

We at the AEL strongly believe that the sustainability of our businesses is intricately linked with the ecosystem in which we operate. Protecting and enhancing biodiversity is an integral part of the AEL's commitment to sustainable development. Integrating the need for biodiversity conservation into operational decision-making processes and taking measures to minimize impacts is a commitment across each of our businesses.

This policy aims to establish a reference framework for integrating the protection and promotion of biodiversity into the Business strategy, and to define the principles of conduct for the development of a business model that is sustainable and positive with nature.

Each of the businesses under AEL will strive to:

- Identify and assess biodiversity related aspects, assess risk and impacts and estimate the status (value) of biodiversity before the start of a new project and monitor aspects and impacts over the project and operating plant's lifecycle.
- Manage and use land in a manner that allows biodiversity conservation needs to be integrated with business needs through the project lifecycle, including decommissioning, closure and rehabilitation.
- Comply with, and exceed where possible, the local, regional and national legislative requirements on land management and biodiversity conservation and applicable international conventions where applicable in all jurisdictions in which we operate.
- Work towards the conservation of threatened, rare and endemic species and high priority conservation areas, and support local, national and global conservation initiatives.
- Provide information and raise awareness among our employees and other stakeholders to enhance knowledge and understanding of biodiversity and conservation issues, where applicable.
- Work towards achieving a minimum of No Net Loss (NNL) of biodiversity in all operations and at places where critical habitat is present with an ultimate aim to achieve Net Positive Gain (NPG) of biodiversity and continual improvement.
- Measure progress periodically against this policy and review performance on a regular basis to ensure ongoing management of biodiversity.

The content and robustness of implementation of this policy will be reviewed periodically and revised accordingly.