



Announcement
TEAM Consulting Engineering and Management Public Company Limited
No. 16/2564
Policy on Conflict of Interest Prevention

In order to ensure that the actions of the directors, executives, and employees of TEAM Consulting Engineering and Management Public Company Limited and all its subsidiaries regarding conflicts of interest are conducted with transparency and accountability, the Board of Directors, at its Meeting No. 1/2564 held on 25 February 2021, resolved to withdraw Announcement No. 18/2561 titled “Policy on Conflict of Interest Prevention” dated 2 April 2018, and to replace it with this announcement, the details of which are as follows:

1. Directors, executives, and employees, including their spouses and children, are strictly prohibited from seeking personal gain from any business dealings with the Company, whether directly or indirectly.
2. Directors, executives, and employees are strictly prohibited from engaging in any actions that conflict with the Company’s business interests—such as causing the Company to incur losses, receive less benefit than it should, or diverting Company benefits for personal gain, including for their spouses and children—as well as from engaging in any activities that compete with the Company’s business.
3. Directors, executives, and employees shall not exploit the Company’s opportunities or information for personal benefit or for the benefit of others, including engaging in any business that competes with or is related to the Company’s operations.
4. Directors and executives shall prepare and submit a report disclosing their own interests, as well as those of related parties, for acknowledgment by the Board of Directors.
5. Directors, executives, and employees have a duty to report any conflict of interest when they have a vested interest in the performance of duties that may lead to a conflict of interest.
6. A requirement is established for the reporting of conflicts of interest by employees at the level of Division Director and above, in both the Company and all its subsidiaries, to the Chairman of the Board of Directors, as well as by employees whose duties are involved with matters that carry a risk of conflict of interest.
7. In cases where it is necessary to enter into a related-party transaction that may give rise to a conflict of interest, such transaction shall be treated as if it were conducted with an external party under commercial terms that a reasonable person would apply in dealings with a general counterparty, utilizing arm’s-length negotiation free from the influence of any director, executive, employee, or related person. Those individuals must not participate in the approval or consideration of such transactions.
8. The consideration of matters involving conflicts of interest or potentially conflicting transactions must include participation and review by independent directors in every instance.
9. Directors and executives must not attend meetings or vote on any matters in which they have a personal interest that may lead to a conflict of interest.
10. Directors and executives as defined under Section 89/1 of the Securities and Exchange Act, employees involved in the preparation of financial statements, the Company Secretary, the Audit Committee Secretary, and any external parties who have been informed of material inside information, such as auditors, are strictly prohibited from disclosing such information for personal benefit. They are also prohibited from

buying or selling the Company's securities during the one-month period prior to the public disclosure of financial statements.

11. The consideration and approval of any transactions deemed to be related-party and/or conflict-of-interest transactions must be carried out in strict compliance with the rules, regulations, and requirements of regulatory authorities.

12. Directors and senior executives as defined under Section 89/1 of the Securities and Exchange Act, of both the Company and all its subsidiaries, have a duty to comply with the disclosure requirements set forth by the Stock Exchange of Thailand and the Securities and Exchange Commission regarding related-party transactions and conflicts of interest. Such information must be reported to the Board of Directors and disclosed to stakeholders at least once a year in the Annual Report.

13. Directors, executives, and employees of the Company and all its subsidiaries have a duty to report any misconduct by colleagues, supervisors, executives, or directors. Any person who becomes aware of misconduct and fails to report it shall be deemed to have committed a disciplinary offense in accordance with the Company's rules, regulations, and policies.

This Policy on Conflict of Interest Prevention shall be effective from 1 March 2021.

(Mr. Sanit Rangnoi)
Chairman of the Board