

## Environmental, Social and Governance ("ESG") Committee Charter

---

### I. **Mission Statement**

Primoris Services Corporation ("Primoris" or the "Company") believes that proactive oversight of Environmental, Social and Governance ("ESG") matters can improve a company's internal performance as well as have a positive impact on its relationship with all stakeholders – employees, customers, investors, suppliers and communities.

### II. **Purpose**

In combination with Executive Leadership and the Company's Board of Directors (the "Board"), the Environmental, Social and Governance Committee (the "ESG Committee") of Primoris will assist with and support the Company's focused commitment to environmental, health, safety, corporate social responsibility, corporate governance, sustainability and other public policy matters relevant to the Company by:

- a. developing a Company strategy relating to ESG matters, including identifying, evaluating and monitoring ESG matters at the Company that could affect the Company's business activities, performance and reputation;
- b. monitoring and anticipating developments relating to, and improving the Company's understanding of ESG matters;
- c. overseeing the integration of ESG policies into the business operations and strategy; and
- d. assisting in shaping communications with employees, investors and other stakeholders of the Company with respect to ESG matters.

### III. **Executive Committee**

- a. The Executive Committee ("Executive Committee") consists of the Chief Executive Officer, Chief Financial Officer, Chief Operating Officer and Chief Legal Officer.
- b. The ESG Committee reports to the Executive Committee on a regular basis. The frequency and timing of the updates will be determined by the Executive Committee
- c. The Executive Committee is responsible for:
  - i. Appointing the chairperson of the ESG Committee (the "ESG Chairperson),
  - ii. Approving the members of the ESG Committee based on recommendations from the ESG Chairperson,
  - iii. Setting the frequency of updates from the ESG Committee, and
  - iv. Reporting to the Board on ESG matters and the progress of the ESG Committee.

**Primoris Services Corporation ESG Charter**  
**January 2021**

- d. The Executive Committee may request the ESG Chairperson to prepare and make reports to the Board from time to time.

**IV. Membership**

- a. The members of the ESG Committee will include such officers and employees of the Company (the “Committee Members”) deemed appropriate, taking into account such person’s expertise in relevant disciplines, including environmental, health and safety; operations; marketing; legal; investor relations; corporate governance; finance; human resources; and communications.
- b. The ESG Committee will initially have 11 members consisting of one person from each of the following groups: environmental, health and safety, operations, marketing, legal, investor relations, finance, fleet, facilities, and human resources. The ESG Chairperson will identify and nominate individuals based on the criteria above. The number of Committee Members will not exceed 11 during any given year.
- c. If the ESG Chairperson cannot be present at a meeting, the Chairperson will designate one of the other Committee Members to preside as Chairperson at the meeting.

**V. Meetings**

- a. Unless otherwise determined by the ESG Committee, the ESG Committee will hold regular quarterly meetings. The ESG Committee may meet at such other times as necessary or appropriate to fulfill its duties and responsibilities.
- b. The ESG Committee may ask other officers and employees of the Company to attend the meetings to provide pertinent information as requested.
- c. Committee Members may participate in meetings in person, through telephone conference, or by video conference.
- d. The ESG Chairperson, or designee of the Chairperson, is responsible for scheduling and setting the agenda for meetings.
- e. The ESG Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are consistent with the Company’s guidelines.
- f. The ESG Committee shall maintain minutes of meetings and report to the Executive Committee on any significant matters that arise at ESG Committee meetings.
- g. A simple majority of Committee Members then serving and in attendance constitutes a quorum at any meeting of the ESG Committee. The ESG Committee may act by the affirmative vote of a majority of the Committee Members who are present at any meeting at which a quorum is present, or by a resolution in writing signed by all of the Committee Members. Each Committee Member has one vote.

**Primoris Services Corporation ESG Charter**  
**January 2021**

**VI. Duties and Responsibilities**

The ESG Committee will have the following duties and responsibilities to:

- a. Develop ESG plans, goals and objectives;
- b. Communicate and be advocates of company ESG goals and commitments for the Company;
- c. Make periodic visits to company offices and project locations to familiarize themselves with ESG matters at an office/project-level;
- d. Determine which ESG risks and opportunities are of strategic significance to Primoris and make recommendations to the Executive Committee in setting the Company's general strategy with respect to ESG matters;
- e. Encourage integration of ESG matters into the overall business strategy (e.g., recommend policies, practices and disclosures regarding ESG matters and strategy to the Executive Committee);
- f. Assist in overseeing consistent internal and external communications with employees, investors and other stakeholders regarding the Company's key ESG message, including coordinating and reviewing, as appropriate, draft responses, reports or other disclosures to stakeholders;
- g. Review current and emerging ESG matters as they may affect the Company's business, operations and/or public image and make recommendations to the Executive Committee;
- h. Advise the Company regarding how policies and practices can be adjusted, or addressed to account for ESG trends;
- i. Advise the Executive Committee on stockholder proposals and other significant stakeholder concerns relating to ESG matters; and
- j. Perform such other duties, tasks and responsibilities relevant to the purpose of the ESG Committee as may be requested by the Executive Committee from time to time.

**VII. Reporting, Delegation & Authority**

- a. The ESG Committee will report to the Executive Committee and to others as designated by the Executive Committee from time to time.
- b. The ESG Committee may, in its discretion, delegate all, or a portion of its duties and responsibilities to one or more subcommittees of the ESG Committee.

**Primoris Services Corporation ESG Charter**  
**January 2021**

**VIII. General**

- a. The ESG Committee shall have the authority to conduct any investigation appropriate, with the approval of the Executive Committee to fulfilling its responsibilities.
- b. The ESG Committee, when it considers it necessary or advisable, and with Executive Committee approval, may retain, at the Company's expense, outside consultants, or advisors to assist or advise the ESG Committee independently on any matter within its mandate.
- c. The ESG Committee shall review this Charter annually and submit any recommended changes to the Executive Committee for approval.
- d. The ESG Committee shall conduct an annual evaluation of the performance of its duties under this Charter and shall present the results of the evaluation to the Executive Committee.