

# **BIODIVERSITY POLICY**

## **1. INTRODUCTION**

Minor International PCL (“MINT” or the “Company”) recognizes its responsibility to protect and promote biodiversity in the areas where it operates. Biodiversity supports human well-being by providing essential ecosystem services such as food, water, clean air, climate regulation, and natural attractions. However, these services are increasingly threatened by land and sea use changes, overexploitation of resources, climate change, pollution, and invasive species. The resulting biodiversity loss and ecosystem degradation pose significant risks to societies, economies, and businesses worldwide.

As a global company with operations in diverse locations, including areas of high biodiversity importance, MINT acknowledges that its activities may affect biodiversity directly or indirectly through various activities, such as land use, emissions, waste, and supply chains. At the same time, MINT’s businesses depend on healthy ecosystems for critical services, particularly the provision of food, water, and the support of tourism. The decline of these services presents risks to long-term operational resilience, supply chain security, and business sustainability. In addition, evolving regulations and increasing stakeholder expectations create transition risks with potential financial and reputational implications.

MINT pledges to protect and promote biodiversity, where possible. This Biodiversity Policy provides principles for integrating biodiversity considerations into all aspects of business operations. It forms an integral part of the Company’s broader Sustainable Development Policy and Environmental Policy.

### **1.1 Purpose**

The purpose of this Policy is to establish principles for integrating biodiversity protection and promotion into the MINT’s operations, while mitigating risks associated with biodiversity loss.

### **1.2 Scope and Applicability**

This Policy applies to Minor International PCL, all business units, divisions and offices, across all jurisdictions where we operate, including any subsidiaries and affiliated entities in which MINT has interest and operational control. MINT is committed to working with and encouraging its stakeholders in the value chain, including suppliers, franchisees, non-operational controlled businesses, joint venture partners, customers, and community members to uphold and adopt the principles in this Policy.

### 1.3 Definitions

- **“Biodiversity”** The variability among living organisms (including people) from all sources, including but not limited to terrestrial, marine, and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species, and of ecosystems.
- **“Ecosystem”** A dynamic complex of plant, animal, fungi, and microorganism communities and their nonliving environment interacting as a functional unit.
- **“Ecosystem Services”** The direct and indirect benefits provided by natural ecosystems that support human well-being, including the provision of resources, regulation of environmental conditions, and cultural and recreational value.
- **“Mitigation Hierarchy”** An approach to minimize environmental harm by avoiding, minimizing, restoring, and compensating.

## 2. POLICY

### 2.1 Commitments

MINT is committed to integrating biodiversity protection and promotion in all aspects of its operations, from new developments and investments, day-to-day operations, to renovations and refurbishments. The following commitments align with the Kunming-Montreal Global Biodiversity Framework (GBF) and support its goals to maintain thriving ecosystems with healthy native flora and fauna populations and genetic diversity, as well as to ensure sustainably use and management of biodiversity and ecosystem services.

- Incorporate biodiversity considerations into the planning of new projects, renovations, and operational activities.
- Prevent the introduction of invasive species in the properties under MINT operational control to safeguard biodiversity and ecosystems.
- Reduce negative environmental impacts from operations to protect the ecosystems and communities in surrounding areas.
- Ensure the sustainable use of natural resources and prevent practices that lead to overexploitation of natural resources.
- Contribute to the protection of threatened species and conservation of their habitats.
- Support the recovery of degraded ecosystems where possible.

### 2.2 Biodiversity Management Framework

MINT has established a framework for integrating biodiversity considerations into all aspects of business operations, ensuring effective implementation of environmental management through implementation of the Mitigation Hierarchy to avoid, minimize, restore, and compensate.

- Ensure compliance with applicable national and international regulatory requirements related to biodiversity.

- Conduct biodiversity assessments to guide site selection and avoid or minimize habitat disturbance.
- Develop biodiversity management programs that integrates biodiversity protection into all stages of operations from project design, renovation planning, and operational management, to minimize negative impacts on the surrounding environment.
- Implement landscaping guidelines that prioritize the use of native plants and avoid non-native species.
- Promote animal welfare within our own operations where animals are present in business activities.
- Minimize pollution, emissions, and resource pressures by maintaining effective wastewater and waste management systems, reducing plastics, avoiding harmful chemicals, managing noise and light near sensitive habitats, and implementing energy and water efficiency measures.
- Source food, materials, and products responsibly by prioritizing certified sustainable suppliers where feasible.
- Promote biodiversity conservation by partnering with conservation organizations and fostering awareness among employees, guests, and communities.
- Support restoration initiatives such as reforestation, mangrove rehabilitation, coral reef restoration, wetland protection, and local beach restoration in the communities where it operates.
- Compensate for significant residual impacts on biodiversity only after avoidance, minimization, and restoration measures have been fully applied, and strictly as a last resort.

### 2.3 Roles and Responsibilities

Organizational structure for the management of biodiversity protection and promotion includes the following bodies:

- **Board of Directors:** Holds ultimate accountability for sustainability strategy and biodiversity protection and promotion.
- **Sustainability and Risk Management Oversight Committee (SRMOC):** Supports the Board in managing strategic, operational, financial, and sustainability-related risks, including climate and biodiversity.
- **Sustainability Committee:** Responsible for setting climate and biodiversity principles, strategy and targets, reviewing performance, and ensuring disclosure accuracy.
- **Corporate Sustainability Department:** Responsible for the development of biodiversity management framework, develop capacity building programs, reporting and measuring biodiversity-related indicators.
- **Business Units:** Work with Corporate Sustainability Department, with the inputs from experts and stakeholders, to identify and align biodiversity-related risks and opportunities and develop biodiversity protection and promotion initiatives at brand and local levels.

### 3. RELATED DOCUMENTS

MINT Environmental Policy

MINT Sustainability Policy

Policy Name: *MINT Biodiversity Policy*  
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#### **4. ADMINISTRATION AND CHANGES**

This Policy is administered by the Corporate Sustainability Department. This policy is subject to periodic review to ensure its continued relevance and compliance with the Company's values, advancements in best practices, and changes in applicable laws and regulations. The responsibility of overseeing the implementation of this policy lies with the Sustainability and Risk Management Oversight Committee, reporting quarterly to the Board of Directors. This policy is being communicated throughout the organization and is publicly available to all interested parties.