

SET 2026/004

April 29, 2026

Subject: Notification of the Resolutions of the 2026 Annual General Meeting of Shareholders

To: President

The Stock Exchange of Thailand

TEAM Consulting Engineering and Management Public Company Limited (“the Company”) held the 2026 Annual General Meeting of Shareholders on April 29, 2026 at 14.00 hours via electronic meeting platform (e- AGM) in accordance with Emergency Decree on Electronic Meeting B.E.2563 and other related laws and regulations. The shareholders have passed the resolutions as follows:

1. Acknowledged the resignation of directors of the Company. (This agenda is for acknowledgement and no casting vote is required from shareholders.)

2. Certified the Minutes of the 2025 Annual General Meeting of Shareholders by the unanimous votes as follows:

| | | | | | |
|-------------|-------------|--------|----------------|--------|---------|
| Approved | 302,775,482 | Votes, | or represented | 100.00 | Percent |
| Disapproved | 0 | Votes, | or represented | 0.00 | Percent |
| Abstained | 0 | Votes | or represented | 0.00 | Percent |

3. Acknowledged the Company’s operating results for the fiscal year 2025, ended December 31, 2025 (This agenda is for acknowledgement and no casting vote is required from shareholders.)

4. Approved the financial statements for the fiscal year 2025, ended December 31, 2025 by the unanimous votes as follows:

| | | | | | |
|-------------|-------------|--------|----------------|--------|---------|
| Approved | 302,796,382 | Votes, | or represented | 100.00 | Percent |
| Disapproved | 0 | Votes, | or represented | 0.00 | Percent |
| Abstained | 0 | Votes | or represented | 0.00 | Percent |

5. Approved the allocation of net profits as legal reserves and the dividend payment for the year 2025.

- (1) Approved the appropriation of profits to the statutory reserve in the amount of Baht 6,500,000 (Six million five hundred thousand baht only), representing 5% of the net profit for the year 2025.

- (2) Approved the payment of the annual dividend for the year 2025 at the rate of Baht 0.16 per share (before withholding tax), totaling not exceeding Baht 130,864,258.88 (One hundred thirty million eight hundred sixty-four thousand two hundred fifty-eight baht and eighty-eight satang), in accordance with the Company's dividend policy and Articles of Association.

The shareholders' meeting approved the resolution by a majority vote as follows:

| | | | | | |
|-------------|-------------|--------|----------------|---------|---------|
| Approved | 302,598,482 | Votes, | or represented | 99.9346 | Percent |
| Disapproved | 197,900 | Votes, | or represented | 0.0654 | Percent |
| Abstained | 0 | Votes | or represented | 0.00 | Percent |

6. Approved the election of directors in replacement of those who are retiring by rotation by the unanimous votes as follows:

- (1) Approved the re-election of Mr. Rapee Phongbupakicha as a Director of the Company for another term.

| | | | | | |
|-------------|-------------|--------|----------------|--------|---------|
| Approved | 302,796,382 | Votes, | or represented | 100.00 | Percent |
| Disapproved | 0 | Votes, | or represented | 0.00 | Percent |
| Abstained | 0 | Votes | or represented | 0.00 | Percent |

- (2) Approved the re-election of Mr. Chawalit Chantararat as a Director of the Company for another term.

| | | | | | |
|-------------|-------------|--------|----------------|--------|---------|
| Approved | 302,796,382 | Votes, | or represented | 100.00 | Percent |
| Disapproved | 0 | Votes, | or represented | 0.00 | Percent |
| Abstained | 0 | Votes | or represented | 0.00 | Percent |

- (3) Approved the re-election of Air Chief Marshal Kongsak Chantarasopa as an Independent Director of the Company for another term.

| | | | | | |
|-------------|-------------|--------|----------------|--------|---------|
| Approved | 302,796,382 | Votes, | or represented | 100.00 | Percent |
| Disapproved | 0 | Votes, | or represented | 0.00 | Percent |
| Abstained | 0 | Votes | or represented | 0.00 | Percent |

7. Approved the appointment of General Thanya Kieatisarl as a new Director in replacement of General Wichien Sirisoonthorn who resigned by the unanimous votes as follows:

| | | | | | |
|-------------|-------------|--------|----------------|--------|---------|
| Approved | 302,796,382 | Votes, | or represented | 100.00 | Percent |
| Disapproved | 0 | Votes, | or represented | 0.00 | Percent |
| Abstained | 0 | Votes | or represented | 0.00 | Percent |

8. Approved the remunerations of the Company's directors for the year 2026.

(1) Remuneration of the Company's director for the year 2026

The total remuneration for the Board of Directors for the year 2026, comprising monthly remuneration, meeting allowances, and bonuses, shall not exceed Baht 10,000,000 (Ten million baht only), as proposed by the Nomination and Remuneration Committee. This represents an increase of Baht 1,200,000, or 13.64%, compared to the directors' remuneration for the year 2025. Such determination has taken into consideration the historical remuneration rates, the Company's operating performance, current economic conditions, evolving circumstances, increased responsibilities of the Board of Directors, and benchmarking against other listed companies within the same industry with comparable business size and profitability. The details are as follows:

The Annual Remuneration in 2026 for the Company's Directors

| Board of Directors | Remuneration (per person) |
|--|------------------------------|
| 1. Remuneration of the Board of Directors | |
| 1.1 <u>Directors' Monthly Remuneration</u> (increase from the year 2025) | |
| <input type="checkbox"/> Chairman of the Board | 45,000 Baht / Month |
| <input type="checkbox"/> Deputy Chairman | 35,000 Baht / Month |
| <input type="checkbox"/> Director | 30,000 Baht / Month |
| 1.2 <u>Meeting allowance</u> (increase from the year 2025) | |
| <input type="checkbox"/> Chairman of the Board | 20,000 Baht / Time |
| <input type="checkbox"/> Deputy Chairman | 15,000 Baht / Time |
| <input type="checkbox"/> Director | 10,000 Baht / Time |
| 1.3 <u>Rewards</u> | |
| 2. Remuneration of the Audit Committee | |
| 2.1 <u>Directors' Monthly Remuneration</u> (increase from the year 2025) | |
| <input type="checkbox"/> Chairman of the Audit Committee | 35,000 Baht / Month |
| <input type="checkbox"/> Director of the Audit Committee | 25,000 Baht / Month |
| 2.2 <u>Meeting allowance</u> (increase from the year 2025) | |
| <input type="checkbox"/> Chairman of the Audit Committee | 15,000 Baht / Time |
| <input type="checkbox"/> Director of the Audit Committee | 10,000 Baht / Time |

| Board of Directors | Remuneration (per person) |
|--|---|
| 3. Remuneration of the Nomination and Compensation Committee 3.1 <u>Directors' Monthly Remuneration</u> 3.2 <u>Meeting allowance</u> (increase from the year 2025) <ul style="list-style-type: none"> <input type="checkbox"/> Chairman of the Nomination and Compensation Committee <input type="checkbox"/> Director of the Nomination and Compensation Committee | - None - 12,000 Baht / Time 8,000 Baht / Time |
| 4. Remuneration of the Corporate Governance and Sustainability Committee 4.1 <u>Directors' Monthly Remuneration</u> 4.2 <u>Meeting allowance</u> (increase from the year 2025) <ul style="list-style-type: none"> <input type="checkbox"/> Chairman of the Corporate Governance and Sustainability Committee <input type="checkbox"/> Director of the Corporate Governance and Sustainability Committee | - None - 12,000 Baht / Time 8,000 Baht / Time |
| 5. Remuneration of the Risk Management Committee 5.1 <u>Directors' Monthly Remuneration</u> 5.2 <u>Meeting allowance</u> (increase from the year 2025) <ul style="list-style-type: none"> <input type="checkbox"/> Chairman of the Risk Management Committee <input type="checkbox"/> Director of the Risk Management Committee | - None - 12,000 Baht / Time 8,000 Baht / Time |
| 6. Remuneration of the CEO Performance Review Committee 6.1 <u>Directors' Monthly Remuneration</u> 6.2 <u>Meeting allowance</u> (increase from the year 2025) <ul style="list-style-type: none"> <input type="checkbox"/> Chairman of the CEO Performance Review Committee <input type="checkbox"/> Director of the CEO Performance Review Committee | - None - 12,000 Baht / Time 8,000 Baht / Time |
| 7. Remuneration of the Innovation and Artificial Intelligence Committee 7.1 <u>Directors' Monthly Remuneration</u> 7.2 <u>Meeting allowance</u> (increase from the year 2025) <ul style="list-style-type: none"> <input type="checkbox"/> Chairman of the Innovation and Artificial Intelligence Committee <input type="checkbox"/> Director of the Innovation and Artificial Intelligence Committee | - None - 12,000 Baht / Time 8,000 Baht / Time |
| 8. Other Remuneration and benefits | - None - |

Note:

1. The Company shall reimburse directors for accommodation and transportation expenses incurred for attending meetings at the Company's office and for the performance of their duties as directors, based on actual expenses incurred.
2. Directors who hold the position of the executive of the Company from the level of Chief Executive Officer (CEO) downwards, shall not be entitled to receive both Director's monthly remuneration and meeting allowances.

(2) Annual rewards payment for the year 2025

The meeting approved the allocation of the annual bonus for the year 2025 in the amount of Baht 3,170,000 (Three Million One Hundred Seventy Thousand Baht Only).

The shareholders' meeting approved the resolution by a vote of not less than two-thirds of the total number of votes of the shareholders present at the meeting, as follows:

| | | | | | |
|-------------|-------------|--------|----------------|---------|---------|
| Approved | 302,768,382 | Votes, | or represented | 99.9908 | Percent |
| Disapproved | 0 | Votes, | or represented | 0.00 | Percent |
| Abstained | 28,000 | Votes | or represented | 0.0092 | Percent |

9. Approved the appointment of the Company's Auditor and to fix the auditing fees for the year 2026, ending December 31, 2026 as follows:

(1) Approved the appointment of auditors from EY Office Limited as the Company's auditors for the year 2026 ended December 31, 2026, as per the opinion of the Audit Committee, by allowing any one of them to conduct an audit and comment on the financial statements of the Company as per the following details.

| Name of Auditor | C.P.A. License No. | Year(s) as the Auditor of the Company |
|-----------------------------------|--------------------|---------------------------------------|
| 1. Miss Watoo Kayankannavee | 5423 | 3 years (Appointed in 2023 - 2025) |
| 2. Miss Sirirat Sricharoensup | 5419 | 3 years (Appointed in 2023 - 2025) |
| 3. Mrs. Chonlaros Suntiasvaraporn | 4523 | 7 years (Appointed in 2019 - 2025) |

Note: The auditor who signs to certify the Company's financial statements and has performed their duties for a period of 3 years is the auditor listed in No. 1 (appointed from 2023 to 2025). Including this current appointment, the total period of service will be 4 years, which is in compliance with the relevant regulations.

(2) Approved the auditing fees for the year 2026 ended December 31, 2026 amounting to Baht 2,880,000 Baht (Two million eight hundred and eighty thousand baht only)

The shareholders' meeting unanimously resolved as follows:

| | | | | | |
|-------------|-------------|--------|----------------|--------|---------|
| Approved | 302,796,382 | Votes, | or represented | 100.00 | Percent |
| Disapproved | 0 | Votes, | or represented | 0.00 | Percent |
| Abstained | 0 | Votes | or represented | 0.00 | Percent |

Please be informed accordingly.

Yours sincerely,
Mr. Chawalit Chantararat
Chief Executive Officer (CEO)