



Biodiversity Policy

Primo Service Solutions Public Company Limited

(Approved by the Board of Directors at Meeting No. 2/2026 held on 26 February 2026)

PRIMO SERVICE SOLUTIONS PUBLIC COMPANY LIMITED

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Biodiversity Policy

Introduction

Primo Service Solutions Public Company Limited and its subsidiaries (the “Company”) recognize the importance of biodiversity conservation and balanced ecosystems, which form the foundation of livelihoods and the economy. The Company believes that protecting and promoting biodiversity is a shared responsibility across all sectors.

The Company is committed to playing an active role in protecting and conserving biodiversity through good corporate governance, responsible management, environmentally conscious partner selection, and constructive community engagement. These efforts support the United Nations Sustainable Development Goals (SDGs).

Objectives

1. To conserve biodiversity and maintain ecological balance in areas related to the Company’s operations.
2. To promote environmentally responsible business practices and support the Sustainable Development Goals (SDGs).
3. To prevent potential adverse impacts on stakeholders arising from activities that may negatively affect biodiversity.

Biodiversity Policy

The Company integrates biodiversity management into its environmental and social management systems in alignment with international biodiversity standards relevant to its business operations. This ensures that biodiversity-related issues are continuously monitored and managed throughout project operations, covering project sites and surrounding areas with significant ecological connections.

Key Principles

Conduct business in a manner that minimizes impacts on ecosystems across the value chain and promotes the sustainability of natural resources within project areas.

- Apply the precautionary principle in areas of high biodiversity significance, taking into account business appropriateness.
- Conduct comprehensive impact assessments and monitoring of biodiversity, utilizing scientific data and expert engagement to establish effective preventive and mitigation measures, as well as ecosystem restoration initiatives.
- Promote stakeholder engagement, including local communities, and foster collaboration with public agencies, private sector entities, and international organizations to protect and restore biodiversity.
- Establish management frameworks to conserve existing biodiversity by applying the mitigation hierarchy (avoidance, prevention, reduction, restoration, and offsetting), with clear targets and continuous performance monitoring.

- Promote the use of materials and operational practices that do not adversely impact biodiversity, and support sustainable and ecosystem-safe construction and property management practices.

Scope of the Policy

This policy applies to directors, executives, and employees at all levels of the Company and its subsidiaries, as well as all stakeholder groups. It covers all business processes and activities, including ecosystems under the Company’s management and surrounding communities.

The Company also encourages business partners, suppliers, and stakeholders across the value chain—such as customers, contractors, and employees—to align with this policy in both current and future operations.

Roles and Responsibilities

1. Board of Directors
 - Role: Ultimate approver and strategic leader
 - Responsibilities:
 - Approve the biodiversity policy and long-term targets (e.g., Net Positive Impact).
 - Ensure integration of nature-related strategies into core business plans.
 - Oversee ESG performance in alignment with shareholder expectations and international standards.
2. Corporate Governance and Sustainability Committee (ESG Committee)
 - Role: Policy reviewer and oversight body
 - Responsibilities:
 - Review policies and practices prior to submission to the Board.
 - Establish biodiversity KPIs (e.g., reduction of chemical use, increase in green areas).
 - Assess nature-related risks and opportunities impacting the business.
3. Corporate Governance and Sustainability Subcommittee (ESG Subcommittee)
 - Role: Strategy-to-execution integrator
 - Responsibilities:
 - Monitor biodiversity project progress on a quarterly basis.
 - Analyze performance data and prepare reports for the ESG Committee and/or the Board.
 - Coordinate between management and governing bodies to ensure effective implementation.
4. Chief Executive Officer (CEO) and Executives
 - Role: Change leader and resource allocator
 - Responsibilities:
 - Translate policy into operational practices across all business lines.
 - Allocate necessary budget and resources for environmental conservation initiatives.

- Foster a corporate culture that values ecosystem protection.
- 5. Environmental Working Group
 - Role: Implementer and reporting body
 - Responsibilities:
 - Conduct biodiversity impact assessments in managed project areas.
 - Collect and analyze data (e.g., waste reduction, increased green areas) for One Report disclosure.
 - Design and implement biodiversity-related initiatives, such as planting native species.
- 6. Supply Chain Management Unit
 - Role: Supplier standards controller
 - Responsibilities:
 - Establish supplier selection criteria incorporating biodiversity responsibility (Supplier Code of Conduct).
 - Conduct audits on relevant service providers (e.g., landscaping, pest control, cleaning).
 - Promote procurement of environmentally friendly products that do not contribute to deforestation.
- 7. Employees
 - Role: Operational drivers
 - Responsibilities:
 - Follow environmental practices, such as proper waste segregation.
 - Report environmental risks or incidents within project areas.
 - Participate in biodiversity-related training programs.
- 8. Suppliers and Business Partners
 - Role: Strategic partners
 - Responsibilities:
 - Comply with the Company's biodiversity policy and guidelines.
 - Provide innovative solutions that reduce environmental impact (e.g., wastewater treatment, bio-based products).
 - Report resource usage and environmental impacts from operations.

Whistleblowing

Any complaints or whistleblowing reports regarding suspected violations of this policy shall be handled in accordance with the Company's Whistleblowing Policy and Procedures. Whistleblowers shall be protected, and all information shall be treated with strict confidentiality, without any impact on their employment status, both during and after the investigation process.

Policy Review and Revision

The Company shall regularly review and update this Biodiversity Policy, or as necessary in response to changes in laws, regulations, or sustainability standards at both national and international levels, to ensure its continued relevance and effectiveness.

This policy was approved by the Board of Directors on 26 February 2026.

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(Chief Executive Officer)
Primo Service Solutions Public
Company Limited

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(Chairman of the Board of Directors)
Primo Service Solutions Public
Company Limited

