



-Translated-

Corporate Governance and Sustainability Committee Charter

TEAM Consulting Engineering and Management Public Company Limited

Composition and Selection of the Corporate Governance and Sustainability Committee

The Corporate Governance and Sustainability Committee shall be the Company's directors, executives, employees of the Company and/or suitable persons appointed by the Board of Directors, with the number as the Board of Directors deems appropriate. The Committee shall include at least one independent director as a member of the Committee. The Board of Directors shall appoint one of the Corporate Governance and Sustainability Committee members as the Corporate Governance and Sustainability Chairman.

Scope of powers, duties and responsibilities of the Corporate Governance and Sustainability Committee

1. Establish and/or review policies and practices related to corporate sustainability and corporate governance, such as the Good Corporate Governance and Business Ethics Policy, the Anti-Corruption Policy, and the Policy for Sustainability and Social and Environmental Responsibility, etc.
2. Supervise the operations, including providing advice and recommendations on operations and corporate governance for sustainable business operations in the long term.
3. Support, supervise and monitor operations that comply with laws, regulations, rules of the organization, government agencies and regulatory organizations, as well as good corporate governance principles according to national and international standards.
4. Promote and communicate to directors, executives, employees at all levels and related persons to be aware and recognize the policies and practices related to corporate governance and business ethics.
5. Report the performance results in accordance with the good corporate governance policy and the policy for sustainability and social and environmental responsibility to the Board of Directors at least once a year.
6. Perform other actions as deemed appropriate to ensure that the sustainable development of the Group of Company's business achieves the set goals. Additionally, perform other tasks as assigned by the Board of Directors.



Term of office and termination of Position

- 1) Corporate Governance and Sustainability Committee has a term of office of 3 years from the date of appointment or as resolved by the Board of Directors. Corporate Governance and Sustainability Committee who have completed the terms may be nominated and reappointed.
- 2) When leaving the position of a company director, executive or employee, they spontaneously leave the position of the Corporate Governance and Sustainability Committee¹.

This Corporate Governance and Sustainability Committee Charter shall be effective from December 21, 2023 onwards.

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(Mr. Rapee Phongbupakicha)

Chairman of the Board

Chairman of the Corporate Governance and Sustainability Committee

¹ Amended by the resolution of the Board of Directors' Meeting of TEAM Consulting Engineering and Management Public Company Limited No. 9/2023 on December 21, 2023.