

## Charter

### Purpose

This Charter sets out the authority, role and responsibilities, membership and operation of the Safety and Sustainability Committee (the Committee) for Origin Energy (the Company).

### Authority

The Board, through the Constitution and its Charter, has delegated authority to the Committee to oversee the Company's strategies, policies, and practices in relation to health, safety, environment (HSE) and sustainability aspects such as climate change, community engagement and investment, human rights, cultural heritage and Indigenous engagement and social responsibility.

The Committee has the authority to decide on all matters within the scope of its role and responsibilities, other than matters reserved for the Board.

### Role and Responsibilities of the Committee

The role of the Committee is to:

- support and advise the Board on the Company's strategies related to safety and sustainability;
- monitor emerging areas of sustainability aspects relevant to the Company's operations;
- oversee the Company's management of safety and sustainability risks, opportunities and impacts arising out of the Company's activities and operations and review the adequacy of the Company's governance framework and management systems in those areas;
- approve and monitor performance of safety and sustainability related matters and commitments;
- recommend to the Board appropriate safety and sustainability related objectives and targets, and monitor the Company's progress towards achieving those targets. This includes working with the Remuneration, People and Culture Committee to incorporate appropriate safety and sustainability metrics into the Company's remuneration framework; and
- approve public disclosures related to its role and responsibilities, except those required to be approved by the Board.

To accomplish its role, the Committee is responsible for:

#### Health, Safety and Environment (HSE)

- overseeing the Company's policies, governance and performance in health and safety (including personal safety and process safety), and environment (including water management and scarcity, waste management, and biodiversity);
- overseeing programs relating to employee wellness including mental wellbeing;
- approving the HSE Policy and reviewing the soundness of the Company's HSE management framework annually; and
- overseeing the Company's framework for protecting the security of the Company's people and assets, including business resilience, except cyber security.

#### Climate Change

- making recommendations to the Board on the Company's climate change strategy, commitments, actions, and emissions reductions targets;
- monitoring and reviewing updates to climate science, jurisdictional responses, and key climate change developments; and
- reviewing and monitoring the resilience of the Company's portfolio and ability to adapt to transitional and physical climate change risks and opportunities.

### Human Rights

- reviewing the effectiveness of policies and processes with respect to human rights across the Company and its value chain, including its responsible procurement policies and practices;
- monitoring key human rights developments and the Company's approach to management of human rights including modern slavery aspects; and
- approving the Human Rights Policy.

### Communities, Cultural Heritage and Social Impact

- monitoring the management of matters that impact the Company's reputation and social licence, including community engagement, land access and sustainable development;
- overseeing the Company's approach to just transition, facility closure, site remediation and legacy management; and
- monitoring the Company's practices with respect to protecting cultural heritage and engaging with Indigenous communities, including the Traditional Owners of the lands on which it operates.

### Compliance, Assurance and Learning

- monitoring the Company's compliance with statutory safety and sustainability related obligations and its internal requirements;
- undertaking site visits to engage with stakeholders, including employees, contractors or where appropriate, community representatives, including Traditional Owners, on HSE and sustainability matters;
- overseeing assurance over activities within its scope, including approving the HSE Internal Audit Plan;
- reviewing material incident reports and regulatory non-compliances to identify learnings and overseeing the Company's implementation of action plans; and
- monitoring key legal, regulatory and industry developments related to sustainability aspects and safety, and making recommendations to the Board regarding the management of these issues across the Company.

### Disclosures

- overseeing the strategy, preparation, and verification of the Company's public disclosures on sustainability matters, including climate change, the Company's Sustainability Report and Modern Slavery Statement, and recommending them to the Board for approval and release; and
- overseeing the Company's approach to public policy advocacy on matters that are within the scope of the Committee's responsibility.

### Composition

The Committee is comprised of the Chief Executive Officer and non-executive Directors, with no fewer than three members, appointed by the Board.

The Board considers it appropriate that the Chief Executive Officer be a member of the Committee given the direct impact the deliberations of the Committee can have on the day-to-day operations of the Company, as well as the Chief Executive Officer's role as the executive accountable for climate change within the Company.

The majority of the Committee, including its Chairman, are independent.

The Committee should be of sufficient size and independence, and its members between them should have the necessary skills and knowledge of safety and sustainability related matters and a sufficient understanding of the industry in which the Company operates, to be able to discharge the Committee's role effectively.

A quorum shall be three members.

All Directors have a standing invitation to attend meetings of the Committee. The Committee may require any employee of the Company to attend meetings for the purpose of making presentations or participating in discussions.

The Secretary of the Committee will be the Company Secretary, or such other person as nominated by the Board.

### Procedures

The Committee will meet as required but should meet at least four times each year.

An agenda will be prepared for each meeting and distributed in advance of the meeting in consultation with the Committee Chairman.

Minutes of meetings will be prepared and will be circulated to the Committee Chairman and then to the Committee and Board after each meeting.

The Committee Chairman will report to the Board after each Committee meeting, including making recommendations on any specific decisions or actions the Board should consider and other matters relevant to the Committee's role and responsibilities.

From time to time, matters considered by the Committee may be relevant to the workings of another Board Committee. The Committee Chairman and the Company Secretary will coordinate such cross-Committee discussions and reporting.

### Assistance and External Advice

The Committee will have access to adequate internal and external resources, including seeking advice or assistance from external advisors or specialists it considers necessary or appropriate to fulfil its role.

In the first instance, the Group Manager, Health, Safety and Environment or delegate will provide assistance and support to the Committee in relation to health, safety and environmental matters applicable Company-wide. The Group Manager, Reporting & Campaigns (External Affairs) and Head of Legal, Upstream & Development or their delegates will provide assistance and support to the Committee in relation to other sustainability aspects of its responsibilities.

### Approval and Review of Charter

The Committee Charter must be approved by the full Board.

The Committee will review the Charter every two years to maintain its relevance and effectiveness and make recommendations to the Board for any amendments.

The Committee Charter is available on the Company's website.

**Approved by the Board October 2021.**