

Social Policy

Approved by the Board with effect 2 January 2021. Reviewed 13 January 2026.

Botala Energy Ltd ("Botala Energy") strongly supports the concept of equal opportunities for all people with no distinction based on culture, race, religion or gender.

We believe it is sound business to involve and engage with local communities and other relevant stakeholders to:

- Build and maintain effective, long-term, friendly and mutually beneficial relationships.
- Conduct business in a way that provides long-term economic opportunities, stimulates employment, especially local employment, and supports social well-being.

Our Policy is based on the following principles:

Respect: Botala Energy strives for relationships based on transparency, mutual trust and respect. We recognise that our activities affect or could affect stakeholders, local communities, local cultures, and traditional and current land-uses.

Engagement: Botala Energy commits to informing, listening and discussing with stakeholders and local communities directly and openly about our objectives, programmes, other events, issues and ideas.

We seek to avoid and resolve grievances by consulting in a timely, interactive and culturally appropriate manner.

Benefit: Botala Energy recognises that people and communities affected by our activities should benefit, in the short and long-term, through opportunities such as employment, business development, education, training and community investment.

Botala Energy will:

- Develop strategies and programmes that build capacity in local communities and enhances their ability to benefit from economic opportunities associated with our activities and operations.
- Commit to local communities' participation in our workforce through employment and contracting opportunities.
- Strive to ensure that local contractors can provide safe, reliable and competitive goods and services to our operations.
- Work with communities and agencies to identify individual and community investment opportunities that support local cultures, priorities and needs.