

Global Reporting Initiative (GRI) Index

For the year-ended 30 June 2023

Statement of use	Origin Energy has reported the information cited in this GRI content index for the period 1 July 2022 - 30 June 2023 with reference to the GRI Standards.
GRI 1 used	<i>GRI 1: Foundation 2021</i>

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Origin Energy Limited 2023 Annual Report > Share and Shareholder Information – pgs 148-150 Level 32, Tower 1, 100 Barangaroo Avenue, Barangaroo, NSW 2000 Australia 2023 Sustainability Report > Where we operate – pg 8
	2-2 Entities included in the organization's sustainability reporting	2023 Sustainability Report > About our reporting – pg 51 2023 Annual Report > Financial statements > Group structure – pgs 127-130
	2-3 Reporting period, frequency and contact point	2023 Sustainability Report > Origin's 2023 corporate reporting – pg 2 2023 Sustainability Report > About our reporting – pg 51
	2-4 Restatements of information	FY2023 Sustainability Performance data > GHG emissions – pg X
	2-5 External assurance	2023 Sustainability Report > Origin's 2023 corporate reporting – pg 51 2023 Sustainability Report > EY Assurance statement – pg 49
	2-6 Activities, value chain and other business relationships	2023 Annual Report > Operating and Financial Review – pgs 11-53 2023 Annual Report > Directors' Report – pg 54 2023 Sustainability Report > Responsible procurement – pg 21
	2-7 Employees	FY2023 Sustainability Performance data – pg 18
	2-9 Governance structure and composition	2023 Annual Report > Board of Directors – pgs 6-7 Corporate Governance Statement – pgs 4-7
	2-10 Nomination and selection of the highest governance body	2023 Annual Report > Director's Report – pg 54 Corporate Governance Statement – pgs 4-7
	2-11 Chair of the highest governance body	2023 Annual Report > Board of Directors – pg 6 Corporate Governance Statement – pg 6
	2-12 Role of the highest governance body in overseeing the management of impacts	2023 Annual Report > Director's Report – pg 54 Corporate Governance Statement – pgs 4-7 2023 Sustainability Report > How we work – pg 39
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Statement – pgs 4-8
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance Statement – pgs 6-7 2023 Sustainability Report > Our material sustainability topics – pg 46
	2-15 Conflicts of interest	2023 Annual Report > Financial statements – pgs 57, 73 Corporate Governance Statement – pg 6
	2-16 Communication of critical concerns	2023 Annual Report > Operating and Financial Review – pgs 42-48 Corporate Governance Statement – pgs 7-10 2023 Sustainability Report > People and culture – pg 39 Safety, health and wellbeing management approach – pg 2
	2-17 Collective knowledge of the highest governance body	Corporate Governance Statement – pgs 4-5 2023 Annual Report > Board of Directors – pg 6

GRI STANDARD	DISCLOSURE	LOCATION
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Statement – pg 6
	2-19 Remuneration policies	2023 Annual Report > Remuneration Report – pgs 58-81 Corporate Governance Statement – pg 6
	2-20 Process to determine remuneration	2023 Annual Report > Remuneration Report – pgs 58-81 Corporate Governance Statement – pg 6
	2-22 Statement on sustainable development strategy	2023 Sustainability Report > A message from the Chief Executive Officer – pgs 3-4 2023 Annual Report > A message from Scott and Frank – pg 2
	2-23 Policy commitments	Corporate Governance Statement – pg 2 Industry Associations Review 2023 Governance & policies - originenergy.com.au/about/investors-media/governance/ Code of conduct Whistleblower Policy Human Rights Policy HSE Policy Privacy D&I Policy Dealing in securities Risk management Anti-bribery and corruption Hardship policies - originenergy.com.au/billing-payments/financial-support/ Our Supplier Code Communities management approach – pgs 1-3 Customers management approach – pgs 2-3 People and culture management approach – pgs 1-5 Procurement management approach – pgs 1-2 Environment management approach – pg 1 Safety, health and wellbeing management approach – pgs 1-3
	2-24 Embedding policy commitments	Corporate Governance Statement – pg 2 Communities management approach – pgs 1-3 Customers management approach – pgs 2-3 Environment management approach – pg 1 People and culture management approach – pgs 1-5 Procurement management approach – pgs 1-2 Safety, health and wellbeing management approach – pgs 1-3
	2-25 Processes to remediate negative impacts	2023 Sustainability Report > Customers > Complaints and resolutions – pg 12 2023 Sustainability Report > Communities > Responding to complaints – pgs 18-19 Communities management approach – pg 3 Customers management approach – pg 2 People and culture management approach – pg 3 Procurement management approach – pgs 1-2 2023 Modern Slavery Statement – pg 18
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance Statement - pg 2 People and culture management approach – pg 3 Safety, health and wellbeing management approach – pg 1
	2-27 Compliance with laws and regulations	2023 Sustainability Report > Customers > Regulatory compliance – pg 12 2023 Sustainability Report > Water > Regulatory compliance – pg 35 FY2023 Sustainability Performance data – pgs 7, 16
	2-28 Membership associations	Industry Associations Review 2023 – pgs 6-13
	2-29 Approach to stakeholder engagement	2023 Sustainability Report > Stakeholder engagement – pg 45 2023 Sustainability Report > Energy and climate change > Supporting Eraring's transition – pgs 30-32 Corporate Governance Statement – pg 11 Communities management approach – pgs 1-4 Customers management approach – pgs 1-3 People and culture management approach – pg 5 Procurement management approach – pgs 1-2
	2-30 Collective bargaining agreements	People and culture management approach – pg 5 FY2023 Sustainability Performance data – pg 18

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 Sustainability Report > Our material sustainability topics - pg 46
	3-2 List of material topics	2023 Sustainability Report > Our material sustainability topics – pg 46
	3-3 Management of material topics	<p>2023 Sustainability Report</p> <p>Customers management approach covers management of the following material topics: Affordability of energy Cyber security Reliability of energy Supporting vulnerable customers Lower-carbon customer solutions Customer experience</p> <p>Communities management approach covers management of the following material topics: Impacts to communities Land access and coexistence Closure planning of sites / assets Responsible supply chain Rights and cultural heritage of Indigenous peoples Human rights</p> <p>Climate Transition Action Plan (2022) covers management of the following material topics: Climate change and the energy transition Greenhouse gas emissions Policy and regulation</p> <p>Environment management approach covers management of the following material topics: Greenhouse gas emissions Biodiversity and ecosystem services Water management Air emissions Policy and regulation Waste management and resource efficiency</p> <p>People and culture management approach covers management of the following material topics: Health and safety Diversity and inclusion Ethics and governance Workforce training, development and engagement</p>
GRI 201: Economic Performance 2016 Origin material topic: Impacts to communities; Responsible supply chain	201-1 Direct economic value generated and distributed	FY2023 Sustainability Performance data – pg 9
	201-2 Financial implications and other risks and opportunities due to climate change	2023 Sustainability Report > Energy and climate change – pg 32 2023 Annual Report > Climate risks – pgs 44-45 2023 Annual Report > Financial statements – pgs 89-91
GRI 203: Indirect Economic Impacts 2016 Origin material topic: Responsible supply chain	203-1 Infrastructure investments and services supported	2023 Sustainability Report > Energy and climate change > Supporting Eraring's transition – pgs 30-32
	203-2 Significant indirect economic impacts	2023 Sustainability Report > Responsible procurement – pg 21 2023 Sustainability Report > Working with communities – pg 18 FY2023 Sustainability Performance data – pg 1
GRI 204: Procurement Practices 2016 Origin material topic: Responsible supply chain	204-1 Proportion of spending on local suppliers	2023 Sustainability Report > Responsible procurement– pg 21 FY2023 Sustainability Performance data – pg 11

GRI STANDARD	DISCLOSURE	LOCATION
GRI 205: Anti-corruption 2016 Origin material topic: Ethics and governance	205-2 Communication and training about anti-corruption policies and procedures	2023 Sustainability Report > How we work – pg 39 People and culture management approach – pg 2 FY2023 Sustainability Performance data – pg 19
	205-3 Confirmed incidents of corruption and actions taken	2023 Sustainability Report > How we work – pg 39 FY2023 Sustainability Performance data – pg 17
GRI 207: Tax 2019 Origin material topic: Ethics and governance	207-1 Approach to tax	Origin Tax Contribution Report 2022 – pgs 5-6 People and culture management approach – pg 3
	207-2 Tax governance, control, and risk management	Origin Tax Contribution Report 2022 – pg 5 People and culture management approach – pg 3
	207-3 Stakeholder engagement and management of concerns related to tax	Origin Tax Contribution Report 2022 – pg 5 People and culture management approach – pg 3
GRI 303: Water and Effluents 2018 Origin material topic: Water management	303-1 Interactions with water as a shared resource	2023 Sustainability Report > Water – pg 35 Environment management approach – pgs 3-4
	303-2 Management of water discharge-related impacts	2023 Sustainability Report > Water – pg 35 Environment management approach – pgs 3-4
	303-3 Water withdrawal	2023 Sustainability Report > Water – pg 35 FY2023 Sustainability Performance data – pg 14
	303-4 Water discharge	2023 Sustainability Report > Water – pg 35 FY2023 Sustainability Performance data – pg 14
	303-5 Water consumption	2023 Sustainability Report > Water – pg 35 FY2023 Sustainability Performance data – pg 14
GRI 304: Biodiversity 2016 Origin material topic: Biodiversity and ecosystem services	304-2 Significant impacts of activities, products and services on biodiversity	2023 Sustainability Report – pg 37 Environment management approach – pgs 6-7
	304-3 Habitats protected or restored	2023 Sustainability Report – pg 37 Environment management approach – pgs 6-7
GRI 305: Emissions 2016 Origin material topic: Climate change and greenhouse gas emissions	305-1 Direct (Scope 1) GHG emissions	2023 Sustainability Report > Emissions reduction targets – pg 25 2023 Sustainability Report > Greenhouse gas emissions – pgs 33-34 FY2023 Sustainability Performance data – pg 12
	305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report > Emissions reduction targets – pg 25 2023 Sustainability Report > Greenhouse gas emissions – pgs 33-34 FY2023 Sustainability Performance data – pg 12
	305-3 Other indirect (Scope 3) GHG emissions	2023 Sustainability Report > Emissions reduction targets – pg 25 2023 Sustainability Report > Greenhouse gas emissions – pgs 34 FY2023 Sustainability Performance data – pg 13
	305-4 GHG emissions intensity	2023 Sustainability Report > Emissions reduction targets – pg 25 2023 Sustainability Report > Greenhouse gas emissions – pgs 33-34 FY2023 Sustainability Performance data – pg 13
	305-5 Reduction of GHG emissions	2023 Sustainability Report > Emissions reduction targets – pg 25 2023 Sustainability Report > Greenhouse gas emissions – pgs 33-34 2023 Sustainability Report > Our strategy to transition to net zero – pgs 26-28 FY2023 Sustainability Performance data – pgs 12-13 Environment management approach – pg 2
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2023 Sustainability Report > Air emissions - pg 36 FY2023 Sustainability Performance data – pg 16
GRI 306: Waste 2020 Origin material topic: Waste management and resource efficiency	306-1 Waste generation and significant waste-related impacts	2023 Sustainability Report > Waste – pg 36 FY2023 Sustainability Performance data – pg 15
	306-2 Management of significant waste-related impacts	2023 Sustainability Report > Waste - pg 36 Environment management approach > Waste – pg 5
	306-3 Waste generated	2023 Sustainability Report > Waste - pg 36 FY2023 Sustainability Performance data – pg 15
	306-4 Waste diverted from disposal	2023 Sustainability Report > Waste - pg 36 FY2023 Sustainability Performance data – pg 15

GRI STANDARD	DISCLOSURE	LOCATION
	306-5 Waste directed to disposal	2023 Sustainability Report > Waste - pg 36 FY2023 Sustainability Performance data – pg 15
GRI 308: Supplier Environmental Assessment 2016 Origin material topic: Responsible supply chain	308-2 Negative environmental impacts in the supply chain and actions taken	2023 Sustainability Report > Responsible procurement - pg 21 Procurement management approach – pgs 1-2
GRI 401: Employment 2016 Origin material topic: Diversity and inclusion	401-1 New employee hires and employee turnover	FY2023 Sustainability Performance data – pg 18
	401-3 Parental leave	2023 Sustainability Report - pg 42 People and culture management approach – pg 3
GRI 403: Occupational Health and Safety 2018 Origin material topic: Health and safety	403-1 Occupational health and safety management system	Environmental management approach – pg 1 Safety, health and wellbeing management approach – pg 1-2
	403-2 Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report - pgs 40-41 Safety, health and wellbeing management approach – pg 2
	403-3 Occupational health services	2023 Sustainability Report - pg 40 Safety, health and wellbeing management approach – pg 2
	403-4 Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability Report - pgs 40-41 Safety, health and wellbeing management approach – pgs 2-3
	403-5 Worker training on occupational health and safety	2023 Sustainability Report - pgs 39, 41 Safety, health and wellbeing management approach – pg 2-3
	403-6 Promotion of worker health	2023 Sustainability Report - pgs 40-41 Safety, health and wellbeing management approach – pg 2
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 Sustainability Report - pgs 40-41 Safety, health and wellbeing management approach – pg 1-3
	403-8 Workers covered by an occupational health and safety management system	Safety, health and wellbeing management approach – pgs 1-2
	403-9 Work-related injuries	2023 Sustainability Report - pg 41 FY2023 Sustainability Performance data – pg 17
GRI 404: Training and Education 2016 Origin material topic: Workforce training, development and engagement	404-1 Average hours of training per year per employee	FY2023 Sustainability Performance data – pg 19
	404-2 Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report - pgs 30, 40 People and culture management approach – pgs 4-5
	404-3 Percentage of employees receiving regular performance and career development reviews	People and culture management approach – pg 5
GRI 405: Diversity and Equal Opportunity 2016 Origin material topic: Diversity and inclusion	405-1 Diversity of governance bodies and employees	2023 Sustainability Report > Inclusion - pg 42 Corporate Governance Statement – pgs 2-3
	405-2 Ratio of basic salary and remuneration of women to men	FY2023 Sustainability Performance data – pg 19 Corporate Governance Statement – pg 3
GRI 409: Forced or Compulsory Labor 2016 Origin material topic: Human rights; Responsible supply chain	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2023 Sustainability Report > Responsible procurement - pg 21 Procurement management approach – pgs 1-2 2023 Modern Slavery statement – pgs 2-24

GRI STANDARD	DISCLOSURE	LOCATION
GRI 413: Local Communities 2016 Origin material topics: Impacts to communities; Closure planning of sites/assets; Land access and coexistence	413-1 Operations with local community engagement, impact assessments, and development programs	2023 Sustainability Report > Working with communities - pg 18 2023 Sustainability Report > Supporting communities – pgs 19-20 2023 Sustainability Report > Supporting Eraring's transition – pgs 30-31 Communities management approach – pgs 1-3
	413-2 Operations with significant actual and potential negative impacts on local communities	2023 Sustainability Report > Working with communities - pg 18 2023 Sustainability Report > Supporting Eraring's transition – pgs 30-31 Communities management approach - pgs 1-3
GRI 414: Supplier Social Assessment 2016 Origin material topic: Responsible supply chain	414-2 Negative social impacts in the supply chain and actions taken	2023 Sustainability Report > Responsible procurement - pg 21 Procurement management approach – pgs 1-2
GRI 415: Public Policy 2016 Origin material topic: Ethics and governance	415-1 Political contributions	FY2023 Sustainability Performance data – pg 17 People and culture management approach – pg 2
GRI 418: Customer Privacy 2016 Origin material topic: Cyber security	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2023 Sustainability Report > Privacy and cyber security - pg 12 FY2023 Sustainability Performance data – pg 7 Customer management approach – pg 2
Document links		2023 Sustainability Report FY2023 Sustainability Performance data 2023 Annual Report Corporate Governance Statement Climate Transition Action Plan (2022) Customers management approach Communities management approach Safety, health and wellbeing management approach Environment management approach People and culture management approach Procurement management approach Industry Associations Review 2023 Origin Tax Contribution Report 2022 Governance & policies Code of conduct Whistleblower Policy Human Rights Policy HSE Policy Privacy D&I Policy Dealing in securities Risk management Anti-bribery and corruption Our Supplier Code Hardship policies Our hardship policy - Victoria Our hardship policy – ACT/ NSW/ QLD</SA Our hardship policy - WA