



Announcement of TEAM Consulting Engineering and Management Public Company
Limited

No. 98/2025

Subject: Net Zero Greenhouse Gas Emissions Transition Policy

TEAM Consulting Engineering and Management Public Company Limited or TEAMG recognizes the importance of climate change and its interconnected impacts on the economy, society, the environment, and all stakeholder groups. As a provider of engineering, planning, design, project management, and construction supervision services for infrastructure development, water resources, energy, environmental, and urban development projects, the Company plays a significant role in supporting the country's transition toward sustainable development.

In support of Thailand's greenhouse gas reduction targets under the Third Nationally Determined Contribution (NDC 3.0), the Board of Directors has established the Net Zero Greenhouse Gas Emissions Policy, designating the year 2024 as the base year. This policy serves as a standardized and practical framework for the Company's environmental and climate management, as outlined below.

1. Greenhouse Gas Emissions Reduction Targets

The Company is committed to reducing greenhouse gas (GHG) emissions across all scopes of its organizational operations, covering Scope 1, Scope 2, and Scope 3 emissions, respectively. The Company has established reduction targets across three phases as follows:

- Short-term 2030:** 12% reduction from the base year
- Medium-term 2040:** 51% reduction from the base year
- Long-term 2050:** 90% reduction from the base year and achievement of Net Zero emissions



The Company prioritizes emissions reductions at source as its primary approach. Carbon offset mechanisms will be applied only to the extent necessary after all feasible emission reduction measures have been fully implemented.

2. Operational Framework to Achieve Net Zero Targets

The Company will implement its Net Zero initiatives in alignment with internationally recognized standards for greenhouse gas management, including **ISO 14064-1**, the guidelines of the **Thailand Greenhouse Gas Management Organization (Public Organization) (TGO)**, and ESG principles. Key operational priorities are as follows:

2.1 Energy Efficiency Improvement and Clean Energy Utilization

- Improve energy efficiency across offices and project sites
- Promote the use of renewable energy and low-carbon technologies
- Reduce the need for business travel through online meeting systems and more efficient working practices

2.2 Engagement of Employees, Business Partners, and Stakeholders

- Foster awareness and cultivate a low-carbon organizational culture
- Encourage participation of employees at all levels in greenhouse gas reduction initiatives
- Collaborate with contractors, suppliers, and business partners to reduce greenhouse gas emissions across the value chain

Promote environmentally responsible procurement practices

2.3 Integration of Low-Carbon Engineering in Client Projects

The Company integrates low-carbon engineering principles into its client services by:

- Recommending low-carbon materials and system alternatives, such as low-carbon materials and energy-efficient equipment

- Designing structures and systems that use resources efficiently and reduce embodied carbon
- Supporting life cycle impact assessments where appropriate to the scope of work

2.4 Review, Continuous Improvement, and Development

- Prepare and maintain an annual organizational greenhouse gas inventory (GHG Inventory)
- Review and update targets and mitigation measures in line with technological advancements and international benchmarks
- Develop innovations and engineering practices that support the achievement of Net Zero targets

3. Governance Structure

To ensure effective implementation and achievement of the Company's objectives, the Company has established the following governance structure:

- The Board of Directors is responsible for providing strategic oversight and approving relevant policies
- The Sustainability Committee or Greenhouse Gas Management Working Group is responsible for developing action plans, monitoring progress, and reporting performance to senior management and the Board of Directors at least once a year
- Net Zero targets are integrated into the Company's strategic planning processes

4. Monitoring, Measurement, and Transparency

The Company is committed to transparency and accountability in its operations and will:

- Establish key performance indicators (KPIs) for greenhouse gas emissions reduction
- Monitor and report Scope 1–3 greenhouse gas emissions on an annual basis



- Disclose environmental and greenhouse gas performance through the Form 56-1 One Report, the Annual Report, and other appropriate corporate communication channels

5. Policy Implementation

This policy shall come into effect on the date of its announcement. All business units of the Company are required to strictly comply with this policy in order to collectively drive TEAMG toward the sustainable and measurable achievement of Net Zero greenhouse gas emissions.

This Net Zero Greenhouse Gas Emissions Policy shall be effective from 17 December 2025 onwards.

(Mr. Rapee Phongbupakicha)
Chairman of the Board