

 Jaymart GROUP	Biodiversity Policy	
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The Importance of Biodiversity

Biodiversity Biodiversity refers to the variety of life forms that exist at different levels of biological organization on Earth. This includes genetic diversity and physical characteristics among living organisms, such as the genetic variation in plants and animals, the diversity of geographic habitats where organisms live, and the anatomical differences that define unique species with distinct roles within ecosystems and biological communities.

Biodiversity plays a crucial role in shaping the environment we live in and influences all aspects of biology and life sciences. It is also a valuable economic resource, as it holds potential for economic and technological advancements. Furthermore, biodiversity enhances our understanding of life processes and contributes to maintaining ecological balance, ensuring the long-term sustainability of ecosystems.

Principles

Jaymart Group Holdings Public Company Limited is committed to maintaining the balance of nature in its business operations with a strong sense of responsibility. The company promotes the protection of ecosystems and biodiversity through good corporate governance, ensuring that natural resources can be preserved and passed on sustainably to future generations.

Under this policy framework, we strive to create positive impacts while minimizing negative effects in all aspects of our operations. The company recognizes the importance of biodiversity and upholds business principles that are environmentally and socially responsible.

To address biodiversity loss, the company adheres to the **Mitigation Hierarchy** approach, systematically reducing and managing impacts on biodiversity in a structured manner.

Definition of Key Terms

Company refers to **Jaymart Group Holdings Public Company Limited** and its subsidiaries.

Biodiversity refers to the variety of living organisms from all sources, including terrestrial ecosystems, marine ecosystems, and other aquatic ecosystems, as well as the ecological complexity within these systems. This encompasses genetic diversity, species diversity, and ecosystem diversity. *(Source: Royal Gazette, Royal Decree on the Establishment of the Bio-Based Economy Office).*

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Biodiversity loss / loss of biodiversity refers to the decline in **genetic variability**, as well as the reduction in species diversity and biological community diversity within a given area. Such a loss of biodiversity can disrupt or even collapse the functioning of ecosystems.

Mitigation Hierarchy refers to a structured approach for addressing and preventing biodiversity loss through the following steps:

1. **Avoidance** – Preventing activities that may cause negative impacts.
2. **Reduction** – Minimizing unavoidable impacts as much as possible.
3. **Restoration** – Rehabilitating affected areas by planting native vegetation.
4. **Offset** – Compensating for impacts by planting trees in areas outside the project site.

Objectives

This policy is established to promote and support biodiversity conservation and the management of biological resources. It aims to enhance responsibility and encourage the sustainable use of natural resources while emphasizing social and environmental responsibility in the organization's activities.

Scope

This policy and its implementation guidelines apply to the business operations of Jaymart Group Holdings Public Company Limited (the Company), including its subsidiaries, affiliated companies, business representatives, and partners. It extends to the Board of Directors, executives, and employees at all levels to promote biodiversity, maintain ecological balance, and contribute to sustainable development.

Guidelines for Implementation

1. The company recognizes the importance of selecting and developing environmentally friendly initiatives, including planning to develop and modify business processes to be more eco-friendly and supportive of biodiversity. This is to enhance efficiency in restoration and conservation efforts, ensuring balance within ecosystems.
2. The company is committed to conducting its business without causing harm to biodiversity or impacting net forest areas, within manageable limits.
3. The company monitors and controls ecological risks that may arise from its operations by establishing plans and measures to mitigate impacts, following the **Biodiversity Mitigation Hierarchy**.

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- Avoidance
 - Reduce
 - Restore and Offset
4. The company is committed to avoiding business operations or project developments located in conservation areas or areas that may impact biodiversity, such as UNESCO World Heritage sites, areas protected by the International Union for Conservation of Nature (IUCN) Categories I-IV, and areas protected by local laws.
 5. The company aims to raise awareness, promote, and disseminate knowledge among executives, organizational personnel, partners, and business allies to support biodiversity. This includes promoting the benefits of biodiversity and disclosing relevant information to the public and stakeholders.
 6. The company engages with external personnel, partners, business allies, and other stakeholders to promote, conserve, and restore biodiversity, fostering responsibility for maintaining ecosystem balance for long-term sustainability.
 7. The company prioritizes improving the quality of life in communities by raising awareness of the value of maintaining ecological balance in harmony with local communities. This is achieved by focusing on sustainable development practices and designing and planning infrastructure with consideration for the existing ecosystem.
 8. The company is committed to managing biodiversity in areas where it operates, ensuring compliance with relevant laws and regulations.
 9. The company has mechanisms in place to address complaints, with a strong focus on listening to the voices of communities and stakeholders regarding human rights related to biodiversity conservation and those directly impacted by the company's activities.

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This Biodiversity Policy is part of the vision of **Jaymart Group Holdings Public Company Limited**, and it is therefore the responsibility of executives and employees at all levels to lead by example, ensuring the policy is implemented effectively and ingrained as part of the corporate culture. All companies are encouraged to communicate and adapt this policy to suit their business operations moving forward.

This policy shall be effective from December 8, 2023, onwards.

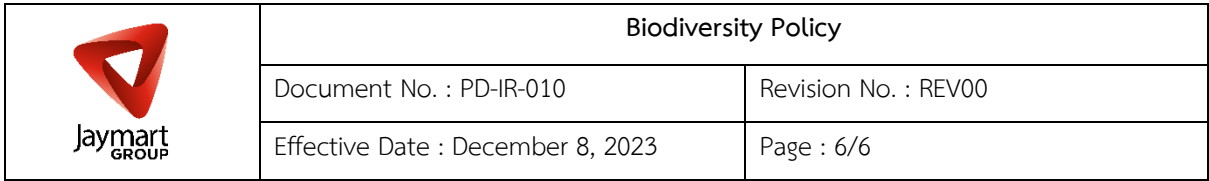


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The approver of the Biodiversity Policy.

Mr. Pisnu Pong-Acha

Chairman of the Board of Directors



Records of Revision

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