



Announcement of TEAM Consulting Engineering and Management Public Company Limited

No. 99/2025

Subject: Risk Management Policy

*TEAM Consulting Engineering and Management Public Company Limited places great importance on effective and efficient risk management in order to build confidence in achieving organizational objectives, prevent potential damages, reduce uncertainties, and seek opportunities to enhance business value for sustainable growth under a changing and uncertain business environment. At the Board of Directors' Meeting No. 8/2025 held on December 17, 2025, a resolution was passed to repeal the Risk Management Policy under Announcement No. 37/2021 (Revised Edition No. 2), **dated December 27, 2021, and to adopt this Risk Management Policy in replacement thereof, as follows:***

1. Objectives

To establish a systematic and effective risk management framework in accordance with the guidelines of the Stock Exchange of Thailand and the COSO-ERM 2017 framework (The Committee of Sponsoring Organizations of the Treadway Commission; Enterprise Risk Management – Integrated Framework 2017), in order to support the organization in achieving its objectives in a stable and sustainable manner.

2. Risk Management Framework The organization implements risk management based on six key components as follows:

- 1) Objective Setting
- 2) Risk Identification
- 3) Risk Assessment
- 4) Risk Response
- 5) Control Activities
- 6) Monitoring and Reporting

3. Scope of Policy

This Risk Management Policy applies to the Board of Directors, executives, and employees at all levels of the Company, covering all operations at the strategic, operational, and project levels.

This policy is established in alignment with the organization’s strategic plan, operational plans, and project plans, as well as applicable laws, regulations, and requirements, to ensure that risk management is conducted efficiently, transparently, and in a verifiable manner.

4. Roles and Responsibilities

1) **Risk Management Committee** Members shall be directors, executives, employees, or qualified individuals appointed by the Board of Directors. The Committee is responsible for overseeing enterprise-wide risk management, including establishing the risk management framework, policies, strategies, objectives, and guidelines. It also provides advice and support to the Risk Management Working Team, reviews and approves key risk control plans and measures, and reports risk management performance to the Audit Committee and the Board of Directors on a quarterly basis to support strategic decision-making.

2) **Risk Management Working Team** Members shall be executives, employees, and/or qualified individuals with expertise in risk management, appointed by the Risk Management Committee. The Team is responsible for implementing policies and guidelines established by the Committee, defining risk appetite, and managing risks within acceptable levels to support the achievement of organizational objectives. The Team shall monitor and report risk management results on a quarterly basis to the Risk Management Committee and the Management Committee, as well as develop standardized risk management manuals and promote consistent and continuous implementation across all departments.

5. Policy Review and Revision This policy shall be reviewed at least once a year or when there are significant changes.

This Risk Management Policy shall be effective from December 17, 2025 onwards.

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Mr. Rapee Phongbupakicha
Chairman of the Board

Remarks

No.	Meeting Resolution	Details
1	Meeting No. 1/2018 (March 29, 2018)	Resolution to repeal Announcement No. 28/ 2016 dated October 6, 2016 and issue a new Risk Management Policy
2	Meeting No. 7/2021 (December 21, 2021)	Resolution to repeal Announcement No. 3/2018 dated April 2, 2018 and revise the Risk Management Policy
3	Meeting No. 8/2025 (December 17, 2025)	Resolution to repeal Announcement No. 37/ 2021 (Revised Edition No. 2) and revise the Risk Management Policy as follows: <ol style="list-style-type: none">1. Add Objectives section2. Add Risk Management Framework section3. Add Scope of Policy section4. Add Roles and Responsibilities section5. Add Policy Review and Revision section