



IRPC Public Company Limited

Biodiversity Policy

2026

IRPC Public Company Limited and its subsidiaries (IRPC Group) recognize the importance of biodiversity, a vital component of creating balance within ecosystems both locally and globally. We are committed to protecting and conserving biodiversity, achieving No Net Loss (NNL) and achieving a Net Positive Impact (NPI) on biodiversity across our value chain by 2050, as well as preserving biodiversity within the environment through responsible business practices and management. This effort is designed to instill confidence in conducting business that takes into account biodiversity and forest areas in all countries where the Company operates, in alignment with sustainable policies and enduring business frameworks. The Company therefore establishes the policy as follows:

1. Assess the risks and impacts on biodiversity throughout the business value chain, following internationally accepted assessment methods in accordance with the mitigation hierarchy. Develop plans to prevent, avoid, minimize, restore and mitigate impacts appropriately in vulnerable and adjacent areas.

2. Avoid activities that would impact areas of high biodiversity value, conservation areas of various categories, and reference protection areas according to IUCN categories I-IV and protected areas as per the law.

3. Achieve No Net Loss (NNL) of biodiversity within manageable boundaries by conducting business with consideration for minimizing environmental impacts and avoiding impacts on forest areas (No Net Deforestation), targeting the elimination of net deforestation associated with our operations and supply chain. Where forest loss arises from current or future business operations, the Company shall implement rehabilitation or reforestation measures to compensate for such loss within the same timeframe and promote the application of this commitment to all suppliers throughout the supply chain and business partners.

4. Collaborate with relevant parties or communities to manage impacts, restore, or compensate for biodiversity impacts resulting from business activities. Ensure no net loss within manageable boundaries under the mitigation hierarchy principle, encompassing Avoid, Reduce, Regenerate, Restore, and Transform measures, with offsetting applied only to compensate for residual impacts after these steps have been fully implemented

5. Support and promote the use of biodiversity resources in production and research processes efficiently, using related resources within the organization. Support knowledge and research to innovate the sustainable utilization of biodiversity resources for business and the environment.

6. Communicate, raise awareness, and emphasize the importance of biodiversity among employees, customers, partners, and local communities. Foster participation throughout the value chain of the company and collaborate with biodiversity networks to sustainably enhance the value of biodiversity.

7. Establish communication channels that are accessible and appropriate for all stakeholders and avenues to report or express concerns related to impacts on biodiversity and forest areas from business operations. Include impact verification through a notification and treatment mechanism while maintaining confidential data.

8. Set targets and indicators related to biodiversity, monitor, track, assess, and report regularly to ensure that operations are successful and aligned with the biodiversity conservation policy. Disseminate impact assessment results and progress in biodiversity and forest areas to the public for transparency.

This policy shall be communicated to all directors, executives, employees, suppliers, business partners, contractors, and relevant stakeholders across the value chain to support its application in business operations, decision-making, and practices throughout the business value chain.

Announced and effective on 15 September 2026



(Asst. Prof. Dr. Chaiyaporn Puprasert)

Chairman

Note: This Policy has been approval by the Board of Directors, at the meeting number 10/2026 on 21 July 2026