



INPEX

INPEX Australia

Modern Slavery Statement 2025

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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 11, 9 The Esplanade, 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 sixth Modern Slavery Statement made under the Act and for the reporting period 1 January 2025 to 31 December 2025. 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 18 June 2026.



Managing Director, Country Chair Australia message

I am pleased to present INPEX Australia's sixth Modern Slavery Statement, covering the 2025 reporting period.

INPEX remains committed to identifying and addressing the risks of modern slavery across our operations and supply chains. We recognise modern slavery is a complex and evolving global issue, and that meaningful progress requires sustained effort, transparency and collaboration.

During 2025, we continued to embed modern slavery risk management into our business-as-usual processes, strengthening governance and refining our risk-based approach. This reflects our broader commitment to continuous improvement - ensuring that as our business expands and diversifies, so too does our approach to managing human rights risks.

Operating within Australia's strong regulatory environment provides an important foundation, however our focus extends beyond compliance. Guided by our values, we work closely with our employees, contractors and suppliers to promote ethical practices, improve transparency and support fair and respectful working conditions.

We recognise there is more to do and continue to review and strengthen our approach to ensure it remains consistent, risk-informed and responsive to the evolving profile of modern slavery risks across our operations and supply chains. These priorities will guide our ongoing efforts as we continue to enhance our approach in the years ahead.

INPEX is proud to contribute to the global effort to address modern slavery, and we remain committed to playing our part in driving positive, lasting change.

Tetsu Murayama

Managing Director, Country Chair Australia

June 2026

Continuous improvement

INPEX recognises that addressing modern slavery risks requires ongoing effort and adaptation over time. As risks evolve across our operations and supply chain, so too must our approach to identifying, assessing and responding to them.

Our modern slavery risk management approach is grounded in continuous improvement - embedding expectations into business-as-usual (BAU) processes, testing the effectiveness of our controls, and using insights gained to strengthen our response over time.

The summary below outlines key milestones in the development of INPEX’s modern slavery risk management approach over recent reporting periods, alongside areas of focus as our framework continues to mature.

Foundation phase (2021–2023)	Embedding into BAU (2024)	Governance maturity and sustained oversight (2025)
INPEX established the core elements of its modern slavery risk management approach. This period focused on building governance arrangements, defining ownership across functions, and establishing baseline systems and processes to identify and manage risks. Key Milestones Included: • Completion of a modern slavery gap analysis • Development of a multi-year action plan • Integration of modern slavery into procurement processes and reporting frameworks	During the 2024 reporting period, INPEX’s focus shifted to embedding modern slavery risk management into BAU operations. Oversight and coordination arrangements supported the continued delivery of the action plan and strengthened cross-functional accountability. Ongoing activities during this phase prioritised validation and refinement of existing controls, including targeted supplier due diligence, internal reviews, engagement with industry peers, and maintenance of grievance mechanisms.	A review conducted in 2025 confirmed that the intended objectives of dedicated modern slavery governance arrangements had been achieved and that ongoing risk management could be sustained through existing BAU structures. Modern slavery risk management transitioned to embedded ownership across relevant functions, supported by executive sponsorship, established working-level coordination and regular senior leadership reporting.

Future focus areas

As INPEX continues to strengthen its approach to modern slavery risk management, priority focus areas will be informed by risk assessments, effectiveness monitoring and external developments, including legislative reform. These include:

Governance and effectiveness	Supply chain due diligence	Capability and awareness	Regulatory readiness
Continuing to refine how effectiveness is assessed, with an increased focus on outcomes, learning and continuous improvement.	Continue risk-based assurance activities across priority supplier categories, including targeted supplier engagement and ongoing refinement of due diligence tools.	Exploring opportunities for targeted, role-specific awareness and capability uplift where risk exposure and leverage are highest.	Monitoring legislative developments and aligning governance, processes and reporting to ensure continued readiness for future regulatory requirements.



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

About INPEX

INPEX CORPORATION is an international energy company headquartered in Japan and 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 Abu Dhabi, Southeast Asia, Japan and Europe.

[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 while maintaining respect for human rights across our operations and value chain.

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 and informs the expectations we set for our employees, contractors and suppliers.

For further information, please visit
[the INPEX CORPORATION website](#)



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 Appendix 1 for an overview of the INPEX Australian entities covered by this Statement.

While multiple INPEX Australia entities meet the definition of a reporting entity under the *Modern Slavery Act*, this Statement is prepared on a consolidated basis. Modern slavery risks across Australian operations are managed through a centralised operating model. INPEX Operations Australia Pty Ltd provides operational, procurement and supply chain and people management services to other Australian entities under formal service arrangements, and is the primary entity through which modern slavery risks are identified, assessed and addressed in practice. This centralised service delivery model supports a consistent approach to modern slavery risk management across the INPEX Australian Entities. Appendix 1 distinguishes between entities that are reporting entities and those that are covered under this Statement through IOAPL's centralised operating model.

For non-operated joint ventures, INPEX does not manage day-to-day operations or supply chains. In these cases, modern slavery risks are primarily addressed through reliance on operator-led systems, with consideration given to INPEX's role and ability to influence outcomes where relevant and appropriate.

Our operations

INPEX's operations and energy transition activities are underpinned by a commitment to respecting the rights and dignity of people connected to our business. Across Australia, we recognise that the creation of jobs, training opportunities and broader economic benefits carries a responsibility to uphold fair, safe and ethical labour practices. This responsibility informs how we design, operate and govern our assets and the business relationships that support them.

Our Australian energy portfolio includes Ichthys LNG which we operate, plus non-operated participating interests in Prelude FLNG, Darwin LNG, Van Gogh and Ravensworth. Our corporate offices are based in Perth and Darwin. Our operations rely on a combination of direct employees, contractors and specialist service providers.

In addition to our operated and non-operated oil and gas interests, INPEX Australia includes entities supporting new energy and energy transition activities. These entities form part of the broader INPEX Australia corporate structure outlined in Appendix 1 and reinforce the importance of maintaining consistent human rights and modern slavery risk management practices across an evolving and diversifying business portfolio.

INPEX is actively pursuing carbon capture and storage (CCS) opportunities to help reduce greenhouse gas emissions from Ichthys LNG.

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.

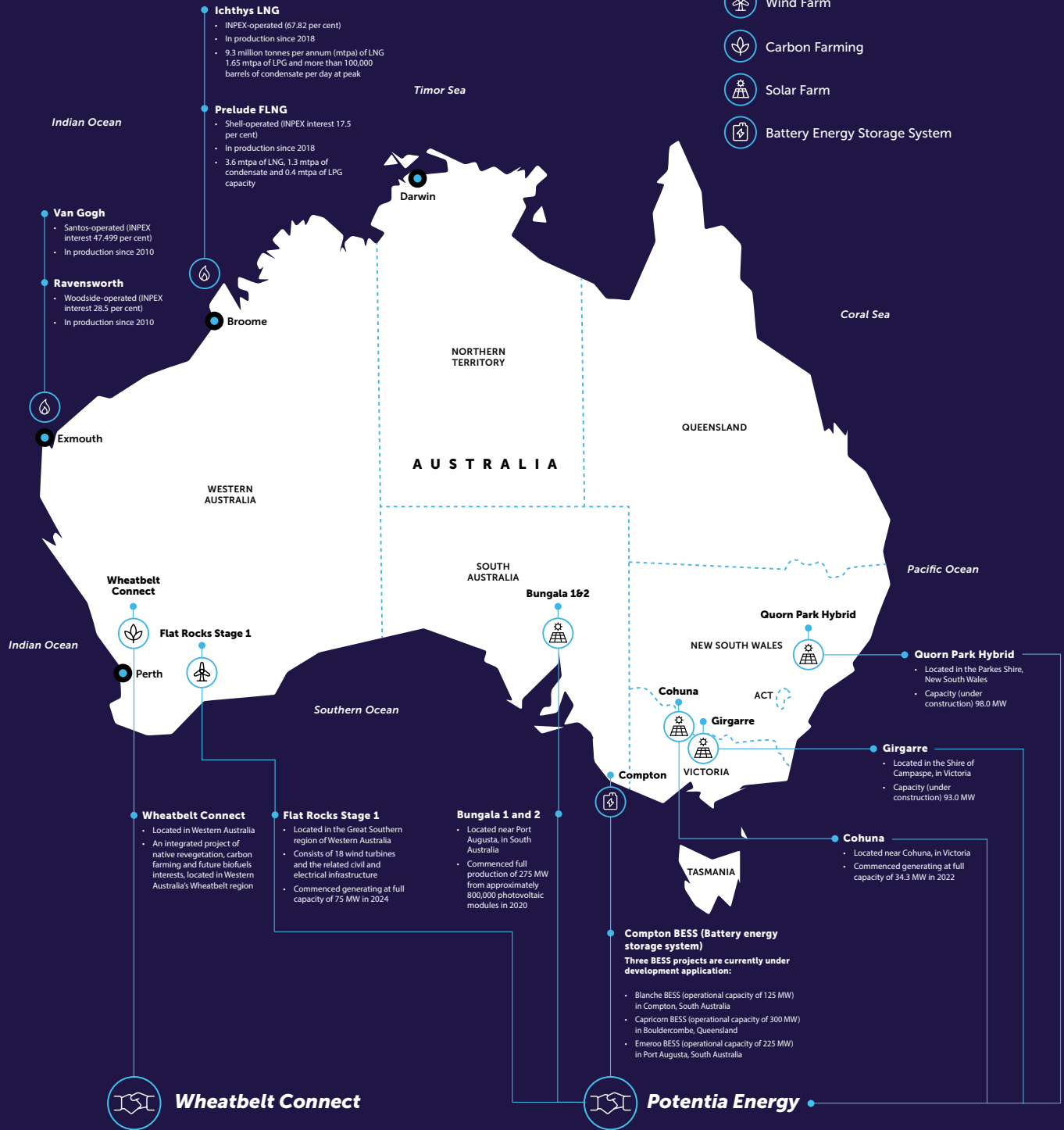
This Statement covers INPEX Australia entities that are owned or controlled by the reporting entity. Where a controlled entity holds interests in non-operated or non-controlled joint ventures, these are addressed within the scope of this Statement on an influence-based basis, reflecting INPEX's governance role rather than direct operational control (as outlined above).

More information about INPEX's Australian projects is available [here](#).

INPEX activities in Australia

LEGEND

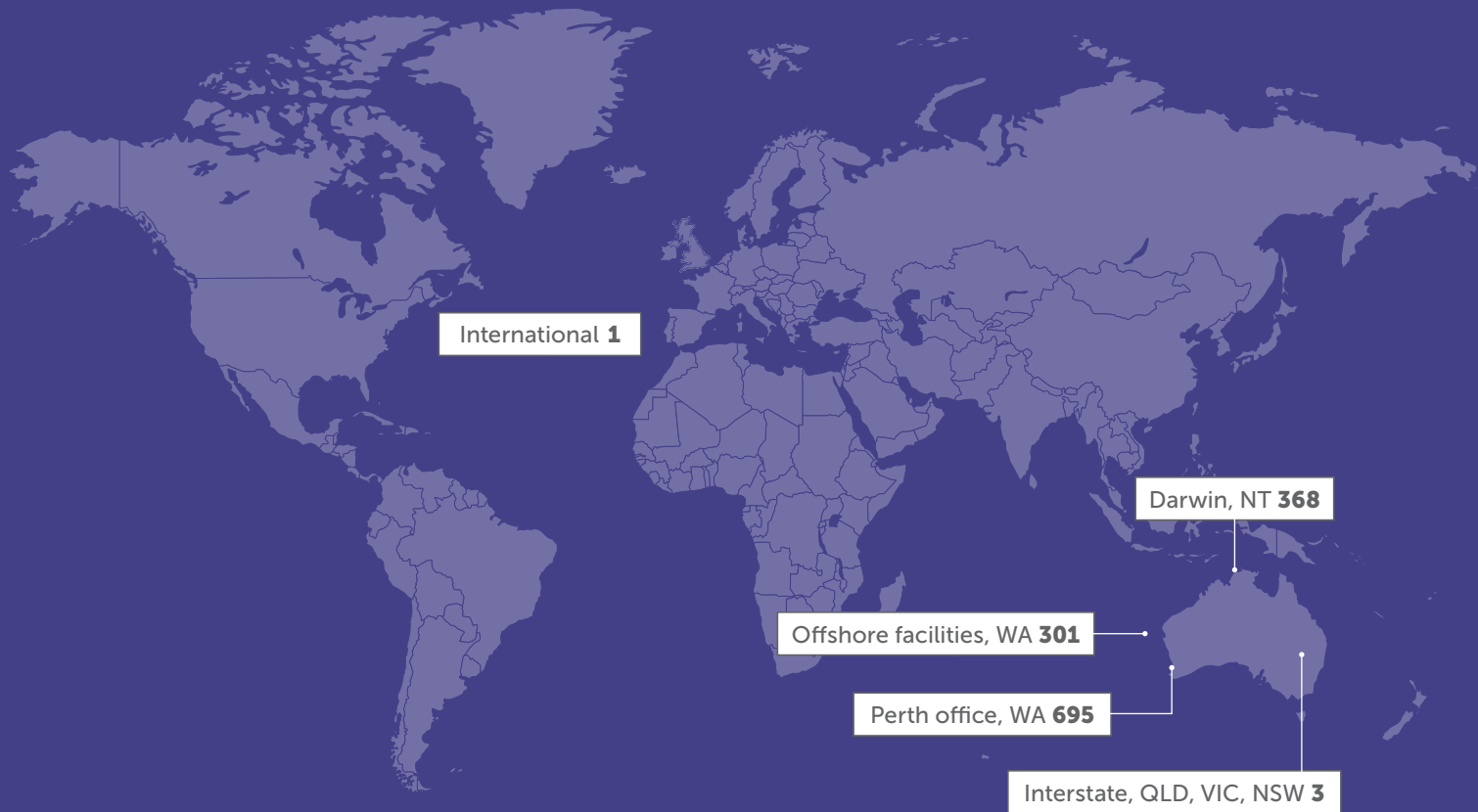
-  Oil and Gas
-  Wind Farm
-  Carbon Farming
-  Solar Farm
-  Battery Energy Storage System



Our people

In 2025, approximately 1,368 people were directly employed by INPEX Australia Pty Ltd (IAPL), the primary employing entity for INPEX personnel in Australia, with employees primarily working in Perth, Western Australia, and Darwin, Northern Territory, as well as on our offshore facilities within Australian Commonwealth waters. INPEX assesses the risk of modern slavery within its directly employed workforce as low, due to Australia’s strong regulatory environment, written employment contracts and established human resources and grievance mechanisms.

The following captures the location and employment type of INPEX employees.

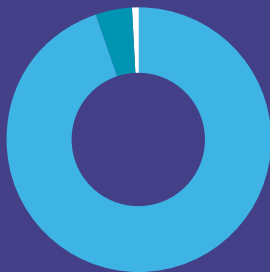


Employment type

- Full time 1,300
- Part time 68

Total employees

1,368



Employee location

- Perth office, WA 695
- Darwin, NT 368
- Offshore facilities, WA 301
- Interstate, QLD, VIC, NSW 3
- International 1



Our supply chain

INPEX Australia’s supply chain supports the full lifecycle of large-scale energy operations, from construction and commissioning through to long-term operations, maintenance and emerging energy transition activities. It comprises a diverse mix of labour-intensive services, complex engineered goods, logistics, industrial services and professional support, delivered through both domestic and international suppliers.

In 2025, INPEX sourced goods and services from 1,365 suppliers across 29 countries, with total procurement expenditure of approximately USD 1.5 billion. Approximately 87 per cent of this spend was directed to 1,175 Australian-based suppliers or suppliers with an established Australian presence, reflecting INPEX’s ongoing focus on local sourcing where practicable and consistent with our sourcing profile in previous reporting periods.

Supplier relationships range from short-term engagements to long-term partnerships governed by multi-year contracts. Strong, transparent and ethical supplier relationships are critical to identifying and mitigating modern slavery risks.

While the concentration of procurement spend within Australia reduces overall exposure to modern slavery risks, it does not eliminate risk, particularly where goods and services are sourced through extended or global supply chains.

Supply chain activities are managed through a centralised procurement and contracting model, designed to promote consistency, transparency and accountability across supplier engagement. Oversight is provided by INPEX Australia’s Supply Chain team, based in Perth and Darwin, which is responsible for managing tendering and contracting processes, and ensuring adherence to INPEX’s ethical standards. This model embeds expectations relating to ethical conduct, respect for human rights and modern slavery risk management throughout supplier selection, onboarding and ongoing relationship management.

INPEX’s highest procurement spend categories in 2025 were:

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

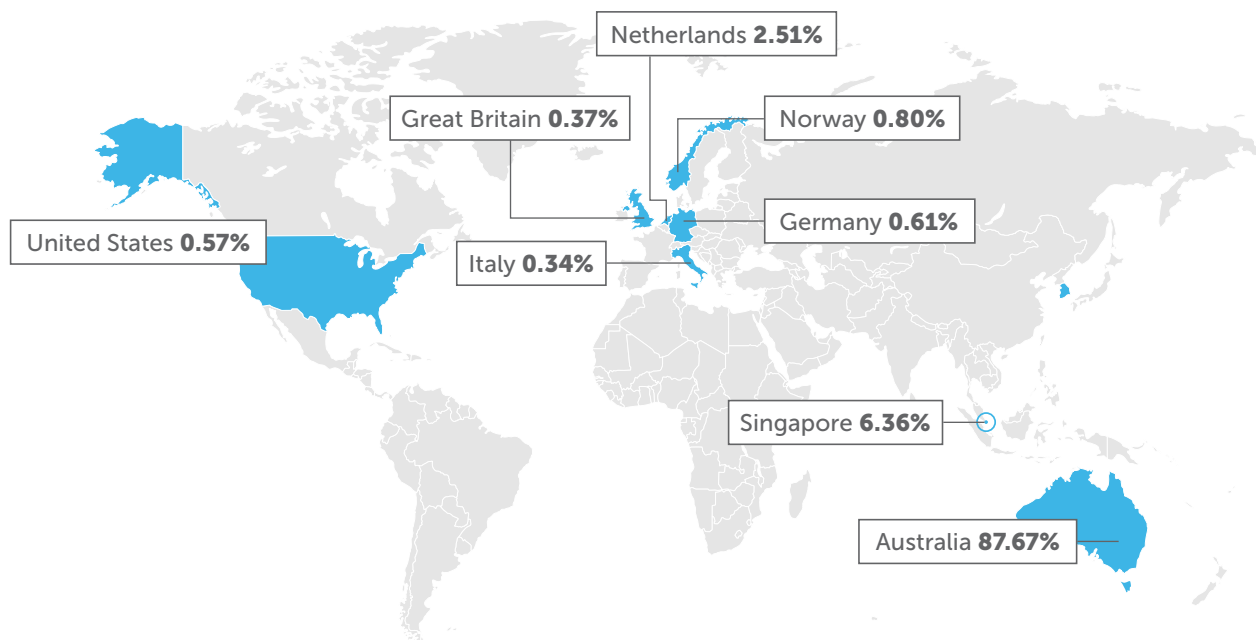
INPEX applies a risk-based approach to supply chain management, recognising that inherent modern slavery risks vary across categories, particularly in labour-intensive services, subcontracted activities, and goods or services involving global sourcing, which may increase exposure to modern slavery risks.

INPEX currently has the greatest level of visibility and influence at the Tier 1 supplier level, where contractual leverage and ongoing engagement mechanisms are strongest. Visibility beyond Tier 1 remains limited, and INPEX recognises the need for ongoing uplift to strengthen supply chain transparency and modern slavery risk management.

INPEX’s approach to identifying and managing modern slavery risks across its supply chain is further described under Criteria 3 and 4 of this Statement.

The following provides a high-level overview of supplier spend and geographic distribution across key countries and categories, supporting the identification and assessment of potential modern slavery risks across our supply chain.

Top countries by spend



Australia

87.67% total spend | **1,175** vendors

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

Singapore

6.36% total spend | **24** vendors

- Engineering and capital project construction services
- Logistics
- Technology and services
- Parts and consumables
- Corporate and professional services
- Industrial services
- Exploration, drilling and well completions

Netherlands

2.51% total spend | **12** vendors

- Engineering and capital project construction services
- Industrial services
- Parts and consumables
- Corporate and professional services
- Technology and services
- Bulk chemicals

Norway

0.80% total spend | **11** vendors

- Logistics
- Contract and temporary labour
- Technology and services
- Parts and consumables
- Industrial services
- Corporate and professional services

Germany

0.61% total spend | **8** vendors

- Engineering and capital project construction services
- Industrial services
- Parts and consumables
- Corporate and professional services
- Logistics

United States

0.57% total spend | **33** vendors

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

Great Britain

0.37% total spend | **38** vendors

- Bulk chemicals
- Exploration, drilling and well completions
- Technology and services
- Corporate and professional services
- Industrial services
- Parts and consumables

Italy

0.34% total spend | **10** vendors

- Engineering and capital project construction services
- Parts and consumables
- Industrial services
- Corporate and professional services
- Logistics

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 framework 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 embedded within our human resources, contractor management, industrial relations (IR) and governance frameworks.

Our Business Code of Conduct applies to all personnel, including employees and contractors, reinforcing our commitment to ethical business practices, and is supported by broader corporate and legal frameworks across the organisation. In addition, accessible grievance procedures, anonymous whistleblowing hotlines, and statutory whistle-blower protections are integral components of our framework, enabling employees and contractors to report any concerns related to unethical or unlawful conduct, including potential human rights impacts, 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. This assessment reflects both the nature of our operations and the regulatory context in which we operate. 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 IR controls in place. 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 no instances of modern slavery were identified within our operations during 2025, either through grievance and whistleblowing mechanisms or assurance activities, INPEX recognises that the absence of identified cases does not equate to the absence of risk. We remain vigilant and continue to monitor for emerging or potential risks within our operations.

Our operational risk mitigation strategies - supported by strong compliance frameworks, regular audits, and a clear commitment to ethical practices - contribute to our assessment of modern slavery within our direct operations as 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 2025, INPEX continued to assess modern slavery risks across its supply chain, taking into account risk severity, likelihood and INPEX's ability to influence outcomes.

We continue to assess our supply chain across key risk dimensions, including supplier geography, category-specific risk factors, spend concentration and supplier risk indicators. This approach supports the identification of areas where elevated risk may exist and enables mitigation efforts proportionate to the nature and severity of identified risks.

Geographical risk profile

INPEX's procurement spend remains predominantly concentrated in lower-risk jurisdictions with established regulatory and labour protections. In 2025, although our Tier 1 supplier base spanned 29 countries, our procurement spend was highly concentrated, with 98.5% of total spend based in five countries: Australia, Singapore, Netherlands, Norway and Germany.

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

This concentration reduces INPEX's exposure to modern slavery risk at the Tier 1 level, however INPEX recognises that modern slavery risks may still arise within complex, multi-tier global supply chains, particularly beyond the first tier, where suppliers may source labour or materials from higher-risk regions or sectors over which INPEX has more limited visibility and influence.

Spend categories

In 2025, 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, as well as sector-specific risk considerations, we have identified the following categories that warrant heightened attention due to their elevated risk profile:

- **Contract and temporary labour:** This category remains higher risk due to reliance on third party labour hire arrangements and the potential for worker vulnerability. While INPEX's overall risk exposure is moderated by operating within Australia's highly regulated labour market, contract and temporary labour continues to be considered as a risk area. INPEX manages this risk through established controls, including oversight of labour hire providers, supplier due diligence, and defined contractual requirements. These are supported by strong HR and IR practices, including compliance with award wages, and ongoing monitoring of labour hire arrangements, which collectively reduce our exposure to modern slavery risks.

- **Drilling services:** This category presents elevated modern slavery risk due to its reliance on subcontracting, labour hire models and remote operations, which can limit visibility over labour practises across the supply chain. Within the Australian operating context, these risks are supported by strong regulatory oversight and established industry standards, alongside targeted supplier due diligence and ongoing monitoring.
- **Logistics and shipping:** This sector may involve outsourced labour, cross-border work, and maritime operations, which can increase exposure to modern slavery risks depending on operating conditions and supply chain structures. INPEX manages this exposure through contractor due diligence, contractual requirements and ongoing supplier engagement focused on increasing transparency across supply chain operations.
- **Construction:** These scopes often rely on subcontracting models, increasing the challenge of monitoring labour conditions below the first tier and limiting transparency over employment practices deeper in the supply chain. INPEX addresses this through contractual obligations and ongoing oversight of EPC and major contractors, who are responsible for implementing controls within their delivery models.
- **Parts and consumables:** These products often originate from complex, global supply chains with multi-tier subcontracting, making traceability and oversight challenging. Engagement with suppliers to improve transparency over sourcing practices 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, the extent of 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 and whistleblower mechanisms in place. These indicators help us identify higher-risk suppliers and prioritise engagement and risk mitigation efforts accordingly.



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 helped us better understand our current risks and gaps, and identify ways to improve how we assess and address modern slavery risks.

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 framework specific to modern slavery risk management across our Australian operations. This framework, formalised in 2023, continues to underpin INPEX's approach and remains unchanged in the 2025 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. During the reporting period, INPEX transitioned from a dedicated Modern Slavery Steering Committee to a BAU governance model, where modern slavery risk management is integrated into core business processes.

The Executive Sponsor continues to oversee and escalate modern slavery risks or concerns to relevant executive and management groups, including the original management group behind the Steering Committee.

Responsibilities for implementing, monitoring and addressing modern slavery risks are now embedded across relevant functions as part of BAU operations, with accountability maintained through existing governance, risk and reporting structures. Modern slavery risk management continues to be supported through cross-functional engagement across the business, including representatives from:

- Supply Chain
- Corporate Affairs
- Legal
- People and Collaboration
- HSEQ
- 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 Appendix 2 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. There were no changes to the policies and standards outlined in Appendix 2 during the reporting period.

In 2026, we will continue to review and update our internal policies to reflect any changes in Australian legislation and policy, as well as evolving 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 that INPEX 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. No instances requiring remediation were identified during the reporting period.

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.

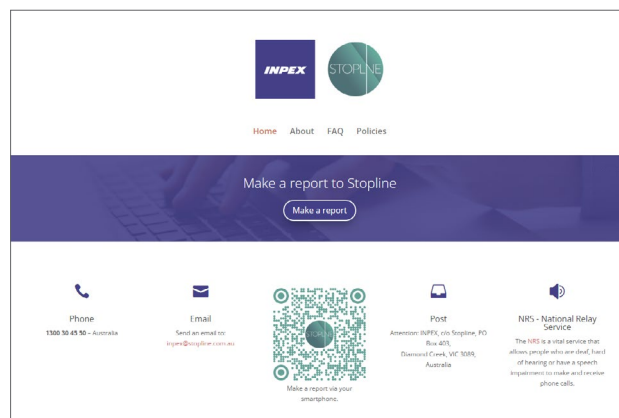
Grievance and whistleblowing mechanisms

Our independent, confidential, and anonymous grievance and whistleblower mechanism, the Sodan Hotline, remained available to all INPEX personnel and supplier personnel during the reporting period. The Hotline continues to be managed by an external provider, Stopline, and is accessible from our website, referenced in supplier contracts and our [Supplier Code of Conduct](#).

Personnel, contractors or members of the public 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 2025, we continued to work to ensure our grievance and whistleblower mechanism remained trusted and accessible, available internally and externally. The Hotline is promoted via posters across INPEX sites and offices and through internal training sessions.

We continue to require our key suppliers to have a grievance and whistleblower processes 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. No grievances relating to modern slavery were reported through INPEX grievance and whistleblower mechanisms during the reporting period.



Collaboration with INPEX global teams

We have continued to strengthen collaboration between our global sustainability and supply chain teams. By fostering closer communication and alignment across regions, including between INPEX CORPORATION and INPEX Australian operations, we are better equipped to identify, assess, and address risks related to forced labour and exploitative practices across shared and global supplier relationships. This enhanced collaboration has enabled us to:

- Share best practices, tools and risk insights more consistently across our international operations;
- Improve the consistency and depth of supplier due diligence processes;
- Coordinate supplier engagement activities more efficiently, particularly where suppliers operate across multiple regions or jurisdictions.

Through this integrated approach, we are driving a more robust and unified response to modern slavery risks across our supply chain and supporting a more consistent application of INPEX's human rights expectations globally.

Supply chain

INPEX applies a risk-based approach to assessing and managing modern slavery risks across its supply chain. This approach is aligned with the UN Guiding Principles on Business and Human Rights and is informed by recognised industry guidance and practices within the resources sector. It incorporates multiple risk dimensions to support consistent evaluation of modern slavery exposure and prioritisation of risk management actions.

Key elements of our methodology include:

- Geographical risk, informed by sources such as the Global Slavery Index and Australian Government Modern Slavery guidance.
- Category and sector risk, with particular focus on higher-risk areas including labour hire, logistics, PPE and industrial services.
- Spend and supplier-specific risk factors, including employment conditions, human rights policies and processes, grievance mechanisms, and alignment with relevant ILO Conventions.

Suppliers engaged through INPEX's contracting and tendering processes are required to complete a Modern Slavery Self-Assessment Questionnaire (SAQ), which was co-developed with industry peers. The supplier Modern Slavery SAQ remained a core component of supplier onboarding and tendering processes in 2025, enabling multi-dimensional risk profiling of suppliers.

Anti-Bribery and Corruption (ABC) due diligence is applied to all successfully tendered suppliers as part of INPEX's broader supplier risk management framework. This process incorporates relevant human rights risk indicators alongside other risk considerations. Where potential areas of heightened risk are identified through due diligence processes, these may inform further internal review to support risk assessment. No matters requiring further investigation in relation to modern slavery were identified through these processes during the reporting period.

INPEX's contractual arrangements, including purchase order terms and conditions, incorporate requirements relating to modern slavery and human rights. These provisions establish clear expectations regarding ethical labour practices and support INPEX's ability to take appropriate action where risks are identified.

Strengthening our approach to modern slavery risk management

During 2025, INPEX undertook a targeted evaluation of its modern slavery risk management approach, drawing on internal assessments and an independent external review. This work identified opportunities to strengthen existing processes and informed a proposed shift from a broad-based approach to a more targeted, risk-based model, focusing effort on areas of highest risk within the supply chain.

In 2025, all tendered suppliers were assessed through INPEX's existing risk assessment processes to support baseline risk screening and inform ongoing prioritisation.

INPEX also explored technology options to support supplier mapping and improve supply chain traceability. This assessment confirmed that existing systems remain fit for purpose, and no additional uplift was required at this time.

These activities support longer-term improvements in transparency and oversight across complex, multi-tier supply chains.

Risk-based supplier assurance

INPEX maintains contractual rights to undertake supplier audits in relation to modern slavery and human rights requirements. Consistent with a risk-based approach, assurance activities are prioritised towards suppliers assessed as higher risk, based on factors such as service type, operating environment and geographical exposure.

During 2025, INPEX developed a draft assurance and audit question set to support planned supplier assurance activities commencing in 2026. This work was undertaken through a cross-functional review process and contributes to the ongoing development of INPEX's supplier assurance capability.

Looking ahead

INPEX will continue to embed modern slavery considerations within core procurement and governance processes. Priority areas for further development include supplier mapping, enhanced due diligence tools, and the implementation of risk-based assurance activities, supporting a more consistent, transparent and risk-informed approach to managing modern slavery risks across the supply chain.

Training and awareness

In 2025, we strengthened staff and senior management's understanding of modern slavery risk. Consistent with a BAU approach to modern slavery risk management, our focus during the reporting period was on targeted awareness-raising, 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.

Modern slavery risk awareness is also supported through broader compliance training, including Anti-Bribery and Corruption (ABC) training, which reinforces expectations relating to ethical conduct and is mandatory for employees.

Industry collaboration

Recognising the complexity of modern slavery risks and the importance of collaboration to improve practices and address shared risks, INPEX maintains ongoing participation in cross-industry collaboration.

In 2025, we continued our participation in the Human Rights Resources and Energy collaborative (HRREc) Working Group, which provides a forum for sharing best practices and insights and exploring joint strategies to mitigate modern slavery risks across the resources and energy sector.

We also continued our involvement in the International Petroleum Industry Environmental Conservation Association (IPIECA) Human Rights Working Group which promotes industry collaboration and the development of tools and guidance to support responsible business conduct and human rights due diligence.

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 2025, we continued to implement initiatives identified through our 2022 gap analysis and worked to embed modern slavery risk management into BAU 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. Recognising the inherent challenges in assessing modern slavery risks, particularly beyond tier-one suppliers in complex supply chains, we remain committed to evaluating the outputs and, where possible, outcomes of our supplier risk management program to drive continuous improvement.

The following table provides a high-level overview of our effectiveness indicators used during the reporting period to monitor the implementation and maturity of our modern slavery risk management approach.

Area	What we monitor	How we assess effectiveness	What this tells us / outcomes
Governance and risk	- BAU ownership of modern slavery risks - Action plan tracking	- Review of accountability within existing governance forums. - Executive Sponsor oversight and escalation.	- Modern slavery risks remain integrated into BAU governance. - No gaps in ownership identified during the reporting period.
Supply chain due diligence	- Supplier risk profiling. - Desktop reviews of higher-risk suppliers	Review of assessment outcomes	- Risk categories remain appropriate. - Findings informed refinements planned for 2026.
Grievance and remediation	Grievance and whistleblower data (internal and supplier-related).	Monitoring of grievance and whistleblower channels and issue types.	- No modern slavery-related grievances reported. - Grievance and whistleblower mechanisms remain accessible and effective
Training and awareness	Targeted senior management awareness.	- Qualitative feedback and leadership engagement. - Qualitative assessment of awareness and role-specific needs	Senior management awareness maintained. Identification of opportunities for targeted training in future reporting periods.
Industry collaboration	Participation in HRREc and IPIECA forums.	Engagement in information-sharing and tool development.	- Continued alignment with industry practice. - Insights inform future approach rather than immediate changes.

Consultation and approval

This Statement was prepared through cross-functional collaboration across relevant business functions. 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 Chair of each of the INPEX Australian Entities.

A handwritten signature in black ink, appearing to read '村山 敬博' (Murayama Tetsu).

Tetsu Murayama

Managing Director, Country Chair Australia

Appendix 1

The following table provides an overview of the INPEX Australian entities covered by this Statement and their respective roles within INPEX Australia's corporate structure.

- Reporting entities: Certain entities listed in the table meet the definition of a reporting entity under the *Modern Slavery Act 2018 (Cth)*. These entities are formally subject to reporting requirements.
- Covered entities: Other entities are included within the scope of this Statement as they are owned or controlled by INPEX and operate under a centralised governance and operating model.
- Centralised operating model: INPEX Operations Australia Pty Ltd (IOAPL) is the primary operating entity in Australia and provides shared operational, procurement and supply chain services to other INPEX Australian entities. This model enables a consistent and coordinated approach to identifying, assessing and addressing modern slavery risks across the business.
- Non-operated interests: Where entities hold interests in non-operated joint ventures, modern slavery risks are managed on an influence-based approach, recognising INPEX's governance role rather than direct operational control.

This structure supports a consolidated approach to modern slavery risk management and reporting across INPEX's Australian operations.

Reporting Entity	Principal activities	Consolidated entities	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)	• INPEX Operations Australia Pty Ltd (IOAPL) • INPEX Ichthys Pty Ltd (IIPL)	ARBN: 61 150 217 315 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
INPEX Operations Australia Pty Ltd (IOAPL) subsidiary of IHAPL and also a reporting entity	Operating company of all Ichthys Australian assets, service provider to all non-operated assets and corporate functions in Australia. Oversees INPEX's contracting and procurement in Australia and provides shared operational, procurement and supply chain services to other INPEX Australia entities under a centralised operating model		ABN: 48 150 217 262 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
INPEX Ichthys Pty Ltd (IIPL) subsidiary of IHAPL	Upstream project interest holder		ABN: 46 150 217 253 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
Ichthys LNG Pty Ltd (ILPL)	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 Australia Mirai Energies Pty Ltd (IAMEPL)	Acts as a holding company for non Ichthys Australian subsidiaries	• INPEX Cash Maple Pty Ltd • INPEX New Energy Business Australia Pty Ltd • INPEX Renewable Energy Australia Pty Ltd • INPEX Australian Financial Services Pty Ltd • INPEX Oil and Gas Australia Pty Ltd	ABN: 89 668 673 461 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
INPEX Oil and Gas Australia Pty Ltd (IOAGAPL) subsidiary of IAMEPL and also a reporting entity	Non-operated interest in Prelude FLNG		ABN: 37 155 960 151 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia
INPEX Browse E&P Pty Ltd (IBEP)	IBEP held exploration / other permits for several title areas		ABN: 61 165 711 017 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 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.



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