Notification of TEAM Consulting Engineering and Management Public Company Limited

No. 83/2025

Policy on Related Party Transactions (RPT)

To comply with the regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), the Board of Directors' Meeting held on November 10, 2025, resolved to revoke Announcement No. 9/2018, dated April 2, 2018, **and hereby announces the new policy on connected transactions to replace it, as follows:**

Recognizing the company's commitment to good corporate governance, the business code of conduct for directors and executives, and the prevention of conflicts of interest as previously announced, the Board of Directors, at its meeting No. 7/2025 on November 10, 2025, approved the Policy on Connected Transactions. This policy aims to prevent conflicts of interest and ensure compliance with the regulations of the Stock Exchange of Thailand, as follows:

Definitions

"Connected person" means major shareholders, controlling persons, directors, executives, close relatives, including subsidiaries, associated companies, or any other entities over which these persons have control as prescribed by the laws and notifications of the SEC / the SET

"Connected transaction" means the acquisition, disposition, or transfer of assets, the provision or receipt of services, the provision or receipt of credit, the provision of guarantees, the leasing, or any other transactions between the company or its subsidiaries and a connected person

Related Party Transactions (RPT) Policy

Transactions between a company and its connected persons or persons who may have a conflict of interest must comply with general commercial terms or be commercial agreements equivalent to those a prudent person would conduct with a general counterparty under the same circumstances, using commercial bargaining power free from any influence arising from the status of a director, executive, or related person (as the case may be), under reasonable and auditable conditions, and without causing any transfer of benefits

Case 1: Related-Party Transactions in the ordinary course of business and transactions supporting the ordinary course of business

For example, transactions involving the purchase or sale of goods or services in which the Company acts as a distributor or service provider, or transactions supporting the Company's normal business operations. The Company may enter into such transactions with persons who may have a conflict of interest, provided that such transactions are conducted under general commercial terms and conditions that a reasonable person would enter into with a general counterparty under the same circumstances, with commercial bargaining power free from any influence arising from the person's status as a director, executive, or related person. Where the consideration can be calculated based on the value of assets or an underlying reference value, the Company shall prepare a summary of such transactions and report them to the Board of Directors and the Independent Directors at least on a quarterly basis

Case 2: Other Related Party Transactions other than those specified in case 1

The Company requires the Board of Directors and Independent Directors to consider and provide their opinions on the necessity of entering into the transaction and the appropriateness of its pricing. In making such consideration, they shall assess whether the terms and conditions are in accordance with normal market practices, whether they are comparable to prices applicable to transactions with external parties, and whether the transaction is conducted at a fair and reasonable price and is subject to appropriate verification. In the event that the Executive Directors and Independent Directors do not possess sufficient expertise to consider a potential connected transaction, the Company shall engage an independent expert or the Company's auditor to provide an opinion on such connected transaction, which shall be used as supporting information for the consideration and decision-making of the Board of Directors or shareholders, as the case may be. In addition, any connected transaction between the Company and a person who may have a conflict of interest must be considered and approved by the Board of Directors and the Independent Directors. In voting at the relevant meeting, any director who has an interest in the transaction shall not be entitled to vote

In this regard, the Board of Directors shall ensure that the Company complies with the laws governing securities and the stock exchange, as well as the rules, notifications, orders, or requirements of the Stock Exchange of Thailand, the Securities and Exchange Commission, the Securities and Exchange Commission Board, or the Capital Market Supervisory Board. This includes compliance with the requirements regarding the disclosure of information on related-party transactions and the acquisition or disposition of material assets of the Company. In addition, the Company shall disclose such related-party transactions in the notes to the financial statements audited by the Company's auditor, or in other relevant information, in accordance with the requirements of the Stock Exchange of Thailand and other relevant regulatory authorities.

This Related Party Transaction Policy shall be effective from November 10, 2025 onwards.

(Mr. Rapee Phongbupakicha)

Chairman of the Board