

# Statement of Values

Approved by the Board with effect 28 September 2022

## 1. Introduction

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- 1.1 Botala Energy Ltd (**Company**) instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives, employees and its consultants and contractors work to reinforce these values.
- 1.2 The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.

## 2. Statement of values

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### 2.1 Statement of values

The Company has adopted this Statement of Values to express the standards and behaviours it expects from its directors, senior executives and all employees to fulfil its purpose and meet its goals.

As per Principle 3 of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, 4th Edition:

- (a) a listed entity should instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly; and
- (b) a listed entity should articulate and disclose its values.

This Statement of Values applies to the Company, and its subsidiaries (if any).

Our core values are **integrity and respect**:

- **Relationships** | Create value through trust and treating everyone with dignity and respect
- **Environment** | Commitment to sustainable development and social responsibility
- **Safety** | Manage operations to avoid harm to people and the environment
- **Performance** | Strive to achieve superior business and exploration results
- **Ethics** | Encourage integrity, honesty and accountability in all business dealings
- **Community** | Embrace engagement with local communities
- **Teamwork** | Promote teamwork and encourage collaboration

### **Our Commitment**

- (a) To maximise returns for our shareholders.
- (b) To perform in a responsible and efficient manner in the conduct of our work systems and procedures.
- (c) To actively engage with our stakeholders with a focus on sustainable exploration and development.
- (d) To promote industry best practice, occupational health and safety among our workers and business partners, permanently controlling the risks inherent in our operations. We will comply with applicable laws and regulations of the countries in which we operate.
- (e) To promote the ongoing care and protection of the environment within which we operate.
- (f) We acknowledge that our people are our greatest asset and are thus committed to providing an appreciated and safe work environment, offering opportunity for personal and professional development, and promoting self-protection, austerity, ethics, integrity and honesty.