

ANTI BRIBERY AND CORRUPTION POLICY

Anti Bribery and Corruption Policy Statement

At Boss Energy, we are committed to conducting our business with integrity and professionalism, and we have a zero-tolerance approach to bribery, corruption and improper conduct. We do not tolerate bribery or corruption in any form, and we expect all our business activities to be carried out in a manner that protects our values, reputation and stakeholders. This commitment reflects *The Boss Way* — the values and behaviours that guide how we act ethically and responsibly.

Policy Implementation

At Boss Energy we will ensure that:

- Everyone representing us acts with integrity when dealing with government officials, business partners and other stakeholders.
- We do not offer, give, solicit or accept bribes or other improper benefits, whether directly or indirectly, including through third parties.
- We do not make facilitation payments, kickbacks or secret commissions, regardless of local custom or practice.
- We expect everyone representing us to avoid conflicts of interest and to promptly disclose any actual or potential conflicts to their manager or an appropriate senior leader.
- We apply appropriate care and due diligence when engaging third parties acting on our behalf and expect them to meet the same standards of integrity.
- We promote an open and transparent culture, and we expect concerns about suspected misconduct to be raised promptly.
- We do not tolerate retaliation against anyone who raises a concern or speaks up in good faith.

Responsibility

This Policy applies to all of us our directors, officers, employees, contractors and other third parties who act for or on our behalf.

The Board is responsible for governing this Policy and monitors the effectiveness of our approach to preventing bribery and corruption.

Management is responsible for implementing this Policy and supporting ethical conduct through appropriate controls, awareness and monitoring.

The Chief Executive Officer of Boss is accountable to the Board for ensuring that this Policy is implemented and adhered to.

Matthew Dusci

Managing Director and CEO

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