Conflict of Interest Policy

Primo Service Solutions Public Company Limited

(Approved by the Board of Directors at Meeting No. 1/2022 on 26 July 2022)

PRIMO SERVICE SOLUTIONS PUBLIC COMPANY LIMITED
496 Moo 9 Sukhumvit 107 Road, Samrong Nuea,
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PRIMO SERVICE SOLUTIONS PUBLIC COMPANY LIMITED

Conflict of Interest Policy

The Board of Directors of Primo Service Solutions Public Company Limited **(the "Company")** has established the Conflict of Interest Prevention Policy based on the principle that any decision-making in business operations must be conducted for the utmost benefit of the Company, its subsidiaries, and its shareholders, and that actions giving rise to conflicts of interest should be avoided. To ensure fairness to all stakeholders, it is the policy of the Company and its subsidiaries to prevent the seeking of personal gain derived from serving as a director, executive, or employee of the Company or its subsidiaries. Accordingly, practical guidelines for directors, executives, and employees of the Company and its subsidiaries have been prescribed as follows:

1. Directors, executives, and employees of the Company and its subsidiaries must avoid entering into related party transactions with themselves or connected persons that may give rise to a conflict of interest with the Company and/or its subsidiaries.

2. If a related party transaction is necessary for the utmost benefit of the Company and its subsidiaries, such transaction must be conducted on an arm's length basis, as if dealing with an independent third party. In this regard, directors, executives, or employees of the Company or its subsidiaries who have an interest in such transaction are prohibited from participating in the consideration and approval process, and such persons shall neither attend the relevant meeting nor hold any approval authority over the transaction.

3. Directors, executives, and employees of the Company and its subsidiaries must not seek personal gains for themselves or others by using or disclosing undisclosed internal or confidential information to third parties.

4. Directors, executives, and employees of the Company and its subsidiaries must not use documents or information obtained through their positions as directors, executives, or employees of the Company or its subsidiaries to operate businesses for themselves or others that compete with, are similar to, or are related to the businesses of the Company or its subsidiaries.

In this regard, directors and executives shall report to the Company or its subsidiaries any interest of their own or of their related persons in cases where such interest is related to the business management of the Company or its subsidiaries. The reporting of interests by directors and executives shall be executed as follows:

a) Initial Report: A report shall be submitted to the Company by notifying the Company Secretary upon assuming the position of director or executive.

b) Report on Changes in Interest Information: Any changes to the interest information shall be reported without delay within 3 business days from the date of such change, with the number of change occurrences explicitly specified.

Report on Material Interest or Significant Involvement in Considered Transactions: Directors and executives who have a material interest or significant involvement in a transaction under consideration by the Board of Directors must notify the Company Secretary to inform the Company of their relationship or interest in such transaction at least prior to the consideration of the relevant Board meeting agenda. This shall be recorded in the minutes of that Board meeting, and

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c) such individuals shall neither participate in the consideration nor hold approval authority over the transaction.

Effective from 26 July 2022, onwards.

-Signature-

(**Mr. Marote Vananan**)

Chairman of the Board
Primo Service Solutions Public Company Limited

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