



# FY2023 Sustainability Performance Data

For the year ended 30 June 2023

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## About our data

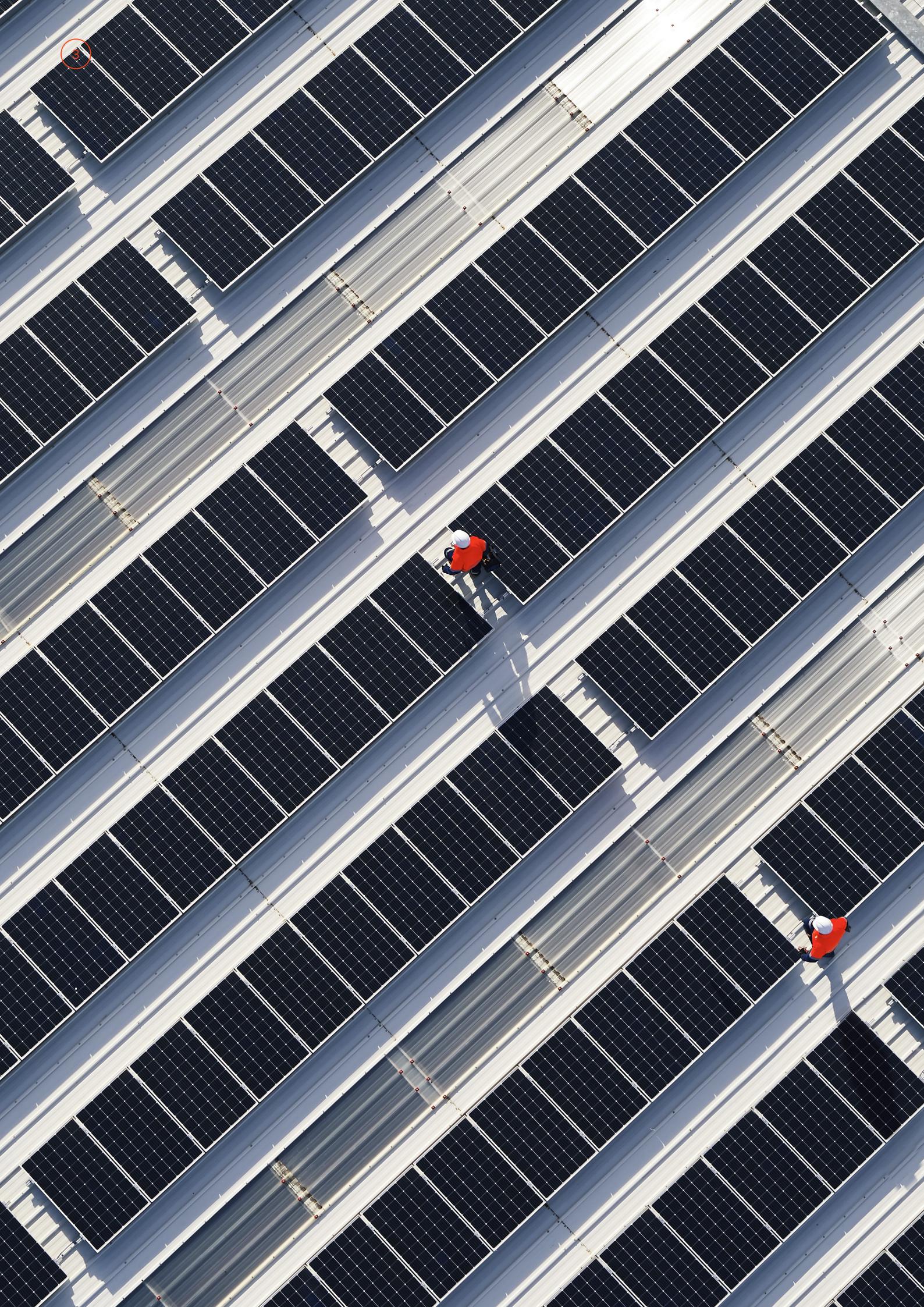
Where data is not available, we apply a reasonable estimation methodology. The methodologies applied to calculate data set out in these data tables may include assumptions not disclosed. Where applicable, we revise prior year data in the Sustainability Report and Sustainability performance data to update prior estimates and align with external reporting requirements.

All monetary amounts are in Australian dollars unless otherwise stated.

Due to rounding, numbers presented in these data tables may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

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

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



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## About Origin

### Energy Markets

Generation asset	FY2023				FY2022				FY2021			
	Nameplate plant capacity (MW)	Type <sup>1</sup>	Electricity output (GWh) <sup>2</sup>	Pool revenue (\$m)	Nameplate plant capacity (MW)	Type <sup>1</sup>	Electricity output (GWh) <sup>2</sup>	Pool revenue (\$m)	Nameplate plant capacity (MW)	Type <sup>1</sup>	Electricity output (GWh) <sup>2</sup>	Pool revenue (\$m)
Eraring	2,922				2,922				2,922			
Units 1-4	2,880	Black Coal	12,150	2,024	2,880	Black Coal	10,966	1,668	2,880	Black Coal	13,276	1,008
Gas turbine	42	OCGT	-	-	42	OCGT	-	-	42	OCGT	-	-
Darling Downs	644	CCGT	1,162	305	644	CCGT	1,871	475	644	CCGT	1,696	147
Osborne <sup>3</sup>	180	CCGT	431	115	180	CCGT	606	105	180	CCGT	379	22
Uranquinty	692	OCGT	132	57	664	OCGT	301	94	664	OCGT	142	36
Mortlake	584	OCGT	432	123	584	OCGT	458	90	584	OCGT	512	43
Mount Stuart	423	OCGT	15	12	423	OCGT	70	49	423	OCGT	35	22
Quarantine	235	OCGT	196	53	235	OCGT	95	27	230	OCGT	129	16
Ladbroke Grove	80	OCGT	61	19	80	OCGT	42	9	80	OCGT	82	9
Roma	80	OCGT	21	11	80	OCGT	55	19	80	OCGT	47	10
Shoalhaven	240	Pumped hydro	211	54	240	Pumped hydro	153	35	240	Pumped hydro	122	10
<b>Internal generation</b>	<b>6,080</b>		<b>14,811</b>	<b>2,772</b>	<b>6,052</b>		<b>14,617</b>	<b>2,571</b>	<b>6,047</b>		<b>16,420</b>	<b>1,323</b>
Pelican Point	240	CCGT	770		240	CCGT	885		240	CCGT	1,050	
Renewable PPAs	1,515 <sup>4</sup>	Solar / Wind	3,439		1,005	Solar / Wind	3,196		1,207	Solar / Wind	2,959	
<b>Owned and contracted generation</b>	<b>7,835</b>		<b>19,019</b>		<b>7,297</b>		<b>18,697</b>		<b>7,494</b>		<b>20,429</b>	

1 OCGT = Open cycle gas turbine; CCGT = Combined cycle gas turbine.

2 Electricity output is measured at the node.

3 Origin has 50 per cent interest in the 180 MW Osborne plant and contracts 100 per cent of the output.

4 Nameplate capacity includes Stockyard Hill. Origin received 50 per cent of its production output during HY2023, then 100 per cent from 1 January 2023.

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Origin's generation portfolio capacity (per cent of total) (%)<sup>1</sup></b>					
Coal	36.8	39.5	38.4	38.5	38.5
Gas	35.4	37.7	36.6	36.5	36.5
Hydro	3.1	3.3	3.2	3.2	3.2
Solar	8.3	4.3	8.6	8.7	8.7
Wind	11.1	9.5	7.5	7.5	7.5
Other <sup>2</sup>	5.4	5.8	5.6	5.7	5.7
<b>Origin's generation portfolio output (per cent of total) (%)<sup>1</sup></b>					
Coal	63.9	58.7	65.0	60.7	67.2
Gas	16.8	23.1	19.8	25.8	21.0
Hydro	1.1	0.8	0.6	0.7	0.6
Solar	6.5	6.9	6.4	5.1	3.3
Wind	11.6	10.2	8.1	7.7	7.8
Other <sup>2</sup>	0.1	0.4	0.2	0.0	0.0
<b>Generation revenue</b>					
Revenue from thermal coal (%)	12.3	11.5	8.3	8.1	10.1

1 Owned and contracted generation.

2 Includes Mount Stuart Power Station, which is fuelled by extra low sulphur diesel.

## About Origin

### Integrated Gas

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Australia Pacific LNG production volumes (PJ) (Origin 27.5% share)<sup>1</sup></b>					
<b>Total operated production, of which:</b>	147	170	201	203	196
Spring Gully	23	28	36	39	39
Reedy Creek, Combabula and Peat	48	57	66	63	57
Condabri, Talinga and Orana	76	86	99	101	100
<b>Total non-operated production, of which:</b>	38	50	61	62	59
GLNG	11	14	16	14	14
QGC	27	36	47	48	44
<b>Total upstream production</b>	185	220	263	265	255
Natural gas purchases	6	5	2	7	12
Changes in Upstream gas inventory/other	-2	-1	-4	-6	0
<b>Total sources of natural gas</b>	189	223	261	266	267

1 Following the sale of 10% interest in APLNG effective 8 December 2021, Origin accounted for ownership in APLNG at 27.5% (previously 37.5%).

## Customers

### Customer accounts

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Total customer accounts ('000), of which:</b>	<b>4,525</b>	<b>4,458</b>	<b>4,266</b>	<b>4,233</b>	<b>4,199</b>
Electricity, of which:	2,742	2,733	2,625	2,631	2,639
Retail (consumer and SME)	2,713	2,702	2,595	2,602	2,612
Business	28	31	30	29	27
Natural gas, of which:	1,282	1,277	1,249	1,220	1,191
Retail (consumer and SME)	1,280	1,276	1,247	1,219	1,190
Business	1.3	1.1	1.1	1.2	1.2
LPG	368	368	359	363	362
Broadband customers	96	61	33	20	8
Other <sup>1</sup>	37	20			
<b>Average retail rates</b>					
Average retail electric rate for retail (consumer and SME) customers (\$/MWh)	281.4	269.6	269.6	283.9	290.5
Average retail electric rate for business customers (\$/MWh)	166.2	159.3	168.7	170.7	170.7
Average retail gas rate for retail (consumer and SME) customers (\$/GJ)	30.9	26.8	25.0	25.8	25.7
Average retail gas rate for business customers (\$/GJ)	15.0	8.9	8.9	10.5	10.3
<b>Volumes sold</b>					
Total electricity delivered to retail (consumer and SME) customers (TWh)	15.6	15.9	16.3	16.1	17.4
Total electricity delivered to business customers (TWh)	20.2	19.6	17.3	17.4	18.8
Total gas delivered to retail (consumer and SME) customers (PJ)	45.2	44.2	45.9	45.0	41.4
Total gas delivered to business customers (PJ)	141.3	143.9	147.0	158.6	180.5
<b>Octopus customer accounts ('000 customers, 100 per cent Octopus)<sup>2</sup></b>					
Octopus Energy customer accounts <sup>3,4</sup>	9,657	6,013	4,214	-	-

1 Relates to Origin Home Assist customers.

2 Origin has a 20 per cent shareholding in UK-based energy retailer Octopus Energy.

3 As at 30 June 2023.

4 New metric in FY2021.

### Customer service

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Customer satisfaction</b>					
<b>Retail and small business customers</b>					
Strategic Net Promoter Score (NPS) <sup>1</sup>	-2	5	4	-3	-9
Interaction NPS <sup>2</sup>	n/a	39.7	34.1	26.4	24.7
Customer Happiness Index (CHI) (%) <sup>3</sup>	65	n/a	n/a	n/a	n/a
Ombudsman complaints per 1,000 customers	1.8	1.5	1.9	2.7	2.7
Raving fans <sup>4</sup>	24,715	18,006	3,119	-	-
<b>Reputation</b>					
RepTrak Score <sup>5</sup>	65.5	66.9	67.7	66.0	63.3

1 12-month average at 30 June 2023.

2 From FY2023, CHI replaced Interaction NPS as our measurement for customer satisfaction at the interaction level.

3 New metric in FY2023. Replaces Interaction NPS. Rolling 12-month average.

4 Number of 5 stars reviews on customer ratings websites. (Year to date, cumulative).

5 RepTrak™ uses a nationally representative sample of the population to rate a company against seven drivers: products and services; innovation; conduct; citizenship; leadership; performance; and workplace.

## Customers

### Privacy and compliance

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Non-compliance</b>					
Reportable non-compliance incidents with the Australian Energy Regulator (AER) and Essential Services Commission of Victoria (ESCV)	0	18	15	18	14
Monetary value of penalties relating to non-compliances with the AER and ESCV (\$)	72,696	22,450,000	120,000	120,000	-
Wrongful disconnections (reportable)	275	702	327	450	135
<b>Privacy</b>					
Notifiable data breaches reported to the Office of the Australian Information Commissioner	0	0	0	0	0

### Energy affordability and support for vulnerable customers

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Customers receiving hardship and financial assistance ('000)<sup>1</sup></b>					
Customer accounts receiving hardship and financial support services	71	58			
Customer accounts in our Power On program	44	36			
Customer accounts receiving tailored assistance under the Victorian Payment Difficulties Framework	27	23			
<b>Disconnections<sup>2</sup></b>					
Number of residential customer electric disconnections for non-payment, of which:	2,492	11,193	523	16,423	-
Percentage reconnected within 7 days	47	47	25	48	-
Percentage reconnected within 30 days	49	48	25	51	-
Number of residential customer gas disconnections for non-payment, of which:	969	4,509	171	4,615	-
Percentage reconnected within 7 days	35	35	20	35	-
Percentage reconnected within 30 days	40	40	20	41	-

1 Data available from FY2022 only due to change in metric definitions.

2 Data reported from FY2020.

## Customers

### Innovative and lower-carbon products

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>GreenPower and Climate Active-certified products</b>					
<b>Total customer accounts ('000), of which:</b>	<b>277</b>	<b>338</b>	<b>260</b>	<b>118</b>	<b>135</b>
GreenPower customer accounts <sup>1,2</sup>	155	206	192	74	80
<b>Origin Go Zero customer accounts, of which:</b>	<b>122</b>	<b>132</b>	<b>68</b>	-	-
Origin Go Zero Natural Gas customer accounts <sup>3,4</sup>	84	108	57	-	-
Origin Go Zero LPG customer accounts <sup>3,4</sup>	10	10	11	-	-
Origin Go Zero Electricity customer accounts <sup>3,5</sup>	28	14	-	-	-
<b>Total volume of GreenPower sales (GWh)<sup>6</sup></b>	<b>533</b>	<b>489</b>	<b>230</b>	<b>146</b>	<b>181</b>
<b>Solar</b>					
Capacity of solar PV systems installed (MW), of which:					
Residential (MW)	68	70	74	61	48
Business (MW)	54	54	58	49	37
Number of solar PV systems installed	15	16	16	12	13
Electricity customer accounts with solar installations as at the end of the period	7,828	7,859	8,943	7,869	6,316
<b>Origin Spike (demand response)</b>					
Number of Origin Spike customers to date <sup>7,4</sup>	601,801	558,031	548,675	491,557	440,828
Average Spike Hour event participation rate (%) <sup>8</sup>	133,000	74,935	56,100	-	-
	66	70	67	-	-
<b>Origin Loop virtual power plant (VPP)</b>					
Number of connected services <sup>9</sup>	276,000	121,000	79,000	11,000	-
MW under orchestration <sup>9</sup>	815	258	159	85	-

1 Up to 100% of electricity offset by GreenPower-accredited renewable sources.

2 GreenPower data is submitted for audit on a calendar-year (CY) basis. The values reported for FY2023 have been extrapolated using CY22 and CY23 data.

3 Certified carbon neutral by Climate Active.

4 New product in FY2021.

5 New product in FY2022.

6 GreenPower data is submitted for audit on a calendar-year (CY) basis. The values reported for the FY2023 have been extrapolated using CY22 and CY23 data.

7 Origin's online energy savings program.

8 Origin Spike rewards customers for reducing their energy use during peak periods called Spike Hours. New metric in FY2021.

9 New metric in FY2020.

## Communities

### Working with communities

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Australia Pacific LNG land agreements</b>					
Land access and compensation agreements concluded during the period, of which:					
Number concluded through negotiation	33	75	34	101	137
Number conducted through alternative dispute resolution	0	0	0	0	0
Number concluded through court resolution	0	0	0	0	0
Total land access and compensation agreements signed as at the end of the period	1,418	1,385	1,310	1,276	1,175
<b>Australia Pacific LNG cultural heritage management</b>					
Cultural Heritage Management Plan non-compliances	0	0	0	0	0
Native Title/Indigenous Land Use Agreement non-compliances	0	0	0	0	0
<b>Responding to Australia Pacific LNG landholder feedback<sup>1</sup></b>					
Landholder complaints received	50	54	41	33	25
Landholder complaints resolved	50	53	38	20	26
<b>Responding to community complaints</b>					
<b>Community complaints received, of which</b>					
Energy Markets	9	5	3	14	12
Integrated Gas, of which:	4	3	3	12	10
Australia Pacific LNG	5	2	0	2	2
Beetaloo & Upstream Growth	0	0	0	0	0
Community complaints resolved, of which:	9	5	3	13	10
Energy Markets	4	3	3	12	8
Integrated Gas, of which:	5	2	0	1	2
Australia Pacific LNG	5	2	0	1	2
Beetaloo & Upstream Growth	0	0	0	0	0
<b>Employ local</b>					
Total number of Australia Pacific LNG upstream employees from the local community	225	201	178	180	118
Total number of Australia Pacific LNG upstream employees based at regional operations	266	252	237	243	463

1 Landholders with whom we have negotiated, or are negotiating, a land access and compensation agreement as at the end of the period.

### Economic value generated and distributed

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Direct economic value generated and distributed (\$m)<sup>1</sup></b>					
Total revenue, of which:	16,481	14,461	12,097	13,157	14,727
Energy Markets	15,406	13,636	11,931	12,888	14,293
Integrated Gas	1,075	825	166	269	434
Interest received	51	61	109	190	234
Gain on dilution/divestment of Origin's interests in subsidiaries/joint ventures	-	44	-	-	-
Other	45	106	43	54	26
Share of results of equity accounted investees	1,324	959	185	512	632
<b>Direct economic value generated</b>	<b>17,901</b>	<b>15,631</b>	<b>12,434</b>	<b>13,913</b>	<b>15,619</b>
Total operating costs, of which:	15,845	16,176	13,828	12,811	13,342
Net expenses <sup>2</sup>	15,318	15,727	13,287	12,310	12,923
Depreciation and amortisation	527	449	541	501	419
Employee wages and benefits net of taxes	804	690	643	662	664
Total payments to providers of capital	762	542	638	794	553
Interest expense <sup>3</sup>	194	190	242	316	388
Dividends	568	352	396	478	165
<b>Direct economic value distributed</b>	<b>17,411</b>	<b>17,408</b>	<b>15,109</b>	<b>14,267</b>	<b>14,559</b>

1 The value distribution calculation and commentary in this section is based on the income and expenses reported in the Income Statement of Origin Energy.

2 Excludes capital expenditure; includes taxes and royalties.

3 Excludes capitalised interest.

## Communities

### Supporting communities

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Origin Energy Foundation</b>					
Total community support since inception (\$m)	37.3	35.0	32.4	29.4	26.4
<b>Grants program (\$m)</b>					
Monetary value of grants provided during the period <sup>1</sup>	0.8	1.3	1.9	1.5	0.8
Monetary value of grants provided since inception <sup>1</sup>	25.3	24.5	23.2	21.2	19.7
<b>Give Time employee volunteering program</b>					
Hours donated by employees through volunteering <sup>2</sup>	7,086	7,112	8,466	6,758	9,153
Number of employees donated time and professional skills through volunteering <sup>2</sup>	2,073	1,840	1,512	2,036	2,181
Employee volunteering participation rate	42.8	41.2	33.7	42.0	42.0
Number of students reached through our volunteering program <sup>3</sup>	5,063	5,307	-	-	-
<b>Give2 matched-giving program</b>					
Monetary value of donations made by employees (\$) <sup>4</sup>	360,931	363,744	351,464	475,767	408,357
Total monetary value of employee donations when matched (\$) <sup>4</sup>	775,462	727,488	691,678	930,213	815,214
Number of not-for-profit organisations that received employee donations <sup>4</sup>	263	281	259	278	252
<b>Community investment</b>					
Total community contributions (\$m), of which: <sup>5</sup>	4.5	4.3	4.5	-	-
Community investment by the Origin Energy Foundation <sup>6</sup>	2.1	2.6	3.2	3.0	2.4
Community investment by Origin <sup>5,7</sup>	2.4	1.7	1.5	-	-

1 Through the Origin Energy Foundation Grants program.

2 Through the Origin Energy Foundation Give Time employee volunteering program.

3 New metric in FY2022.

4 Through the Origin Energy Foundation Give2 matched-giving program.

5 New metric in FY2021.

6 This includes the grants program, employee volunteering program, employee matched-giving program and in kind donations.

7 Includes 100% of spend as upstream operator of Australia Pacific LNG, and Energy markets community investment and engagement spend.

## Communities

### Responsible procurement

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Supply chain</b>					
Total number of direct suppliers	3,777	3,647	3,697	3,796	3,742
Total supply chain spend (\$m) <sup>1,2</sup>	12,111	10,487	7,765	8,702	8,317
<b>Regional procurement<sup>2</sup></b>					
Total (direct and indirect) spend with regional suppliers (\$m)	421.1	318.1	284.0	399.0	326.1
Direct spend with regional suppliers (\$m) <sup>3</sup>	356.4	283.1	248.2	340.7	324.3
Indirect spend with regional suppliers (\$m) <sup>4</sup>	64.7	35.0	35.8	58.3	1.8
Regional procurement percentage of total procurement spend (%) <sup>5</sup>	20	20	18	17	16
<b>Indigenous participation<sup>2</sup></b>					
Spend with First Nations suppliers (direct and indirect) (\$m) <sup>6</sup>	24.4	17.0	10.2	5.5	3.3
Direct spend with First Nations suppliers (\$m) <sup>7,8</sup>	13.3	12.5	7.9	2.7	3.3
Indirect spend First Nations suppliers (\$m) <sup>9,8</sup>	11.1	4.5	2.2	2.8	0.0
Number of First Nations businesses providing goods and services (direct) <sup>6</sup>	93	38	31	29	29
Number of new contracts with Indigenous Participation Commitments (IPCs) <sup>10</sup>	56	33	12	10	-
<b>Supporting small business</b>					
Total number of small business suppliers	2,040	1,998	1,395	1,575	1,575
Volume of invoices paid within 30 days (%) <sup>11,12</sup>	89 <sup>13</sup>				

1 Supply chain spend is approximate, annualised third-party spend, including commodity related transactions and excluding taxes, government charges, joint ventures, intercompany transfers and landowner compensation payments.

2 Includes 100 per cent of our spend as upstream operator of Australia Pacific LNG.

3 Refers to payments made directly by Origin with suppliers whose primary place of business is in a regional local government area or postcode.

4 Refers to payments made by Origin suppliers (non-regional) using Origin funds to another supplier whose primary place of business is in a Local Government Area outside of a Metropolitan Area.

5 Total procurement spend includes Origin procurement invoices. It does not include payments to Local Government Agencies, the Australian Tax Office, joint venture partners, employees, land owners, donations or sponsorships, or commodity related transactions.

6 Classified as a business in which an Aboriginal and/or Torres Strait Islander person or persons have ownership of at least 50 per cent, in alignment with the Supply Nation membership criteria <https://supplynation.org.au/benefits/supplier/>

7 Refers to payments made directly by Origin to First Nations suppliers.

8 Data available from FY2020.

9 Refers to payments made by Origin suppliers (non-First Nations) using Origin funds to a First Nations Supplier.

10Data prior to FY2020 not reported.

11 As reported under the Payment Times Reporting Scheme for Origin Energy Limited.

12 New metric in FY2023.

13 For reporting period July 2022 – December 2022.

## Planet

### Greenhouse gas (GHG) emissions

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Total GHG emissions (kt CO2-e)<sup>1</sup></b>	<b>50,061</b>				
<b>Total Scope 1, 2 and 3 emissions (equity basis)<sup>2</sup></b>	<b>15,926</b>	<b>15,151</b>	<b>17,195</b>	<b>18,418</b>	<b>20,261</b>
Total Scope 1 and 2 emissions (operational control basis) <sup>3</sup>					
Energy Markets	13,209	12,260	14,328	15,546	17,356
Integrated Gas <sup>4</sup>	2,714	2,887	2,862	2,865	2,898
<b>Direct GHG emissions (Scope 1) (kt CO2-e)<sup>5,3</sup></b>	<b>13,690</b>	<b>12,801</b>	<b>14,890</b>	<b>16,015</b>	<b>17,972</b>
Total Scope 1 emissions operational control basis					
Energy Markets, of which:					
Generation	12,970	12,086	14,155	15,270	17,067
Eraring	12,915	12,030	14,094	15,202	17,007
Other Generation	11,858	10,558	12,714	13,220	15,444
LPG	1,057	1,472	1,380	1,982	1,563
Cogent	55	53	55	58	49
Integrated Gas, of which: <sup>4</sup>					
Australia Pacific LNG	720	715	735	744	904
Beetaloo & Upstream Growth	720	710	730	741	904
Corporate	0	5	5	3	0
Energy Markets, of which:					
Generation	0	0	0	0	0
Eraring	13,061	12,217	14,236	15,420	17,227
Generation (excluding Eraring)	13,006	12,160	14,175	15,351	17,167
JV Generation	11,858	10,558	12,714	13,220	15,444
LPG	1,057	1,472	1,380	1,982	1,563
Cogent	91	130	81	149	160
Integrated Gas, of which: <sup>5</sup>					
Australia Pacific LNG	862	989	1,157	1,153	1,168
Beetaloo & Upstream Growth	862	984	1,153	1,150	1,168
Corporate	0	6	4	3	0
Total Scope 1 emissions equity basis <sup>6</sup>	<b>13,923</b>	<b>13,206</b>	<b>15,393</b>	<b>16,573</b>	<b>18,396</b>
Energy Markets, of which:					
Generation					
Eraring	13,006	12,160	14,175	15,351	17,167
Generation (excluding Eraring)	11,858	10,558	12,714	13,220	15,444
JV Generation	1,057	1,472	1,380	1,982	1,563
LPG	91	130	81	149	160
Cogent	55	53	55	58	49
Integrated Gas, of which: <sup>6</sup>					
Australia Pacific LNG	862	989	1,157	1,153	1,168
Beetaloo & Upstream Growth	862	984	1,153	1,150	1,168
Corporate	0	6	4	3	0
Total Scope 2 emissions operational control basis	<b>2,236</b>	<b>2,350</b>	<b>2,305</b>	<b>2,403</b>	<b>2,289</b>
Energy Markets, of which:					
Generation					
Eraring	239	174	173	276	289
Other	237	173	172	275	287
Integrated Gas	1	1	2	2	2
Corporate	1,994	2,172	2,127	2,121	1,994
Total Scope 2 emissions equity basis <sup>6</sup>	<b>878</b>	<b>980</b>	<b>1,121</b>	<b>1,230</b>	<b>1,188</b>
Energy Markets, of which:					
Generation					
Eraring	239	174	173	276	289
Other	237	173	172	275	287
Integrated Gas	1	1	2	2	2
Corporate	637	802	944	948	892

<sup>1</sup> The sale of our interest in the Beetaloo Basin was completed in November 2022. Emissions related to our activities in the Beetaloo Basin are not included in our NGER reporting obligations from FY2023.

<sup>2</sup> For our 2030 medium-term emissions targets we have adjusted our FY2019 base year Scope 1, 2 and 3 emissions to reflect changes in our investments, activities and emissions boundaries in the period between FY2019 to FY2023. Due to this adjustment, our reported FY2019 to FY2022 Scope 1, 2 and 3 emissions data does not provide a direct point of comparison to our FY2023 data.

<sup>3</sup> FY2022 data reflects changes in the emission estimation reporting methods set out in the NGER Measurement Determination, 2008.

<sup>4</sup> FY2022 data restated following calculation error.

<sup>5</sup> Scope 1 emissions are greenhouse gas (GHG) emissions released to the atmosphere as a direct result of our activity. These are sometimes referred to as direct emissions; examples include emissions from electricity generation and gas production.

<sup>6</sup> FY2022 data reflects decrease in our equity share of Australia Pacific LNG from 37.5 per cent to 27.5 per cent from completion of the sale of 10 per cent interest on 1 Dec 2021.

<sup>7</sup> Scope 2 emissions are GHG emissions resulting from purchased electricity we consume to power our offices and operating sites.

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### Greenhouse gas (GHG) emissions

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Other indirect GHG emissions (Scope 3 equity basis) (kt CO2-e)<sup>1</sup></b>					
<b>Total Scope 3 emissions, of which:<sup>2</sup></b>	<b>35,259</b>	<b>33,589</b>	<b>33,779</b>	<b>32,701</b>	<b>34,834</b>
Energy Markets	25,540	22,059	20,355	19,031	20,963
Integrated Gas	9,719	11,530	13,424	13,670	13,871
Domestic gas sales	2,140	2,693	3,066	3,631	3,799
LNG export	7,579	8,837	10,358	10,039	10,072
<b>GHG emissions intensity (Scope 1 and Scope 2) operational control basis</b>					
Owned generation (t CO <sub>2</sub> -e/MWh)	0.91	0.85	0.87	0.86	0.87
Owned and contracted generation (t CO <sub>2</sub> -e/MWh) <sup>3</sup>	0.71	0.70	0.71	0.70	0.72
Integrated Gas (t CO <sub>2</sub> -e/TJ) <sup>4</sup>	4.67	4.95	4.90	4.85	5.10
<b>GHG emissions intensity (Scope 1 and Scope 2) equity basis</b>					
Owned generation (t CO <sub>2</sub> -e/MWh)	0.90	0.84	0.87	0.85	0.86
Owned and contracted generation (t CO <sub>2</sub> -e/MWh)	0.72	0.72	0.73	0.73	0.74
Integrated Gas (t CO <sub>2</sub> -e/TJ) <sup>4,2</sup>	6.49	7.8	7.5	6.9	7.6
<b>GHG emissions intensity (Scope 1 and Scope 3) (t CO<sub>2</sub>-e/MWh)</b>					
Owned generation operational control basis	0.94	0.89	0.91	0.90	0.90
Owned and contracted generation operational control basis	0.75	0.75	0.76	0.76	0.78
NEM average intensity during the period	0.63	0.66	0.70	0.72	0.77
<b>GHG emissions intensity (Scope 1) (t CO<sub>2</sub>-e/MWh)</b>					
Eraring Power Station	0.98	0.95	0.94	0.96	0.92
Gas generation operational control basis <sup>4</sup>	0.50	0.48	0.50	0.50	0.52
<b>Emissions intensity (t CO<sub>2</sub>-e / \$m revenue)</b>					
Total Scope 1 and 2 emissions operational control basis <sup>4</sup>	966	1,048	1,421	1,400	1,376
Energy Markets	842	886	1,187	1,185	1,194
<b>Fugitive emissions (kt CO<sub>2</sub>-e)<sup>5,4</sup></b>					
Fugitive emissions from gas operations <sup>6</sup>	283	297	296	300	459
Flaring	31	48	65	74	ko ja
Venting <sup>6</sup>	176	165	205	203	266
Leaks <sup>6</sup>	76	74	27	22	21
<b>Scope 1 emissions covered under regulations (operational control basis) (%)</b>					
Percentage of Scope 1 emissions covered under Safeguard <sup>7</sup>	3.00	3.00	-	-	-
Percentage of Scope 1 emissions covered under NGERs <sup>7</sup>	99.91	99.89	-	-	-
<b>Australian Commonwealth Renewable Energy Target (RET) scheme</b>					
Number of customers accounts served in markets subject to renewable portfolio standards <sup>8</sup>	2,741,799	2,732,616	2,624,914	2,630,582	2,638,738
Percentage of our liability acquitted under SRES (%) <sup>9,10</sup>	100	100	-	-	-
Percentage of our liability acquitted under LRET (%) <sup>9,10</sup>	52	42	-	-	-

1 Scope 3 emissions are indirect GHG emissions, other than Scope 2, relating to our value chain that we do not own or control, including wholesale purchases of electricity from the National Energy Market and the use of our sold products such as LNG and domestic gas sales.

2 FY2022 data reflects decrease in our equity share of Australia Pacific LNG from 37.5 per cent to 27.5 per cent from completion of the sale of 10 per cent interest on 1 Dec 2021.

3 Based on sent out generation, which is electricity that is sent from the station gate (revenue meter).

4 FY2022 data reflects changes in the emission estimation reporting methods set out in the NGER Measurement Determination, 2008.

5 Includes emissions from flaring, venting and leakage calculated using regulatory methods outlined for the National Greenhouse Emissions Reporting Scheme.

These emissions are included in Origin's Scope 1 emissions.

6 FY2022 data restated following calculation error.

7 New metric in FY2022. Reported as at 31 Dec 2021.

8 As the RET scheme covers all Australian jurisdictions in which Origin Energy operates as an electricity retailer, all of our customers are located in markets subject to the RET. We report customer accounts rather than individual customer numbers.

9 The RET scheme consists of the Small-scale Renewable Energy Scheme (SRES) and the Large-scale Renewable Energy Target (LRET). The RET works by allowing large-scale power stations and owners of small-scale generating units to create Large-scale Generation Certificates (LGCs) and Small-scale Technology Certificates (STCs) for every Megawatt Hour (MWh) of energy generated. LGCs and STCs can be traded in an open market and are surrendered (acquitted) by electricity retailers to meet their mandatory surrender targets as set out by the Clean Energy Regulator (CER).

10Reported in our data tables from FY2022.

## Planet

### Water

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Water withdrawn by source (ML)<sup>1</sup></b>					
<b>Total water withdrawn<sup>2</sup></b>	<b>2,627,419</b>	<b>2,338,348</b>	<b>2,599,205</b>	<b>2,592,926</b>	<b>2,782,704</b>
Energy Markets, of which:					
Eraring, of which:	2,606,875	2,318,242	2,578,109	2,571,225	2,760,806
Extracted from and returned to Lake Macquarie	2,606,797	2,318,143	2,578,022	2,571,094	2,760,732
Energy Markets ex. Eraring	77	99	87	132	74
Integrated Gas, of which:	20,538	20,100	21,092	21,680	21,885
Australia Pacific LNG	20,532	20,057	21,062	21,639	21,885
Beetaloo & Upstream Growth	6	44	31	41	-
Corporate	6	6	4	21	13
<b>Surface water withdrawn</b>	<b>2,604,163</b>	<b>2,315,615</b>	<b>2,576,039</b>	<b>2,569,213</b>	<b>2,758,868</b>
Energy Markets	2,604,135	2,315,596	2,576,012	2,569,083	2,758,795
Integrated Gas	28	19	30	130	73
<b>Groundwater withdrawn</b>	<b>20,562</b>	<b>20,136</b>	<b>21,124</b>	<b>21,646</b>	<b>21,851</b>
Energy Markets, of which:					
54	55	62	97	47	
Integrated Gas	20,508	20,081	21,061	21,549	21,804
<b>Municipal water withdrawn</b>	<b>1,733</b>	<b>1,700</b>	<b>1,160</b>	<b>1,048</b>	<b>1,092</b>
Energy Markets	1,726	1,694	1,155	1,027	1,071
Integrated Gas	1	0	0	0	8
Corporate	6	6	4	21	13
<b>Rainwater withdrawn</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>
Energy Markets	0	-	2	0	0
Integrated Gas	2	-	1	0	0
<b>Wastewater withdrawn</b>	<b>957</b>	<b>895</b>	<b>876</b>	<b>1,012</b>	<b>893</b>
<b>Water consumed (ML)</b>					
<b>Total water consumed; of which:</b>	<b>23,284</b>	<b>22,752</b>	<b>23,193</b>	<b>23,843</b>	<b>23,909</b>
Energy Markets	2,740	2,646	2,097	2,143	2,011
Integrated gas, of which: <sup>3</sup>	20,538	20,100	21,092	21,680	21,885
Total fresh water consumed	46	69	72	434	236
Corporate	6	6	4	21	13
<b>Australia Pacific LNG (ML)</b>					
Total water withdrawn, of which:	<b>20,532</b>	<b>20,057</b>	<b>21,062</b>	<b>21,639</b>	<b>21,885</b>
Fresh water withdrawn	40	26	42	393	236
Produced CSG water, of which:	20,492	20,031	21,020	21,246	21,649
Treated through reverse osmosis, of which:	15,921	16,201	16,495	17,477	17,169
Applied to irrigation	7,577	9,443	11,868	12,444	13,044
Applied to aquifer injection	3,817	4,253	4,453	4,800	3,973
Applied to project use and other <sup>4</sup>	437	262	174	233	152
Applied to surface water releases	4,090	2,243	0	0	0
Untreated (stored, consumed, evaporated), of which:	2,203	1,185	1,996	1,244	1,785
Applied to project and other development usage	107	94	67	0	0
Brine produced from treated water	2,368	2,645	2,529	2,524	2,695
Total volume of treated and untreated produced CSG water applied to beneficial use.	<b>11,938</b>	<b>14,052</b>	<b>16,562</b>	<b>17,477</b>	<b>17,169</b>

1 Shoalhaven is excluded from the table as pumped storage is not considered a water withdrawal given the water circulates in a closed loop.

2 Includes all water under our operational control.

3 It is determined that all freshwater withdrawn and all produced CSG water is consumed.

4 Contains approximations.

## Planet

### Water

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Protection of water resources</b>					
Total number of incidents of non-compliance associated with water quantity and/or quality permits, standards and regulations that resulted in formal enforcement	0	0	0	0	0
Reportable non-compliances with Eraring or Shoalhaven water licence conditions	0	1	0	0	0
Reportable non-compliances with creek discharge licence conditions - Australia Pacific LNG	0	0	0	0	0
Reported incidents of aquifer connection - Australia Pacific LNG	0	0	0	0	0
Reportable groundwater related incidents caused by Origin's hydraulic fracture stimulation activities	0	0	0	0	0
<b>Australia Pacific LNG</b>					
Total number of wells drilled	60	61	87	271	251
Completed wells requiring hydraulic fracture stimulation	42	24	19	76	91
Groundwater monitoring bores as at the end of the period	246	232	221	206	216

### Waste

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Eraring coal combustion products (CCP)</b>					
Total number of CCP impoundments (ash dam)	1	1	1	1	1
CCP produced (tonnes)	1,273,378	1,225,139	1,357,507	1,424,333	1,733,399
CCP re-used (tonnes)	629,940	891,351	485,287	559,710	602,580
CCP deposited (tonnes)	643,438	333,788	872,220	864,623	1,130,819
CCP re-used (%)	49	73	36	39	35
Complaints received regarding waste management	1	0	1	5	2
<b>Australia Pacific LNG</b>					
Volume of brine stored in ponds as at the end of the period	7,901	7,131	6,156	5,815	5,829
Loss of containment incidents	180	158	203	198	207
Significant loss of containment incidents <sup>1</sup>	0	0	0	0	0
Loss of containment events for brine ponds	0	0	0	0	0

1 Significant loss of containment means incidents with actual environmental consequence of serious or above.

### Biodiversity

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Biodiversity impacts</b>					
Number of operating sites with a level of biodiversity risk rated as high or above, of which: <sup>1</sup>	2	2	2	2	2
Integrated Gas	0	0	0	0	0
Energy Markets	2	2	2	2	2
Number of biodiversity management plans in place for operating sites with a level of biodiversity risk rated as high or above <sup>1</sup>	1	1	1	1	1
Incidents that materially impacted biodiversity in areas of biodiversity significance <sup>2</sup>	0	0	0	0	0

1 Includes operating sites in which biodiversity risk is rated high or above, defined as serious consequence (or above), as described in footnote 2, weighed against level of likelihood.

2 Incidents that have resulted in medium to long term reversible impacts to low risk or listed species, habitats, ecosystems, or area/s of cultural significance; extensive long-term partially reversible damage to vulnerable species, unique habitats, ecosystems or area/s of cultural significance; or extensive permanent damage to endangered species, habitats, ecosystems or area/s of cultural significance i.e. consequence rated as serious or above.

## Planet

### Air emissions

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>NOx, SO<sub>2</sub>, and other significant air emissions (tonnes)</b>					
<b>Total oxides of nitrogen (NOx) emissions</b>	<b>21,048</b>	<b>19,916</b>	<b>23,187</b>	<b>24,351</b>	<b>27,789</b>
Energy Markets	18,059	17,027	20,246	21,478	24,751
Integrated Gas	2,989	2,889	2,940	2,873	3,038
<b>Total sulphur dioxide (SO<sub>2</sub>) emissions</b>	<b>30,080</b>	<b>25,716</b>	<b>33,152</b>	<b>39,072</b>	<b>45,087</b>
Energy Markets	30,014	25,662	33,122	39,069	45,084
Integrated Gas	66	54	30	3	3
<b>Total volatile organic compounds (VOC) emissions</b>	<b>652</b>	<b>623</b>	<b>668</b>	<b>699</b>	<b>1,022</b>
Energy Markets	189	173	202	221	252
Integrated Gas	463	450	466	478	770
<b>Particulate matter emissions</b>	<b>192</b>	<b>120</b>	<b>110</b>	<b>184</b>	<b>241</b>
Eraring Power Station (PM10) <sup>1</sup>	174	99	93	177	225
Eraring Power Station (PM2.5) <sup>2</sup>	95	47	36	105	121
Integrated Gas (PM10)	18	21	17	7	16
<b>Lead (Pb) emissions</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Energy Markets	0	0	0	0	0
Integrated Gas	0	0	0	0	0
<b>Mercury (Hg) emissions</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Energy Markets	0	0	0	0	0
Integrated Gas	0	0	0	0	0
<b>Total air emissions</b>	<b>51,972</b>	<b>46,375</b>	<b>57,117</b>	<b>64,306</b>	<b>74,139</b>

1 From Eraring Power Station stack emissions.

2 PM2.5 is a subset of PM10 from Eraring Power Station only.

### Environment

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Environmental compliance</b>					
<b>Reportable non-compliances, including voluntary notifications, of which:</b>	<b>20</b>	<b>18</b>	<b>30</b>	<b>18</b>	<b>15</b>
Integrated Gas, of which:	9	11	21	9	10
Australia Pacific LNG (APLNG notifiable incidents)	9	10	16	8	8
Beetaloo & Upstream Growth	0	1	5	1	2
Energy Markets	11	7	9	9	5
<b>Monetary value of fines for non-compliances with environmental laws and regulations, of which: (\$)</b>	<b>14,375</b>	<b>13,345</b>	<b>0</b>	<b>15,431</b>	<b>15,000</b>
Integrated Gas, of which:	14,375	13,345	0	0	0
Australia Pacific LNG	14,375	13,345	0	0	0
Beetaloo & Upstream Growth	0	0	0	0	0
Energy Markets	0	0	0	15,431	15,000
<b>Environmental incidents</b>					
Number of environmental incidents that resulted in an actual consequence of a moderate short-term impact to the environment (or above)	0	0	0	2	0
Loss of containment incidents	181	158	203	198	207
Significant loss of containment incidents <sup>1</sup>	0	0	0	0	0

1 Significant loss of containment means incidents with actual environmental consequence of serious or above.

## People and culture

### Safety

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Health, safety and environmental performance</b>					
Actual Serious (or above) Incidents <sup>1</sup>	4	5	4	4	9
Learning Incidents <sup>2</sup>	53	36	52	68	37
Significant Incidents	15	8	9	15	16
Near miss frequency rate <sup>3,4</sup>	24.0	22.1	-	-	-
<b>Personal safety</b>					
Number of recordable injuries - Employees	24	19	11	16	26
Number of recordable injuries - Contractors	29	31	24	26	43
Total Recordable Injury Frequency Rate (TRIFR) <sup>5</sup>	3.8	4.0	2.7	2.6	4.4
TRIFR - Employees	3.0	2.4	1.3	1.8	2.9
TRIFR - Contractors	5.0	6.6	5.0	3.7	6.4
Lost Time Injury Frequency Rate (LTIFR)	1.4	1.3	1.1	0.8	1.1
Number of fatalities (employees and contractors)	0	0	0	0	0
Fatality rate <sup>6,6</sup>	0	0	-	-	-
<b>Land and air transport</b>					
Significant land transport incidents	4	3	0	2	1
Significant aviation incidents	0	1	0	0	0
<b>Process safety</b>					
Process safety events with potential consequence of significant or above, of which: <sup>7</sup>	7	2	11	12	9
Tier 1	2	0	1	3	1
Tier 2	5	2	10	9	8

1 Includes incidents rated with a rating as a Risk Consequence of 3-Serious Actual (or above) on the Origin Risk Matrix.

2 Includes incidents rated with a rating as a Risk Consequence of 4-Major Potential (or above) on the Origin Risk Matrix. Excludes incidents already counted under the Actual Serious Consequence metric.

3 12 Months Near Miss Only Controlled HSE Incidents/12 Months Total Exposure Hours. Per 1 million.

4 New metric in FY2022.

5 Measures the number of company-wide work-related recordable injuries per million hours worked for employees and contractors. Rolling 12-month average.

6 12 Months Controlled Fatalities)/(12 Months Total Exposure Hours). Per 1 million.

7 Includes all incidents that resulted in Tier 1 or Tier 2 events as per the IOGP Process Safety Recommended Practice on Key Performance Indicators, Report No. 456. See [iogp.org/bookstore/product/process-safety-recommended-practice-on-key-performance-indicators/](http://iogp.org/bookstore/product/process-safety-recommended-practice-on-key-performance-indicators/).

### How we work

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Ethical business</b>					
Completion rate for compliance with Code of Conduct training (%)	100	99	100	99	99
Completion rate for required employees in high-risk roles completed Code of Conduct training (%)	99	98	99	98	99
Reported incidents of bribery or corruption <sup>1</sup>	0	0	0	0	1
<b>Political contributions</b>					
Total monetary value of payments to political parties as reported to the Australian Electoral Commission (\$)	6,100	11,480	23,120	4,290	103,175
<b>FY2023 detailed breakdown of payments to political parties (\$)</b>					
Recipient	Jurisdiction	Monetary value			
Australian Labor Party	New South Wales	500			
Australian Labor Party	Federal	3,900			
Liberal Party of Australia	Federal	1,500			
Liberal Party of Australia	Victoria	200			

1 FY2019 incident has been included in our reporting due to the broad definition of 'corruption' in the GRI Standards, that includes fraud, in this case fraud by an individual employee.

## People and culture

### Employees

	FY2023			FY2022			FY2021		
Employee information <sup>1</sup>	Female	Male	Total	Female	Male	Total	Female	Male	Total
Employees	2,135	3,451	5,630	1,928	3,220	5,174	1,763	3,201	4,979
Employees %	38	61		37	63		35	65	
Contractors	83	52	270	144	488	632	104	190	337
Contractors %	31	61		23	62		31	64	
Employees by employment contract and gender									
Ongoing	2,013	3,326	5,381	1,813	3,105	4,939	1,691	3,110	4,814
Ongoing %	37	62		37	63		35	65	
Limited term	122	124	248	115	114	234	72	91	165
Limited term %	49	50		49	49		44	55	
Casual	0	1	1	0	1	1	0	0	0
Casual %	0	100		0	100		0	0	
Employees by employment type and gender (ongoing)									
Full time	1,736	3,254	5,030	1,520	3,033	4,574	1,371	2,981	4,364
Full time %	35	65		33	66		31	68	
Part time	277	72	351	293	72	365	320	129	450
Part time %	79	21		80	20		71	29	
Employees by region and gender									
Australian Capital Territory	0	3	3	1	4	5	1	2	3
Australian Capital Territory %	0	100		20	80		33	67	
New South Wales	255	629	890	219	598	817	219	621	846
New South Wales %	29	71		27	73		26	73	
Northern Territory	0	5	6	3	12	15	0	9	9
Northern Territory %	0	83		20	80		0	100	
Queensland	619	1,253	1,883	539	1,140	1,679	477	1,129	1,610
Queensland %	33	67		32	68		30	70	
South Australia	279	272	556	266	258	524	232	244	477
South Australia %	50	49		51	49		49	51	
Tasmania	14	27	41	15	20	35	14	25	39
Tasmania %	34	66		43	57		36	64	
Victoria	889	945	1,850	806	909	1,715	739	838	1,581
Victoria %	48	51		47	53		47	53	
Western Australia	6	25	32	3	19	22	2	20	22
Western Australia %	19	78		14	86		9	91	
LPG Pacific	72	292	368	75	286	361	78	313	391
LPG Pacific %	20	79		21	79		20	80	
Other International	1	0	1	1	0	1	1	0	1
Other International %	100	0		100	0		100	0	

1 The difference between our employment number and the gender split is represented by unspecified gender.

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Employee turnover</b>					
Rate of employee turnover - all employees (%)	18	18	14	20	21
Rate of female employee turnover (%)	19	18	16	25	23
Rate of male employee turnover (%)	17	18	13	16	19
<b>Industrial relations</b>					
Number of Collective Bargaining Agreements as at the end of the period	26	26	27	27	27
Employees covered by Collective Bargaining Agreements as at the end of the period (%)	33	29	26	30	35

## People and culture

### Diversity and inclusion

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Gender diversity</b>					
<b>Female representation (%)</b>					
Board	44.4	40.0	30.0	22.2	22.2
CEO-1 <sup>1</sup>	30.0	30.0	33.3	33.3	25.0
CEO-2 <sup>2</sup>	43.6	43.6	42.9	43.9	40.6
Senior leaders <sup>3</sup>	46.0	40.8	34.6	33.9	34.4
Overall gap between average female and male fixed remuneration within each job grade (percentage points) <sup>4</sup>	0.6	0.9	1.2	1.3	2.1
Rate of appointment of women to senior roles (%)	50.0	45.4	41.8	51.7	31.5
Rate of turnover of women in senior roles (%) <sup>5</sup>	10.9	12.9	7.9	13.0	20.7
Overall gap between female and male turnover in senior roles (percentage points) <sup>6</sup>	1.3	1.0	1.8	5.3	-6.3
<b>Indigenous employees</b>					
Number of Aboriginal and Torres Strait Islander people (voluntarily self-identified) in our workforce	99	73	70	46	41

1 CEO plus executive leadership that reports to CEO.

2 Roles directly reporting to CEO Level-1.

3 Senior Leaders captures the three reporting levels below CEO and includes roles with base salaries exceeding approximately \$200,000 per annum.

4 Based on the population-weighted average fixed remuneration for each gender at each job grade, where grade represents a proxy for equal work. Figures may vary with those quoted previously which were measured on a preliminary basis prior to the annual review process.

5 12 month rolling average as at 30 June.

6 The gap is the percentage point difference between male and female turnover, measured as percentage over the previous 12 months. A negative gap is favourable to female. Please note that these figures may be at variance with those quote elsewhere in which turnover represents monthly June figures annualised, rather than a 12-month average for the financial year.

### Employee engagement and development

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Employee engagement</b>					
Employee engagement score (#) <sup>1</sup>					
Employee engagement score (%) <sup>2</sup>	7.7	n/a	n/a	n/a	n/a
Employee participation in employee engagement survey (%)	n/a	68	74	75	61
Employee participation in employee engagement survey (%)	62	84	89	91	86
<b>Employee training</b>					
Hours of compliance training (average per employee trained) <sup>3,4</sup>	4.9	3.1	2.2	-	-
Hours of leadership training (average per employee trained) <sup>3</sup>	7.0	6.5	6.3	-	-

1 New methodology using Officevibe from FY2023. Score out of 10. for more information, see <https://help.officevibe.com/hc/en-us/articles/360028827631-How-are-Engagement-Scores-Calculated->

2 Based on Kincentric's methodology until FY2022.

3 New metric in FY2021.

4 Includes code of conduct, insider trading, being open and fair, competition and consumer protection, and cybersecurity training.