

ABORIGINAL PARTICIPATION AND LOCAL CONTENT POLICY

1. Our commitment

Buru Energy Limited (Buru) is an ASX listed Australian oil and gas exploration and production company with growing new energy assets, and is committed to operating in a safe, environmentally and culturally sensitive manner.

Buru recognises that its operations, particularly those occurring in its rural host communities, have the potential to benefit those living in the host communities through economic and employment opportunities connected to its operations.

Buru is committed to taking proactive steps to engage with, employ personnel, and procure goods and services, from local Aboriginal and regional businesses in the host communities in which we operate. This also includes ensuring our key contractors implement a consistent and complimentary approach.

Buru's ultimate objective is to ensure that there are transparently communicated opportunities and tangible socio-economic benefits to its host communities as a result of Buru's full range of activities.

2. Actions

To meet our commitments in relation to Aboriginal Participation and Local Content, Buru is taking the following actions:

- Where Buru's activities occur on native title land, to engage with Aboriginal stakeholders the principles of free, prior and informed consent.
- Proactively implement Aboriginal Participation commitments arising from Aboriginal Heritage and Native Title Agreements including meeting regularly with Native Title Groups to discuss upcoming opportunities, performance against any agreed targets and areas for improvement.
- Developing fit-for-purpose approaches to procurement and contracting strategies for activities and works that take into account Aboriginal and local business capability to enhance the likelihood of sustainable business opportunities being provided.
- Provide information, as early as possible, to Aboriginal and local businesses from our host communities in relation to potential goods supply and services opportunities.
- Working with Aboriginal and local businesses from Buru's host communities to build business capability including always providing feedback when requested in relation to request for quotation and tender outcomes.
- Giving a price preference to Aboriginal and local businesses by taking into account the social licence value proposition they offer as part of evaluating responses to requests for quotation and tenders.
- Developing fit-for-purpose approaches to employment and contracting strategies for Aboriginal people in the host communities in which Buru operates.

- Where Buru engages larger, specialised contractors to undertake activities on its behalf, we will ensure that these Policy requirements are embedded into tender, contract and reporting requirements which will include the requirement for the submission of an Aboriginal Participation and Local Content Plan as part of tender responses for inclusion as part of contract requirements.

3. Accountability and Internal Implementation

The Chief Executive Officer is accountable for the delivery of the commitments in this policy and will ensure that there are clearly defined internal roles and responsibilities cascaded throughout the organisation as well as Policy actions being embedded into day-to-day internal company processes.

4. Reporting

At a minimum, Buru will report annually on its achievements in relation to Aboriginal Participation and Local Content actions and outcomes in our annual report or sustainability report.

Approved by the Board of Directors

Date: 24 November 2022