



Announcement of TEAM Consulting Engineering and Management Public Company  
Limited

No. 97/2025

Subject: Environmental Policy

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TEAM Consulting Engineering and Management Public Company Limited and its subsidiaries are committed to environmental stewardship and the integration of environmental considerations into all aspects of its business operations. The Company promotes environmental awareness, accountability, and responsible practices among its employees to ensure compliance with relevant standards and to support sustainable development. Accordingly, the Board of Directors has established this Environmental Policy to provide a framework and guidance for the Company's personnel in conducting their duties in alignment with ESG principles.

- 1) The Company strictly complies with all applicable environmental laws, regulations, and other relevant requirements related to its business operations. The Company conducts its business with environmental responsibility, applying scientific and professional principles to ensure that environmental impacts are minimized.
- 2) The Company establishes clear environmental management processes and practices for implementation across the organization and its projects. Such processes and practices shall be reviewed and improved at least annually, and whenever significant changes or material events occur.
- 3) In managing environmental matters, the Company takes into consideration key environmental issues, including biodiversity, waste management, greenhouse gas emissions, air pollutants, water use management, resource management, and impacts on local communities or ecosystems.
- 4) The Company monitors and evaluates environmental performance and environmental impacts arising from its operations, and continuously improves its

efficiency. Clear objectives, targets, and action plans shall be established, and environmental impact assessments shall be conducted as appropriate.

- 5) The Company publicly discloses its environmental performance through its Sustainability Report or other appropriate disclosure channels, placing importance on the accuracy and reliability of environmental data. Material data related to greenhouse gas emissions and energy consumption shall be verified by an independent external assurance provider in accordance with internationally recognized standards. The assurance results shall be reported to senior management and the Board of Directors. Upon endorsement by senior management and approval by the Board of Directors, this Environmental Policy is announced and implemented as a guideline for organization-wide practices.
- 6) The Company communicates and promotes knowledge, understanding, and awareness of environmental management among executives and employees across the organization, encouraging active participation in environmental initiatives.
- 7) The Company collaborates with its contractual partners, including contractors, suppliers, business partners, as well as other stakeholders throughout its value chain. The Company communicates its commitments and expectations to such stakeholders to promote environmental awareness, enhance understanding of the Company's environmental management policy, and support continuous improvement of environmental performance within the organization and among its stakeholders.
- 8) The Company is committed to fostering environmental responsibility and awareness among personnel at all levels, encouraging collective participation in defining and implementing approaches for environmental stewardship.



This Environmental Policy shall be effective from 19 December 2025 onwards.

(Mr. Rapee Phongbupakicha)

Chairman of the Board