



MITSUI E&P AUSTRALIA

Modern Slavery Statement 2025



DISCLAIMER

This document is a joint Modern Slavery Statement (**Statement**) in relation to the reporting period from 1 January 2025 to 31 December 2025. This Statement is made by Mitsui E&P Australia Holdings Pty Ltd (ACN 077 897 440) (**MEPAU**) in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) (**Act**). The Statement reflects the activities of MEPAU, any entities owned or controlled by MEPAU and MEPAU-operated joint ventures.

MEPAU has prepared this Statement based on information available to it at the time of preparation.

This Statement contains forward-looking statements relating to MEPAU's policies and practices with respect to modern slavery risk management, including statements of current intention and expectation and statements of opinion. Except as required by applicable laws or regulations, MEPAU does not undertake to publicly update or review any forward-looking statements.

In this Statement, unless otherwise stated, references to MEPAU, the MEPAU Group, or similar expressions refer to MEPAU, its subsidiaries, its controlled entities and MEPAU-operated joint ventures. This Statement does not cover our non-controlled entities or non-operated joint ventures. References to 'operations' may include aspects of joint ventures that are not operated by MEPAU and should be read in this context.

Contents

DISCLAIMER 2

MESSAGE FROM THE CEO 4

MODERN SLAVERY STATEMENT 2025 5

VALUES 7

STRUCTURE 8

OPERATIONS 9

MODERN SLAVERY RISK ASSESSMENT 12

ACTIONS TO ADDRESS MODERN SLAVERY RISKS 13

ASSESSING EFFECTIVENESS AND LOOKING AHEAD 15

APPENDIX A – LIST OF AUSTRALIAN REPORTING ENTITIES IN THE MEPAU GROUP 17

MESSAGE FROM THE CEO

As the CEO of Mitsui E&P Australia Holdings Pty Ltd, I am proud to present our Modern Slavery Statement for 2025. This Statement outlines our ongoing commitment to reducing the risk of modern slavery in our business and supply chains.

The term modern slavery is used to refer to serious exploitative practices including trafficking in persons, slavery, servitude, forced labour, debt bondage, deceptive recruiting for labour or services, forced marriage and the worst forms of child labour.

We believe that it is our responsibility to conduct our business in a manner that respects human rights and does not involve modern slavery practices, and our business policies and procedures reflect this belief. We are committed to continuously improving our policies and processes to ensure that we are doing our part in the global effort to combat modern slavery.

We understand that modern slavery is a complex and multifaceted issue, and therefore we adopt a pro-active approach to identify and mitigate potential modern slavery risks. This includes implementing and improving our due diligence processes and providing training and resources to our employees.

We are proud to share our Modern Slavery Statement for 2025, which outlines the steps that we have taken, and that we plan to take in the future, to prevent any modern slavery in our business and its supply chains.



Ken Yamamura
Chief Executive Officer
Mitsui E&P Australia Holdings Pty Ltd



Ken Yamamura

Managing Director & CEO

This statement was approved by the Board of Directors of Mitsui E&P Australia Holdings Pty Ltd, in its capacity as the principal governing body of the MEPAU Group, on 26 June 2026.

MODERN SLAVERY STATEMENT 2025

This Statement is MEPAU's sixth in response to the *Modern Slavery Act 2018* (Cth) (**Act**). This Statement describes MEPAU's actions and measures taken to reduce the risk of modern slavery being enabled or supported through our business activities in 2025.

The submitting entity is Mitsui E&P Australia Holdings Pty Ltd (ACN 077 897 440) (**MEPAU**) as the parent company of the entities listed in Appendix A (**MEPAU Group**), each of which are considered reporting entities in addition to MEPAU for the purposes of the Act. MEPAU's registered office is Level 8 Alluvion, 58 Mounts Bay Road, Perth, Western Australia. MEPAU has policies, procedures, systems and processes that it follows and that are applied consistently to all entities in the MEPAU Group.

The Global Slavery Index (**GSI**) 2023¹, produced by the human rights group Walk Free, provides national estimates of modern slavery for 160 countries. The report reveals that an estimated 50 million people were living in modern slavery on any given day in 2021, an increase of 10 million people since 2016.

The GSI report further reveals that the 10 countries with the highest prevalence of modern slavery are North Korea, Eritrea, Mauritania, Saudi Arabia, Türkiye, Tajikistan, United Arab Emirates, Russia, Afghanistan, and Kuwait. Six G20 nations are among the countries with the largest number of people in modern slavery, including India (11 million), China (5.8 million), Russia (1.9 million), Indonesia (1.8 million), Türkiye (1.3 million) and the United States (1.1 million).

The report also highlights the role of G20 nations in fuelling the use of forced labour within global supply chains, including state-imposed forced labour. The G20 nations account for over half of all people living in modern slavery and import US\$468 billion of at-risk products annually.

It is essential for everyone to be aware of, and take action to combat, modern slavery and MEPAU believes that working together, we can make a difference.

¹ [Global Slavery Index | Walk Free](https://www.walkfree.org/global-slavery-index/) - <https://www.walkfree.org/global-slavery-index/>



ABOUT MEPAU

Mission: Commit to a reliable, affordable and sustainable energy supply and lead the energy transition with low carbon solutions.

Vision: Be a leader in cleaner energy solutions, consistently demonstrating operational excellence, safety performance and our commitment to the communities in which we operate.

Values: Safety, Integrity, Collaboration, Innovation and Excellence.

VALUES

Safety

Safety takes precedence in everything we do.

Integrity

We act in an honest and ethical manner, holding ourselves accountable for doing what we say that we will do. We are trustworthy, dependable and respectful to our colleagues and stakeholders alike.

Collaboration

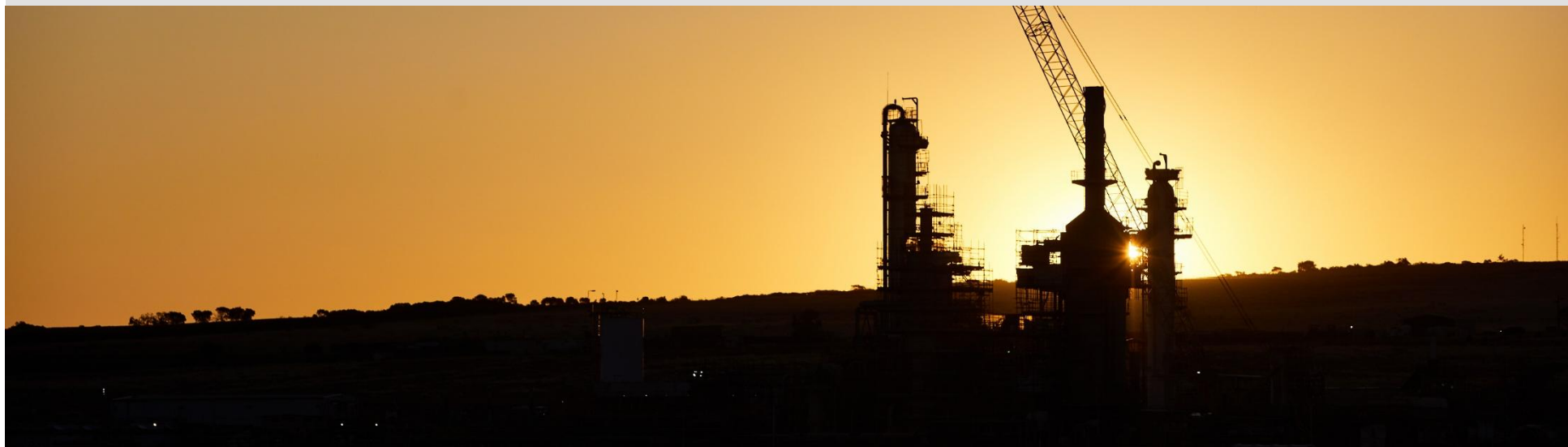
We embrace diversity and open mindedness, recognising that partnering with our colleagues and stakeholders achieves the best outcomes. Together, we acknowledge and celebrate success.

Innovation

We challenge ourselves to be creative and innovative, generating value adding solutions through flexible thinking and open communication. We are courageous in our thinking and accept new ideas as opportunities to learn.

Excellence

We strive for excellence in all that we do. We commit to delivering the highest standards in our technical and environmental solutions for the benefit of our people, stakeholders, Traditional Custodians, and the communities in which we work.



STRUCTURE

MEPAU is wholly owned by Mitsui & Co., Ltd. (**Mitsui Tokyo**) which is a global trading and investment company with multiple businesses operating across different industries in the one corporate group. With approximately 5,333 employees, Mitsui Tokyo operates businesses through 120 offices and affiliates in 62 countries or regions around the world with approximately 55,463 employees in the consolidated group companies.

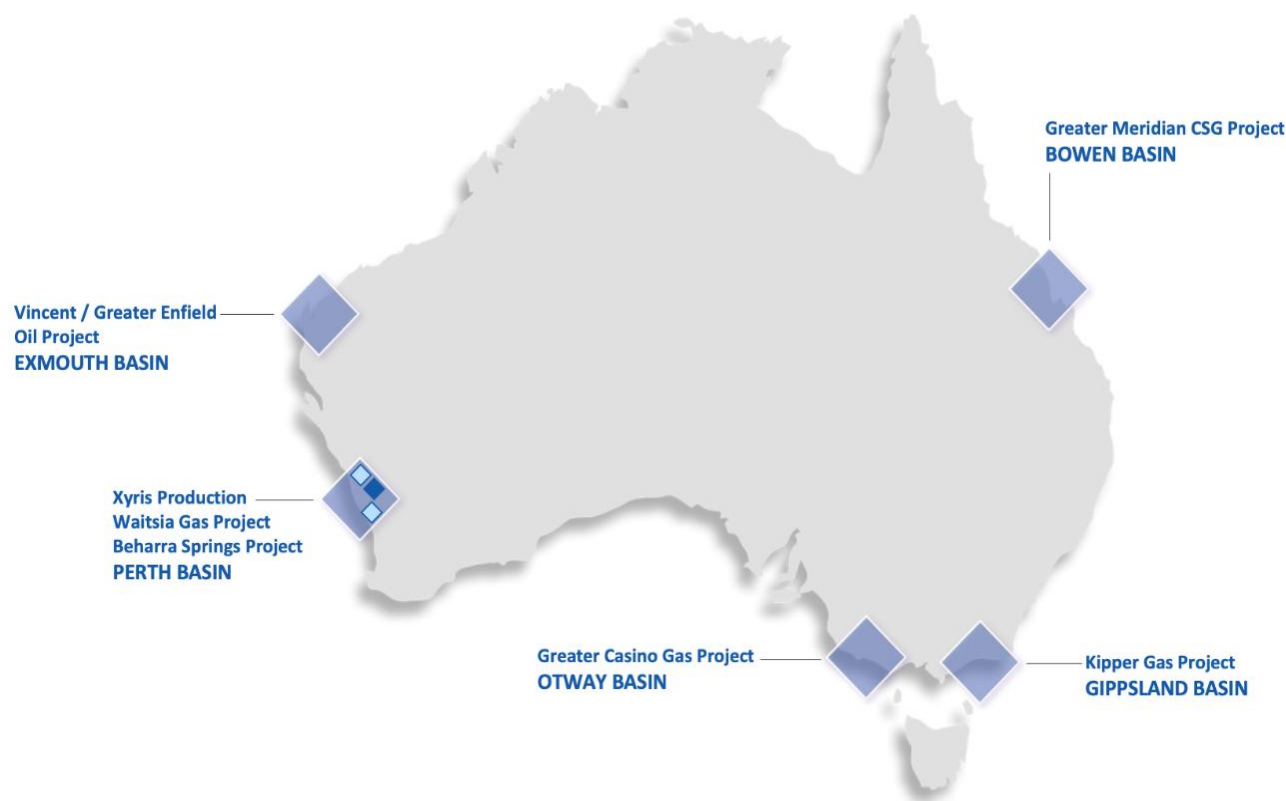
MEPAU is a Western Australian based energy explorer and producer, and is the operator of the Waitsia Gas Field with two gas-producing facilities in the Mid-West region of Western Australia, as well as non-operated interests in a number of energy assets around Australia. In addition, and as part of MEPAU’s business expansion into new low carbon operations, MEPAU is developing carbon farming projects (through its Outback Carbon subsidiary) and carbon capture & storage developments (via the Cygnus Hub in the Mid-West).

MEPAU has approximately 202 employees in its Perth office.

MEPAU has assessed the risk of modern slavery within our operations to be low, as our employees are based in Australia and are governed by the policies and processes of the MEPAU Group. We prioritise compliance with all relevant labour laws and have systems in place to monitor our compliance.

140 Permanent Full Time Employees	11 Permanent Part Time Employees	51 Fixed Term (Full Time and Part Time) Employees
		

OPERATIONS²



OPERATED JOINT VENTURES

The Waitsia Gas Project

The Waitsia Gas Field is a conventional onshore gas field located in the Perth Basin of Western Australia. The Waitsia Gas Project encompasses the producing Xyris Production Facility, the Waitsia Gas Plant (under construction in 2025 and in production as at the date of this report), and numerous wells and gathering systems of flowlines and hubs to convey extracted gas. The project is located approximately 16km southeast of Dongara, Western Australia and is operated by MEPAU.

The Waitsia Gas Project is a joint venture with Beach Energy Limited, which holds a 50% interest.

² This map includes MEPAU's controlled entities and MEPAU-operated joint ventures which are covered by this Statement. This map also includes MEPAU's non-operated joint ventures which are not covered by this Statement. MEPAU's non-operated interest in the Greater Casino Gas Project was sold in 2025. For further information on this map see page 10.

NON-OPERATED JOINT VENTURES³

Project	Location	Ownership	Operator	Activity
Beharra Springs	Perth Basin, Western Australia	MEPAU 50% Beach Energy 50%	Beach Energy	Gas processing facility
Vincent Greater Enfield Oil	North West Cape, Western Australia	MEPAU 40% Woodside Energy 60%	Woodside Energy	Crude oil floating production storage and offloading facility
Kipper Gas Field	Gippsland Basin, Victoria	MEPAU 35% ExxonMobil 32.5% Woodside Energy 32.5%	ExxonMobil	Conventional gas, condensate and LPG production facility
Meridian Gas	Bowen Basin, Queensland	MEPAU 49% WestSide 51%	WestSide	Gas compression and pipeline

For more information on MEPAU, please refer to: <https://mepau.com.au/about-us/>

³ As at the date of this report.

SUPPLY CHAINS

As an energy explorer & producer and a low-carbon solutions provider, MEPAU's supply chain includes companies involved with petroleum-related and agriculture-related engineering, drilling, construction and technical services, general logistics and transportation, specialist consultancies and labour and corporate services.

To develop MEPAU's projects and facilitate its operations and product sales, MEPAU procures a wide range of products and services including:

- Drilling, process and development equipment and services, including wellhead and wellsite equipment and services.
- Engineering, construction, operation & maintenance (O&M) and associated technical services.
- Logistical and transportation services.
- Site equipment, management and maintenance services, support services, and civil and construction equipment and services.
- Energy, utilities and consumables.
- Seed procurement, planting services and related agricultural services.
- Labour and corporate services including Information Technology, accounting, legal, government relations and administrative services.

MODERN SLAVERY RISK ASSESSMENT BY MEPAU

Through 2025 and into 2026, MEPAU conducted a targeted local risk assessment of its tier-1 supply chain with consideration of the '*cause, contribute, or directly linked*' continuum of involvement outlined in the United Nations Guiding Principles on Business and Human Rights. Suppliers were also assessed based on the 3 modern slavery risk factors (geography, sector & industry, and product & services).

The assessment (which was concluded in 2026) identified that around 10% of these tier-1 suppliers had a high modern slavery factor in one or two of the risk factors; none of the suppliers had high modern slavery factors across all three. These suppliers can be grouped into 7 'hotspot' categories:

1. accommodation;
2. agriculture & environmental services;
3. construction & industrial services;
4. facilities;
5. logistics & transport;
6. IT & communications;
7. manufacturing & equipment.

These categories could be exposed to forced labour, debt bondage, deceptive recruitment, and trafficking risks, and the last two could also be exposed to the worst forms of child labour.

MODERN SLAVERY RISK ASSESSMENT BY MITSUI & CO., LTD.

MEPAU is a wholly owned subsidiary of Mitsui & Co., Ltd. (**Mitsui Tokyo**), and an affiliate of Mitsui & Co. (Australia) Ltd (**MCA**). Both Mitsui Tokyo and MCA are committed to upholding modern slavery legislation. MCA has published its own statement under the Act, and Mitsui Tokyo has published its own statement under the UK Modern Slavery Act each year since 2016.

As the parent entity for the entire Mitsui global group, Mitsui Tokyo assesses its global supply chains for modern slavery risk, using human rights risk mapping, together with advice from and consultation with independent experts. These assessments include MEPAU as a wholly owned subsidiary.

Mitsui Tokyo conducted human rights risk mapping in 2020, examining 3,128 transactions conducted by head office and 7,820 transactions conducted by its overseas offices, with this assessment considering a wide range of human rights issues including modern slavery risks. Mitsui Tokyo also sought advice from, and consulted with, suitable independent experts.

More recently, Mitsui Tokyo undertook additional human rights due diligence work through its 2024 and 2025 financial years, including expanding those areas identified with high human rights risks (**high-risk areas**) based on both industry and country categories, and sending questionnaires to primary suppliers in these high-risk areas. The risk levels for the industries and countries were based on external public data, and the industry groups were mapped to relevant business units in the Mitsui Tokyo group, with the scope of the human rights due diligence surveys expanded to a total of 10 business units. Australia was identified as a low-risk jurisdiction.

MEPAU'S MODERN SLAVERY RISK RESPONSE

SUPPLY CHAIN DILIGENCE

MEPAU's supply base is diverse, including small and medium-sized businesses as well as multinational corporations and some of MEPAU's affiliate companies.

Many of MEPAU's tier-1 suppliers have their own extensive supply chains, connecting MEPAU with businesses worldwide.

As part of MEPAU's usual procurement activities, and in accordance with MEPAU's internal policies and processes, during 2025 MEPAU undertook varying levels of due diligence on proposed suppliers to ensure that these suppliers have responsible supply chain policies and suitable modern slavery and human rights positions.

In addition, when contracting with a supplier, MEPAU enshrined its expectations on compliance and human rights into its standard contract terms.

MEPAU will continue to look at ways to further improve and target its due diligence on suppliers, now with the added benefit of the recently completed tier-1 risk assessment.

POLICIES AND REPORTING FRAMEWORK

MEPAU's Business Conduct Standard (**Standard**) is regularly reviewed and published to all staff, and it obliges MEPAU's staff and contractors to conduct business in a manner that is honest and ethical, and that respects human rights and does not involve any modern slavery practices. The Standard prohibits discrimination based on any protected attribute under the law.

The Standard is MEPAU's principal code of conduct for its employees and contractors, who are expected to adhere to the Standard throughout their employment or engagement. MEPAU regularly reinforces this expectation, with all employees being obliged to annually review and individually acknowledge the Standard, and with an annual 'With Integrity' month each November, which is a Mitsui & Co., Ltd global event that promotes and educates all staff fair and ethical dealing in all business activities.

MEPAU also encourages its staff and contractors to freely 'speak up' if they have any concerns in this regard, and MEPAU ensures that anyone is supported in doing this with a detailed and publicly available Whistleblower Policy, with multiple reporting routes (including anonymous and independent routes).



ACTIONS TAKEN BY MEPAU

For the period from 1 January to 31 December 2025:

- **Compliance Committee** - In collaboration with MCA and other related Australian entities, a compliance committee meeting was held to discuss the effectiveness and future direction of governance and compliance matters, including modern slavery risk assessment and monitoring, and enhanced staff training.
- **Head office reporting** - MEPAU reports to the Mitsui Tokyo head office on the status of compliance system management and operation and the status of compliance promotion efforts as part of the global group's operational rules entitled 'Guidelines for Developing Compliance Structures at Affiliated Companies'. This compliance update is reported to the MEPAU Board of Directors.
- **Engaged external consultant on modern slavery uplift** – MEPAU engaged an experienced consulting firm to review and improve its modern slavery compliance processes, including by introducing a Modern Slavery Policy and a SME Modern Slavery Toolkit, as well as conducting a more detailed supply chain risk mapping exercise.
- **Enforcement of the Sustainable Procurement Policy** – MEPAU makes its Sustainable Procurement Policy available to all new suppliers and service providers. The policy focuses on respect for international standards and respect for human rights, and if there is a violation of the policy that causes adverse human rights impacts, MEPAU will work with suppliers and services providers to remediate such impacts through appropriate processes.
- **Business Conduct Standard reminders and e-learning** – MEPAU's e-learning modules cover a broad range of compliance issues, and include a module dedicated to educating its workforce on the risks of modern slavery in the context of the global business model. This e-learning course is compulsory for all MEPAU employees.

ASSESSING EFFECTIVENESS AND LOOKING AHEAD

MEPAU recognises that the risks of modern slavery are complex and evolving. Assessing the effectiveness of its risk management and monitoring processes can be challenging due to the complexity of international supply chains and the potential for many of the risks to exist deep down the supply chain, where MEPAU's oversight and influence is much more limited.

MEPAU assesses its effectiveness in identifying and managing modern slavery and human rights risks by engaging with suppliers, utilising and continually improving its internal governance and risk management processes, and by reviewing and monitoring its compliance reporting.

At the date of this Modern Slavery Statement for 2025, no allegations of modern slavery within the MEPAU Group or in any of MEPAU's suppliers (at any tier) have been reported through any of MEPAU's compliance reporting routes. MEPAU undertakes to continuously review these systems and processes to reduce the risk of modern slavery within its supply chains, and to ensure that the protocols in place to detect or identify actual or potential risks or non-compliances are appropriate.

Moving ahead MEPAU plans to:

- roll out its new Modern Slavery Policy, integrate the modern slavery risk assessments into the broader risk assessments of its business activities and share its new SME Modern Slavery Toolkit with small to medium size suppliers;
- continue identifying themes and activities for MEPAU to improve its approach to combatting modern slavery; and
- ensure its systems are consistent with Mitsui Tokyo's global compliance processes to further assess and monitor modern slavery risks in MEPAU's supply chain.





GOVERNANCE & CONSULTATION FOR THIS REPORT

MEPAU's corporate governance and risk management frameworks, including the internal policies, standards, procedures and tools through which modern slavery risks are assessed and managed, are overseen by MEPAU's Board of Directors and are applied across all of the entities in the MEPAU Group. Prior to being put to the Board of Directors for review and approval, this Statement was prepared in consultation with MEPAU's controlled entities (including the reporting entities) and relevant representatives and groups within the business including contracts and procurement, supply chain, external affairs, risk & assurance, legal and operational teams.

APPENDIX A – LIST OF AUSTRALIAN REPORTING ENTITIES IN THE MEPAU GROUP

Mitsui E&P Australia Pty Ltd

MEPAU A Pty Ltd

MEPAU Athena Gas Processing Pty Ltd

AWE Overseas Pty Limited

AWE Offshore Pty Limited

MEPAU Finance Pty Ltd

MEPAU Australia Pty Ltd

MEPAU Perth Basin Pty Ltd

Outback Carbon Pty Ltd

MEPAU Beharra Springs Pty Ltd

MEPAU Project Pty Ltd

AWE Energy Holdings Pty Ltd

MEPAU (WA) Invest. Co. Pty Ltd

AWE (Bass Gas) Pty Ltd

AWE Petroleum Pty Ltd

MEPAU Otway Basin Pty Ltd

MEPAU P2P Pty Ltd

