



<b>GAMUDA GROUP POLICIES AND PROCEDURES MANUAL</b>		
<b>GAMUDA GROUP BIODIVERSITY POLICY</b>	Ref. No. :	GB-ESG-POL-002
	Revision No. :	00
	Date :	10 November 2025
	Page :	Page 1 of 2

## **GAMUDA GROUP BIODIVERSITY POLICY**

<b>Prepared by</b>	<b>Approved by</b>	
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	Page :	Page 2 of 2

This policy sets out the Group’s commitment to understanding, managing and conserving biodiversity across all our operations, developments, and supply chains. We strive to minimising and mitigating impacts on biodiversity through careful planning, continuous monitoring and responsible site management. Wherever possible, we work to conserve ecosystems, protect threatened species, restore degraded habitats, and enhance natural environments.

This policy applies to all Group business units, projects, employees, contractors, consultants and supply chain partners whose activities may impact biodiversity. It also covers landscapes and communities directly or indirectly affected by our operations.

Our approach to biodiversity is grounded in a commitment to:

- Ensure adherence to relevant local regulations and align with international frameworks, including the United Nations Sustainable Development, Kunming-Montreal Global Biodiversity Framework (GBF) and the Taskforce on Nature-related Financial Disclosures (TNFD)
- Conserve and restore ecosystems impacted by our activities where possible by applying the mitigation hierarchy: avoid, minimise, restore and offset
- Ensure biodiversity considerations embedded into planning, design, construction, and operational decision-making
- Collaborate with governments, academicians, Indigenous peoples, NGOs, communities to achieve positive biodiversity outcomes
- Develop and disclose biodiversity-related performance metrics and measures through annual ESG/sustainability reporting, ensuring accountability for continuous improvement
- Acknowledge the principle of Free, Prior and Informed Consent (FPIC) when engaging with Indigenous peoples and local communities, where applicable
- Align with national biodiversity strategies while supporting Gamuda’s Group-wide commitments

We will regularly review and update this policy to reflect evolving best practices, scientific knowledge, and stakeholder expectations, ensuring our approach remains effective and aligned with our sustainability goals.