

BIODIVERSITY RISK ASSESSMENT FRAMEWORK

1. OBJECTIVE

Minor International PCL (“MINT” or the “Company”) recognizes that our operations have the potential to negatively impact biodiversity, either directly or indirectly. At the same time, we also depend on biodiversity for our business operations. With numerous properties of Minor Hotels situated near protected areas and/or high biodiversity value area, we are cognizant of the impacts and dependencies our operations may have on biodiversity.

Guided by MINT’s Environmental Policy, MINT commits to minimize our impacts on the environment and conserve biodiversity, where applicable, in areas where we operate. We aim to lead long-term shared value creation for our business and our ecosystem through robust risk management process and science-based conservation programs. We are committed to achieving No Net Loss (NNL) through our conservation programs. And we strive to attain Net Positive Impact (NPI), where possible.

The Biodiversity Risk Assessment Framework is aligned with international accepted principles i.e. [IFC Performance Standard 6](#), [Taskforce on Nature-related Financial Disclosures](#), and [Global Reporting Initiative](#). It is created to guide our hotel properties in:

- identifying the type of ecosystem in the area where they are located,
- evaluating their impacts and dependencies on biodiversity,
- assessing risks and opportunities of their operations on biodiversity, and
- developing initiatives and implementation plans in respond to their findings.

2. SCOPE

This framework applies to Minor Hotels properties worldwide across all jurisdictions where we operate, including any subsidiaries and affiliates entities in which the Company has interest and operational control.

MINT is committed to working with and encouraging our hotels where we do not have operational control, and joint venture partners to uphold and adopt the principles in this Policy.

3. FRAMEWORK

Biodiversity Risk Assessment Framework is aligned with the TNFD risk and opportunity assessment approach (LEAP) which consists of 4 processes:

1. Locate

Hotel properties with land owned, leased, managed that are located within 10 km proximity of a protected area and/or high biodiversity value area and/or area that plays a significant role in life cycle of IUCN Red List of Threatened Species are identified as “**nature-based**”. The identification of nature-based hotels can assist them to recognize where their operations can have critical dependencies, substantial impact, and material risks and opportunities on biodiversity. The identification method shall be aligned with international accepted methodology e.g. interpretation by using geographic database or information system, such as [Global Forest Watch](#) and [Integrated Biodiversity Assessment Tool \(IBAT\)](#).

2. Evaluate

Identified nature-based hotels are to evaluate impacts and dependencies of their operations on biodiversity and its ecosystem. This process considers relevant threats to biodiversity and ecosystem and nature-related dependencies at each location. In addition, local stakeholders should be engaged to understand the impacts and dependencies of their livelihood and local ecosystem. MINT’s [Stakeholder Engagement Guideline](#) is referenced for developing stakeholder engagement process. The evaluation method is aligned with [Natural Capital Protocol](#) in which following actions are recommended to estimate hotel operations’ impact drivers and dependencies:

1. Mapping of activities against impact drivers and dependencies
2. Defining which impact drivers and dependencies to be measured
3. Developing methodology to assess impact drivers and dependencies
4. Collecting data to establish baseline and evaluate impacts

The evaluation process shall produce a list of indicators for each material impact driver and/or dependency associated with hotel operations.

3. Assess

Nature-based hotels should assess nature-related risks and dependencies of their operations. Nature-related risks are potential threats posed to the business linked to its dependencies and related stakeholders' dependencies on nature and nature impacts. These can derive from physical, transition, and systemic risks. Nature-related opportunities are activities that create positive outcomes for the business and nature by creating positive impact on nature or mitigating negative impacts on nature.

4. Prepare

Each hotel should develop management plan to avoid, minimize, and mitigate nature-related dependencies, impacts, and risks and capture nature-related opportunities based on their location and context with the aim to:

1. Protect and conserve biodiversity
2. Maintain the benefits from ecosystem services
3. Promote the sustainable management of living natural resources through the adoption of practices that integrate conservation needs as well as business priorities

With the implementation of effective management responses, MINT aims to mitigate our impacts to the environment, restore/maintain/improve ecosystems around the areas where we operate, engage related stakeholders in our efforts, and communicate our efforts where required.

4. RELATED DOCUMENT

[MINT Environmental Policy](#)