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Sustainable Development Policy

Prima Marine Public Company Limited

2026 Revised Edition

Sustainable Development Policy

1. Introduction

Prima Marine Public Company Limited (the "Company") is committed to conducting its business together with the systematic advancement of sustainability across all business processes, based on good corporate governance and responsible business conduct toward society, the environment and all groups of stakeholders, in order to create long-term value for the organization and society as a whole. The Company places importance on operating in compliance with applicable laws, regulations and relevant international standards, as well as supporting the achievement of the United Nations Sustainable Development Goals (UN SDGs).

To ensure effective sustainability operations, the Company has established this Policy to set out the framework, guidelines and processes for systematically managing material sustainability matters. This covers the identification and assessment of material issues, the determination of strategies, targets and key performance indicators, implementation, monitoring and evaluation, as well as transparent, accurate and continuous reporting of performance, to ensure that operations are aligned with the Company's strategic direction and sustainability goals.

2. Scope of Application

This Policy applies to the business operations of the Company and its subsidiaries, as well as the Board of Directors, executives and employees at all levels of the Company. Subsidiaries are responsible for adopting the Sustainable Development Policy as appropriate to their business context.

3. Roles and Responsibilities

- The Corporate Governance and Sustainable Development Committee is responsible for screening and endorsing the policy and direction of sustainability operations, and proposing them to the Board of Directors.

- The Corporate Governance and Sustainable Development Committee oversees the Company's operations to ensure alignment with the Sustainable Development Policy, including monitoring relevant performance.

4. Environmental Management

The Company is committed to continuously preventing, avoiding and reducing environmental impacts from its operations, improving work processes, applying appropriate technologies, and preparing for and adapting to climate change, in order to achieve sustainable growth in parallel with social and environmental responsibility.

- Climate change management: assess the Company's greenhouse gas emissions, with emphasis on improving the efficiency of energy and fuel consumption; reduce and/or offset greenhouse gas emissions from business operations; monitor relevant information from regulatory authorities to ensure proper compliance with laws or regulations and manage risks; and strengthen employees' knowledge and understanding of climate adaptation and preparedness.

- Waste management and waste reduction: develop the Company's internal waste management processes and promote waste separation, reuse and recycling.

- Plan the efficient use of resources, such as fuel, electricity, tap water and consumable materials, including environmentally friendly procurement and the promotion of environmental knowledge, understanding and awareness among employees.

- Promote the adoption of appropriate technologies and innovations in operations to enhance the efficiency of energy, water, electricity and fuel consumption, reduce costs and environmental impacts, and support business operations in line with the Company's sustainability goals.

5. Social Management

The Company prioritizes stakeholder engagement, personnel development, the promotion of opportunities, and the establishment of a safety culture throughout the organization.

- Respect the rights of all employees at work equally and without discrimination on the basis of differences or diversity, including fair remuneration that is consistent with performance and adequate for living.
- Develop and retain employees by continuously managing and developing their knowledge, capabilities and new essential skills, with emphasis on enhancing employee happiness and engagement, as well as succession planning, to provide a foundation for sustainable and continuous business management.
- Create a safe and appropriate working environment free from harassment or all forms of violence in the workplace, and manage organizational safety with the aim of achieving zero work-related accidents, including assessing occupational safety and health situations and risks.
- Promote projects for sustainable community development and reduce negative impacts from business operations that may affect communities.
- Respect human rights in relation to all groups of stakeholders.

6. Economic and Corporate Governance Management

The Company aims to be an organization with stable growth, taking into account its responsibility to stakeholders throughout the value chain. It sets goals and strategic plans in line with sustainable development approaches to enhance business competitiveness.

- Strengthen capabilities to respond to changes in business models and environmental regulations through investment in human resources, innovation, and the management of existing risks and emerging risks.
- Operate under the principles of good corporate governance, upholding business ethics, integrity, transparency, and anti-fraud and anti-corruption in all forms.
- Comply with applicable laws, requirements and standards in all areas of operation, particularly international sustainability matters.

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- Protect and safeguard stakeholders' personal data in accordance with legal requirements.
- Disclose information and performance accurately, completely and in accordance with the requirements of relevant regulatory authorities, while serving as a good example in promoting a culture of sustainable business conduct.

7. Policy Review

This Policy has been approved by the Board of Directors and will be reviewed at least annually. The relevant department shall review and update the Policy to ensure alignment with the Company's circumstances and business direction and shall propose revisions to the Corporate Governance and Sustainable Development Committee for screening prior submission to the Board of Directors for approval.

This Policy shall be effective from 14 May 2026 onwards.

-Signature-

(Mr. Bowon Vongsinudom)

Chairman of the Board of Directors

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