

	BIODIVERSITY POLICY	Document Number	TJL/BD/01
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Teejay Group is committed to protecting nature, conserving biodiversity, and preserving ecosystems through responsible business practices. We integrate biodiversity considerations into our strategic decisions and daily operations to minimize environmental impact, support ecological balance, and ensure long-term environmental stewardship across our value chain.

Scope

This Biodiversity Policy applies to all Teejay Group operations, emphasizing collective responsibility for protecting and enhancing biodiversity. Employees at all levels contribute to conserving natural ecosystems, recognizing their importance for environmental resilience, sustainable resource use, and long-term business continuity. Key focus areas include:

- **River & Landscape Conservation:** Tree plantations, riverbank protection, and debris collection along the Kelani and Godawari rivers.
- **Habitat Restoration:** Reforestation and land management to restore degraded terrestrial habitats and support native species.
- **Underwater & Marine Conservation:** Initiatives to protect marine and freshwater ecosystems, reduce pollution, and maintain aquatic biodiversity.
- **Mangrove Conservation:** Restoration and protection of mangroves to support coastal protection, carbon sequestration, and biodiversity preservation.

Outcome

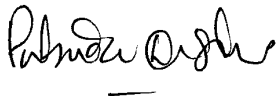
- **Habitat & Ecosystem Enhancement:** By 2030, contribute to the restoration and enrichment of over 100 acres of land through initiatives such as planting 100,000+ trees, invasive species removal, and conservation of at least 15 km of terrestrial and freshwater ecosystems. These efforts aim to enhance ecosystem services, including long-term oxygen generation and biodiversity support, while engaging 5,000+ individuals in conservation awareness and activities.
- **Marine & Freshwater Protection:** Support the protection of 5 km or more of waterways, through conservation, pollution reduction, and habitat improvement initiatives. Outreach programs aim to reach 10,000+ people through physical and digital awareness campaigns, alongside 4–5 community engagement programs focused on reducing upstream water pollution and protecting aquatic biodiversity.
- **Community & Stakeholder Engagement:** Strengthen biodiversity awareness and shared responsibility across the value chain by encouraging participation of employees and suppliers, with a target of engaging at least 25% of employees in voluntary biodiversity or conservation initiatives by 2030.

Implementation

Teejay Group embeds biodiversity into its Environmental Management System, with oversight by the Sustainability Committee and on-ground action by Department Heads and employees. Initiatives are guided by clear targets, monitored regularly, supported by training, and reinforced through collaboration with communities and suppliers, ensuring transparency, accountability, and continuous improvement.

Policy Revision & Responsibility

This policy shall be revised only to include additional requirements based on the above-mentioned manuals/policies. All changes to this policy shall be under the sole authority of the CEO of the Group. The main responsibility for the implementation of the policy shall also lie with the CEO and will be implemented through the Sustainability Team of the Teejay Group.



Pubudu De Silva
Group Chief Executive Officer