



Announcement
TEAM Consulting Engineering and Management Public Company Limited
No. 78/2567
Policy on the Handling of Insider Information

*The Board of Directors of TEAM Consulting Engineering and Management Public Company Limited recognizes the importance of overseeing the use of insider information as a key element in strengthening good corporate governance. Accordingly, the Board of Directors has resolved to approve this Policy on the Handling of Insider Information to prevent the use of material non-public information of the Company for personal benefit or for the benefit of others, and to align the policy with the Notification of the Securities and Exchange Commission No. SorJor. 6/2567 regarding the reporting of changes in the holding of securities and derivatives by directors, executives, auditors, plan preparers, and plan administrators. At its Meeting No. 7/2567 held on 16 December 2024, the Board of Directors resolved to revise the Policy on the Handling of Insider Information, **replacing Announcement No. 10/2561 dated 2 April 2018, with this current announcement.** The provisions are as follows:*

1. Directors, executives, employees, and staff of the Company shall comply with the following:
 - a) Maintain the confidentiality of the Company's confidential and/or insider information.
 - b) Refrain from disclosing or using the Company's confidential and/or insider information for personal benefit or for the benefit of any other person, whether directly or indirectly, and whether or not any compensation is received.
 - c) Refrain from purchasing, selling, transferring, or receiving a transfer of the Company's securities using the Company's confidential and/or insider information, and/or from entering into any legal transactions using such information that may cause damage to the Company, whether directly or indirectly.

In this regard, directors, executives, employees, and staff of the Company who work in sections that have access to the Company's insider information shall avoid or refrain from trading the Company's securities during the one-month period prior to the public disclosure of the financial statements and for 24 hours after the disclosure of financial statements or other material information to the public. This restriction shall also apply to the spouses and minor children of the Company's directors, executives, and employees. Any person who violates these rules and regulations shall be deemed to have committed a serious offense.

2. Directors and executives of the Company, including the Company's auditors, are required to report any changes in their shareholding in the Company, as well as those of their spouses and minor children, to the Securities and Exchange Commission (SEC) in accordance with Section 59 of the Securities and Exchange Act B.E. 2535 (1992), and must acknowledge the penalties prescribed under the same Act. Directors and executives must also submit a copy of such report to the Company on the same day it is submitted

to the SEC. The report must be filed within three business days from the date of any transaction involving the purchase, sale, transfer, or receipt of transfer of shares, or upon the occurrence of either of the following conditions, whichever comes first: (1) when the total value of the transactions reaches or exceeds 3 million baht; or (2) upon the completion of a six-month period from the date of the initial transaction. In either case, the report must be submitted within three business days from the date the condition or timeline is fulfilled.

3. The Company has announced these regulations for the acknowledgment of all directors, executives, employees, and staff.

This Policy on the Handling of Insider Information shall be effective from 17 December 2024 onwards.

Announced on December 26, 2024

(Mr. Rapee Phongbupakicha)
Chairman of the Board