

COMMUNITY POLICY

Community Policy Statement

At Boss Energy, we are committed to building and maintaining respectful relationships with the communities in which we operate, including engaging early and respectfully with Traditional Owners and Aboriginal communities and supporting the protection of cultural heritage. This reflects *The Boss Way* — the values and behaviours that guide how we engage with communities and conduct our activities.

Policy Implementation

At Boss Energy, we will:

- Engage early and communicate transparently with communities affected by our activities and consider community feedback in our decision-making where appropriate.
- Respect the cultural heritage, customs and traditions of our host communities, including those of Indigenous peoples associated with our business activities and work to build cultural awareness across the Company.
- Engage early, respectfully and collaboratively with Traditional Owners and Aboriginal communities affected by our activities, including to support access and activity planning.
- Protect and preserve cultural heritage by identifying and managing heritage risks associated with our activities and taking appropriate steps to avoid or minimise disturbance.
- Seek to understand community needs, concerns and expectations, and consider community risks and impacts associated with our activities.
- Enable communities to raise questions, concerns or complaints, and address matters raised in a fair and consistent manner.
- Work with contractors and business partners to uphold our expectations for respectful community interaction and cultural heritage protection.
- Support the sustainable development of our host communities through appropriate initiatives and partnerships, aligned to our priorities and capacity.
- Monitor and periodically review our community engagement approach to support continuous improvement and alignment with evolving expectations.

Responsibility

This Policy applies to 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 monitoring the effectiveness of our approach to meeting these commitments.

Management is responsible for implementing this Policy and supporting its application through appropriate systems, controls, awareness and monitoring arrangements.

The Chief Executive Officer 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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