

Responsible AI Policy

Approved 26 May 2026

1. Policy Statement

Meridian Energy Limited ("**Meridian**") is committed to the responsible use of artificial intelligence ("AI") in a manner that is aligned with Meridian's purpose and values.

2. Purpose

Meridian will consider adopting AI tools and systems to create or enhance business value and/or manage risk and/or improve customer experience.

This Policy establishes clear goals and expectations to guide the responsible use, procurement, development and oversight of AI across Meridian, supporting consistent decision making, accountability and risk management.

AI may be used and developed across a range of activities, including, for example, automation, prediction, classification, recognition, content generation, analysis, recommendation, optimisation, translation, personalisation, detection, simulation, forecasting, clustering and/or information extraction.

3. Scope

This policy applies to:

- (a) All Meridian employees and contractors as well as any third parties acting on behalf of Meridian in its internal environment who use, procure, develop, manage, or oversee AI systems; and
- (b) All AI systems used for Meridian activities, whether developed internally or sourced from third parties.

For the purpose of this Policy, AI refers to digital systems or tools that generate outputs such as predictions, content, recommendations or decisions based on data, where those outputs are produced through learned, probabilistic, or inferential techniques rather than solely through predefined rules or static analytics.

4. Policy Goals

As part of our commitment to responsible use of AI, Meridian has the following goals:

- (a) AI use and development respects data privacy and complies with Meridian's privacy, data protection and information management obligations.
- (b) AI use and development including third-party AI solutions comply with Meridian's cyber security policies and standards and associated assurance requirements.
- (c) Employees who use, procure, or develop AI tools are provided with appropriate and role relevant guidance and training on the use of AI.
- (d) Accountability for business processes and decisions remains with a clearly identified business owner irrespective of the use of AI to assist or automate those processes and decisions.

- (e) AI use and development must be consistent with Meridian's Code of Conduct, including Meridian's expectations on avoiding bias, acting ethically and avoiding discrimination.
- (f) Maintain appropriate human oversight for critical or high impact uses of AI, including the ability for human intervention where outcomes may affect people, safety, rights or business decisions.
- (g) Promote transparency about the use of AI where it is relevant to trust, understanding, or the interpretation of information, recommendation or decisions.
- (h) Consider upfront and manage the risks associated with the use and development of AI, including reliability risks arising from model drift or degradation and unintended harm.
- (i) AI use and development operate within any Meridian defined acceptable use, including any explicit limitations on what AI can and cannot be used for, as set out in any Meridian approved AI standards and guidelines which are reviewed periodically, and updated as technologies and risks evolve.
- (j) AI use and development must operate within defined enterprise guardrails relevant to the respective use case, including automation, prediction, analysis, content generation, and decision-support activities. These guardrails require that AI systems are transparent, explainable where appropriate, and aligned to approved business purposes, with clear ownership and human accountability maintained at all times. Continuous monitoring, auditability, and incident management are mandatory, with breaches of guardrails, material risks, or adverse impacts promptly escalated through governance forums.
- (k) Invest in building AI literacy across the workforce, including through clear and accessible education about what AI can and cannot do, so employees can use AI appropriately, understand its limitations and exercise informed judgement with appropriate trust.
- (l) Promote access to AI enabled tools and opportunities so the benefits of AI adoptions are shared across the organisation.
- (m) Ensuring energy and resource efficiency are considered when using or developing AI, including by avoiding unnecessary consumption of computing or infrastructure.
- (n) Use AI resources responsibly across their lifecycle taking a fit for purpose approach, considering reuse where appropriate and taking into account operational and environmental footprint.

5. Governance and Reporting

All artificial intelligence initiatives, systems, and use cases must be governed through a formal enterprise AI governance framework that clearly defines accountability, oversight, risk management, compliance, and decision-making responsibilities across management and governance bodies.

Management is responsible for ensuring that AI is designed, procured, deployed, monitored, and retired in a manner consistent with legal, regulatory, ethical, security, privacy, and organisational requirements. Significant AI-related risks, incidents, control deficiencies, material changes, and the overall status of the AI portfolio must be regularly reported through the appropriate executive governance forums, with escalations made as required, to ensure Board visibility and oversight.

The Board of Directors, through its delegated committees where applicable, will receive periodic reporting on AI strategy, adoption, key risks, controls, compliance, and material developments to enable effective governance and informed decision-making.

6. **Policy Information Table**

Policy Title	Responsible AI Policy
Last Approval Date	26 May 2026
Review Frequency	As AI is an evolving field, this policy will be reviewed frequently, annually at the least
Next Review Date	TBD
Owner	Chief Information Officer
Applies to	Meridian Group