

## Attachment 11

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### Report of the Chief Executive Officer Performance Review Committee

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## Report of the Chief Executive Officer Performance Review Committee

To Shareholders

The Board of Directors of TEAM Consulting Engineering and Management Public Company Limited appointed the CEO Performance Review Committee (“The Committee”) on December 6, 2025, to establish the evaluation framework, review, and assess the CEO’s performance. The results were submitted to the Nomination and Compensation Committee for use in compensation determination, and to support the overall organizational development and management efficiency.

The Committee consisted of three directors, namely: Air Chief Marshal Kongsak Chantarasopa (Independent Director) as Chairman of the Committee, Assoc. Prof. Dr. Kittichai Triratanasirichai (Independent Director), and Mr. Prasong Wangrattanapranee (Non-executive Director) as members.

In 2024, the Committee performed the following key activities:

1. The Committee reviewed the CEO performance evaluation form to ensure its appropriateness and alignment with legal requirements and Board responsibilities. In 2024, ESG (Environmental, Social, and Governance) performance criteria were added to support sustainable organizational development. The revised evaluation form was submitted to the Board for approval.
2. The Committee assessed the CEO’s performance for the year 2024 and concluded that the CEO fulfilled all legal duties and responsibilities as assigned by the Board, and demonstrated strong governance, transparency, and sustainable development practices. The evaluation results were submitted to the Nomination and Compensation Committee for use in determining the CEO’s compensation and bonus, and were subsequently proposed to the Board for approval.

The Committee performed its assigned duties thoroughly, prudently, diligently, transparently, and fairly, in line with good corporate governance principles, to ensure the best interests of shareholders and all stakeholders.

On behalf of the CEO Performance Review Committee

*-Air Chief Marshal Kongsak Chantarasopa-*

Chairman of the CEO Performance Review Committee