



Biodiversity And Business Sustainability Policy

Pinthong Industrial Park Public Company Limited

14 November 2025

Approved on 14 November 2025, (BOD4/2025)

Biodiversity And Business Sustainability Policy

Pinthong Industrial Park Public Company Limited and its subsidiaries (“the Company”) recognize their roles and responsibilities as a leader in the development and management of environmentally friendly industrial estates. The Company is committed to conducting its business in balance with surrounding ecosystems, with particular emphasis on biodiversity, which is a fundamental pillar of environmental integrity and sustainable development. The Company acknowledges that biological resources including plants, animals, and microorganisms that form diverse ecosystems are essential to food security, climate regulation, and the well-being of communities surrounding industrial estates, as well as to the sustainability of overall business operations.

Accordingly, the Company is committed to establishing policies and implementing initiatives that support the conservation, restoration, and sustainable use of biodiversity in a balanced and responsible manner. The Company also seeks to collaborate with all stakeholders to drive business growth in alignment with long-term sustainability objectives.

Definitions

“**Biodiversity**” refers to the variety of living organisms, including diverse species of animals, plants, fungi, and microorganisms, ranging from microscopic to visible forms. These organisms exist within a given area and interact with one another, forming interconnected networks within ecosystems that maintain ecological balance and support life.

“**Ecosystem**” refers to the complex interactions between living organisms (such as plants, animals, and microorganisms) and their physical environment (including soil, water, and air), which collectively contribute to the sustainability and functioning of a given area.

“**Restoration**” refers to the process of returning degraded or impacted ecosystems to a condition as close as possible to their natural state. This may include activities such as tree planting, green space management, control of invasive species, and other ecological rehabilitation measures.

Implementation Guidelines

The Company shall undertake project development in compliance with applicable environmental laws and standards, while avoiding or minimizing potential impacts on biodiversity arising from its operations, such as factory construction, road development, and utility systems. Appropriate mitigation measures shall be implemented to ensure responsible environmental management. To align with the Company's sustainability commitments, the following biodiversity management practices are established:

1. The Company is committed to operating responsibly with respect to biodiversity and the environment by fully complying with all relevant laws, regulations, standards, and requirements.
2. Priority is given to land-use planning and zoning within industrial estates to support a balanced coexistence between industrial activities, green spaces, and natural ecosystems.
3. Environmental Impact Assessment (EIA) reports are carefully reviewed and considered, particularly for large-scale projects or those with potential impacts on surrounding areas, to ensure responsible development and minimize adverse effects on communities and stakeholders.
4. The Company promotes effective project management in accordance with environmental prevention and mitigation measures, including regular monitoring, inspection, and evaluation to ensure compliance with EIA recommendations and the Company's internal standards.
5. The adoption of environmentally friendly innovations, technologies, and best practices is encouraged to enhance operational efficiency and support sustainable industrial estate development.
6. The Company promotes awareness, knowledge, and positive attitudes toward environmental protection and biodiversity among employees, operators within the industrial estate, and relevant stakeholders across the value chain, fostering continuous and collective environmental stewardship.

Roles and Responsibilities

1. Board of Directors / Board Committees

- 1.1 Approve and strictly oversee the implementation of the policy.
- 1.2 Consider and set long-term strategies and targets related to biodiversity.

1.3 Monitor performance outcomes and provide appropriate guidance for continuous improvement.

2. Management

2.1 Translate policies and plans into practical implementation within respective business units.

2.2 Communicate policies and guidelines effectively to subordinates across the organization.

2.3 Allocate necessary resources and coordinate with relevant external parties

3. Employees

3.1 Perform duties with awareness of environmental and biodiversity impacts.

3.2 Participate in environmental initiatives and cooperate in the maintenance of green areas.

3.3 Report concerns or provide recommendations to relevant departments upon identifying inappropriate or non-compliant practices.

4. Communication and Training

The Company shall communicate this policy through multiple channels, including the Company's website, internal meetings, electronic newsletters, and other corporate communication media.

In addition, the Company shall organize training programs and workshops for employees at all levels to enhance their understanding of biodiversity and related practices. These initiatives may be conducted through regular training programs as well as special activities on relevant occasions, such as World Environment Day, International Day for Biological Diversity, or tree planting activities in celebration of important national events.

Whistleblowing Channels

The Company encourages employees and external parties to report concerns, complaints, or any actions that may cause harm to ecosystems and biodiversity. Reports may be submitted anonymously if the whistleblower prefers. The available reporting channels include:

1. Complaint boxes located within the Company's offices
2. Email to the Corporate Governance function
3. Complaint submission channels available on the Company's website

The Company shall investigate all complaints in a fair and impartial manner and will report the outcomes transparently, while ensuring appropriate protection for whistleblowers in accordance with applicable laws and Company policies.

Disciplinary Actions

Any person who violates this policy or engages in actions that cause negative impacts on biodiversity, whether through negligence or intent, shall be subject to disciplinary actions in accordance with the Company's regulations. In cases where the offender is a contractor or external party, the Company reserves the right to terminate contracts and/or pursue legal actions as deemed appropriate. Disciplinary measures shall be determined based on the severity of the impact, taking into account the intent and any irreversible damage caused to ecosystems.

This Biodiversity and Business Sustainability Policy shall be effective from 14 November 2025, by the approval of the Board of Directors at its Meeting No. 4/2025.

- Mr. Prasan Tanprasert -
Chairman of the Board of Directors
Pinthong Industrial Park Public Company Limited

Appendix:

Biodiversity Action Plan

1) Biodiversity Survey and Assessment Prior to Development

- Conduct surveys of local flora and fauna, including rare and endangered species within the project area.
- Assess ecological significance of the area, such as natural water sources, wildlife corridors, and wetlands.
- Utilize data from experts, ecologists, and local communities.

2) Ecosystem-Friendly Land Use Planning and Design

- Establish buffer zones between industrial areas and natural habitats.
- Allocate green spaces within the industrial estate, such as parks and roadside greenery.
- Apply Nature-based Solutions, including the use of native plant species for ecological restoration.

3) Sustainable Water and Drainage Management

- Develop retention and detention ponds to effectively manage stormwater within the project area.
- Design water reservoirs that can serve as habitats for aquatic species.
- Implement drainage systems that align with natural water flow patterns.
- Treat and reuse water efficiently, such as for irrigation of green areas.

4) Ecosystem Restoration and Expansion of Green Areas

- Plant native vegetation and species that attract wildlife, such as birds, butterflies, and pollinators.
- Implement reforestation and afforestation programs in surrounding areas.
- Establish “low-carbon green areas” or designated conservation zones.

5) Biodiversity Action Plan Development

- This includes:
- Biodiversity-related targets
- Key performance indicators (KPIs), such as increases in species diversity or green area coverage
- Timelines and assigned responsibilities
- Monitoring and evaluation mechanisms

6) Stakeholder and Community Engagement

- Collaborate with local authorities, academic institutions, and environmental organizations.
- Encourage community participation in project design and monitoring.

- Conduct CSR activities to jointly maintain and enhance green spaces with local communities.

7) Prevention and Management of Industrial Impacts

- Monitor environmental impacts on air quality, water, and noise from industrial operations.
- Establish environmental emergency response systems.

8) Monitoring, Evaluation, and Transparent Reporting

- Utilize technologies such as drones and sensors for environmental monitoring.
- Publish annual reports on biodiversity performance and outcomes.