



**Announcement**  
**TEAM Consulting Engineering and Management Public Company Limited**  
**No. 79/2567**  
**Information Disclosure Policy**

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The Company has established measures to prevent the misuse of insider information, in order to oversee and prevent executives, employees, and individuals related to them from trading securities or seeking undue benefits for themselves or others. The measures are as follows:

1. Must maintain the confidentiality and/or internal information of the Company.
2. Must not use insider information for personal benefit in the purchase, transfer, or receipt of the Company's shares, nor provide such information to others for trading purposes, whether directly or indirectly, and regardless of whether any benefit is received.
3. Must refrain from seeking benefits for oneself or others by using confidential insider information of the Company, whether or not it causes damage to the Company.
4. Must not disclose the Company's business confidential information to any third party, especially the Company's competitors, even after ceasing to be a director, executive, or employee of the Company.
5. Must not disclose confidential client information unless authorized by the Company or required by a lawful authority.
6. The Company has established measures to prevent the misuse of insider information (Insider Trading) by related parties, including executives, employees, auditors, departments with access to such information, as well as individuals associated with the aforementioned persons, as follows:
  - (a) The trading of the Company's shares is prohibited within 1 month prior to the disclosure of the quarterly and annual financial statements, and within 24 hours after the disclosure of such financial statements (Blackout Period).
  - (b) In the event of receiving or having access to any non-public information that may affect the Company's share price, trading of the Company's shares is prohibited for 45 days prior to the disclosure of such information and until 24 hours have passed after the information has been fully disclosed to the public. In addition, the disclosure of insider information to external parties or individuals who have no related responsibilities is strictly prohibited. This is to prevent the misuse of insider information.

- (c) In the event that executives, auditors, or related persons make changes to the number of the Company's shares they hold, they must report the change in shareholding to the Securities and Exchange Commission and the Company Secretary within 3 business days from the date of the purchase, transfer, or receipt of such shares, or submit a report upon meeting either of the following conditions or timeframes, whichever occurs first: (1) when the total transaction value reaches 3 million baht or more; or (2) upon the completion of a 6-month period from the date of the first transaction. In any case, the report must be submitted within 3 business days from the date the condition or timeframe is fulfilled.

For individuals who do not hold executive positions but may have access to the Company's inside information equivalent to that of executives who are required to report their holdings under Section 59, such individuals shall prepare and disclose a report of their own shareholdings, as well as those of related persons who hold shares or financial instruments in the Company, including any changes in such holdings, to the Company Secretary within three (3) business days from the date of any purchase, transfer, or receipt of such assets, or submit a report upon meeting any of the following conditions or timeframes, whichever occurs first: (1) when the cumulative transaction value reaches three million baht (THB 3,000,000) or more; or (2) upon the completion of a six-month period from the date of the first transaction. In either case, the report must be submitted within three (3) business days from the date the condition or timeframe is fulfilled.

7. Strictly comply with the regulations of the Stock Exchange of Thailand, the Securities and Exchange Commission (SEC), and all applicable laws, including the fair and equal disclosure of information to shareholders and/or the public.
8. No misuse or exploit information obtained in the capacity of an executive in any manner that may cause harm to the Company.

This Information Disclosure Policy shall be effective from 17 December 2024 onwards.

Announced on December 26, 2024.  
(Mr. Rapee Phongbupakicha)  
Chairman of the Board