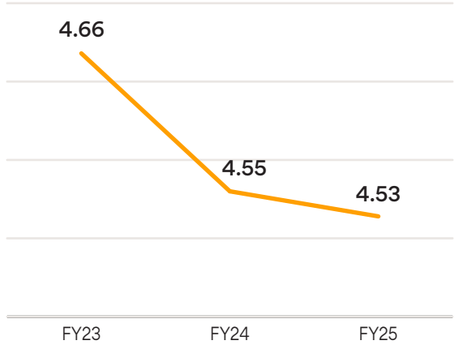
Australia Pacific LNG has a number of facilities meeting the criteria for a designated large facility under the *National Greenhouse and Energy Reporting Act 2007* (NGER Act), with Scope 1 emissions regulated under the reformed Safeguard Mechanism Rule. Under this mechanism, facilities have an annual emissions limit set by the Clean Energy Regulator known as a baseline. In general, baselines will fall by 4.9 per cent each year to 2030, and thereafter by 3.285 per cent to reduce the baseline to zero by 2050.

Origin, as upstream operator, is responsible for implementing the Safeguard Mechanism compliance requirements for Australia Pacific LNG's two designated upstream facilities. In early 2025, Safeguard Mechanism credits were received for both facilities, which remained under the emissions baseline in FY24. We expect these two upstream facilities to remain under the emissions baseline for FY25.

Integrated Gas Scope 1 and 2 operational control emissions (kt CO_2-e)



Integrated Gas Scope 1 and 2 operational control emissions intensity (t CO_2-e per TJ of sales gas)



STRATEGIC OBJECTIVE TWO

Accelerate renewable and cleaner energy

Renewables and storage

During FY25, we continued to pursue a range of opportunities at varying stages of development, primarily focusing on batteries and large-scale wind projects. We recognise that progress on the rollout of renewable energy infrastructure may impact the timing and pace of these developments.

Batteries

We commenced construction of Stage 2 and 3 of the large-scale battery at Eraring Power Station in FY25. The battery is expected to come online progressively from the end of calendar year 2025 (CY25) to the first quarter of CY27. When complete, it is anticipated to provide 700 MW / 2,800 MWh of capacity with a dispatch duration of approximately four hours – one of the largest battery energy storage systems in the world.

Construction also began at the 300 MW / 650 MWh battery located at our Mortlake gas-fired power station in Victoria, which is expected to come online in late CY26. In addition, we began construction of the 100 kilowatts (kW) / eight-hour long-duration battery pilot with Allegro Energy at Eraring, with commissioning expected in the second half of CY25.

During the year, we secured exclusive offtake from the Summerfield battery storage project in South Australia. The 240 MW / 960 MWh battery is expected to be operational in CY27. Once complete, it will be one of South Australia's biggest batteries.

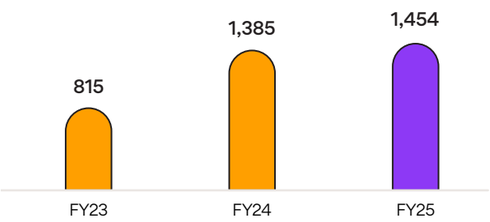
Origin has committed to investing $1.7 billion in owned storage across the Eraring and Mortlake batteries. We now have a portfolio of owned or contracted battery developments in each of the NEM's mainland states, with capacity of more than 1.7 GW.

Virtual Power Plant

Our Virtual Power Plant (VPP), Origin Loop, uses artificial intelligence (AI) to optimise the use of distributed energy assets across many separate locations and shift energy use from periods of high demand and high emissions intensity to times when renewable generation is high and electricity prices are low. These assets include different sources of energy supply and demand, including rooftop solar; electric vehicles (EVs), hot water systems, home, community and network batteries; and customers who participate in demand response.

By the end of FY25, our VPP had grown to 1,454 MW across more than 393,000 connected services, up from 1,385 MW at the end of FY24.

MW under orchestration in Origin Loop



Battery containers at the Mortlake large-scale battery energy storage system.

Origin team members in Jerilderie with local stakeholders for Origin's south-western solar and wind projects.

Wind

Our near-term focus is on the Yanco Delta Wind Farm project. During the year, we secured a full 1,460 MW allocation of transmission access rights from EnergyCo, representing another major milestone in this large-scale renewable energy development. We also successfully completed preliminary geotechnical works at the site.

In the New England Renewable Energy Zone (REZ), we continued scoping activities for the Northern Tablelands Wind Farm development (up to 600 MW) and the Skye Ridge Wind Farm development (870 MW). Since acquiring these projects, we have undertaken a range of activities, including landholder engagement, site assessments, and further measurement of the potential wind resource.

Both Yanco Delta and development projects in the New England REZ will require transmission infrastructure, with transmission infrastructure for Yanco Delta under construction.

In July 2024, the Australian Government granted a feasibility licence for our Navigator North 1.5 GW offshore wind project in Gippsland – a joint venture between Origin and renewable energy company, RES.

See *Engaging and supporting our communities* for an update on our engagement with local community and other stakeholders.

Exiting Hunter Valley Hydrogen Hub

During the year, we decided to exit the potential hydrogen development project, the Hunter Valley Hydrogen Hub. Our decision to exit the project was based on the uncertainty regarding the speed and timing of the market's development, as well as the risks associated with developing capital-intensive projects of this nature.

STRATEGIC OBJECTIVE THREE

Unrivalled customer solutions

Cleaner energy and customer solutions

We continue to provide customers with a portfolio of simple and affordable cleaner energy solutions. In FY25, 28 per cent of our large business customers partnered with us to access products and services beyond traditional energy supply. Up from 14 per cent in FY24, this increase was driven by growing demand for our digital energy insights and optimisation platform, EV services, large-scale solar and battery energy storage systems, and broader energy optimisation and electrification support.

Our GreenPower products allow customers to select the percentage of their electricity they would like Origin to annually match with an equivalent amount of electricity generated from GreenPower-accredited renewable sources. GreenPower sales volumes were 469 gigawatt hours (GWh) in FY25, down from 540 GWh in FY24.[1]

CASE STUDY

Helping Howard Smith Wharves achieve a sustainable future

We are partnering with Howard Smith Wharves (HSW), a landmark hospitality precinct beneath Brisbane's Story Bridge, to help it take steps towards achieving its ambitious emissions reduction goals.

We worked with HSW to identify its key sources of emissions and develop a roadmap for its decarbonisation journey, beginning with purchase of GreenPower.

We installed a 162 kW solar system that is expected to cut around 170 tonnes of carbon emissions annually.[2] We also implemented further upgrades, including power factor correction to enhance energy efficiency, which typically results in savings of 2-5 per cent on energy costs.

Electric vehicles

As at 30 June 2025, we had more than 1,600 EVs under management. Our EV Salary Packaging program has continued to grow, with over 100 participating businesses, including Commonwealth Bank and Qantas, giving close to 200,000 employees easy access to flexible, subscription-based EV options.

During FY25, we secured $4.2 million in Australian Renewable Energy Agency (ARENA) funding to help retrofit EV charging infrastructure in existing apartment buildings. We have also grown our capability to support large-scale property developments. In partnership with Deicorp, we deployed 140 AC chargers across its mixed-use Tallawong Village precinct in Western Sydney. By installing smart infrastructure, we ensured charging costs are accurately attributed to shoppers or residents, helping encourage broader EV uptake.

1 FY24 figure restated from 666 GWh.
2 Based on the Energetics methodology, assumes grid emissions factor for Queensland is 0.73 kg CO_2-e/kWh source: DCCEEW.

Solar energy and battery storage

In FY25, we moved to a partnership-only model for installing residential solar through the acquisition of Solar Quotes. Solar Quotes provides independent solar advice and connects customers to a preferred partner network of local installers of solar, batteries, EV chargers and hot water heat pumps. We assisted Origin customers with approximately 245,000 quotes for renewable energy assets via this platform this year.

We continue to scale solar solutions for large businesses, delivering 16 MW of new commercial installations in FY25, up from 10 MW in FY24. For example, in FY25, we partnered with Harrington Property Group on a site where a new 352 kW solar system is projected to meet nearly half of its total electricity demand. In addition, our national partnership with Coles continues to grow.

In FY25, we installed over 4.9 MW of solar power across 31 Coles stores. This included a 304 kW solar installation that is expected to supply approximately 25 per cent of the annual electricity needs of Coles' Romsey store in Victoria.

At the community level, we are collaborating with distribution network service providers to trial smaller-scale batteries in low-voltage networks. As at 30 June 2025, 77 batteries were operational across New South Wales and Queensland with capacity for around 23,000 households to participate in trials. More than 1,000 Origin customers have signed up to the trials, which can help to alleviate strain on local electricity networks during high-demand days, as well as enable savings to be passed on to customers.

Octopus Energy

We have a 22.7 per cent interest in Octopus Energy. During FY25, Octopus continued its strong customer growth trajectory and is now the largest energy retailer across electricity and gas in the United Kingdom (UK) with 14 million customer accounts (7.6 million customers) – a 13 per cent increase over the 12 months to June 2025. Investment in the international retail business has continued, with 2.7 million[1] customer accounts across seven countries outside of the UK. For FY25, electricity supplied by Octopus was 100 per cent matched from renewable certificates, including wind, hydroelectric and solar power. For more information on Octopus Energy, see our 2025 Annual Report.

1 Includes Octopus Japan, which is a 30/70 joint venture with Tokyo Gas.

Capital allocation

We aim to deploy capital consistent with our strategy in areas that deliver value to our shareholders while having regard to our emissions reduction targets. Our capital management framework is described in our 2025 Climate Transition Action Plan.

In FY25, we continued to progress renewable energy and battery storage development projects. Spend on the Yanco Delta Wind Farm project was $200 million in FY25. With construction of our Eraring and Mortlake batteries underway, total capital spend on battery projects in FY25 was $927 million, with a total committed capital of ~$1.7 billion. We also committed to purchase the offtake from the Summerfield battery storage project in Queensland in FY25, expected to be operational in 2027.

Climate policy engagement

Origin continues to work constructively with governments and industry associations to advocate for sound climate change policy that contributes to the goals of the Paris Agreement.

> **A successful energy transition will require a well-designed policy framework for the NEM, one that provides vital investment signals to support both cleaner energy and firming technologies, including gas-fired generation."**
>
> **Frank Calabria** February, 2025.

During FY25, we advocated for energy policy that supports private investment and efficient, least-cost outcomes for consumers, and support for those less able to afford increasing energy prices. We called for greater coordination within and across governments to support integrated evidence-based climate and energy reforms.

We made submissions and participated in reforms on many policy fronts, expressing support for:

- building on government initiatives to encourage investment in electricity infrastructure as part of the NEM Wholesale Market Settings Review to deliver an enduring, market framework
- a gas policy that recognises the important role of gas in supporting a least-cost transition, consistent with the Australian Government's Future Gas Strategy
- an energy policy that supports the transition to a net zero economy, including jurisdictional transmission plans and the rollout of REZs, and taking a customer-centric and least-cost approach to implementing policies
- strengthening consumer supports for customers experiencing hardship through greater clarity and alignment in the regulatory framework, and considering amendments to ensure consumer protections and retail markets adapt to the changing nature of energy services
- signalling the pace and scale of efforts required to align with the Paris Agreement through a 2035 emissions reduction target for Australia, and aligning climate ambitions and efforts across all levels of government to ensure every action provides the largest reduction in emissions at the lowest cost
- a national Net Zero Plan that articulates a pathway to 2050 and the contribution each sector must make to deliver economy-wide ambitions, including pursuing electrification where possible as a key lever to support emissions reduction in other sectors, with EVs benefiting the energy sector
- refining climate-related reporting and disclosure frameworks, as well as certificate schemes such as the Australian Government's Guarantee of Origin scheme, to acknowledge and value activities to reduce emissions
- ensuring a just transition through dedicated, systematic efforts to support workers and communities affected by the energy transition.

Refer to our *Climate Transition Action Plan* for more on our approach to climate-related policy engagement.

INDUSTRY ASSOCIATION REVIEW

We review our industry association memberships annually to assess policy alignment on climate change, as well as costs and benefits. See our 2025 Industry Association Review for more information.

Environment

Why it's important

Our operations cover a wide geographical area and include various environmental settings with different biodiversity values. We seek to develop and operate responsibly and manage the impacts of our activities in the environment in which we work.

Find out more: Environment management approach

Our FY25 performance and activities

Biodiversity

During FY25, we conducted environmental impact studies at our renewable and storage development sites, including bird and bat surveys for wind farm projects, and flora and fauna impact assessments for potential battery projects.

At the Yanco Delta Wind Farm development project, we installed two fixed ultrasonic recording devices at a height of 90 metres on the existing meteorological mast and two more at a height of 65 metres on a second met mast that we installed. This was an important step in commencing our 12-month baseline bat survey at height. In consultation with the NSW Department of Climate Change, Energy, the Environment and Water, we developed our bat monitoring program to capture data to inform the project's Bird and Bat Adaptive Management Plan.

Biodiversity offsets

Biodiversity offsets are required where our projects are likely to or will have a significant impact on one or more protected matters. These offsets are written into government approval conditions. They must compensate for unavoidable significant impacts or disturbance.

Australia Pacific LNG has secured rights to offset areas totalling around 10,200 hectares across six properties. Three of the six properties (more than 4,600 hectares) are Australia Pacific LNG-owned properties. We work to protect, and manage these offset areas to ensure that the ecological condition of the offset values they contain – such as threatened ecological communities, endangered or of-concern regional ecosystems, and threatened flora and fauna habitat – are maintained during the offset management period.

We undertake various on-ground activities across these offset areas, including maintaining and monitoring threatened ecological communities and protected plants, and managing pest animals and controlling weeds. In FY25, managing fire breaks and hazard reduction burning to reduce wildfire risk was a particular focus.

In addition, Australia Pacific LNG has four more areas that will be used for future offset requirements as development projects progress. All of these offset areas are Australia Pacific LNG-owned properties totalling more than 2,000 hectares.

Ultrasonic recording devices being installed on a meteorological mast at the Yanco Delta Wind Farm site.

Water

We draw a daily average of around 7,000 megalitres (ML) of salt water from Lake Macquarie for cooling generating units at Eraring Power Station. This accounts for the majority of water use in our Energy Markets business. All the water is returned to the lake after use, and in accordance with water quality requirements and temperature limits.

At Australia Pacific LNG's upstream operations, groundwater is brought to the surface as part of the gas extraction process. We treat around 85–90 per cent of this 'produced CSG water'. In FY25, all the treated water produced by our activities was applied to beneficial uses such as crop irrigation, livestock drinking water, or injected into aquifers. The remaining untreated water was either used for project activities, stored for later treatment, or lost through natural evaporation.

The Talinga Water Treatment Facility uses reverse osmosis to prepare water for beneficial uses such as crop irrigation.

Water use across Origin's portfolio (ML)

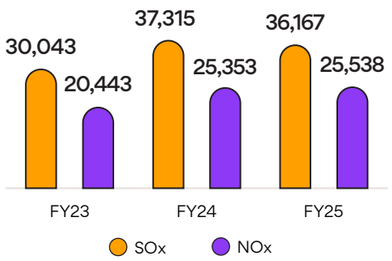
	FY25
Total water withdrawn	**2,612,217**
Energy Markets (EM)	2,594,011
Integrated Gas (IG)	18,200
Corporate	6
Water returned to source (Energy Markets)	2,591,241
Total water consumed	**20,976**

	FY25
Total water consumed	**20,976**
Energy Markets and Corporate water consumed	2,776
Integrated Gas: Treated and untreated CSG water directed to beneficial use	14,765
Integrated Gas: Untreated CSG water consumed or evaporated	1,238
Integrated Gas: Brine produced from treated CSG water	2,143
Integrated Gas: Freshwater consumed	54

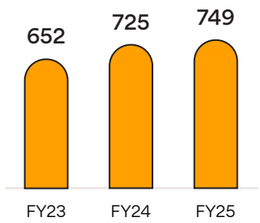
Air emissions

Electricity generation at Eraring Power Station produces the majority of our nitrogen oxide (NOx), sulphur dioxide (SO_2) and particulate matter (PM) emissions,[1] which will vary with Eraring's output. Our operations at Australia Pacific LNG produce most of our volatile organic compound (VOC) emissions.

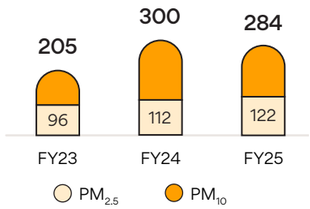
NOx and SO_2 emissions (tonnes)



VOC emissions (tonnes)



PM_{10} emissions[1] (tonnes)



1 PM_{10} includes Eraring Power Station stack emissions and Integrated Gas. $PM_{2.5}$ is a subset of PM_{10} from Eraring Power Station stack emissions only. For a definition of PM_{10} and $PM_{2.5}$, see Glossary.

Waste

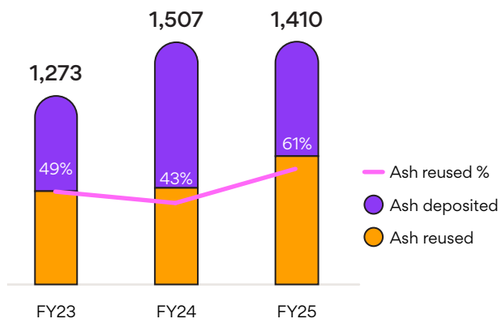
Recycling ash at Eraring Power Station

The main solid by-product from burning coal at Eraring is fly ash. We aim to minimise the quantity of coal ash sent to the Eraring ash dam, consistent with the NSW Government's annual ash reuse goal of 80 per cent. The ash we produce has numerous applications across industrial and construction sectors, including as a component in concrete, and as a stabilisation material in land remediation.

In FY25, our reuse rate increased to 61 per cent, partly reflecting the resolution of technical issues that impacted deliveries to a land remediation project in FY24. We continued to progress a number of projects aimed at increasing ash recycling rates at Eraring by up to 200 kt per annum. These included completing the construction of additional silos for one of our onsite customers, and starting a similar project for another customer.

We continued to engage with key government and industry stakeholders to identify and facilitate new markets for ash products and reuse. This included working with Lake Macquarie City Council, Transport for NSW, the NSW Environmental Protection Agency and the NSW Resources Regulator. As part of our Eraring closure planning, we are exploring future reuse of ash stored in the Eraring Ash Dam, aiming to supply recovered ash to industry.

Ash production and reuse at Eraring (kt)



Managing brine at Australia Pacific LNG

The main by-product from Australia Pacific LNG's upstream operations is brine, which is stored in engineered ponds to undergo further concentration through evaporation. The ponds are built to regulatory standards and are inspected annually by certified engineers. Around 8,200 ML of brine was stored at the end of FY25.

We continue to work with the University of Queensland's Gas & Energy Transition Research Centre and the CSIRO's Gas Industry Social and Environmental Research Alliance to improve salt management options in line with the Queensland Government's Coal seam gas brine management action plan 2023–2033.

Customers

Origin is a leading Australian energy retailer, providing customers with a range of products and solutions for their homes and businesses. Our focus is on delivering great customer experiences and striving to provide affordable, reliable and cleaner energy as we transition to a lower-carbon world.

UN Sustainable Development Goals

Find out more.

PERFORMANCE AT A GLANCE

4.7 M
customer accounts

69.4 %
Customer Happiness Index score

$38 M
in customer hardship support

Origin customer accounts

ELECTRICITY
2.8 M

NATURAL GAS
1.3 M

LPG
351 k

INTERNET
213 k

Focusing on the customer experience

Why it's important

Our customers are at the heart of everything we do. To build relationships with our customers and maintain their trust, we recognise that we must remain responsive to their needs and continue to invest in both the systems and people that help us provide excellent customer experiences.

Find out more: Customers management approach Privacy at Origin

Our FY25 performance and activities

Delivering better customer outcomes

We are focused on continuously improving our customers' experience, increasingly through technology. In FY25, we expanded our use of AI to help deliver better outcomes for customers, such as improved response times. This included using AI to generate call summaries and email responses, and monitor call quality. We also commenced trialling the use of an AI voice agent for a small cohort of customers.

Our Strategic Net Promoter Score[1] increased to 2 in FY25 from – 3 in FY24, while our Customer Happiness Index score,[1] which measures the proportion of satisfied customers over the previous 12 months, was steady at 69.4 per cent (69.1 per cent in FY24).

In FY25, the number of ombudsman complaints per 1,000 Origin customers was 2.1, down from 2.4 in FY24. This was primarily due to our continued improvement in customer service and experience.

Protecting data privacy

In FY25, we reviewed relevant digital sales processes, supported by a vulnerable customer support specialist, to identify and implement digital security improvements, including enhancing the digital account login, authorisation and automatic logouts.

More broadly, we sought to reduce the risk of data breaches and system compromise by uplifting internal security standards to reinforce the resilience of our network and the critical systems that safeguard customer data and support the delivery of essential services.

We continue to collaborate with government and industry partners, including by participating in cyber incident response exercises that strengthen preparedness across the sector.

Regulatory compliance

During the year, penalties were imposed on Origin following investigations by the Australian Energy Regulator (AER) and the Victorian Essential Services Commission (ESC). We self-reported most of these breaches, cooperated fully with the investigations and made full admissions where court proceedings were taken. We regret that we failed to meet our regulatory obligations in these instances and any impacts this has had on our customers, and have committed significant resources to enhancing how we manage our regulatory obligations. We are confident that we have made material progress in uplifting our compliance performance in the complex regulatory environment within which we operate, and this will continue to be an area of focus and continuous improvement for us.

In December 2024, the Federal Court imposed penalties of $12 million issued by the AER for breaches of requirements in relation to customers requiring life support equipment between 1 February 2019 and 12 September 2022. Origin cooperated fully with the AER's investigation, made full admissions in the proceedings and jointly sought the orders made by the Court.

In March 2025, the Supreme Court of Victoria imposed penalties totalling $17.6 million on Origin in two proceedings taken by the ESC. The proceedings related to breaches of Victoria's energy rules that occurred between December 2021 and May 2023, including in relation to billing obligations, requirements for life support customers, the payment difficulty framework, and customer communications preference. Origin cooperated fully with the ESC's investigation and made full admissions in both proceedings.

In January 2025, Origin paid $1.6 million in respect of penalty notices issued by the ESC for breaches of Victorian requirements for family and domestic violence (FDV) customers. The breaches were largely due to human error, and we have since comprehensively refreshed our training for customer service employees.

1 See Glossary for definition.

Energy reliability

Why it's important

We recognise the importance of maintaining energy reliability through the energy transition. We are one of Australia's largest generators of electricity, and our joint venture, Australia Pacific LNG, continues to supply gas to export and domestic customers.

Find out more: Customers management approach Climate Transition Action Plan

Our FY25 performance and activities

Delivering secure and reliable electricity

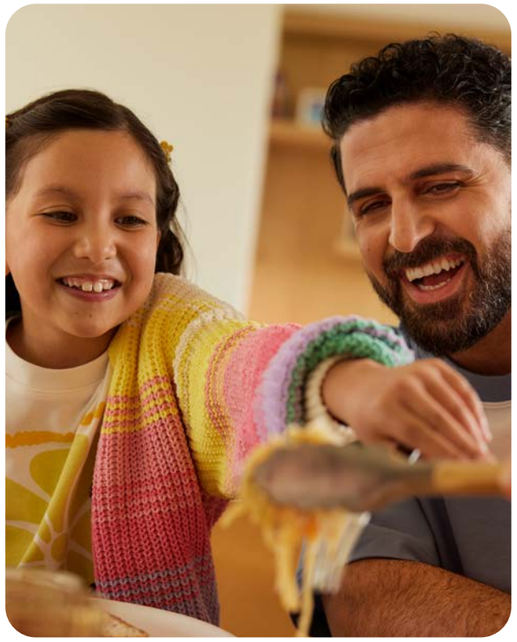
While more than 40 years old, Eraring remains critical New South Wales infrastructure and still meets up to 25 per cent of the state's power supply. Recognising this pivotal role, Origin continues to invest each year to support safe and reliable operations at Eraring.

Our maintenance program at Eraring is key to maintaining the plant's reliability. In FY25, we completed works on Unit 3, involving an $82 million capital expenditure and 275,000 work hours. We also completed a significant piece of work to improve Eraring's overall flexibility, with all four generating units now able to run at a reduced output level of 180 MW, down from 210 MW. This follows several months of testing to ensure each unit can perform safely at these levels. Having the flexibility to operate at these lower levels increases Eraring's responsiveness to high levels of daytime renewable generation, while being able to rapidly increase output when renewable energy sources fall away.

In FY25, our combined fleet of power plants was in service for almost 60,000 hours and achieved 98 per cent start reliability across 5,000 starts, ensuring our assets were available to the market when needed. We produced more than 17,600 GWh of electricity, with a total electricity output of 21.6 TWh when including owned and contracted generation such as solar and wind power purchasing agreements (PPAs), providing essential power to millions of Australian households and businesses.

Advocating for energy security

We continue to advocate for coordinated and long-term energy policy at the national level, to give industry the confidence to invest in new electricity generation and gas supply. Information on our energy policy and advocacy can be found in Climate policy engagement.



Contributing to domestic gas supply

Australia Pacific LNG continues to be a significant supplier to Australia's east coast market, contributing 136.5 petajoules (PJ) to that market in FY25. This volume of gas is broadly equivalent to around 80 per cent of Victoria's annual gas demand. Average prices offered to domestic customers by Australia Pacific LNG remained below those paid by international customers.

Energy affordability and supporting our customers

Why it's important

Origin recognises the importance of supporting our customers through the transition to a low-carbon world. We advocate for an orderly transition that considers the most cost-efficient path for customers.

Find out more: Customers management approach

Our FY25 performance and activities

Prices

Increasing prices is never a decision we take lightly. We are mindful of the impact price increases can have on our customers and communities. In FY25, while wholesale costs stabilised, network costs continued to increase, leading to higher electricity prices. Our natural gas prices also increased mainly due to higher distribution charges and retail costs. In FY25, we protected customers in our Power On hardship program by offering them a dedicated hardship product, Origin Assistance, with fixed rates better than our generally available offers, or in far north Queensland, offering our best generally available product.

Supporting vulnerable customers and communities

All Australians should have access to energy, even when times are tough. We aim to help our customers and communities transition from crisis to recovery focusing on areas such as FDV, natural disasters and homelessness.

In FY25, we applied lessons learnt from previous flood events and sent proactive communications to approximately 770,000 residential customers, alerting them of potential disruption to services from Severe Tropical Cyclone Alfred and directing them where to go if they needed support. We also paused billing, collection of payments and disconnections for those customers during the disaster, and provided credits to properties that served as community recovery assistance centres. Additionally, we committed $100,000 in donations to communities and customers affected.

We provided support to around 7,900 customers who provided FDV disclosures in FY25, an increase of approximately 30 per cent compared to FY24. While we acknowledge that we haven't always got it right, we are committed to supporting our customers impacted by FDV and protecting their privacy.

The Centre for Women's Safety and Wellbeing undertook a detailed review of our FDV customer management training in FY25. We implemented its recommendations, aiming to ensure our approach aligns with current best practices, social expectations and lived experience insights. Key members of our retail teams, including our dedicated FDV team, completed training to strengthen their ability to manage vicarious trauma and deliver informed, empathetic responses to FDV disclosures.

In FY25, we provided around $450,000 in tailored debt management solutions for customers such as those who had experienced financial abuse and coercion. We also help connect customers to external support services like financial counselling and legal aid. We recognise that essential services are often the first line of defence for victim-survivors and participate in inter-industry working groups. In FY25, this included the 'Safety by design for essential services' initiative, which focused on redesigning essential services to prevent perpetrators of FDV weaponising products and services. We also became a founding member of One Generation, Australia's first cross-sector business alliance aiming to end FDV within a generation.

Understanding the needs of customers

We continued to increase our awareness and understanding of the needs of our First Nations customers, as set out in our Stretch Reconciliation Action Plan. In FY25, we held workshops with community workers who support First Nations people, partnering with Thriving Communities Australia, a not-for-profit organisation aiming to ensure all Australians can access the services needed to thrive in contemporary society. Outcomes included prioritising attendance at First Nations community events and Bring your Bills days to provide face-to-face support. We also developed more visual communications materials highlighting support options such as our hardship program and FDV policy, to better meet the preferences and needs of First Nations groups.

Additionally, we engaged with Thriving Communities Australia and representatives of not-for-profit organisation South East Community Links, to understand what Origin is doing well in supporting multicultural communities, and what actions we could take to better meet their needs. Outcomes included prioritising attendance at community days where customers could be supported by interpreters, and development of easy English guides.

Hardship and financial assistance

Over the past three years, we have spent around $118 million to assist customers experiencing hardship, including $38 million in FY25.

Our Power On program is open to all residential customers living in the Australian Capital Territory, New South Wales, Queensland, South Australia and Western Australia who are experiencing hardship and finding it difficult to pay their energy bills. As at June 2025, there were approximately 43,000 customer accounts in Power On, down from around 66,000 in FY24. The reduction was due to functionality going live that enabled customers to be exited from the program for successful completions or non-engagement.

As at 30 June 2025, we were supporting approximately 39,000 customer accounts in Victoria through tailored assistance options, including payment plans to help manage debt, up from 31,000 in FY24.

CASE STUDY

The impact of face-to-face support

Origin customer Susan* lives in regional New South Wales and had been struggling to stay on top of her electricity bills, with a growing balance of more than $2,000 owed. Susan finds telephone conversations challenging due to a hearing impairment. When she learnt of a Bring your Bills day in her area, she welcomed the opportunity to have a face-to-face conversation with an Origin representative.

Susan met with Origin energy specialist, Amreen, at the event and together they identified that Susan's air conditioner use was a key driver of her high daily energy consumption. Amreen gave Susan tips on how to use the air conditioner much more efficiently and economically. Amreen also identified that going to the post office to pay bills was sometimes a barrier for Susan and helped her set up a manageable automatic payment plan.

With ongoing support through Origin's Power On program, including debt relief assistance and regular check-ins, Susan has now cleared her debt and lowered her power usage.

** Not her real name*

Communities

We aim to engage responsibly and respectfully with our local communities to understand and manage the environmental, social, and economic impacts of our activities, and maximise the benefits.

UN Sustainable Development Goals
Find out more.

PERFORMANCE AT A GLANCE

$1.36M
in support committed from the Eraring Community Investment Fund since inception

$20.3M
spent with First Nations businesses

$404.1M
spent with regional suppliers

>$4M
contributed to the community through the Origin Foundation

Engaging and supporting communities

Why it's important

Our ambition to lead the energy transition through cleaner energy and customer solutions brings a responsibility to engage with and listen to our local communities and stakeholders.

Find out more: Communities management approach

Our FY25 performance and activities

We engage with communities around Origin's sites, including at our Australia Pacific LNG operations in Queensland and our power stations. As part of growing our portfolio of renewables and cleaner energy, we are expanding our interests in regional areas, including those in a designated Renewable Energy Zone (REZ).

Eraring Power Station

Origin continues to keep community members and other stakeholders informed and involved in the Eraring Power Station retirement process.

In FY25, we engaged with the local stakeholders, including through newsletter updates and the Eraring Community Forum, which brings together representatives from the community, business, government and Origin. Meeting quarterly, the forum is a channel for improving our understanding of community issues and for community members to provide meaningful input into and stay informed about future activities related to closing Eraring. Topics discussed included closure planning, community investment priorities, the Eraring battery, completion of the Eraring ash dam stabilisation work, and updates on the employee Future Directions program.

We also held regular, in-person meetings with the Eraring Ash Dam Expansion Community Consultative Committee, which was formed as part of the ash dam expansion project. Details on this committee and the Eraring Community Forum, including members and meeting minutes, can be found on our Eraring documents and resources webpage. We actively engaged with key industry bodies and several government agencies focused on supporting communities through the energy transition.

See *Supporting our employees through Eraring's transition* for more information.

Eraring Community Investment Fund

We established a fund to support Lake Macquarie communities affected by the planned closure of Eraring. Through sponsorships, grants and partnerships, the fund will invest $5 million between 2023 and 2032, with $1.36 million committed[1] at the end of FY25. It aims to support projects that deliver long-term local benefits in the key areas of community wellbeing, community resilience, economic transition and diversification, and environmental protection and outdoor amenity.

Guided by an investment advisory panel comprising Origin employees and members of the Eraring Community Forum, we awarded two funding rounds in FY25, with commitments totalling more than $400,000.

This includes a two-year partnership with the University of Newcastle to advance an AI model that can recognise the sound of the threatened green and golden bell frog and use this to monitor the species in Muddy Lake, adjacent to Eraring.

Another major initiative established through the fund in FY25 was a five-year partnership between Origin and Toronto High School to support the creation of STEM learning spaces, with a focus on expanding student access to related career pathways and learning opportunities.

More information on the Eraring Community Investment Fund, including funding recipients, is available on our website.

1 See Glossary for definition.

Australia Pacific LNG

As upstream operator for Australia Pacific LNG, we engaged with local governments, community stakeholders and non-government organisations throughout the Maranoa, Banana and Western Downs regions during FY25. This included working with regional councils, chambers of commerce and local business groups, and participating in workshops at local schools and education institutions.

Working with Traditional Owners

We collaborate with several Traditional Owner groups in the Surat Basin in Queensland, to manage cultural heritage, build cultural awareness, and identify opportunities for employment, skills development and contractor engagement. During FY25, 36 cultural heritage officers from the Barunggam, Iman, Mandandanji and Western Wakka Wakka Traditional Owner groups spent the equivalent of 523 days scouting for cultural heritage, and monitoring construction activities.

We support Native Title commitments and collaborate with Elders and cultural heritage representatives. We acknowledge the decision made by the Federal Court in FY25 to grant the Iman People #4 Native Title over land within the Western Downs and Maranoa regions.

Working with community partners

Our approach to community engagement focuses on identifying and managing social impacts while supporting community resilience. In FY25, we invested more than $2 million through the Australia Pacific LNG community investment program to support community-led initiatives, education, regional capability and environmental stewardship.

One initiative was a project with Blacc Swan, a local Indigenous cultural organisation, that celebrated First Nations culture, language, and community through shared storytelling. Chinchilla school students were given the opportunity to collaborate with Elders, Traditional Owners, an author, and an Indigenous artist to create a children's book on the history of Barunggam country, incorporating Indigenous language.

Supporting the regions

We contribute to regional economic participation by supporting local employment, apprenticeships, and procurement. More than 200 of our employees live in the communities where we operate, reflecting our commitment to local workforce participation. In FY25, 13 regional apprentices and trainees commenced employment across our operations, with 11 completing their qualifications and receiving employment offers.

See *Supporting regional communities* for more information on our regional procurement.

CASE STUDY

Supporting regional childcare

Through community engagement, we heard that childcare was becoming increasingly challenging across the Western Downs and Maranoa areas. In response, in 2022, we partnered with the Regional Australia Institute to undertake an independent study to better understand the issues around childcare in the area.

The study found that childcare services could accommodate less than 40 per cent of children in the Western Downs and Maranoa regions. It made a number of recommendations, including developing a regional workforce strategy for the childcare industry.

Working with the local community, Origin identified two areas of support. The first was a $100,000 donation to the Maranoa Regional Council's Childcare Educator Bursary program, to help grow and retain a qualified local early childhood workforce. The second was a $150,000 donation to a pilot program to support the employment of senior childcare educators at the Murilla Long Day Care centre and Kindergarten.

Following the pilot program, which focused on hiring skilled immigrant workers where other strategies were unsuitable, as well as broader staff attraction and retention strategies, two lead educators and a qualified kindergarten teacher were recruited in FY25.

Renewable and cleaner energy projects

Origin's renewable and storage development pipeline includes our Eraring and Mortlake batteries and several wind and solar projects within government-designated REZs. These zones aim to group wind and solar power generation in locations where it can be efficiently stored and transmitted. Our projects include the Yanco Delta Wind Farm project in the South West REZ and a prospective greenfield wind development opportunity, known as the Northern Tablelands Wind Farm on the 7,500-hectare 'Warrane' property in the New England REZ.

Within the REZs are four critical energy hubs that collect electricity from renewable energy generators (such as wind and solar) and transfer it to the grid. In FY25, we worked with EnergyCo, the NSW Government body responsible for delivering the REZs, to relocate its north energy hub to our 'Warrane' site to help reduce the impacts of electricity connection and transmission infrastructure on landowners and the local community.

Engaging with communities

Renewable energy projects can affect large areas of land and are often located in regional areas that have not traditionally experienced large-scale project development. Our community and stakeholder engagement approach for our renewable and cleaner energy portfolio focuses on delivering tangible community benefits, strengthening relationships with key stakeholders, and enhancing our reputation as a responsible developer.

After EnergyCo awarded us full access rights for the Yanco Delta Wind Farm project, we held a number of drop-in community engagement sessions and a webinar to inform community members about a proposed modification to the development approval. We also participated in EnergyCo's regional information sessions to update local communities and businesses on the access rights and potential supplier opportunities.

In the New England region, we commissioned an independent community survey to understand attitudes to renewable energy, with the results guiding Origin's development approach.

Origin's Diamond for a Day program brought Origin Australian Diamonds star Jo Weston to Jerilderie to inspire the next generation of netballers.

First Nations engagement

Origin has begun engaging with First Nations stakeholders, including the Griffith Local Aboriginal Land Council (LALC), the Cummeragunja Local Aboriginal Land Council and other local First Nations groups, to regularly update them on the development of the Yanco Delta Wind Farm project. We collaborated with Registered Aboriginal Parties – Traditional Owner groups, legally recognised under the *Aboriginal Heritage Act*, with responsibilities for managing Aboriginal Cultural Heritage on Country – during field surveys to preserve and manage potential cultural heritage sites identified in the Yanco Delta Wind Farm design.

We also worked in close collaboration with the New England First Nations community in FY25 to undertake cultural heritage surveys on the Northern Tablelands Wind Farm site. This included collaboration to co-design survey methodologies and project timelines, and on-Country consultations to walk the land with Elders and knowledge holders, gaining first-hand insights into culturally sensitive areas. We have employed community members as cultural heritage monitors, enabling lived experience to guide fieldwork.

Sharing benefits

Origin has entered into Voluntary Planning Agreements (VPAs) with the Murrumbidgee and Edward River councils as part of Yanco Delta's planning and approvals process. Each agreement includes a $5 million contribution to support local infrastructure projects, including construction of the new Jerilderie Medical Centre in Murrumbidgee Council. Our VPA contribution to Murrumbidgee Council was made after access rights were secured in April 2025, while payment to Edward River council will occur when the project reaches a financial investment decision.

We established a community investment program in New England to foster regional development and support grassroots initiatives. In FY25, this included collaborating with Walcha Council, PEDAL Early Childhood Intervention, and the LALC to donate solar energy.

Origin Foundation

The Origin Foundation provides philanthropic grant funding to Australian not-for-profit organisations that work to create equal education opportunities for First Nations students and young people living in regional, rural and remote Australia, and to provide access to STEM education.

Through our volunteer program, our employees can give their time, skills and expertise to support communities, including Foundation partners and good causes in education. Through our workplace giving program, Origin employees can give to Australian charities of their choice, the Foundation matching their donations dollar for dollar.

Origin was awarded GoodCompany's 'Best Workplace to Give Back 2024'

26% participation
rate in our employee volunteering program

9,500+ hours
in volunteering to support communities

8,000+ students
helped through our volunteering program

$600K+ provided
in workplace giving donations to Australian not-for-profit organisations

CASE STUDY

Supporting First Nations students in Arnhem Land

Access to higher education is a significant challenge in remote Arnhem Land, Northern Territory.

Since 2018, the Origin Foundation has supported Wuyagiba Bush Uni, a study hub that provides remote First Nations students with access to university education. The Bush Uni offers a combination of Indigenous and Western curriculum taught by academics and local Elders on-Country.

So far, 126 students have completed pre-university and first-year university courses, with 39 enrolling at Macquarie University in Sydney, helping to bridge the higher education gap and inspire future Indigenous leaders.

Last year, through the Foundation's employee volunteering program, six Origin volunteers visited Wuyagiba, and two schools in remote Aboriginal communities in Ngukurr and Jilkminggan. The team donated laptops, delivered classroom STEM programs, stocked school libraries with new books, and installed permanent, large-scale solar lights to illuminate public spaces after dark.

Responsible supply chain

Why it's important

We can positively impact communities by making considered choices about how we source goods and services, and by working with our suppliers to improve our supply chain's social and ethical footprint.

Find out more: Procurement management approach

Our FY25 performance and activities

Human rights and modern slavery

We take a risk-based approach to monitoring and assessing our direct suppliers of goods and services to identify modern slavery risks in our supply chain. In FY25, we worked closely with direct and potential suppliers of renewable energy technologies, including wind turbines, grid-scale batteries, and EVs, to determine how effectively modern slavery risk was understood and managed.

For further details on our FY25 activities, including case studies, see our *2025 Modern Slavery Statement*.

Engaging with contractors and suppliers at Eraring

In FY24, we commissioned external analysis of the wider economic activities within the Eraring supply chain and their impact on local, regional and national economies. This found that coal accounts for the majority of operational expenditure at Eraring, with other sectors in the supply chain including construction; manufacturing; and professional, scientific and technical services. It also confirmed that approximately 80 per cent of our contractors and suppliers are medium-sized or large organisations. These organisations will likely be more resilient to the transition than smaller businesses, which may require additional support to minimise job losses and facilitate staff redeployment.

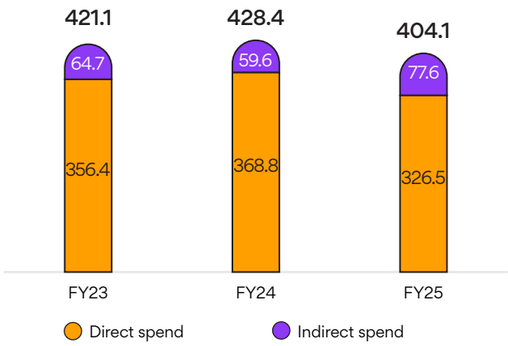
Origin reached agreement with Centennial Coal for the supply of coal to Eraring Power Station from its Myuna colliery until February 2026 and we will maintain an ongoing dialogue with Centennial Coal regarding a possible extension to this agreement in the future. More broadly, Origin is committed to continuing to actively engage across Eraring's supplier base on their plans to support workers and the community, as we transition towards the eventual retirement of Eraring.

See *Engaging and developing our people* for more information on the Eraring people transition program.

Supporting regional communities

We seek to procure local goods and services and work with our major contractors to do the same. This year, we spent $404.1 million directly and indirectly with regional suppliers,[1] down from $428.4 million in FY24. This reduction was largely due to changes in spend in our Energy Markets business, including a change to a major supplier as part of efforts to improve our service offerings. Goods and services supplied by regional businesses in FY25 included, wellsite services, civil maintenance and construction services, facilities management services, logistics and operational parts, and equipment.

Spend with regional suppliers (direct and indirect)[1] ($M)



1 See Glossary for definition.

Origin-hosted Indigenous Business Connector Series event, Brisbane.

Increasing Indigenous participation in our supply chain

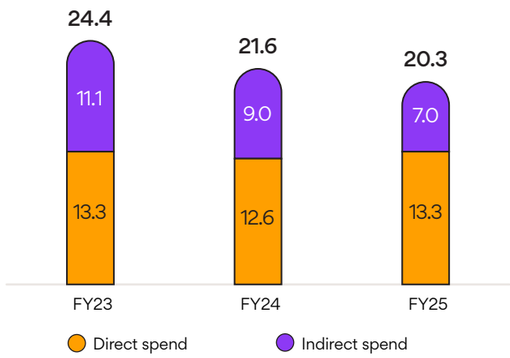
We support First Nations businesses by connecting them with procurement opportunities from Origin and our direct suppliers, and by integrating Indigenous Procurement Commitments within our contracts.

Fifty-one First Nations businesses supplied goods and services to Origin in FY25, including Project Net Zero, an Indigenous-owned and operated business focused on sustainable asset recovery. Working with Project Net Zero during office refits and relocations in FY25, we saved an estimate 5 tonnes of goods – from office supplies to football tables – from landfill. Many of these items were donated to Habitat for Humanity Australia, a charity with strong ties to Indigenous communities, while others were auctioned to raise funds for community projects.

Due to changes in business requirements, our total direct and indirect spend with First Nations businesses[1] decreased compared to FY24. We onboarded 22 new First Nations suppliers this year and expect to see these opportunities in our FY26 spend.

We continued to engage with our existing First Nations suppliers to identify further opportunities. One of the key initiatives of FY25 was to expand the scope of services from Geared Up Culcha, a First Nations business that has supplied personal protective equipment (PPE) for our Integrated Gas business since 2015, to now supply PPE to all Origin business units.

Spend with First Nations businesses (direct and indirect)[1] ($M)



1 See Glossary for definition.

Our people

We are a purpose-led and values-driven business, aiming to create a workplace where all our people feel included, respected, and safe at work. We aim to ensure that everyone at Origin is mindful of health and safety risks, empowered to manage them, and accountable for doing so.

UN Sustainable Development Goals

Find out more.

PERFORMANCE AT A GLANCE

38.3%
female
senior leaders

7.4
employee
engagement score

4.4
Total Recordable Injury
Frequency Rate

98%
of Eraring employees'
Individual Support Plans
actively managed

Safety, health and wellbeing

Why it's important

One of our core values is caring about our impact – on each other, the environment and the communities in which we operate. We seek to foster a proactive and accountable safety culture in which every individual is empowered to recognise and respond to risks.

Find out more: Safety, health and wellbeing management approach

HSE policy Code of conduct

Our FY25 performance and activities

Safe and respectful workplace

In FY25, we focused on establishing the right cultural and operational foundations to support employees feeling safe and respected at work. This included developing a Prevention and Response Plan that outlines key actions for embedding respect and inclusion across the organisation, in accordance with the *Sex Discrimination Act 1984* (Cth). To inform the development of our plan and identify appropriate control measures, we reviewed our key workplace risk factors, resulting in the following actions:

- **Support**: We reviewed available support options to identify any gaps and ensure they are accessible, trauma-informed and person-centred. This included a review of after-care support, which is provided following any distressing or stressful experiences to help safeguard individuals' wellbeing and safety in the workplace.
- **Knowledge**: Origin leaders completed training on the positive duty, psychosocial safety hazards, unlawful conduct and the behavioural standards expected at Origin. Training for all employees will follow in FY26.
- **Leadership**: Origin's Executive Leadership released a statement to employees, publicly committing to diversity, equity, inclusion and respect.

HSE performance

In FY25, Origin experienced eight actual serious incidents,[1] an increase from the previous year. This included three serious lacerations, two heavy vehicle rollovers, one fall from height and one injury related to manual handling. It also included a non-compliance with an environmental licence in our Integrated Gas business that resulted in a fine of $16,130. Field testing confirmed minimal impact to the environment.

We were deeply saddened by a single-vehicle road incident involving a subcontractor in the Integrated Gas business that resulted in a fatality. Our thoughts are with their family, friends and colleagues. We are awaiting the Coroner's report.

Our Total Recordable Injury Frequency Rate[1] (TRIFR) rose to 4.4, with the majority of injuries related to sprains, strains, slips, trips, and lacerations. While this trend is not in line with our expectations, it reflects a combination of factors, including increased operational activity and improved reporting practices. In response, we conducted a comprehensive review of all actual serious and high potential incidents to identify root causes and systemic gaps, which were translated into shared learnings.

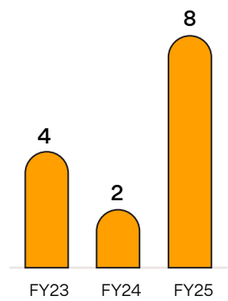
We recorded 38 high potential incidents – incidents that have the potential for a major impact or greater, excluding incidents that resulted in actual serious or greater harm – in FY25. We selected a subset of these incidents, targeting critical risks such as land transport, dropped objects, and electrical isolations, to embed learnings across the business. We also increased our focus on safety leadership, critical control verification, and contractor management, recognising these as key levers for minimising serious harm. These areas will continue to be a focus in FY26 to ensure critical controls are robust and assess additional risk control measures.

In FY25, we built on the success of the previous year by further embedding our Safety Leadership Habits program within Integrated Gas. The program has continued to engage teams through interactive resources that effectively integrate safety habits. Additionally, there has been a heightened focus on hazard awareness and strengthening critical controls, which, together, are beginning to drive positive impacts on HSE performance, including a reduction in TRIFR.

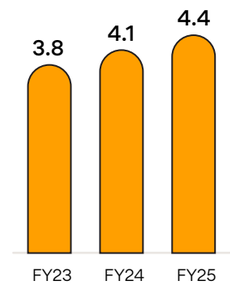
There was a modest improvement in process safety performance in FY25, with one Tier 1[1] and five Tier 2[1] incidents recorded. We continue to strengthen the governance of process safety and design integration, in particular, embedding lessons learnt from operations as we bring new energy assets online.

Our priority is to eliminate serious incidents, and we are committed to continuous learning and actions that strengthen the safety and wellbeing of our workforce.

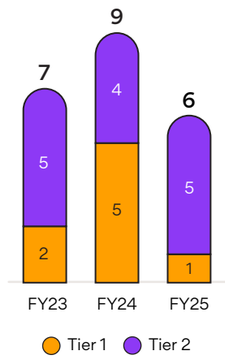
Actual serious incidents[1]



TRIFR[1]



Process safety incidents[1]



1 See Glossary for definition.

Engaging and developing our people

Why it's important

We value our employees' contributions and recognise that an engaged and high-performing workforce is essential for the business to grow and succeed.

Find out more: People and culture management approach

Our FY25 performance and activities

Employee engagement

We continuously review our employees' engagement using Officevibe, an online listening platform that facilitates in-the-moment feedback through frequent pulse surveys. Our engagement score[1] for FY25 through Officevibe was 7.4 out of 10, down from 7.7 in FY24. This is below the global Officevibe and Utilities and Services sector scores for the same period, which were both 7.9. This score reflects a period of restructuring across our business to improve efficiencies and reduce our cost to serve. It also reflects an increase to our in-office attendance requirements. We are continuing to support our employees with a range of assistance programs and access to flexible work arrangements.

Supporting our employees through the Eraring transition

We recognise our responsibility to manage how our strategic path through the energy transition affects our people, guided by our principles for a just energy transition. Our Eraring people transition program, Future Directions, centres around three key pillars: communicating with employees clearly and supportively; equipping them to be future-ready by exploring options to upskill or reskill; and prioritising their health and wellbeing as they navigate the transition.

We offered a range of support services, resources, events and training to support our Eraring employees' mental health and wellbeing during FY25. This included facilitating mental fitness workshops, on-site psychologist appointments, and 'lunch and learn' sessions.

We continued to provide online resources and conducted regular on-site employee briefings on key decisions impacting the site. Our Local Consultation Committee (LCC), which includes employees and Origin representatives, meets monthly and shares the outcomes of these meetings with other employees. Unions have an open invitation to attend these meetings. Following employee feedback, we folded the Transition Consultative Committee and integrated transition updates and consultation into our LCC.

Future capabilities

We continue to listen to each employee's unique circumstances and aspirations to help them work through what they want to do in the next stage of their career or life. We recognise that people will need different types and levels of support at different points in time.

We have active Individual Support Plans (ISPs) in place for 98 per cent of Eraring employees who have elected to participate. These plans include details on current skills and qualifications, reskilling and support requirements, and an agreed training and development activity plan. Every six months, we check in with all employees to see if they would like to revisit or adjust their plans. We also offer retirement transition support.

In FY25, Eraring employees completed 158 courses through their ISPs, supported by more than 74 external learning providers, including local and Indigenous organisations. Popular pathways included electrical, operator, and small business training.

As at 30 June 2025, Eraring employees had also obtained 219 qualifications through formal recognition of skills and knowledge acquired through work experience, training and informal learning. These carry the same weight as a qualification obtained through traditional study pathways.

We remain committed to funding the completion of all apprenticeships and traineeships currently in place. As at 30 June 2025, Eraring hosted 21 electrical, mechanical and fabrication apprentices and trainees on-site.

1 See Glossary for definition.

CASE STUDY

Finding a future direction

As Eraring Power Station approaches its retirement, our Future Directions program is dedicated to supporting employees through every step of the transition. From career planning to new skills training, our team members are making the most of this opportunity to shape their futures.

Shannon, a Production Coordinator at Eraring, has worked at the power station for 13 years, and in the energy industry for 35 years. When the earlier closure of Eraring was announced, Shannon decided he had to adjust his mindset.

"I wasn't ready to retire so it was time to start planning for a new career, Shannon said. "That's when I started considering running my own property maintenance business. I had the opportunity to try it out and it really got me thinking about making this a serious option.

"With the support of Future Directions, I began balancing my regular job with building up my side business, working for clients outside of regular work hours. Future Directions provided advice and connected me with professionals who helped me learn the ropes of running a business and even assisted me in taking relevant courses. Before long, the business was rolling along nicely, with enough demand that I even brought on subcontractors to keep up with the workload.

"Thanks to this program, I'm going into this transition with a lot less anxiety and a lot more confidence. It's reassuring to know I'll have something solid to carry me through until retirement, and that's worth a lot."

Find out more about Shannon's *Future Directions* experience

Engaging with government and industry

In FY25, we continued engaging with government agencies, unions and industry participants to maintain an open and constructive dialogue regarding the structure of our Future Directions program. We recognise that sharing lessons and experiences is an important aspect of a just energy transition.

In particular, we hosted a delegation from the Net Zero Economy Authority at Eraring Power Station to share our program and participate in the authority's ongoing consultation process, which aims to understand how workers and businesses will be impacted by Eraring's closure and what supports are available for workers to prepare for new employment.

We engaged with several industry bodies that are working to develop skills for the energy transition, including the Clean Energy Council Skills and Training Directorate, the Strategic Industry Advisory Board and the Powering Skills Organisation, which is the Jobs and Skills Council for the Energy, Gas and Renewables sector.

We also engaged with several government agencies, including Lake Macquarie City Council; the State Member for Lake Macquarie; the NSW Electricity Infrastructure Jobs Advocate; the NSW Government Department of Primary Industries and Regional Development; TAFE NSW; Training Services NSW; the Australian Government Departments of Employment and Workplace Relations; and the Australian Department of Education, Skills and Employment.

Government stakeholders, including NSW Energy Minister Penny Sharpe, visit Origin's large-scale battery storage project at Eraring.

Inclusion

Why it's important

We seek to foster an inclusive culture and recognise the role this plays in having a safe, respectful and inclusive workplace that supports high performance. As the energy market evolves, having high-performing people and diverse perspectives will be essential for us to address the big challenges that lie ahead.

Find out more: **People and culture management approach** **Diversity and inclusion position statement** **Stretch Reconciliation Action Plan**

Our FY25 performance and activities

Origin's people policies and practices aim to promote diversity and inclusion, embrace differences, and help us listen, learn, and collaborate to make better decisions. Our Diversity and Inclusion Position Statement outlines our commitments and applies to all aspects of employment, including recruitment, training and development, remuneration, and performance management. Our parental leave benefits reflect the diversity of families at Origin, encompassing people of all genders, sexes, and sexual orientations. We offer 21 weeks of paid primary carer's leave and continue to see a strong uptake by men, who accounted for 43 per cent of all parental leave taken during FY25.

We again achieved Gold status in the Australian Workplace Equality Index, maintaining this status since 2022. This places Origin in the top quartile of employers for LGBTQ inclusion in Australia. In FY25, we launched a survey through Officevibe to regularly collect and review employee feedback on our culture of inclusion. The score at 30 June 2025 was 7.5, which is classified as 'Very Good'.

Reconciliation

We are committed to providing a culturally safe and supportive workplace for all First Nations employees, including through our Indigenous Employee Network and paid cultural leave. We offer various employment pathways to attract and retain First Nations talent, including through professional careers, internships and apprenticeships.

Attracting and retaining First Nations talent

We actively promote First Nations participation through our apprentice and trainee programs. In FY25, 10 Aboriginal and Torres Strait Islander apprentices and trainees participated in our Integrated Gas business program, with many more having completed the program in recent years.

Through our partnership with Yalari, a not-for-profit organisation helping set up education scholarships for First Nations children across Australia, we are currently supporting four First Nations high school students. We also assisted three Yalari alumni in securing roles at Origin in FY25.

In FY25, we recruited 22 First Nations people into professional roles at Origin.

Engaging with First Nations cultures

We provide our people with opportunities to enhance their understanding of First Nations cultures, including through cultural awareness training. In FY25, we focused on delivering additional cultural awareness training to our people leaders.

During FY25, we held events, talks, and information sessions to engage our people during National Reconciliation Week, NAIDOC Week and Indigenous Business Month. Our Indigenous Employee Network hosted two First Nations business marketplaces, providing opportunities for our employees to engage directly with 25 small businesses in person.

Additionally, 21 Origin employees attended Garma Festival in remote Northeast Arnhem Land, immersing themselves in the rich cultural, artistic, and ceremonial traditions of the Yolngu people on the lands of the Gumatj clan.

Gender diversity

We strive for gender equity and gender-balanced teams at all levels across the organisation. Our focus is on reducing our gender pay gap and delivering equal pay for equal work. Origin is a signatory of 40:40 Vision, an investor-led initiative promoting gender balance in executive leadership by 2030. It defines gender balance as having at least 40 per cent male, 40 per cent female and 20 per cent any gender representation. We have extended the 40:40 principles to all our management levels.

During FY25, female representation increased in CEO-1[1] and CEO-2[1] roles, and remained steady for the Board. However, there was an overall decrease in gender balance at senior leaders[1] level, with female representation dropping from 44.2 per cent to 38.3 per cent due to organisational changes and restructuring.

To support our gender balance targets, we use a range of measures such as senior appointment and retention rates (see our 2025 Sustainability performance data), equal pay gap and gender pay gap.

Equal pay gap measures whether employees are paid the same for performing the same work by determining the overall differential of average pay for men and women at each job grade. In FY25, our equal pay gap[1] remained within our policy tolerance of ±1 percentage point.

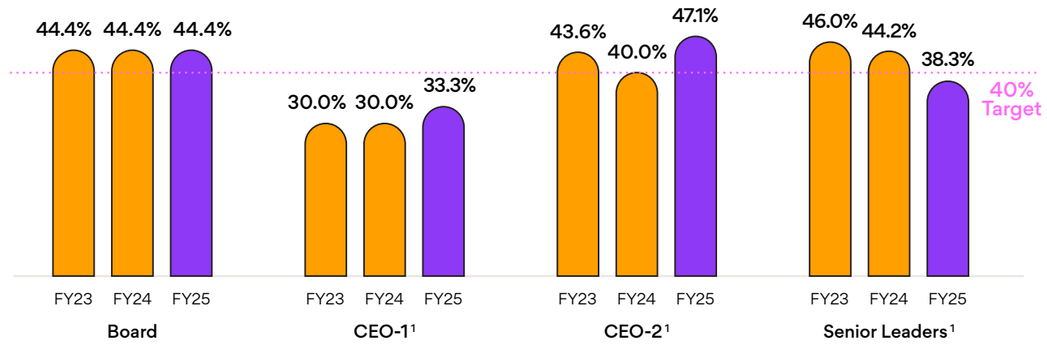
The gender pay gap shows the difference between the earnings of women and men. We believe the gender pay gap is a powerful measure of women's representation in, and contribution to, the workforce. We focus on the mean total remuneration gender pay gap as this compares the difference in the average earnings of men and women and includes all payments such as overtime, allowances and bonuses. This approach therefore provides the most holistic picture and aligns our methodology with the Workplace Gender Equality Agency (WGEA) reporting program.

Origin's mean total remuneration gender pay gap[1] increased from 16.9 per cent in FY24 to 17.4 per cent[2] in FY25. This was largely driven by the decrease in the number of women in leadership roles.

We remain focused on reducing our gender pay gap and in FY25, we conducted an audit to identify its main drivers. We found that gender segregation in the workforce and lower female representation in leadership were two key drivers. These drivers are consistent with industry-wide challenges in recruiting and retaining females to STEM and operational roles. In response, we developed an action plan to work to address these issues. Through our membership of the Champions of Change Coalition, we also supported the development and delivery of the Paving the Way report, which outlines opportunities to build gender-balanced talent pipelines and foster inclusive workplace cultures.

For more information on our gender diversity targets, read our *2025 Corporate Governance Statement*.

Female representation within Origin (%)



1 See Glossary for definition.
2 This data cannot be compared directly to our FY24 reporting, which was 20.4 per cent and used median total remuneration gender pay gap. We moved to mean total remuneration in FY25 as we believe this provides the most holistic picture of the difference in earnings between men and women, particularly for more senior roles, and aligns with the WGEA reporting program.

Sustainability performance measures

The following table provides a five-year summary of our key non-financial performance metrics. Performance in these areas is considered as part of the Origin Board's 'underpin' review process to support long-term remuneration decisions. Origin believes consistently strong performance in key sustainability metrics is important for creating sustainable shareholder value over the long term. For a comprehensive overview of our sustainability performance data over the past five years, see our Sustainability performance data.

	FY21	FY22	FY23	FY24	FY25
Total customer accounts (electricity, gas, LPG, and internet) ('000)[1,5]	4,264	4,436	4,483	4,591	**4,695**
Ombudsman complaints (per 1,000 customers)	1.9	1.5	1.8	2.4	**2.1**
Strategic Net Promoter Score[1,2,5]	4	5	-2	-3	**2**
Customer Happiness Index (%)[1,3,5]	n/a	n/a	64.9	69.1	**69.4**
Reputation (RepTrak Score)[5]	67.7	66.9	65.5	65.9	**67.8**
Communities					
Community complaints received	3	5	9	7	**7**
Landholder complaints received	41	54	50	31	**22**
Regional procurement spend (direct and indirect) ($M)[1,5]	284.0	318.1	421.1	428.4	**404.1**
First Nations supplier spend (direct and indirect) ($M)[1,5]	10.2	17.0	24.4	21.6	**20.3**
Community contributions through Origin Foundation ($M)[1,5]	3.0	2.6	2.1	3.8	**4.1**
Employee volunteering through the Origin Foundation (hours)	8,466	7,112	7,086	8,700	**9,527**
Planet					
Scope 1 emissions equity basis (kt CO_2-e)[1]	15,393	13,206	13,912	15,786	**16,044**
Scope 2 emissions equity basis (kt CO_2-e)[1]	1,121	980	875	808	**876**
Total Scope 1, 2 and 3 emissions intensity equity basis (t CO_2-e/TJ)[1]	n/a	n/a	63	58	**57**
Generation (owned and contracted) Scope 1 and 3 emissions intensity operational control basis (t CO_2-e/MWh)	0.76	0.75	0.76	0.76	**0.74**
Integrated Gas Scope 1 and 2 emissions intensity operational control basis (t CO_2-e/TJ)	4.90	4.95	4.66	4.57	**4.53**
Environmental consequence incidents[5]	0	0	0	0	**0**
Fugitive emissions (flaring, leaks and venting) (kt CO_2-e)	296	297	284	269	**249**
Ash reused at Eraring (%)[1,5]	36	73	49	43	**61**
Air emissions (NOx, SO_2, VOC, PM_{10}) (tonnes)	57,117	46,375	51,344	63,693	**62,739**
People and culture					
Total Recordable Injury Frequency Rate (TRIFR)[1,5]	2.7	4.0	3.8	4.1	**4.4**
Actual serious (or above) incidents[5]	4	5	4	2	**8**
Process safety Tier 1 and Tier 2 incidents[1,5]	11	2	7	9	**6**
Employee engagement score (#)[1,4,5]	n/a	n/a	7.7	7.7	**7.4**
Female representation in senior roles (%)					
Board	30.0	40.0	44.4	44.4	**44.4**
CEO-1[5]	33.3	30.0	30.0	30.0	**33.3**
CEO-2[5]	42.9	43.6	43.6	40.0	**47.1**
Senior leaders[5]	34.6	40.8	46.0	44.2	**38.3**
Indigenous representation (number self-identified)	70	81	99	96	**103**
Reported incidents of bribery or corruption	0	0	0	0	**0**

1 Metric has undergone limited assurance within the past three reporting periods.
2 Twelve-month average as at 30 June.
3 New metric in FY23.
4 New methodology from FY23; score out of 10.
5 See Glossary for definition.

About our reporting

Unless otherwise stated, in this report a reference to 'Origin', 'Origin Energy', 'Group', 'Origin Group', 'Company', 'we', and 'our' is to Origin Energy Limited and its controlled entities and joint venture arrangements as outlined in our 2025 Annual Report.

Unless otherwise stated, Origin Energy's 2025 Sustainability Report provides a summary of Origin's performance on material social and environmental sustainability aspects for the period 1 July 2024 to 30 June 2025 (FY25). Its scope is limited to the assets we operate (including those under exploration, projects in development or execution phases, sites and closed operations). The exception is emissions performance, which we report on both an operational control and equity basis, in line with regulatory and reporting norms.

Origin is the upstream operator of Australia Pacific LNG and 27.5 per cent shareholder. It also has a 22.7 per cent interest in Octopus Energy (Octopus).

The terms Aboriginal and Torres Strait Islander peoples, First Nations people and Indigenous people are used respectfully and interchangeably throughout this document when referring to Aboriginal and Torres Strait Islander people. These terms are used to respectfully encompass the diversity of cultures, identities, and preferences of Aboriginal and Torres Strait Islander peoples.

Forward-looking information

This report contains forward looking statements, including, but not limited to: Origin's plans, strategies and objectives with respect to sustainability and generally; statements regarding trends in commodity prices and supply and demand for commodities; and statements regarding potential regulatory and policy developments.

Where this report 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, and the outcomes are not all within Origin's control.

The forward-looking statements in this report are based on management's current expectations and reflect judgements, assumptions, estimates and other information available as at the date of report and/or the date of Origin's planning processes or scenario analysis processes. There are also inherent limitations with scenario analysis, and it is difficult to predict which, if any, of the scenarios might eventuate. Scenarios do not constitute definitive outcomes or probabilities, and scenario analysis relies on assumptions that may or may not be, or prove to be, correct and may or may not eventuate. Scenarios may also be impacted by additional factors to the assumptions disclosed.

Except as required by applicable regulations or by law, Origin does not undertake any obligation to publicly update or review any forward-looking statements, whether as a result of new information or future events. Forward looking statements speak only as of the date of this report or the date planning process assumptions or scenario analysis assumptions were adopted, as relevant. Past performance cannot be relied on as a guide to future performance.

Approach to reporting

All monetary amounts are in Australian dollars unless otherwise stated.

We report our Scope 1 and Scope 2 operational control emissions under National Greenhouse and Energy Reporting Act, 2007 (Cth) (NGER).[1] We calculate Scope 3 emissions based on the Greenhouse Gas Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard[2] and Scope 3 guidance documents.[3]

Due to the inherent uncertainty and limitations in measuring emissions under the calculation methodologies used in preparing such data, all emissions data or references to emissions volumes (including ratios or percentages) in this report are estimates. Where data is not available due to timing, we apply a reasonable estimation methodology. Where applicable, we revise prior year data in the Sustainability Report to update prior estimates and align with external reporting requirements such as NGER.

Additional emissions information is available in our *2025 Sustainability performance data*.

1 National Greenhouse and Energy Reporting NGER (cleanenergyregulator.gov.au)
2 Corporate Value Chain (Scope 3) Standard | Greenhouse Gas Protocol (ghgprotocol.org)
3 Scope 3 Calculation Guidance | Greenhouse Gas Protocol (ghgprotocol.org)

EY Assurance Statement

Shape the future with confidence

Independent Limited Assurance Statement to the Management and Directors of Origin Energy Limited

Our Conclusion:

Ernst & Young ('EY', 'we') have been engaged by Origin Energy Limited (Origin) to perform a limited assurance engagement, as defined by Australian Standards on Assurance Engagements, here after referred to as a 'review', over selected sustainability disclosures (the 'Subject Matter') included in Origin's 2025 Sustainability Report and Performance data tables (the 'Report') for the year ended 30 June 2025. Based on our review, nothing has come to our attention that caused us to believe that the selected disclosures presented below have not been prepared and presented fairly, in all material aspects, in accordance with the criteria detailed below.

What our review covered

We reviewed the following Subject Matter listed below and disclosed in the Report for the year ended 30 June 2025.

Selected disclosures	Value
Planet	
Total Scope 1 emissions (operated) ($ktCO_2$-e)	15,799
Total Scope 2 emissions (operated) ($ktCO_2$-e)	2,253
Total Scope 1 emissions (equity) ($ktCO_2$-e)	16,044
Total Scope 2 emissions (equity) ($ktCO_2$-e)	876
Total Scope 3 emissions (equity) ($ktCO_2$-e)	28,135
Total absolute Scope 1, 2 and 3 emissions (equity) ($ktCO_2$-e)	45,055
Total Scope 1, 2 and 3 emissions intensity (equity) (tCO_2-e/TJ)	57
Customers	
Total customer accounts ('000)	4,695
Communities	
Eraring Community Investment Fund – Total committed spend (financial year) ($m)	0.4
Our People	
Gender pay gap (Mean total remuneration) (%)	17.4

Criteria applied by Origin

In preparing the selected disclosures related to Planet (emissions), Origin applied:

- National Greenhouse and Energy Reporting ('NGER') Act 2007, NGER Regulations 2008, and NGER (Measurement) Determination 2008
- Greenhouse Gas Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

In preparing the selected disclosures related to Customers, Communities, and Our People, Origin applied:

- Origin's own publicly disclosed criteria as detailed in the Report.

Key responsibilities

Origin's responsibilities

Origin's management ('Management') was responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility included establishing and maintaining internal controls, adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities and independence

Our responsibility is to express a conclusion on the Subject Matter based on our review.

We have complied with the independence and relevant ethical requirements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

EY applies Auditing Standard ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our approach to conducting the review

We conducted this review in accordance with the Australian Auditing and Assurance Standards Board's Australian Standard on *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ASAE 3000'), *Assurance Engagements on Greenhouse Gas Statements* ('ASAE3410') and the terms of reference for this engagement as agreed with Origin on the 7th of May 2025. Those standards require that we plan and perform our engagement to express a conclusion on whether anything has come to our attention that causes us to believe that the Subject Matter is not prepared, in all material respects, in accordance with the Criteria, and to issue a report.

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EY Assurance Statement

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Summary of review procedures performed

A review consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other review procedures.

The nature, timing, and extent of the procedures selected depend on our judgement, including an assessment of the risk of material misstatement, whether due to fraud or error. The procedures we performed included, but were not limited to:

- Conducting interviews with key personnel to understand Origin's process for collecting, collating and reporting the selected disclosures during the reporting period
- Checking that the Criteria has been reasonably applied in preparing the selected disclosures
- Checking the reasonableness of assumptions
- Inquiring of personnel to identify risks of over and underreporting and quality controls
- Undertaking data analytics to check the reasonableness of the data supporting disclosures, such as analysis of month-on-month changes in the consumption of various energy sources
- Performing recalculations of performance metrics to confirm quantities stated were replicable, such as performing a recalculation of greenhouse gas emissions using source data and the relevant emissions factor as defined by the Criteria
- Assessing evidence on a sample basis, such as selecting a sample of coal purchases and assessing whether the reported amounts aligned with the support provided
- Checking aggregation of selected disclosures and transcription to the Report
- Checking the appropriateness of the presentation relating to the selected disclosures in the Report.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our review conclusion.

Inherent limitations

Procedures performed in a review engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a review engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to assessing aggregation or calculation of data within IT systems.

The greenhouse gas quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of greenhouse gases. Additionally, greenhouse gas procedures are subject to estimation and measurement uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

Use of our Assurance Statement

We disclaim any assumption of responsibility for any reliance on this assurance statement, or on the selected disclosures to which it relates, to any persons other than the management and the Directors of Origin, or for any purpose other than that for which it was prepared. Our review included web-based information that was available via web links as of the date of this assurance statement. We provide no assurance over changes to the content of this web-based information after the date of this assurance statement.

Ernst & Young

Ernst & Young
Sydney, Australia
14 August 2025

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Glossary

Actual serious incidents	Health, safety and environment incidents that occurred while undertaking an Origin-managed activity with an actual consequence rating of 3-Serious (or above) on the Origin Risk Matrix
ARENA	Australian Renewable Energy Agency
Ash dam	A pond used for storing coal ash generated by burning coal in coal-fired power plants
Biogas	A mixture of methane, carbon dioxide and small quantities of other gases produced by anaerobic digestion of organic matter in an oxygen-free environment
CEO-1	Represents the CEO plus executive leadership that reports to the CEO
CEO-2	Includes roles directly reporting to CEO-1
Cleaner energy	Energy produced from sources that produce minimal to no greenhouse gas emissions during their operation and includes solar, wind, hydro, hydrogen, battery storage, bioenergy, as well as energy efficiency
CO	Carbon monoxide
CO_2	Carbon dioxide
CO_2-e	Carbon dioxide equivalent
Coal seam gas (CSG)	Coal seam gas is a natural gas contained within coal seams
Community contributions through the Origin Foundation	Contributions to community partners and charities provided through the Origin Foundation. Includes the Foundation grants program, employee volunteering program, employee matched-giving program, and Origin Energy contributions distributed through the Foundation
Customer accounts	Total customer accounts is the total point-in-time count of customer accounts across electricity, natural gas, internet, and LPG products as at 30 June 25. Origin measures the customer number for electricity and natural gas based on the number of meters Origin is financially responsible for and are on-supply (ready to deliver energy). Origin measures the internet customer number as the number of active services. Origin measures LPG customers as a combination of direct and indirect active users, which includes commercial and residential customers, as well as estimated customers served through our authorised dealer network based on the volume of LPG delivered. Previously we also included Home Assist and VOIP, which were linked to certain electricity and internet accounts respectively. These are now not included in our Total customer accounts and are reported separately.
Customer Happiness Index (CHI) score	Customers are asked to rate their interaction – via voice calls and email. The CHI score is calculated as the number of respondents over the previous 12 months who provided a positive rating for their interaction with Origin, as a percentage of total respondents
CY25	Calendar year 2025
Electricity measures:	
Watt (W)	A measure of power when one ampere of current flows under one volt of pressure
Kilowatt (kW)	1 kW = 1,000 watts
Kilowatt hour (kWh)	Standard unit of electrical energy representing the consumption of one kilowatt over one hour
Megawatt (MW)	1 MW = 1,000 kW or 1 million watts
Megawatt hour (MWh)	1 MWh = 1,000 kilowatt hours
Gigawatt (GW)	1 GW = 1,000 megawatts or 1 million kilowatts
Gigawatt hour (GWh)	1 GWh = 1,000 megawatt hours or 1 million kilowatt hours
Terawatt hour (TWh)	1 TWh = 1,000 gigawatt hours, or 1 million megawatt hours
Employee engagement score	Determined using Officevibe, an online continuous listening platform that facilitates in-the-moment feedback through frequent pulse surveys. Provides a score out of 10. See the Officevibe website for more information on methodology
Environmental consequence incident	Number of environmental incidents that resulted in an actual consequence of a moderate short-term impact to the environment (or above)
Equal pay gap	Measures whether employees are paid the same for performing the same work or different work of equal or comparable value. The Korn Ferry Hay job evaluation methodology is used to define equivalent-sized jobs

Glossary

Eraring Community Investment Fund committed spend	Dollar value of community investment committed towards infrastructure, services or programs within the Lake Macquarie Local Government Area that support one or more of the four key Fund strategy areas – community wellbeing, community resilience, economic transition and diversification, or environmental protection and amenity – in alignment with Fund guidelines. Committed spend is reported as spend that Origin has committed to as part of funding rounds within the financial year (although actual spend may be in a different reporting period), and as a cumulative total since the program began in FY24 to date
EV	Electric vehicle
First Nations business	A business that is at least 50 per cent owned by an Aboriginal and/or Torres Strait Islander person or persons, in alignment with the Supply Nation membership criteria
First Nations supplier – direct	Payments made directly by Origin to a First Nations business
First Nations supplier – indirect	Payments made by Origin suppliers (non-First Nations) to a First Nations business related to work performed for Origin
Flaring	A process to release gas by burning the methane in specially designed flares within infrastructure; this converts methane to CO_2, which is a less potent GHG than methane
Fugitive emissions	Gases that leak or are vented or flared while extracting, producing, processing, storing, transmitting or distributing certain fossil fuels; for these purposes, fugitive emissions exclude landscape emissions
FY25	Financial year 2025
Gas measures:	
Joule (J)	Standard unit of measurement for energy
Gigajoule (GJ)	1 GJ = 10^9 joules
Terajoule (TJ)	1 TJ = 10^{12} joules
Petajoule (PJ)	1 PJ = 10^{15} joules
Gender pay gap	The difference between the mean total earnings of women and men. Our approach aligns our methodology with the Workplace Gender Equality Agency (WGEA) reporting program: 'GPG = 100 x (Average male total remuneration – Average female total remuneration) / Average male total remuneration'. Refer to the WGEA website for information about how gender pay gaps are calculated; wgea.gov.au/reporting-guide/ge
Greenhouse gas (GHG) emissions	Mainly refers to carbon dioxide, methane, nitrous oxide, sulphur hexafluoride, hydrofluorocarbons and perfluorocarbons
GHG emissions intensity	The level of greenhouse gas emissions per unit of economic activity
High potential incidents	Health, safety and environment incidents that occurred while undertaking an Origin-managed activity, with the potential consequence of Major and above according to Origin's Risk Matrix, excluding actual serious and above incidents
kt	1 kilotonne = 1,000 tonnes
Leak	The unintended release of gas from pressurised infrastructure, particularly at pipe joints, valves and actuators
LNG	Liquefied natural gas
LPG	Liquefied petroleum gas
Mt	1 megatonne = 1 million tonnes
National Electricity Market (NEM)	The wholesale electricity market for the electrically connected states and territories, with the exception of Western Australia and the Northern Territory
NGER Acts	*The National Greenhouse and Energy Reporting Act, 2007* (Cth) which introduced a single national framework for reporting and disseminating company information about greenhouse gas emissions and energy production and consumption
NOx	Nitrogen oxide
Origin managed activity	An activity where Origin has the prevailing influence, management and/or control over the health and safety of personnel and/or the environment. Typically, this applies to work activities at an Origin owned or operated asset site where Origin controls the manner in which work is done, provides instruction and/or is supervised

Glossary

PM_{10}	Particulate matter that is 10 micrometres or less in diameter. PM_{10} includes Eraring Power Station stack emissions and Integrated Gas
$PM_{2.5}$	Particulate matter that is 2.5 micrometres or less in diameter. $PM_{2.5}$ is a subset of PM_{10} from Eraring Power Station stack emissions only
Recordable injury	Any work-related injury, illness or disease resulting in a fatality, lost time, work restrictions or medical treatment beyond the scope of first aid
Regional suppliers – direct spend	Payments made directly by Origin with suppliers whose primary place of business is in a in a Local Government Area outside of a Metropolitan Area postcode
Regional suppliers – indirect spend	Payments made by Origin suppliers (non-regional) to another supplier whose primary place of business is in a Local Government Area outside of a Metropolitan Area related to work performed for Origin
RepTrak™ score	RepTrak™ uses a nationally representative sample of the population to rate a company against seven drivers: products and services; innovation; conduct; citizenship; leadership; performance; and workplace
Scope 1 emissions	Greenhouse gas emissions released into the atmosphere as a direct result of our activity. These are sometimes referred to as direct emissions; examples include electricity generation and gas production
Scope 2 emissions	Greenhouse gas emissions resulting from purchased electricity that we consume to power our offices and operating sites
Scope 3 emissions	Indirect greenhouse gas emissions, other than Scope 2, relating to our value chain that we do not own or control, including wholesale purchases of electricity from the NEM, the use of our sold products such as LNG and domestic gas, and the emissions associated with our investments
Senior leaders	Includes roles CEO-3 with a minimum fixed remuneration of $240k (this is only people that report directly into a report of an Executive General Manager)
Shared learning incidents	Selected significant incidents that have completed a shared learning verification process. Process involves reviewing learnings, their application to operations, and ensuring controls are in place and effective
Significant incident	Health, safety and environment incidents that occurred while undertaking an Origin-managed activity and have reached actual Major consequence or a potential Critical consequence according to Origin's Risk Matrix
SO_2	Sulphur dioxide
Strategic Net Promoter Score (sNPS)	A customer advocacy metric calculated by asking customers from a range of providers to rate the likelihood of recommending their electricity provider to family and friends on a scale of zero to 10. The percentage of promoters (score 9–10) minus the percentage of detractors (score 0–6) provides a monthly measure
Supply chain spend	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
Tier 1 process safety event	An event that can occur as a result of an unintentional release of chemicals, energy or materials to a volume threshold of a greatest consequence. See International Association of Oil and Gas Producers (IOGP) Process Safety (pages 19–20)
Tier 2 process safety event	An event that can occur as a result of an unintentional release of chemicals, energy or materials to a volume threshold of a lesser consequence. See IOGP Process Safety (pages 19–20)
Total recordable injury frequency rate (TRIFR)	The number of recordable injuries that occurred during Origin controlled activity, per million hours worked for employees and contractors over the 12-month reporting period
Venting	A process that relieves pressure in the system, releasing gas into the atmosphere
VOC	Volatile organic compound
Water measures:	
Kilolitre (kL)	1 kL = 1,000 litres
Megalitre (ML)	1 ML = 1 million litres

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Auditor

EY

Further information about Origin's performance can be found on our website: **originenergy.com.au**