primo
SERVICE SOLUTIONS
PUBLIC COMPANY LIMITED

Clawback Provision Statement

Primo Service Solutions Public Company Limited’s clawback policy is based on Section 89/7, 89/18, and 89/19 of the Securities and Exchange Act B.E. 2551 (2008) (and its amendments). The Act stipulates that directors and executives shall perform their duties with responsibility, care, and integrity, in strict compliance with the laws, corporate objectives, regulations, and shareholders' resolutions.

In the event that any executive fails to perform their duties, breaches the code of conduct, or engages in misconduct causing damage to the Company, Primo Service Solutions Public Company Limited reserves the right to claw back benefits or compensation previously received by the individual, or to withhold future compensation. This policy is implemented to ensure adherence to corporate governance principles and to protect shareholders' interests. The individual may also be subject to civil and criminal penalties as prescribed by law.

This shall take effect from 11 August 2026 onwards.

-Signature-

(Mr. Marote Vananan)
Chairman of the Board
Primo Service Solutions Public Company Limited

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