

TEAM Consulting Engineering and Management Public Company Limited

Announcement No. 36/2021

Re: Sustainability and Corporate Social Responsibility Policy

TEAM Consulting Engineering and Management Public Company Limited (the "Company") has set its vision to be "A regional solution provider and innovative business developer," driven by its 4 consulting business sectors, namely government, private, international and related business, as well as to expand non-consulting businesses so as to generate returns equal to those from consulting business, aiming at the corporate sustainability.

The sustainable corporate development and corporate social responsibility form the important foundations for strengthening the corporate growth in a stable, sustainable and continual manner in order to benefit all stakeholders, society and the environment. Therefore, the Board of Directors in the meeting No. 5/2021 on 11 November 2021 passed a resolution to approve this Sustainability and Corporate Social Responsibility Policy to be a guideline for all directors, executives and employees to participate in business operations in accordance with the sustainable development approach as follows:

1. Sustainability

- 1) The Company aims to be a regional solution provider with quality services in accordance with its corporate value of SQT and an innovative business developer so as to create sustainable growth and promote the development of technologies and innovations in its collaboration with partners to create value added and maximize client satisfaction;
- 2) The Company puts an emphasis on transparency in business operations, continual development, transparent and fair work process, and preservation of client confidentiality. The Company is committed to conduct business under good corporate governance.

2. Society, Human Rights and Employee Treatment

1) Fair Business Operations

The Company places importance on business operations with integrity, transparency and fairness by setting policies, rules and regulations for taking care of stakeholders and bearing in mind accountability for all groups of stakeholders as stated in the Corporate Governance Policy.

2) Respect for Human Rights

The Company conducts its business operations with respect for human rights, promotion and treatment of stakeholders in an equitable manner, particularly the corporate staff, which form the basis of human resources management and development, and interactions in an equitable, non-divisive, and non-discriminatory manner with persons with disabilities, persons of different race, religion, gender, language, age, skin color, social status, culture and tradition.

3) Fair Treatment of Employees

The Company realizes that employees are valuable assets of the corporate; therefore, the Company is committed and has continuously given importance to its personnel and treated them with fairness, equality, and due attention to their quality of life. Employees are assigned to work in line with their qualifications and provided with a range of welfare and fringe benefits including health care. In addition, an appropriate remuneration structure has been set out. The Company encourages its employees to always develop their knowledge and expertise, and to attend internal and external training to develop their capacities and enhance their operational skills. The Company also builds employee morale and positive attitudes toward work of employees at all levels.

4) Participation in Community or Social Development

The Company recognizes its role and duties as a good member of the society by setting a guideline for executives and employees to participate in public and societal benefit activities, including communities which the Company is involved with and other communities.

3. Environment

- 1) The Company is committed to strictly comply with environmental laws, regulations and requirements related to business operations as well as business practices with environmental responsibility by applying technical principles to their studies to ensure minimum environmental impact.
- 2) The Company promotes and supports energy conservation, emphasizing the use of renewable energy as well as efficient use of natural resources.
- 3) The Company gives emphasis to environmental conservation so as to mitigate environmental impacts on nearby communities such as wastewater treatment to meet the stipulated effluent standard and office waste reduction, etc.
- 4) The Company is determined to cultivate awareness of environmental responsibility in its employees at all levels in order to participate in setting a guideline on environmental responsibility.

All directors, executives and employees of the Company and its subsidiaries have the duty to support, push forward and act in line with the Sustainability and Corporate Social Responsibility Policy and the stipulated management framework.

This Sustainability and Corporate Social Responsibility Policy is effective from 12 November 2021 onwards.

Mr. Sanit Rangnoi
Chairman of the Board

TEAM Consulting Engineering and Management Public Company Limited

Announcement No. 42/2021

Re: Sustainability and Corporate Social Responsibility Policy (No. 2)

Pursuant to the Announcement regarding Sustainability and Corporate Social Responsibility Policy which has been in effect from 12 November 2021 in accordance with the Announcement No. 36/2521 dated 16 November 2021;

The Board of Directors in the meeting No. 7/2021 on 21 December 2021 deemed it appropriate to include the commitment to be part of the efforts to reduce greenhouse gas emissions; therefore, a resolution was passed to approve the revision of the aforesaid Sustainability and Corporate Social Responsibility Policy by adding Sub-clause 5) in the environmental policy as follows:

“5) The Company has realized the impacts of global warming; therefore, the Company has a strong intention to undertake and/or cooperate with relevant agencies in regard to the reduction of greenhouse gas emissions.”

This announcement is effective from 22 December 2021 onwards.

Announced on 27 December 2021

Mr. Sanit Rangnoi
Chairman of the Board