



Environmental Policy and Guidelines

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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Environmental Policy and Guidelines

Introduction

Primo Service Solutions Public Company Limited and its subsidiaries (the “Company”) are committed to conducting business in parallel with environmental stewardship and responsible use of natural resources. The Company promotes the use of renewable energy and complies with applicable environmental laws, regulations, international standards, and industry best practices across all business units.

Environmental considerations are integrated throughout all operational processes to ensure maximum resource efficiency and minimal environmental impact. This includes assessing impacts across the entire value chain—from upstream, midstream, to downstream activities—covering operational planning, service delivery, resource utilization, waste management, and pollution treatment and disposal.

This policy also applies to new projects, business expansion, and environmental due diligence for mergers and acquisitions. Furthermore, the Company collaborates with communities to protect the environment, reduce greenhouse gas emissions, and mitigate environmental impacts arising from business operations. The Company also encourages suppliers and business partners to adopt these principles to jointly create long-term value and sustainability for all stakeholders.

Objectives

To ensure that employees at all levels, as well as suppliers and relevant stakeholders, understand their roles and responsibilities in conducting business with proper environmental and natural resource management, with emphasis on minimizing environmental impacts across all operations, including upstream, midstream, downstream services, and waste management.

To establish operational guidelines for reducing greenhouse gas emissions, water consumption, and waste generation at all stages, while promoting efficient and sustainable use of natural resources, in alignment with the Company’s target to achieve Net Zero greenhouse gas emissions by 2050 (B.E. 2593).

To promote ecological balance and biodiversity conservation through strategic initiatives, including the use of sustainable materials and the promotion of a circular economy.

Scope of Policy

This Environmental Policy serves as a framework for integration into the Company’s business operations, including collaboration with suppliers and business partners throughout the value chain. The aim is to achieve environmental objectives in accordance with the Company’s practices, deliver value to customers, and foster sustainable growth for the Company, society, and communities.

Roles and Responsibilities

To ensure effective implementation of this policy, all relevant parties have the following responsibilities:

Board of Directors

- Approve and oversee the Company's sustainability and environmental policies, strategies, and overall objectives.

Corporate Governance and Sustainability Committee

- Review and establish environmental policies, strategies, and action plans in alignment with relevant laws, regulations, and standards, and propose them to the Board of Directors for approval.
- Monitor policy implementation and performance, and provide guidance on environmental risk assessment and management in accordance with international standards.
- Ensure proper disclosure of environmental performance in compliance with regulatory requirements.

Chief Executive Officer / Managing Director

- Provide strategic direction, allocate resources, and ensure effective implementation of the policy.

Subcommittee on Corporate Governance and Sustainability

- Provide recommendations on environmental action plans aligned with each business context.
- Monitor performance, provide guidance to environmental working teams, and assess related risks and opportunities.

Environmental Working Team

- Develop environmental plans and procedures in alignment with Company policies and targets, and monitor implementation for reporting to the relevant committee.

Department Heads / Managers

- Supervise and ensure compliance within their departments, and promote awareness and adherence among employees.

Employees

- Strictly comply with environmental measures, participate in related activities, and report any irregularities or provide suggestions for improvement.

Environmental Policy

The Company is committed to sustainable business operations by balancing environmental responsibility, social responsibility, and stakeholder interests, while supporting biodiversity and minimizing environmental impacts in a systematic and sustainable manner.

1. Commitment and Governance

- The Board of Directors oversees sustainability strategies, including environmental material issues and targets.

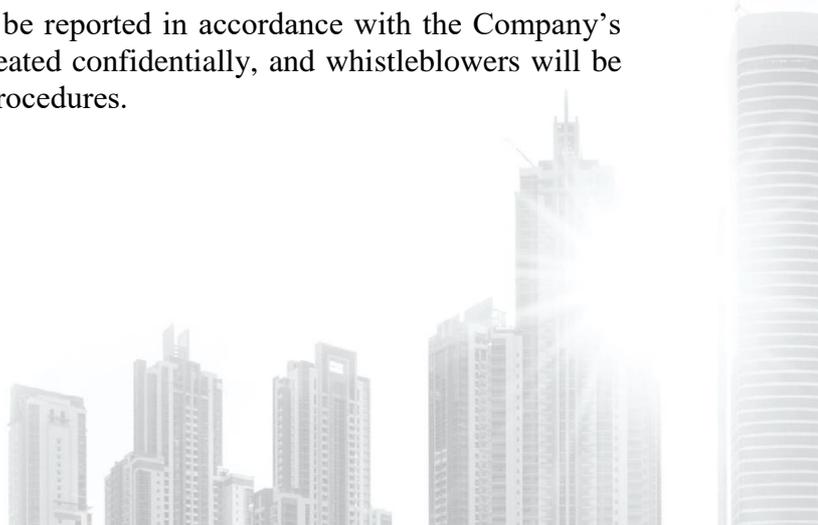
- The Company complies with Thai environmental laws and international standards, and aims to obtain relevant certifications such as ISO 14001:2015.
2. Climate and Energy Management
 - Establish clear targets for Net Zero GHG emissions and/or carbon neutrality by 2050.
 - Disclose greenhouse gas emissions covering Scope 1, Scope 2, and consider Scope 3 emissions.
 - Improve energy efficiency and promote the use of renewable energy.
 3. Resource and Pollution Management
 - Adopt circular economy principles by reducing waste at source, reusing, and recycling.
 - Ensure proper management of wastewater and hazardous waste.
 - Implement sustainable procurement practices with environmental criteria for supplier selection.
 4. Disclosure and Engagement
 - Disclose environmental performance in accordance with international frameworks such as GRI Standards and TCFD.
 - Communicate environmental goals and performance transparently to stakeholders.
 - Promote an environmental culture within the organization through training and engagement.

Guidelines

- 1) Comply with all applicable laws, regulations, and environmental standards.
- 2) Conduct business with environmental and social responsibility, minimizing impacts on communities.
- 3) Continuously improve environmental performance frameworks and targets.
- 4) Identify material environmental issues and implement mitigation measures.
- 5) Promote energy efficiency, resource conservation, recycling, and proper waste management.
- 6) Integrate environmental performance into employee evaluations.
- 7) Communicate policies to suppliers and partners to ensure alignment.
- 8) Foster collaboration with stakeholders to enhance environmental awareness and responsibility.
- 9) Establish monitoring, auditing, and reporting systems, with transparent public disclosure via Sustainability Reports and One Report.

Whistleblowing

Any suspected violation of this policy must be reported in accordance with the Company's whistleblowing policy. All reports will be treated confidentially, and whistleblowers will be protected under the Company's established procedures.



Policy Review

The Company shall review this Environmental Policy at least annually, or when there are significant changes in laws, regulations, or sustainability standards, 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

