

Attachment 7

Report of the Nomination and Compensation Committee

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Dear Shareholders,

The Board of Directors of TEAM Consulting Engineering and Management Public Company Limited has appointed the Nomination and Compensation Committee (“Nomination Committee”) in accordance with the guidelines for good corporate governance of listed companies to perform the duty of recruiting, selecting and proposing persons with knowledge and qualifications suitable for the position of company director, member of sub- committees, and senior management. Also, proposing a remuneration structure and payment guidelines as well as considering appropriate remuneration for such persons

At present, the Nomination and Compensation Committee consists of three directors, chaired by Gen. Wichien Sirisoonthorn (Independent Director), with Air Chief Marshal Kongsak Chantarasopa (Independent Director) and Assoc. Prof. Dr. Chamlong Prabkeao (Independent Director) as members of the Nomination and Compensation Committee

In 2025, the Nomination and Compensation Committee fully performed its duties in accordance with the Nomination Committee Charter. A total of six meetings were held, with 100% attendance by all committee members. The key performance outcomes can be summarized as follows:

1. Consider the re-election of directors who are due to retire by rotation to serve another term, for submission to the Board of Directors for consideration and approval, prior to proposing to the 2025 Annual General Meeting of Shareholders for appointment as directors in place of those retiring by rotation
2. To review, screen, and propose the determination of remuneration for the Board of Directors and sub- committees, including monthly directors’ remuneration, meeting allowances, and bonuses for the year 2025, by considering an appropriate remuneration structure and rates in line with the duties and responsibilities of the directors, as well as aligning with the company’s business size and benchmarking against listed companies in the same industry. The proposal shall be submitted to the Board of Directors for consideration and approval prior to being proposed to the 2025 Annual General Meeting of Shareholders for approval
3. Reviewing the Nomination and Compensation Committee Charter and presenting to the Board of Directors for further approval in compliance with the principles of good corporate governance
4. Reviewing the rules and procedures of the Company's director nomination and presenting to the Board of Directors for further approval in order for the Company to have proper

selection of directors and members of sub-committees qualified with knowledge and expertise to achieve the Company's objectives and main goals

5. Reviewing the rules and procedures of the remuneration consideration of Company's directors and presenting to the Board of Directors for approval in order for the Company to have guidelines for the remuneration consideration of the directors, forms of remuneration, including appropriate fair and transparent methods for paying directors' remuneration
6. Reviewing the criteria and methods of selecting the Chief Executive Officer of the Company and presenting to the Board of Directors for approval in order for the Company to set guidelines for recruitment and development of high-level executives, effective personnel management, and nomination of qualified persons for the position of Chief Executive Officer
7. Considering and reviewing the criteria and methods of the remuneration consideration for the Chief Executive Officer and presenting to the Board of Directors for approval in order for the Company to have a remuneration structure that motivates the Chief Executive Officer to perform their duties in accordance with the main objectives and goals of the organization and in line with the long-term interests of the business
8. Consider and provide opinions on the performance evaluation form of the Chief Executive Officer as proposed by the CEO Performance Evaluation Committee, prior to submitting it to the Board of Directors for approval. The evaluation criteria shall be established to incentivize the Chief Executive Officer to manage the business in alignment with the objectives, key goals, and strategies, and in a manner consistent with the long-term interests of the Company. The evaluation criteria shall also be communicated to the Chief Executive Officer in advance
9. Pushing for the implementation of the succession plans of high-level executives as well as giving useful suggestions
10. Evaluating the performance of the Nomination and Compensation Committee in order to develop the performance of their duties to be more efficient and reporting the assessment results to the Board of Directors

The Nomination and Compensation Committee has cautiously fulfilled all the duties as assigned with full ability promoting accountability transparency and fairness for the best interests of shareholders and all stakeholders appropriately. It is of an opinion that the Board of Directors and Sub-Committees are quality teamwork with their operation guidelines that are in line with the Corporate Governance Code, adhering high standard of business ethics in all facets of operations in compliance

with relevant regulations and rules set forth by the Securities and Exchange Commission and the Stock Exchange of Thailand.

On behalf of the Nomination and Compensation Committee

General - *Wichien Sirisoonthorn* -

(Wichien Sirisoonthorn)

Chairman of the Nomination and Compensation Committee