

To	Company Announcements Office	Facsimile	1300 135 638
Company	ASX Limited	Date	25 September 2024
From	Helen Hardy	Pages	3
Subject	Correction to FY24 Remuneration Report		

Please find attached a release on the above subject.

Authorised for lodgement by:



Helen Hardy
Company Secretary
02 8345 5000

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ASX/Media Release

25 September 2024

Correction to FY24 Remuneration Report

Origin Energy Limited (Origin) advises a correction to the Remuneration Report, published as part of the Annual Report on 15 August 2024.

The correct value of the accelerated FY24 long-term cash-based awards for former Chief Financial Officer, Lawrie Tremaine, is \$1.049 million, and not \$234,000 as originally disclosed in error in Table 7-2 (a) of the Annual Report.

This adjustment represents an acceleration of the expense in accordance with accounting principles as a result of Mr Tremaine's retirement on 31 July 2024. The revised table is presented in Attachment 1 and will be restated as part of the FY25 Remuneration Report.

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Attachment 1

Table 7-2 (a) Executive KMP statutory remuneration (\$'000)

		Short term				Long term			Totals		
		Base salary	Post-employment benefit	Other ¹	Cash-based awards ²	Leave accrual ³	Cash-based awards ⁴	Share-based awards ⁵	Accounting remuneration	At risk (%)	Share based (%)
Executive Director											
F Calabria	2024	2,012	27	53	1,260	107	1,058	2,183	6,700	67	33
	2023	1,927	25	53	1,230	179	406	2,084	5,904	63	35
Other Executive KMP											
J Briskin	2024	971	27	22	678	(9)	434	824	2,947	66	28
	2023	935	28	26	680	(107)	224	777	2,563	66	30
G Jarvis	2024	980	27	92	733	68	454	901	3,255	64	28
	2023	946	25	65	730	143	241	848	2,998	61	28
A Thornton ⁶	2024	933	27	29	632	24	534	676	2,855	65	24
	2023	889	25	100	640	160	264	589	2,667	56	22
L Tremaine	2024	1,089	27	52	1,389	48	1,049	1,227	4,881	75	25
	2023	1,057	25	49	686	(89)	226	883	2,837	63	31
Executive total											
	2024	5,985	135	248	4,692	238	3,529	5,811	20,638	68	28
	2023	5,754	128	293	3,966	286	1,361	5,181	16,969	62	31

1 Represents non-monetary benefits including insurance premiums and fringe benefits (such as car parking, electric vehicle use and travel expenses).

2 Short-term cash-based awards include cash STI, which represents half of the STI award. STI cash is paid after the end of the financial year to which it relates but is allocated to the earning year. The balance of the STI award is Deferred STI.

3 Movement in leave provision over the reporting period. Negative movement indicates that leave taken during the year exceeded leave accrued during that year.

4 Long-term cash-based awards include deferred cash arrangements when the deferral period is greater than one year. For FY24, this includes FY23 Deferred STI and August 2023 LTI awards that were delivered in the form of Deferred Cash arrangements.

5 Share-based awards include RSs, PSRs and RSRs granted as Deferred STI or LTI, respectively. Share-based remuneration is that portion of the accounting value of equity granted or to be granted for the current and prior periods attributable to the reporting period. Where vesting of the equity is conditional on a non-market hurdle (for example, the underpinning metrics in the LTI RSR tranche) in following reporting periods, the accumulated expense is adjusted for the number of instruments expected to be released or vested. In good leaver circumstances, a bring-forward of future-period accounting expense may occur where a cessation of employment occurs before the normal vesting date. See Note G3 for details on share-based remuneration accounting.

6 For A Thornton, the short-term cash-based award also includes the portion of the value of the FY23 deferred remuneration retention arrangement attributable to each period.