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## The CEO Performance Review Committee Charter

### TEAM Consulting Engineering and Management Public Company Limited

#### Composition and Selection of the CEO Performance Review Committee

The CEO Performance Review Committee must be the Company's directors, executives, employees of the Company and/or suitable persons appointed by the Board of Directors, in such number as the Board of Directors deems appropriate. The committee must include at least one independent director as a member of the Committee. The Board of Directors must appoint one of the members as the Chairman of the CEO Performance Review Committee.

#### Scope of powers, duties and responsibilities of the CEO Performance Review Committee

1. To determine and/or review the performance evaluation form of the CEO and present it to the Nomination and Remuneration Committee for screening and to the Board of Directors for approval.
2. Screen the performance results including evaluating the performance of the CEO and present them to the Nomination and Remuneration Committee for consideration. Consider and determine the compensation of the CEO and submit it to the Board of Directors for approval.
3. Appoint consultants or working groups as deemed appropriate.
4. Perform any other actions as assigned by the Board of Directors.

#### Term of office and termination of office

- 1) The CEO Performance Review Committee shall hold office for a term of 3 years from the date of appointment or as resolved by the Board of Directors. The CEO Performance Review Committee whose term has expired may be nominated and reappointed, subject to the approval of the Board of Directors.
- 2) When leaving the position of director, executive or employee of the Company, he/she shall also leave the position of CEO Performance Review Committee.

#### Meeting

1. The meeting shall be held at least twice a year or as deemed appropriate. The Committee may invite relevant executives or employees to attend the meeting to provide information or opinions.
2. In each meeting, there must be at least half of the total number of directors appraising the CEO's performance in attendance in order for the meeting to be considered a quorum.



3. The resolution of the meeting of the CEO Performance Review Committee shall be based on a majority vote of the total number of directors attending the meeting and having the right to vote on that agenda. However, any director who may have a conflict of interest or have an interest in any matter shall not have the right to vote on that matter.
4. In the event that the Chairman of the CEO Performance Review Committee is not present at the meeting or is unable to perform his duties, the members of the CEO Performance Review Committee present at the meeting shall select one of the members of the CEO Performance Review Committee to be the chairman of the meeting.

#### Review and revision of the Charter

This Charter shall be reviewed at least annually by the CEO Performance Review Committee. Any revision shall be submitted to the Board of Directors for approval.

This CEO Performance Review Committee Charter shall come into effect from December 16, 2024 onwards.

Air Chief Marshal.....

(Kongsak Chantarasopa)

Chairman of

The CEO Performance Review Committee

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(Mr. Rapee Phongbupakicha)

Chairman of the Board