

An aerial night photograph of an industrial facility, likely a refinery or chemical plant, with a city skyline in the background. The facility is illuminated with numerous lights, and a large body of water is visible in the foreground. The sky is a mix of orange and purple, suggesting a sunset or sunrise. The INPEX logo is in the top left corner.

INPEX

INPEX Australia

***Modern Slavery
Statement 2024***

Contents

President Director’s message	3
Key actions in reporting period	4
Criteria 1 and 2: Our structure, operations and supply chain	6
Criteria 3: Modern slavery risks in our operations and supply chains	14
Criteria 4: Actions taken to assess and address modern slavery risks	18
Criteria 5: How we assess the effectiveness of our actions	24
Consultation and approval	25
Appendix	26

This Modern Slavery Statement (Statement) is published by INPEX Operations Australia Pty Ltd (IOAPL) (ABN 48 150 217 262), which is a reporting entity under the *Modern Slavery Act (Australia) 2018 (Cth)* (Act). Our registered office is located at Level 22, 100 St Georges Terrace, Perth, Western Australia, 6000. This Statement covers INPEX group companies including subsidiary entities undertaking business in Australia (for the purposes of this Statement the “INPEX Australian Entities”)¹. The INPEX Australian Entities are managed by policies, systems and processes that are applied across all operations.

¹The Statement is the fifth Modern Slavery Statement made under the Act and for the reporting period 1 January 2024 to 31 December 2024. The Statement addresses all mandatory reporting criteria under the Act including actions taken by the INPEX Australian Entities to assess and address modern slavery risks in their operations and supply chains. Modern slavery risks and impacts of INPEX global activities are addressed in the INPEX CORPORATION’s Modern Slavery Statements published annually pursuant to the *UK Modern Slavery Act 2015*. This Statement has been endorsed by INPEX CORPORATION and was approved by the IOAPL Board on 17 June 2025.



Managing Director's message

I am pleased to share INPEX Australia's fifth Modern Slavery Statement.

INPEX remains committed to addressing the risks of modern slavery within our business and supply chains. We recognise that modern slavery is a complex issue, and we are dedicated to doing our part to mitigate these risks and ensure our operations are aligned with ethical standards.

Here in Australia, we operate within a strong regulatory environment, and our approach is built on this foundation. Beyond compliance, we are driven by our values. We are continuously reviewing and refining internal processes and seeking to identify and address potential risks.

We also know meaningful change happens through collaboration. That is why we work closely with our contractors and suppliers – encouraging transparency, promoting fair work conditions and treatment of all individuals, and providing accessible channels for raising concerns.

In 2025, we remain focused on strengthening our risk management processes, enhancing awareness of modern slavery risks among our people and partners, and monitoring our policies and practices.

INPEX is proud to contribute to Australia's broader efforts to protect vulnerable people from modern slavery globally.

Tetsu Murayama

Managing Director, Country Chair Australia

June 2025

Key actions in reporting period

Our key modern slavery risk management actions for 2024 were focused on three key areas:

Corporate Governance and Risk	Supply Chain	Training and Awareness
<ul style="list-style-type: none">• Modern Slavery Steering Committee and Modern Slavery Working Group remain active• Modern Slavery Action Plan being implemented and monitored• Increased awareness by senior management of legislative requirements, risks, global landscape and industry actions• Increased collaboration with INPEX global teams	<ul style="list-style-type: none">• Completed internal desktop review on high-risk suppliers identified in 2023• External party completed a review of our modern slavery framework to inform future improvements• Expanded our review of suppliers to include purchase order terms and conditions	<ul style="list-style-type: none">• Published 2023 Modern Slavery Statement• Delivered internal awareness raising at Supply Chain town hall• Delivered external awareness raising at Industrial Relations contractor forum• Continued participation in Human Rights Resources and Energy Collaborative Working Group (HRREc) meetings

These actions are discussed in more detail under **Criteria 4: Actions taken to assess and address modern slavery risks** on page 18



Criteria 1 and 2: Our structure, operations and supply chain

About INPEX

INPEX CORPORATION is an international energy company listed on the Tokyo Stock Exchange.

We are involved in energy projects across multiple continents. Australia is one of INPEX's five core business areas along with Europe, Abu Dhabi, Southeast Asia and Japan.

INPEX Vision 2035 - Realising a Responsible Energy Transition outlines our long-term strategy through 2035, reflecting changes in the business environment in which we operate. It also formulates our medium-term business plan for 2025 to 2027, outlining specific initiatives and goals. As the energy transition progresses worldwide, we aim to execute a responsible energy transition aligned with INPEX Vision 2035, focusing on delivering a stable supply of lower-carbon energy sustainably.

INPEX values

Our INPEX values guide our actions and relationships - we place great importance on mutual respect and trust between Traditional Owners, government, business and local communities.

These values form the basis for how we work together on every INPEX site around the world. Our commitment to modern slavery risk, management and our broader respect for human rights links closely to our company values.



Safety

Our commitment to safety and wellbeing extends beyond our own operations to the people working within our extended supply chain – both nationally and internationally.

DIVERSITY

Through our cross-disciplinary Working Group, Steering Committee and our industry collaborations, we ensure diversity in skills, knowledge, experience and thinking to identify and address our operational and supply chain modern slavery risks.

Collaboration

Since 2019 we have been working with peers in the resources sector to identify opportunities for collaboration and sharing of resources. Within INPEX we have formalised our Modern Slavery Working Group and Steering Committee (both of which include representatives from across our organisation) to ensure a collaborative approach is taken to managing and mitigating our operational and supply chain modern slavery risks.

Integrity

Our expectations extend to our supply chain and we engage with our highest risk suppliers to maintain transparency and integrity throughout their operations. Our Sodan (Whistleblower) Hotline provides the means for internal and external stakeholders to report instances where this integrity and commitment to our human rights obligation is not upheld.

Ingenuity

We work to better understand our modern slavery and human rights governance gaps and actively look for opportunities to improve our own risk management frameworks while supporting our priority suppliers to enhance theirs.

For further information about INPEX CORPORATION, please refer to:
<https://www.inpex.co.jp/english/company>

INPEX in Australia

Organisational structure

INPEX CORPORATION's Australian-based entities are governed in accordance with the corporations' laws of Australia and Japan.

Please refer to Table 1 in the Appendix for an overview of our INPEX Australian entities covered by this Statement.

Our operations

Our Australian energy portfolio includes Ichthys LNG which we operate, plus participating interests in Prelude FLNG, Darwin LNG, Van Gogh and Ravensworth. Our corporate offices are based in Perth and Darwin.

INPEX is actively pursuing carbon capture and storage (CCS) opportunities to help reduce greenhouse gas emissions from Ichthys LNG. We are supporting a more sustainable tomorrow through renewable energy initiatives, native revegetation, carbon farming and future biofuels interests.

In Western Australia, INPEX is operator of Wheatbelt Connect, a joint venture between INPEX, ANZ and QANTAS that pursues integrated lease model opportunities for carbon farming. This project aims to generate carbon credits and promote biodiversity outcomes, while sharing the benefits with the landowner and broader community.





In 2023, INPEX purchased a 50 per cent share of Enel Green Power Australia (EGPA). In late 2024, EGPA rebranded as Potentia Energy. The company manages a diverse portfolio of renewable energy assets at various stages of development, spanning wind, solar, and energy storage technologies across Australia. Potentia Energy is also actively expanding its presence in energy retail and trading.

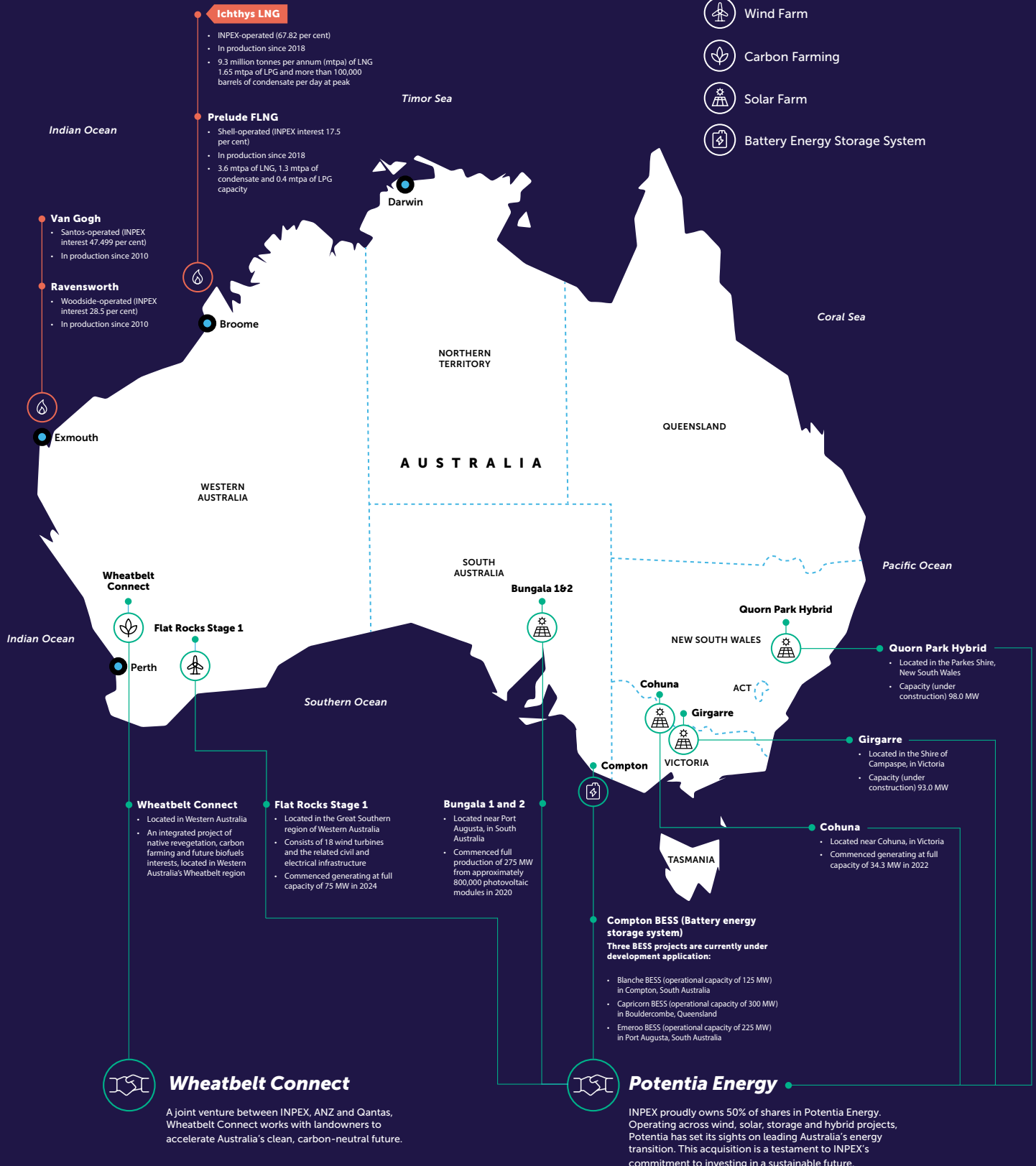
The policies and practices concerning modern slavery risk management outlined in this Statement do not extend to entities over which we do not have operational control, such as our non-operated joint ventures.

More information about INPEX's Australian projects is available at:
www.inpex.com.au/projects

INPEX activities in Australia

Legend

-  Oil and Gas
-  Wind Farm
-  Carbon Farming
-  Solar Farm
-  Battery Energy Storage System

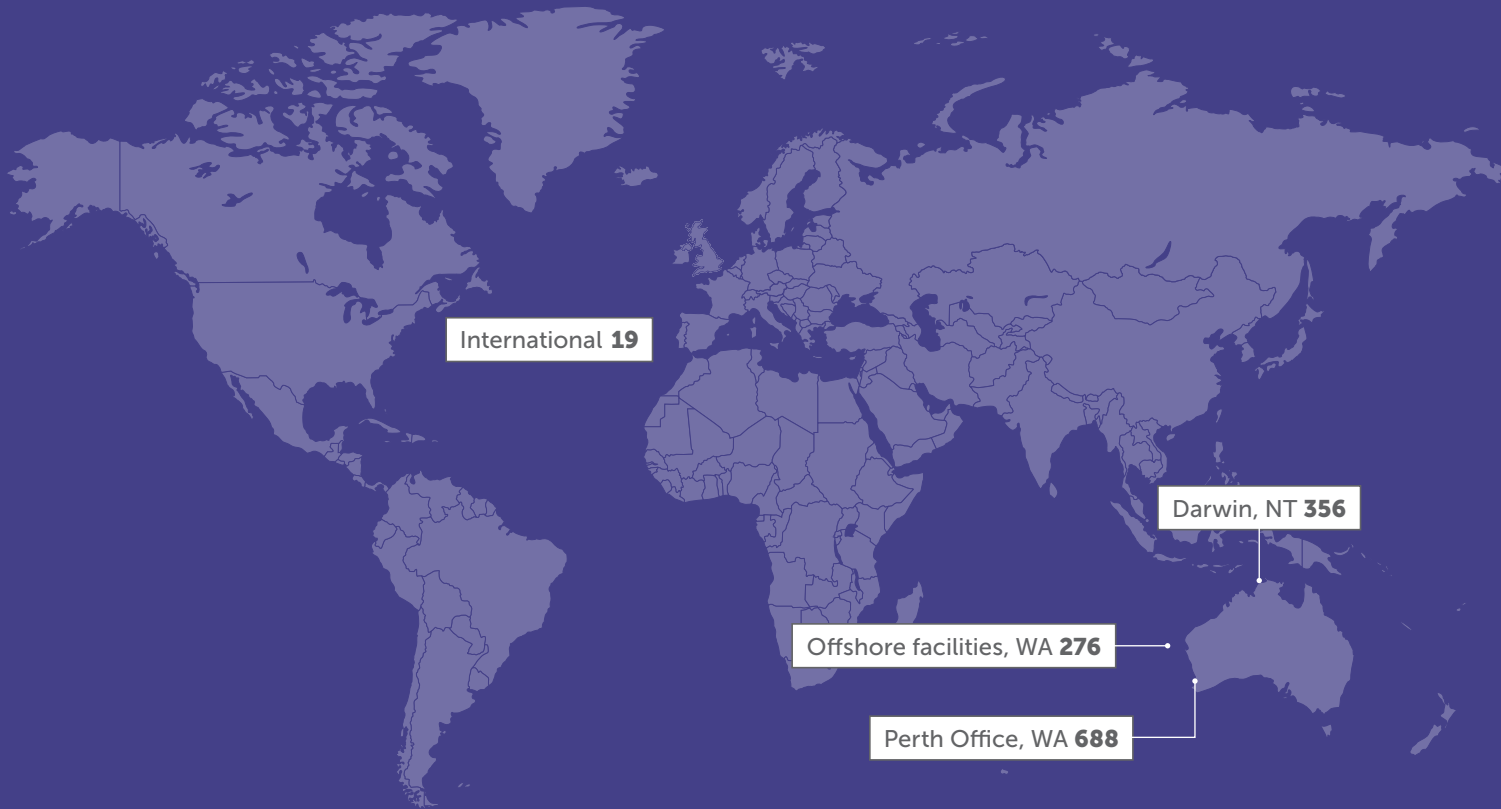




Our people

In 2024, approximately 1,300 people were directly employed by INPEX Australia Pty Ltd (IAPL), with employees working in Perth, Western Australia, and Darwin, Northern Territory, as well as on our offshore facilities within Australian Commonwealth waters.

The following captures the location and employment type of INPEX employees (as publicly reported through Workplace Gender Equality Agency (WGEA) submissions).

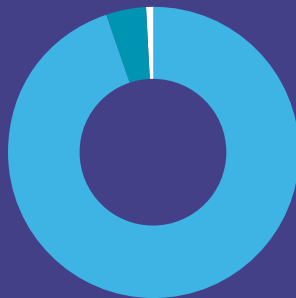


Employment type

- Full time **1,272**
- Part time **57**
- Casual **10**

Total employees

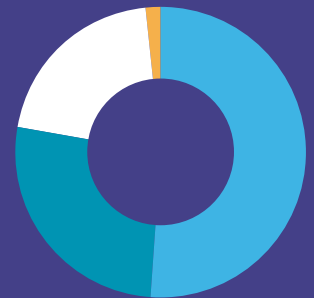
1339 



Employee location

- Perth office, WA **688***
- Darwin, NT **356**
- Offshore facilities, WA **276**
- International **19**

*includes 2 interstate employees



Our supply chain

INPEX is committed to the responsible and ethical procurement of goods and services, placing respect for human rights and environmental stewardship at the core of our supply chain practices. Our suppliers are integral to the safe and reliable delivery of our operations. We work with a broad network of local and global suppliers across diverse industries and services that support our business needs.

In 2024, we sourced goods and services from 1,377 direct suppliers across 31 countries. These relationships span from short-term engagements to long-term partnerships governed by multi-year contracts. We recognise that strong, transparent, and ethical supplier relationships are essential in identifying and mitigating modern slavery risks across our supply chain.

In 2024, INPEX spend was USD 1.9 billion, marking an increase of approximately 400 million USD over that reported in 2023. Notably, 90% of our total spend was with Australian based suppliers, consistent with our spend patterns in previous years. Our supplier network includes vendors from nine of the top ten countries globally ranked as having the lowest prevalence of modern slavery, as reported in the [Global Slavery Index](#).

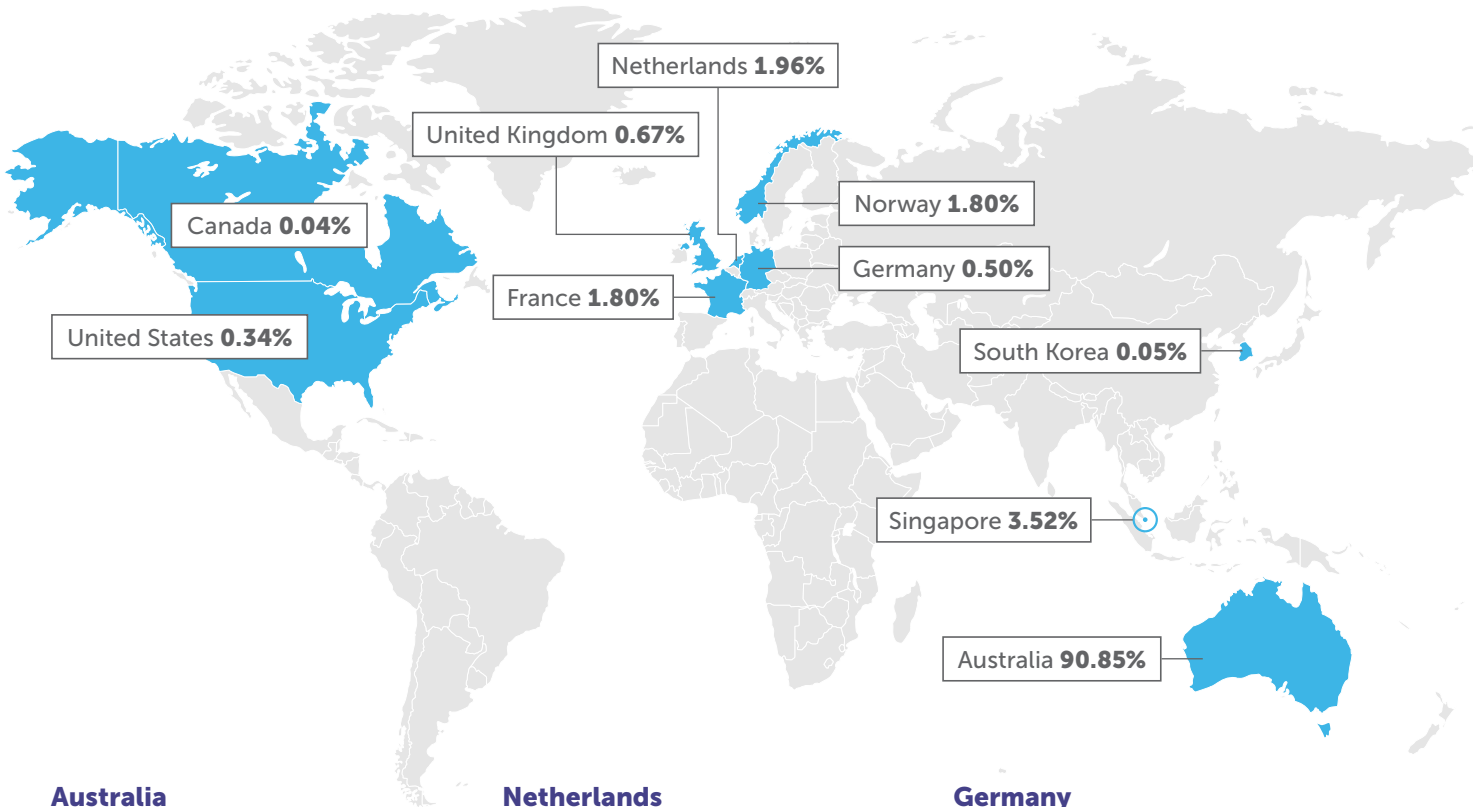
Our Supply Chain team, operating primarily out of Perth and Darwin, oversees our tendering activities. This team is responsible for implementing our contracting and procurement policies and ensuring adherence to ethical standards throughout our supply chain.

INPEX's top nine categories by spend in 2024 were:

1. Exploration drilling and well completions
2. Logistics services
3. Contract and temporary labour
4. Engineering and capital project construction services
5. Industrial services
6. Corporate and professional services
7. Parts and consumables
8. Technology services
9. Bulk chemicals

While these categories are critical to our operations, they each present varying degrees of modern slavery risk. We are committed to identifying and mitigating these risks through robust due diligence and supplier engagement.

Top countries by spend (>850K USD)



Australia

90.85% total spend | **1,146** vendors

- Exploration, drilling and well completions
- Contract and temporary labour
- Logistics
- Corporate and professional services
- Industrial services
- Engineering and capital project construction services
- Parts and consumables
- Technology and services
- Bulk chemicals

Singapore

3.52% total spend | **25** vendors

- Logistics
- Exploration, drilling and well completions
- Technology and services
- Parts and consumables

Netherlands

1.96% total spend | **12** vendors

- Engineering and capital project construction services
- Industrial services
- Corporate and professional services

Norway

1.80% total spend | **13** vendors

- Logistics
- Industrial services
- Contract and temporary labour

United Kingdom

0.67% total spend | **43** vendors

- Exploration, drilling and well completions
- Bulk chemicals
- Industrial services

Germany

0.50% total spend | **9** vendors

- Parts and consumables
- Engineering and capital project construction services
- Industrial services

United States

0.34% total spend | **30** vendors

- Parts and consumables
- Technology and services
- Industrial services

France

0.05% total spend | **9** vendors

- Parts and consumables

South Korea

0.05% total spend | **5** vendors

- Parts and consumables

Canada

0.04% total spend | **4** vendors

- Parts and consumables

Criteria 3: Modern slavery risks in our operations and supply chains

To better understand our relationship to modern slavery risks, we draw on the *United Nation's Guiding Principles on Business and Human Rights* (UNGPs) 'continuum of conduct' as outlined in the Commonwealth Government Guidance. This Policy identifies three areas companies can be involved in modern slavery:

- Risk we may cause modern slavery practices through the use of exploited labour in our operations.
- Risk we may contribute to modern slavery practices if our actions or omissions contribute to another party causing the impact (for example, by facilitating, enabling or incentivising it).
- Risk we may be directly linked to modern slavery practices through the activities of another entity we have business relationship with (for example, our suppliers)

Operational risks

With our direct operations located in Australia, our operational risks are mitigated through a combination of INPEX CORPORATION's policies and procedures, as well as proactive monitoring measures.

Our Business Code of Conduct applies to all personnel, reinforcing our commitment to ethical business practices. In addition, accessible grievance procedures, anonymous whistleblowing hotlines, and statutory whistle-blower protections are integral components of our human resources (HR) framework, enabling employees and contractors to report any concerns without fear of retaliation.

Together with INPEX CORPORATION's global policies and standards, as well as the strong regulatory environment in Australia, we assess the risk of modern slavery within our direct operations as low. Our workforce is supported by written employment contracts, underpinned by clear and accessible HR policies that reflect legislative entitlements. These entitlements are regularly reviewed and updated to ensure compliance with any changes to local employment law.

Where applicable, the terms of statutory industrial instruments such as Modern Awards and the INPEX Operations Enterprise Agreement are applied. To further ensure ongoing compliance and preparedness for any changes to workforce entitlements, we conduct annual internal assurance activities, including audits of employee conditions against Modern Award wages. For example, our HR team conducts a Modern Award audit exercise each year to ensure we remain compliant with the Fair Work Commission's annual increases to Modern Award rates, effective from 1 July.

Furthermore, we have robust industrial relations (IR) controls in place, particularly concerning labour hire contractors in Australia. We conduct external assurance on contractor employment practices including review of wages and conditions of contractor employees. We require recruitment companies engaged by INPEX to comply with our ethical standards and policies, including conducting Visa Entitlement Verification Online (VEVO) checks to ensure workers possess the appropriate immigration status and work rights.

Additionally, we work closely with our recruitment partners to ensure they uphold ethical recruitment practices. We expect them to adhere to our standards on worker treatment, including ensuring recruitment fees are not passed onto workers and workers are not subject to coercive or exploitative recruitment practices.

While there have been no instances of modern slavery identified in our operations during 2024 or through our grievance mechanism processes, we remain vigilant in continuously monitoring and responding to emerging risks. We are committed to addressing any potential modern slavery risks that may arise in our operations.

Our operational risk mitigation strategies - supported by strong compliance frameworks, regular audits, and a clear commitment to ethical practices - ensure the risk of modern slavery within our direct operations remains low. We will continue to monitor this closely and make any necessary adjustments to address potential risks in a timely manner.

Supply chain risks

Supply chain risk assessment

In 2024, INPEX continued to analyse procurement data to assess and better understand modern slavery risks within our supply chain. Recognising the energy sector is exposed to known global risk areas, we remain focused on monitoring these risks in our supply chain.

To ensure continuity with our previous years' analysis, we assessed our supply chain through the lenses of supplier geography, category-specific risk factors, spend concentration and supplier risk factors. This approach allows us to identify areas where elevated risk may exist and where mitigation efforts should be focused.

Geographical risk profile

Although INPEX's supplier base spanned 31 countries, our procurement spend was highly concentrated, 98% of our total spend in 2024 was with Tier 1 suppliers based in five countries: Australia, Singapore, the Netherlands, Norway and Great Britain.

These countries are among the lowest risk globally in terms of modern slavery prevalence, based on indices such as the [Global Slavery Index](#) and [Transparency International's Corruption Perceptions Index](#).

While this concentration of spend reduces our overall exposure, we recognise many of these suppliers operate globally and risks can still be present in lower tiers of the supply chain, particularly where suppliers' source raw materials or labour from high-risk countries or sectors.

We continue to utilise geographical risk mapping to inform our understanding of modern slavery risks and support due diligence efforts.

Spend categories

In 2024, INPEX engaged with suppliers across nine primary spend categories (refer to 'Our supply chain' for an overview of these).

Based on our ongoing analysis and insights from global modern slavery data sources, we have identified the following categories that warrant heightened attention due to their elevated risk profile:

- **Contract and temporary labour:** While typically high-risk due to third-party labour hire and potential exploitation, our overall risk profile is considered lower due to our operations being based in Australia's highly regulated labour market. INPEX maintains strong HR and industrial relations practices, including enterprise bargaining agreements, compliance with award wages, and regular oversight of labour hire providers, which collectively reduce our exposure to modern slavery risks.
- **Logistics and shipping:** This sector often involves outsourced labour, cross-border work, and maritime operations, all of which carry modern slavery risks.
- **Industrial services and construction:** These services often rely on subcontracting models, increasing the challenge of monitoring labour conditions below the first tier.

- **Parts and consumables:** These products often originate from complex, global supply chains with multi-tier subcontracting, making traceability and oversight challenging. Engagement with our suppliers supports greater transparency and will be a continued area of focus.

Supplier risk factors

To assess a supplier's risk level for modern slavery, INPEX considers key factors such as the characteristics of the supplier's workforce, particularly the use of migrant, temporary, or low-skilled labour, and reliance on labour hire agencies, as well as the maturity of the supplier's due diligence practices. This includes whether they have appropriate human rights policies, subcontractor oversight, and grievance mechanisms in place. These indicators help us identify higher-risk suppliers and prioritise engagement and risk mitigation efforts accordingly.

Indirect supply chains

Modern slavery risks often occur beyond the first tier of our supply chain, where visibility and direct influence are more limited. To address this, we continue to engage with suppliers to build awareness of these risks within their own operations and extended supply networks. As a condition of working with INPEX, suppliers are required to comply with the company's human rights policy and all applicable laws relating to anti-slavery and human trafficking.

In 2025, we are strengthening our approach by reviewing and updating our Supplier Assessment Questionnaire (SAQ) to include more targeted, risk-based questions. We are also exploring digital tools and technologies to enhance supply chain transparency and support the identification of potential modern slavery indicators beyond the first tier.

By combining procurement insights with third-party risk data and ongoing stakeholder engagement, INPEX is building a more detailed understanding of our potential exposure to modern slavery. These insights will guide the continued refinement of our due diligence processes and supplier engagement strategies.



Criteria 4: Actions taken to assess and address modern slavery risks

We have progressed implementation of opportunities identified in the [previous reporting period](#). This has assisted us in gaining a better understanding of our current risks and gaps, as well as identifying further improvement opportunities to effectively assess and address modern slavery risks.

For INPEX, an effective response to modern slavery risk management includes a strong modern slavery governance framework with clear business commitments; training and communication for our workforce; a supplier risk framework and engagement process; clear communication and an accessible and transparent grievance and remedy process

Corporate governance and risk

Governance

INPEX's approach to modern slavery remains embedded within our broader INPEX CORPORATION approach to human rights while being governed by a dedicated framework specific to modern slavery risk management across our Australian operations. This framework, formalised in 2023, remains unchanged in the 2024 reporting period.

Oversight of modern slavery risk management continues to be provided by the INPEX Operations Australia Pty Ltd (IOAPL) Board, supported by executive management. Strategic direction is maintained by the Modern Slavery Steering Committee, which reports to the Board and oversees implementation of the Modern Slavery Action Plan through the Modern Slavery Working Group.

The Steering Committee, led by the Executive Sponsor, provides governance and makes recommendations aligned with INPEX's business objectives. The Steering Committee are responsible for ensuring the Working Group is resourced appropriately and progress is made in support of the approved action plan. The Working Group, supported by the Executive Sponsor, is responsible for implementing the action plan, monitoring progress, and advising on modern slavery-related risks. Roles and responsibilities remain defined by formal Terms of Reference. Regular progress updates are provided to the Steering Committee.

The Steering Committee and Working Group include representatives from across the business, including:

- Supply Chain
- Corporate Affairs
- Legal
- People and Collaboration
- HSEQ, Development Projects
- Development Projects
- Commercial and Energy Transition
- Implementation (Operations)
- Audit

The Supply Chain team continues to lead implementation of the modern slavery supplier risk framework.

Policies and compliance

INPEX complies with Australia’s laws in relation to respecting the rights and freedoms of individuals, and our internal policies and standards reflect this approach.

Please refer to Table 2 in the Appendix for a summary of the policies and processes that inform our approach to managing modern slavery risks and broader human rights issues and impacts. To note, INPEX CORPORATION policies apply in full to our Australian operations. During 2024, the Community Grievance Management Procedure was revised and strengthened. There were no other changes to INPEX policies and standards during the reporting period.

In 2025, we will continue to review and update our internal policies to reflect any changes in Australian legislation and policy, as well as best practice in modern slavery risk management processes and human rights due diligence.

Remediation

We are committed to providing effective remedy in instances where we have identified we may have caused or contributed to modern slavery impacts. Responses to instances of modern slavery are guided by our Human Rights Policy and our general approach to risk management.

Reporting incidents and issues

INPEX has a mature incident response and management system in place which includes an Incident Reporting and Investigation Procedure and Incident Reporting system.

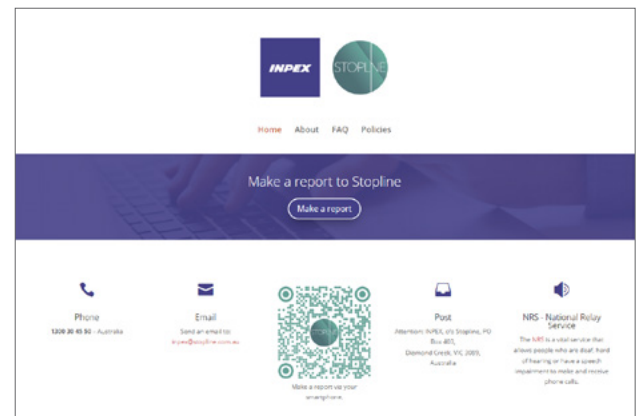
Grievance

Our independent, confidential, and anonymous grievance mechanism, the Sodan Hotline, remained available to all INPEX personnel and supplier personnel during 2023. The Hotline continues to be managed by an external provider, Stoptline, and is accessible from our website, referenced in supplier contracts and our Supplier Code of Conduct (refer here: <https://inpex.stoptlinereport.com/>).

Personnel are encouraged to report any genuine suspected serious misconduct or malpractice, including human rights violations involving modern slavery or exploitation suspected to be occurring at INPEX or within its supply chain.

In 2024, we continued to work to ensure our grievance mechanisms remain trusted and accessible, available internally and externally. The Hotline is promoted via posters across INPEX sites and offices and through internal training sessions. In 2024, we actively promoted the INPEX Sodan Hotline to our personnel as a channel to report improper conduct in the workplace—including human rights violations such as modern slavery—in an intranet story on addressing the risks of Modern Slavery at INPEX.

We continue to require our key suppliers to have a grievance process in place for their workforces. Key issues raised by our suppliers’ workforces are monitored through regular meetings with suppliers to ensure they are addressed appropriately.



Collaboration with INPEX global teams

As part of its ongoing commitment to respecting human rights and addressing modern slavery risks, INPEX CORPORATION undertook a global human rights risk management survey in 2024. This formed part of the company's due diligence processes and enabled an updated assessment of human rights risks across both operated and non-operated projects.

The initiative, led by the Tokyo head office, included INPEX's Australian operations and non-operated interests. The survey assessed human rights risks from both a management systems perspective—reviewing relevant policies, procedures, and processes — and from the standpoint of actual and potential human rights impacts.

No material human rights issues were identified in relation to INPEX's operated or non-operated activities in Australia. The survey outputs will support the revision of INPEX's salient human rights risks for the first time since 2016 and will inform prioritised risk mitigation and future action planning.

In the past year, we have significantly strengthened collaboration between our global supply chain teams. By fostering closer communication and alignment across regions, we are better equipped to identify, assess, and address risks related to forced labour and exploitative practices. This enhanced collaboration has enabled us to:

- Share best practices and insights more effectively across our international operations.
- Improve the consistency and depth of supplier due diligence processes.
- Coordinate supplier engagement activities more efficiently.

Through this integrated approach, we are driving a more robust and unified response to modern slavery risks across our supply chain.

Supply chain

Our risk-based assessment methodology aligns with the UN Guiding Principles on Business and Human Rights and is informed by leading practises across the resources sector. This framework incorporates multiple risk dimensions to support a consistent and robust evaluation of modern slavery exposure across our supply chain.

Key elements of our methodology include:

- Geographical risk: based on sources such as the Global Slavery Index and Attorney General Department (AGD) Modern Slavery guidance.
- Category and sector risk, with particular attention on high-risk areas including labour hire, logistics, PPE, and industrial services.
- Spend and supplier-specific risk profiles, including employment conditions, human rights policies and processes, grievance and redress mechanisms, and compliance with relevant ILO Conventions.

All suppliers undergo screening at onboarding through our Anti-Bribery and Corruption (ABC) due diligence process. In 2024 we enhanced the tool (Compliance Catalyst) to continue to broaden the scope of risk indicators. Notably, no instances of modern slavery were identified.

Suppliers engaged through our contracting processes are required to complete a Modern Slavery Self-Assessment Questionnaire (SAQ), co-developed with industry peers, which enables multi-dimensional risk profiling. This remained a core part of our supplier onboarding and tendering protocols throughout 2024.

In addition, our purchase order (PO) terms and conditions include specific requirements relating to modern slavery, reinforcing expectations around ethical labour practices and enabling us to take appropriate action where risks are identified.

Internal supplier reviews

As part of our 2024 activities, INPEX conducted targeted desktop reviews of four suppliers considered potentially higher risk due to the nature of their services and the locations in which they operate. These reviews involved an expanded SAQ to gather more detailed insights into each supplier's understanding and management of modern slavery risks within their own operations and supply chains.

No indicators of modern slavery were identified through this collaborative supplier review process.

Strengthening governance and tools

A key milestone in 2024 was the completion of a comprehensive review of our due diligence framework by an independent third-party consultancy. This review assessed the maturity and effectiveness of our current processes and provided insights to enhance our approach as we continue to strengthen our capabilities. The findings highlighted opportunities to refine our risk prioritisation model, broaden our supplier assessment beyond contracted suppliers, and strengthen our approach to corrective action planning.

Insights from this review are actively informing our 2025 goals and shaping the longer-term direction of our modern slavery risk mitigation activities. In the near term, our priorities include:

- Conducting an internal review of our governance and risk management processes, including our modern slavery guideline, to strengthen oversight and ensure alignment with best practices.
- Expanding our risk assessment scope to include non-contracted suppliers.
- Reviewing and updating our supplier assessment questionnaire to ensure it captures more targeted and risk-based indicators.
- Enhancing our use of digital tools and dashboards to improve visibility of supplier risk and enable more timely, data-driven decision-making.
- Identifying suppliers headquartered in Australia but operating in higher risk jurisdictions and incorporating these insights into our supplier risk prioritisation model.
- Establishing a structured approach to corrective action planning and supplier follow-up.
- Exploring and evaluating technology solutions that support supplier mapping and improved supply chain traceability.
- Continuing to build internal capability, particularly within the Contracts and Procurement function, to ensure consistent application of modern slavery due diligence.

Looking beyond 2025, we aim to embed these improvements into our core procurement and risk management systems, supported by enhanced digital tools, supplier mapping, and ongoing external benchmarking. These actions reflect our commitment to continuous improvement and to evolving a more transparent, risk-informed approach to managing modern slavery across our supply chain.

Training and awareness

In 2024, we strengthened staff and senior management's understanding of modern slavery risk. Our focus was on broadening the awareness across the business, particularly among senior management, through information shares and targeted presentations. These sessions addressed the forms and prevalence of modern slavery, modern slavery practices, and the importance of recognising supply chain risks and

vulnerabilities. We also delivered internal awareness initiatives including intranet stories aimed at reinforcing understanding among staff.

Our Supply Chain team utilised an internal town hall to reaffirm expectations of the Contracts and Procurement team and to raise awareness of modern slavery risks and internal processes. In addition, we hosted a contractor forum which included modern slavery focused awareness raising, further promoting our commitment to ethical practices across our broader supply chain.

Industry collaboration

Recognising the complexity of modern slavery risks and the importance of collaboration to improve practices and address shared risks, INPEX continues to engage in cross-industry collaboration. In 2024, we remained a participant in the HRREc Working Group which seeks to share best practices and explore joint strategies to mitigate modern slavery risks. We also continued our involvement in the International Petroleum Industry Environmental Conservation Association (IPIECA) Human Rights Working Group which promotes industry collaboration and development of tools.



Criteria 5: How we assess the effectiveness of our actions

INPEX remains committed to continuously improving how we assess, address and mitigate modern slavery risks across our operations and supply chain. In 2024, we continued to implement initiatives identified through our 2022 gap analysis and worked to embed modern slavery risk management into business-as-usual processes for long-term sustainability.

We assess effectiveness by reviewing the implementation of our risk management plans and measuring progress through both qualitative and quantitative indicators. While we recognise the challenges in assessing risk deep within complex supply chains, we remain committed to evaluating the outputs and outcomes of our supplier risk management program to drive continuous improvement.

The following table provides a high-level overview of our effectiveness indicators:

Area	Actions undertaken	How we assess effectiveness
Corporate governance and risk	<ul style="list-style-type: none"> • Modern Slavery Steering Committee and Modern Slavery Working Group remain active • Tracked Modern Slavery Action Plan progress • Increase awareness of senior management on legislative requirements, risks, global landscape, industry actions 	<ul style="list-style-type: none"> • Improved awareness of modern slavery risk management requirements, roles and responsibilities • Resource allocation to implement actions • Tracking of action progress
Supply Chain	<ul style="list-style-type: none"> • Implemented a supplier sourcing process requiring suppliers to complete the SAQ and ABC questionnaires, develop Human Resources and Industrial Relations Management Plan (HRIRMP) for major service contracts • Required suppliers to agree to INPEX Supplier Code of Conduct and Human Rights Clause in General Conditions 	<ul style="list-style-type: none"> • Risk profiling for all contracted suppliers • Selected HRIRMP audits • External consultancy review of our supply chain due diligence process • Internal desktop assurance review completed on high-risk suppliers identified in previous year
Training	<ul style="list-style-type: none"> • Delivered modern slavery information shares and targeted presentations to senior management • Delivered internal awareness raising at Supply Chain town hall • Delivered external awareness raising at Industrial Relations contractor forum • Submitted 2023 Modern Slavery Statement • Continued industry collaboration 	<ul style="list-style-type: none"> • Number of training / awareness raising sessions rolled out • Enhanced staff and senior management team understanding and engagement demonstrated through survey results • Submission of Modern Slavery Statement on time • Number of industry events and working group meetings attended

Consultation and approval

This Statement was prepared through cross-functional collaboration of INPEX's Modern Slavery Working Group and Modern Slavery Steering Committee. In preparing this Statement, senior management of the INPEX Australia Entities (including the IOAPL Board), INPEX CORPORATION and the Ichthys Joint Venture were provided with a briefing and the opportunity to review the Statement.

This Statement is approved by the IOAPL Board of Directors and signed by Mr Tetsu Murayama in his capacity as the Australian agent for INPEX Alpha Pty Ltd and Director and Chair of each of the other INPEX Australian Entities.

Handwritten signature of Tetsu Murayama in black ink.

Tetsu Murayama

Managing Director, Country Chair Australia

Appendix 1

Table 1. INPEX Australian Entities

Company / branch name	Participating interest in project name / function	ABN and address
INPEX Australia Pty Ltd (IAPL)	Australian payroll company	ABN: 79 134 715 254 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
INPEX Holdings Australia Pty Ltd (IHAPL)	Holding company (wholly owns the operator company IOAPL and IIPL)	ARBN: 61 150 217 315 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
INPEX Operations Australia Pty Ltd (IOAPL)	Operating company of all Australian assets, service provider to all non-operated assets and corporate functions in Australia. Oversees INPEX's contracting and procurement in Australia, other than labour contracts with INPEX employees.	ABN: 48 150 217 262 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
INPEX Ichthys Pty Ltd (IIPL)	Ichthys upstream project	ABN: 46 150 217 253 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
Ichthys LNG Pty Ltd	Incorporated joint venture company which processes feed gas sold to it by Ichthys Upstream Joint Venture Participants	ABN: 42 150 217 299 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
INPEX Oil and Gas Australia Pty Ltd (IOGA)	Participating interest in Prelude Floating LNG	ABN: 37 155 960 151 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
INPEX Alpha Ltd (Alpha)	Non-operated interest in: Griffin, Ravensworth, Van Gogh Coniston	ARBN: 34 003 730 756. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia

Appendix 2

Table 2. INPEX policies and processes

Document / Process	Relationship to Modern Slavery Risk Management
INPEX CORPORATION Business Principles and Business Code of Conduct	Our Code of Conduct outlines the expectations we have of our employees concerning human rights. These include recognising that human rights derive from the dignity of individuals; respecting the human rights of individuals in countries where we operate; respecting international human rights codes; not being involved in any act that may infringe human rights, including discriminating against individuals; and ensuring we do not force employees to work against their will, or cause children to work.
INPEX CORPORATION Human Rights Policy	Our Human Rights Policy reflects the UNGPs and affirms our commitment to respecting human rights and mitigating adverse human rights impacts in our operations and supply chain. This Policy applies globally to all INPEX personnel.
INPEX CORPORATION Supplier Code of Conduct	Our Supplier Code of Conduct outlines the expectations we have of our suppliers to strive for sustainability throughout the supply chain. Specifically, suppliers are expected to conduct business in a manner that respects human rights by ensuring (among other things) that they do not use forced, prison, compulsory or child labour; respect the freedom of employees to associate without retaliation and comply with all applicable legal regulations on working hours; and ensure a safe, hygienic and healthy work environment for all employees.
INPEX Australia requirements of tendering processes	Our tendering process includes a requirement for all tenderers to conduct a self-assessment questionnaire providing information on their approach to managing and understanding modern slavery risks associated with their business. Responses are reviewed to identify potential risk and this forms part of the tender evaluation process. We continue to mandate for direct services to develop and commit to a HRIRMP. Our Industrial Relations (IR) team reviews these agreements as needed, and regular audits are conducted on the HRIRMP.
INPEX Australia General Conditions of Contract	We include specific human rights clauses in all General Conditions of Contract (including Purchase Orders) and require our contractors to comply with our Human Rights Policy and have in place an effective and appropriate programs for protecting the rights of workers, external stakeholders or communities in which they operate.
INPEX Australia Sodan Hotline	Sodan is a Japanese term for 'consult' or 'to talk.' The Sodan Hotline provides all personnel and external stakeholders with a confidential, anonymous, and independent means of raising issues and concerns about actual or suspected improper conduct without fear of reprisal, including as a protected whistleblower disclosure.
Community Grievance Management Procedure	INPEX undertakes community and stakeholder engagement activities underpinned by the principles of timely, integrated, consistent and responsive communication. INPEX maintains a Community Grievance Management Procedure to ensure community grievances are resolved as quickly and fairly as possible, in line with the principles of natural justice and relevant legal frameworks. Revised in 2024, the procedure includes a robust process flow for managing grievances, a commitment to maintaining a confidential register and an updated definition of a grievance to align with industry best practice guidelines.
Ichthys LNG Project Financing arrangements	Under our Ichthys LNG Project Financing arrangement, we comply with the requirements under the International Finance Corporation's (IFCs) Environmental and Social Performance Standards. Our activities are monitored through regular reporting and independent annual audits. This includes auditing our operations against Performance Standard 2 – Labour and Working Conditions, which covers child labour, forced labour, working conditions and grievance mechanisms.



INPEX

INPEX Australia
Level 22, 100 St Georges Terrace
Perth, Western Australia 6000

T: +61 8 6213 6000

F: +61 8 6213 6455

E: enquiries@INPEX.com.au

W: INPEX.com.au

 [@INPEXaustralia](https://www.facebook.com/INPEXaustralia)

 [@INPEXau](https://www.instagram.com/INPEXau)

 [@INPEXaustralia](https://twitter.com/INPEXaustralia)

 [@INPEX](https://www.linkedin.com/company/inpex)