

Biodiversity Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that the current environmental problems stem from the exploitation and dependence of resources and organisms in nature, regardless of their limits and recovery potential. This includes the impact of inappropriate use of natural resources, namely land, forests, plants, and organisms, causing biodiversity losses that are important for business operations in terms of security, economic development, slowing climate change from carbon dioxide sequestration and absorption, and potentially affecting all lives. Therefore, the Company is committed to conducting business that minimizes impacts on biodiversity, protects ecological balance, and promotes participation in the restoration, stewardship, and conservation of biodiversity and ecosystems for the transmission of value to future generations in line with the Rio Declaration on Environment and Development and the Convention on Biodiversity, including relevant practices to ensure effective management of biodiversity.

Definitions

Biodiversity as defined by the International Union for Conservation of Nature and Natural Resources (IUCN) refers to having different and diverse organisms in habitats on the earth, in the sea, and in various ecosystems. The diversity of this organism includes diversity between species, strains, and ecosystems.

Practices

The Company establishes guidelines to prevent and reduce the impact of business operations that may pass on biodiversity, including the conservation of ecosystems and natural resources to maintain fertility. The guidelines are as follows:

1. Operate responsibly and comply with laws, rules, regulations, standards, policies, and guidelines related to biodiversity in countries in which the Company operates.
2. Analyze and assess risks and potential impacts of the Company's operations on biodiversity throughout the value chain and effectively manage risks.
3. Establish goals, scope, and indicators for managing land, water, and living resources, including guidelines to mitigate negative impacts on biodiversity throughout the value chain

using a “hierarchical mitigation” approach, ranging from avoiding severe impacts to mitigating impacts through improved implementations or offsetting losses incurred.

4. Take actions to preserve and protect biodiversity by maintaining, restoring, and improving the water sources and land under the Company’s ownership to be complete, undamaged, and free from harmful chemical contamination, as well as using natural resources in the most cost-effective and beneficial way.
5. Consider using green infrastructure and developing supply chain management practices responsibly to prevent ecological impacts by continuously monitoring performance according to the guidelines.
6. Conduct inspections of business activities related to the use of land, water resources, and living things in accordance with the law and respect the rights of local communities and indigenous peoples in a fair and equitable manner.
7. Develop or apply technology and innovations that reduce the impact of business operations on biodiversity and protect the balance of ecosystems.
8. Establish a system for following up, monitoring, and reporting biodiversity performance information that is transparent and in accordance with internationally recognized standards.
9. Conduct a review of the biodiversity action plan and improve the plan and implementation process to be effective at all times.
10. Establish a fast-responding surveillance and early warning system along with an action plan to mitigate and remedy threats that affect the ecosystem and biodiversity in the areas where the Company operates.
11. Enhance biodiversity values in other areas other than the Company’s area through social activities or collaboration with agencies to create a model for sustainable biodiversity management.
12. Support and encourage local communities and relevant stakeholders to participate in biodiversity management care, restoration, conservation, and enhancement on a national and worldwide scale. This includes expanding natural protected areas into habitats for both terrestrial and aquatic organisms to conserve and restore ecosystems by building cooperation, counseling, and participation in related activities.

13. Continuously communicate and promote awareness and understanding of ecosystem and biodiversity protection among employees, suppliers, and key stakeholders.
14. Disclose and report on biodiversity performance certified by independent individuals or agencies through reports or channels to stakeholders on an annual basis.
15. Provide whistleblowing channels, complaint management, whistleblower protection, and notification of results for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

To ensure that biodiversity policies are implemented across the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing biodiversity management policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders throughout the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in biodiversity management to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on biodiversity risks and performance in accordance with biodiversity management policies and guidelines and make constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to biodiversity management to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing biodiversity management and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for analyzing and assessing risks in biodiversity management, including developing biodiversity management guidelines that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the business operates.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for biodiversity management.
- 4) Arrange for the development and review of an effective risk management system, internal controls, and internal audit for biodiversity.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to biodiversity, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of ecological and biodiversity protection by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the biodiversity management policy, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for the Environment

- 1) Develop strategic plans, action plans, and biodiversity management measures that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on biodiversity management.
- 3) Assess and manage biodiversity risks, including developing guidelines for preventing and mitigating impacts that actually occur or may occur.
- 4) Report significant issues related to biodiversity to the executives on a regular basis and report immediately when abnormal incidents occur.
- 5) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 6) Regularly follow up, examine, collect data, and prepare reports on biodiversity management, as well as manage information disclosure to the Company's stakeholders on an annual basis and in accordance with the requirements of regulatory authorities.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and relevant stakeholders to raise awareness and promote participation in protecting ecosystems and biodiversity.
- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review biodiversity policies in line with relevant laws, regulations, practices, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, and relevant standards.
- 2) Communicate and transfer knowledge about the Company's biodiversity policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates biodiversity management policies to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The biodiversity policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on May 9, 2024.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors