Biodiversity Policy

Importance of Biodiversity

Biodiversity refers to the variety of life at different levels among living organisms on Earth, including diversity in genetic and physical characteristics. Examples include genetic diversity among plants and animals, the variety of geographical habitats of living organisms, and the diversity of anatomical characteristics of different organisms, each with unique features and functions within ecosystems and biological communities. Biodiversity has a significant influence on the environment in which we live and affects all aspects of biology and sciences related to living organisms. Biodiversity is an economically valuable resource with potential for economic and technological development. It also enhances our understanding of life processes and helps maintain ecosystem balance over the long term.

Principles

Jaymart Group Holdings Public Company Limited is committed to maintaining the balance of nature through responsible business operations and promoting the protection of ecosystems and biodiversity through good corporate governance. The Company aims to preserve natural resources so that they can be sustainably passed on to future generations, within the framework of this policy, and to ensure that it creates positive impacts and reduces negative impacts across all aspects of its operations. The Company recognizes the importance of biodiversity and adheres to business principles that take the environment and society into consideration.

The Company aims to reduce biodiversity loss by following the Mitigation Hierarchy.

Definitions of Key Terms

Company means Jaymart Group Holdings Public Company Limited and its subsidiaries.

Biodiversity means the variety of living organisms from all sources, including terrestrial, marine and other aquatic ecosystems and their ecological complexes. This includes genetic diversity, species diversity and ecosystem diversity. (Source: Royal Gazette, Royal Decree Establishing the Biodiversity-Based Economy Development Office)

Biodiversity Loss means a decline in the amount of genetic variability and in the diversity of species and biological communities within an area. Such loss of biodiversity may disrupt or cause the collapse of ecosystem functions.

Mitigation Hierarchy means the development of plans to remedy, prevent or reduce the impacts of biodiversity loss, as follows:

1. Avoidance: Avoid activities that may cause impacts.

2. Reduction: Reduce impacts that cannot be avoided.

3. Restoration: Restore site conditions by planting native plant species.

4. Offsetting: Offset impacts by planting trees outside the project area.

Objective

This policy is established to promote and support biodiversity through the conservation and management of biological resources, strengthen responsibility and promote the sustainable use of natural resources, and emphasize social and environmental responsibility in the organization's activities.

Scope

This policy and its guidelines apply to the business operations of Jaymart Group Holdings Public Company Limited (the Company), covering its subsidiaries and associates, business agents and business partners, as well as directors, executives and employees at all levels, to promote biodiversity and maintain ecosystem balance that supports sustainable development.

The guidelines are as follows:

1. The Company recognizes the importance of selecting and developing environmentally friendly initiatives, including planning, developing and adapting business processes to be environmentally friendly and supportive of biodiversity, to improve the effectiveness of restoration and conservation efforts in maintaining ecosystem balance.
2. The Company is committed to conducting its business without causing biodiversity loss or a net impact on forest areas, within the scope that it can manage.
3. Monitor and control ecological risks that may arise from the Company's operations by establishing plans and measures to address impacts in accordance with the Biodiversity Mitigation Hierarchy, as follows:
    - Avoidance
    - Reduction
    - Restoration and Offsetting
4. Maintain a position of avoiding business operations or project development in conservation areas or areas where biodiversity may be affected, such as UNESCO World Heritage sites, protected

areas under International Union for Conservation of Nature (IUCN) Categories I–IV, and areas protected under local laws.

5. Raise awareness, promote and share knowledge with executives, personnel, business partners and business allies to support biodiversity through information dissemination and public relations, to enhance knowledge and understanding of the benefits of biodiversity, and disclose significant information to the public and stakeholders.
6. Engage with external personnel, business partners, business allies and other stakeholders to promote, conserve and restore biodiversity, and strengthen responsibility for maintaining sustainable ecosystem balance.
7. The Company places importance on improving the quality of life of people in communities by raising awareness of the value of maintaining ecosystem balance alongside communities. It gives due consideration to developing sustainable operations and to landscape design and planning that take the existing ecosystem into account as much as possible.
8. Focus on managing biodiversity in areas where the Company operates in accordance with applicable laws and requirements.
9. Establish mechanisms for receiving complaints and give importance to listening to communities and stakeholders, in accordance with human rights principles, in matters relating to biodiversity conservation and direct impacts from the organization's activities.

This Biodiversity Policy forms part of the vision of Jaymart Group Holdings Public Company Limited. Executives and employees at all levels are therefore responsible for setting a good example in implementing the policy, putting it into practice and embedding it in the corporate culture. All companies are to communicate and apply this policy as appropriate to their business operations.

Effective from 11 November 2025 onwards.



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Approver of the Biodiversity Policy

Mr. Pisnu Pong-Acha

Chairman of the Board of Directors

Revision History

Revision	Responsible Department	Review Date	Effective Date	Details of Revision
REV00	Investor Relations	At Board of Directors Meeting No. 10/2023 7 December 2023	8 December 2023	Initial issue
REV00	Investor Relations	At Board of Directors Meeting No. 6/2024 8 December 2024	8 December 2024	Annual policy review for 2024. No changes to the content. The existing policy remains in effect until it is revised.
REV00	Investor Relations	At Board of Directors Meeting No. 7/2025 11 November 2025	11 November 2025	Annual policy review for 2025. No changes to the content. The existing policy remains in effect until it is revised.