

# Operating Guidelines

## Environmental Dimension

### 1. Environmental Policy and Management

TEAM Consulting Engineering and Management Public Company Limited and its subsidiaries ("the Company") are committed to environmental care and awareness, and to promoting environmental consciousness and responsibility among the Company's personnel, to ensure that operations meet appropriate standards. The Board of Directors has accordingly established an Environmental Policy as a guideline for Company personnel, as follows:

- 1) The Company is strictly committed to complying with all relevant environmental laws, regulations, and requirements in its business operations, and to conducting business with environmental responsibility by applying academic principles to minimize environmental impact.
- 2) The Company will establish clear environmental management processes and practices for use within the organization and in Company projects, with review and improvement of such processes and practices conducted at least annually and whenever significant changes or events occur.
- 3) In environmental management, the Company will consider key environmental issues such as biodiversity, waste management, greenhouse gas emissions, air quality, water use management, resource management, and impacts on communities and/or local ecosystems.
- 4) Environmental performance and impacts of operations will be monitored and efficiency improvements continuously pursued, with clearly defined objectives, targets, and action plans, and environmental impact assessments conducted as appropriate.
- 5) The Company discloses its environmental performance to the public through the Sustainability Report or other appropriate disclosure channels, with emphasis on the accuracy and reliability of environmental data. Material greenhouse gas emissions and energy use data must be verified by an independent external body in accordance with internationally recognized standards, with verification results reported to senior management and the Board of Directors. Senior management approves and the Board of Directors endorses the Environmental Policy for organization-wide implementation.
- 6) The Company will communicate to all executives and employees across the organization to build knowledge, understanding, and awareness of participation in environmental management.
- 7) The Company will cooperate with contractual parties including contractors, suppliers, business partners, and other stakeholders throughout the Company's

value chain and communicate its commitments and expectations to these stakeholders to promote environmental awareness and a deeper understanding of the Company's Environmental Management Policy, as well as to drive improvements in environmental performance and management within the organization and among the Company's stakeholders.

The Company is committed to building environmental responsibility awareness among personnel at all levels, to jointly define approaches for environmental stewardship.

## **2. Energy Use and Energy Efficiency Improvement**

Energy management is important for the Company as an engineering consultant, as it helps reduce operational costs, supports sustainable projects, and helps Clients develop environmentally friendly projects — such as Green Buildings, renewable energy (Solar Rooftop), and energy-efficient technologies like the Smart Chiller system. Without proper control, however, inefficient energy use may affect costs, and non-compliance with energy laws may impact Client confidence and the Company's reputation. Conversely, effective energy management creates opportunities to reduce costs, enhance competitiveness, and expand business through Smart Energy services while enabling the Company to comply with energy and environmental standards and support sustainable development in the engineering industry.

### **2.1 Management Approach**

For energy management operations, the Company has appointed an Energy Management Working Group to ensure continuity and effectiveness. The Energy Management Working Group is responsible for managing energy in accordance with the Energy Conservation Policy and energy management methods, coordinating with relevant departments to promote compliance, organizing training and activities to build energy conservation awareness among personnel at all levels, controlling energy management in accordance with defined policy, reporting energy conservation results to the CEO, and recommending reviews of energy policy and management methods. The Working Group also supports management in complying with energy laws.

The Company has established energy management guidelines both within the organization and in Company operations, to respond to defined policies and targets, and to promote the most efficient use and reduction of energy consumption.

### **2.2 Fuel Energy Use**

The Company recognizes the environmental impact of fuel-powered vehicles one of the causes of greenhouse gas emissions and global warming. The Company therefore manages travel and vehicle use efficiently to minimize fuel consumption. In addition, the Company plans to promote and support the use of Electric Vehicles (EV) to replace internal

combustion engine vehicles, with the aim of reducing carbon emissions and environmental impact in alignment with its sustainable business conduct.



### 2.3 Operational Targets

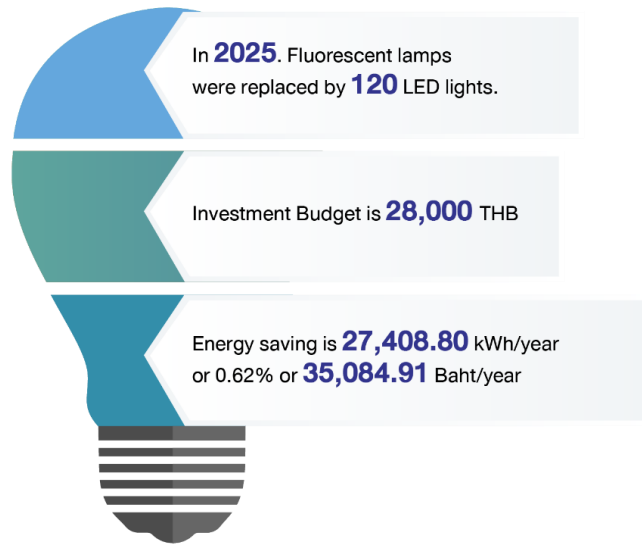
The Company has defined the following electricity consumption reduction targets:

Target 2025	Short-Term 2026	Long-Term 2030
<ul style="list-style-type: none"> <li>• Reduce electricity usage by 1.5%, when compared to the electricity consumption in 2023.</li> <li>• Reduce electricity usage rate per 1 Million Baht of total income by 1.5%, when compared to the base year 2023.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce electricity usage by 1.5%, when compared to the electricity consumption in 2023.</li> <li>• Reduce electricity usage rate per 1 Million Baht of total income by 1.5%, when compared to the base year 2023.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce electricity usage rate per 1 Million Baht of total income by 5%, when compared to the base year 2023.</li> </ul>

### 2.4 Action Plan and Operational Process

- **Reducing energy consumption in operations:** Campaigns encouraging employees to switch off lights during lunch breaks, and transitioning to energy-efficient equipment throughout the building such as LED lighting as well as studying approaches for reducing fuel use, including the procurement of Electric Vehicles (EV) to replace combustion engine vehicles.

## Project Benefits



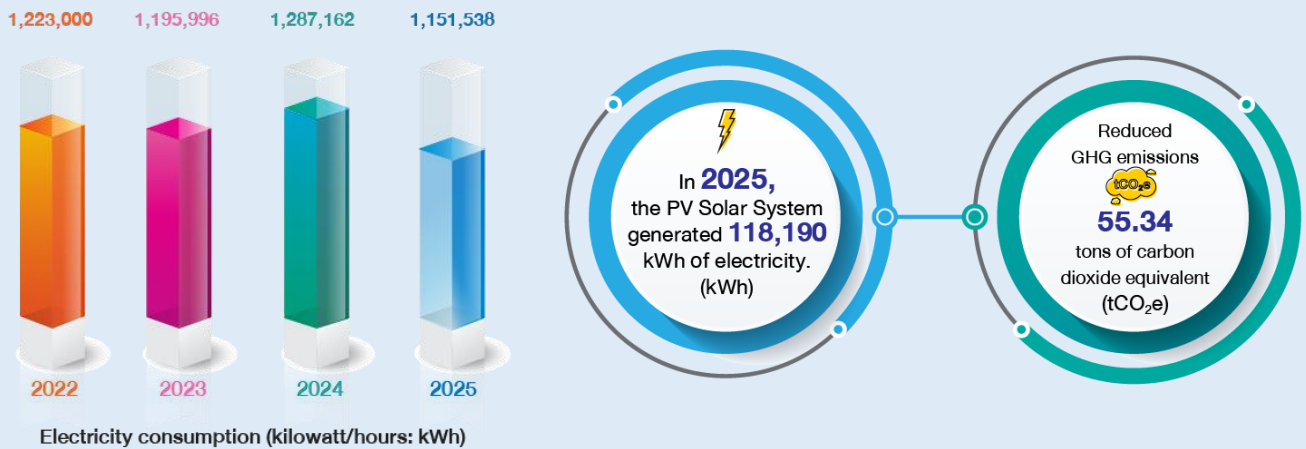
- **Energy efficiency improvement:** The Company studies and develops modern technologies to improve energy efficiency, with a focus on the building's Cooling System, the largest component of building electricity costs. Since 2021, the Company has installed a Smart Chiller system at the TEAM Building to improve energy efficiency, resulting in a reduction in the Company's electricity costs.



*Image of the Smart Chiller system installed at the TEAM Building*

- Office energy conservation:** The Company's Energy Management Working Group conducts campaigns and disseminates knowledge through the Company's internal communication channels including Intranet, internal Facebook, lift notice boards, and lunchtime announcements sharing energy-saving tips with employees, such as campaigns to switch off electrical equipment when not in use and to set air conditioning at an appropriate temperature of 25–26 degrees Celsius.
- Renewable energy production and use:** The Company has invested in the installation of a rooftop solar photovoltaic system (PV Solar System) at the TEAM Building with a capacity of 90.09 kWp at a cost of 2.5 Million Baht, to convert solar energy a clean energy source into electricity for in-building use. The electricity generated reduces the need to purchase electricity from the Metropolitan Electricity Authority (MEA), produces no environmental pollution, and contributes to reducing global warming.
- Fuel energy management:** The Company requires executives and employees to use fuel consciously, with efficient planning for off-site travel and an emphasis on environmentally friendly fuel use. The Company is considering transitioning executives to Electric Vehicles (EV) to reduce fuel consumption and environmental impact reducing greenhouse gas and air pollutant emissions, noise pollution, and fossil fuel dependence while reflecting the Company's commitment to sustainable business conduct aligned with ESG principles. In 2025, the Company began collecting fuel cost statistics to calculate greenhouse gas emissions for the first time; coverage is therefore not yet comprehensive across all work processes. The Company targets expanding the scope of fuel data collection in subsequent years.
- Energy consumption summary:** In 2025, the Company consumed a total of 1,269,728 kWh of electricity, inclusive of renewable energy from the Solar Rooftop system.

In 2025, electricity generated from the PV Solar System which is calculated as a reduction in Scope 2 (indirect energy-related) greenhouse gas emissions was as follows:



## 2.5 Electricity Consumption 2022–2025

### Performance Results — Electricity Consumption Comparison 2023–2025

Electricity Reduction Target Type	2025 Reduction Target	2023 (Base Year)	2024	2025	2025 vs 2023 Performance
Electricity consumption (kWh)	1.5%	1,195,996	1,287,162	1,151,538	Decreased 3.72%
Electricity intensity (kWh per 1 Million Baht revenue)*	1.5%	709.7	679.5	455.7	Decreased 35.79%

\*Total revenue 2023: 1,685.32 Million Baht

Total revenue 2024: 1,894.33 Million Baht

Total revenue 2025: 2,527.03 Million Baht

In 2025, the Company's electricity consumption decreased 10.54% from 2024 and 3.72% from 2023 achieved under a Company policy encouraging employees to reduce energy use while the volume of work increased, as reflected by a 33.40% revenue growth from 2024. Electricity intensity per revenue (kWh/Million Baht) decreased from 709.7 in 2023 to 455.7 in 2025, demonstrating that despite growing business operations, the Company has been able to improve energy efficiency relative to revenue growth.

### 3. Greenhouse Gas Emission Reduction and Net Zero Targets

#### (1) Net Zero Targets

The Company has defined its Net Zero targets and roadmap, with a focus on significantly reducing greenhouse gas emissions over the long term by 2050, as follows:

**Long-Term Target (2050):** The organization targets a 90% reduction in greenhouse gas emissions by 2050, covering all 3 Scopes.

**Intensity Target:** Based on greenhouse gas emissions per unit of revenue, the organization targets a 99.5% reduction in emissions intensity by 2050.

All target calculations reference the **Base Year of 2024 (B.E. 2567)**.

Scope of GHG Emission	Base year	Short-term target year	Long-term target year	Standard
<ul style="list-style-type: none"> <li>- Scope of GHG Emission: Encompasses Scope 1, 2 and 3 Emission</li> <li>- GHG Emission Unit of measurement : Tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e) Intensity unit : tCO<sub>2</sub>e per Million Baht of revenue</li> </ul>	<ul style="list-style-type: none"> <li>- Base year 2024</li> <li>- Base-year greenhouse gas emissions amounted to 2,884 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e).</li> </ul>	<ul style="list-style-type: none"> <li>- Target year 2030</li> <li>- Specify the proportion or amount of greenhouse gas (GHG) emissions reduction compared to the base year (near-term): A 12.0% reduction across all scopes (Scope 1, 2, and 3)</li> </ul>	<ul style="list-style-type: none"> <li>- Target year 2050</li> <li>- Reduce by 90.0% across all 3 Scopes compared with the base year</li> </ul>	None

Scope of GHG Emission	Base Year	Short-term target year	Long-term target year
<ul style="list-style-type: none"> <li>- Scope of GHG Emission: Encompasses Scope 1, 2 and 3 Emission</li> <li>- GHG Emission Unit of measurement : Tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e)</li> <li>- Intensity unit : tCO<sub>2</sub>e per Million Baht of revenue</li> </ul>	<ul style="list-style-type: none"> <li>- Base year 2024</li> <li>- Base year intensity : 1.52 tCO<sub>2</sub>e/Million Baht (Scope 1+2+3)</li> </ul>	<ul style="list-style-type: none"> <li>- Target year 2030</li> <li>- Specify the proportion or amount of greenhouse gas (GHG) emissions reduction compared to the base year (near-term): A 12.0% reduction across all scopes (Scope 1, 2, and 3)</li> </ul>	<ul style="list-style-type: none"> <li>- Target year 2050</li> <li>- Specify the proportion or amount of greenhouse gas (GHG) emissions reduction compared to the base year (long-term): Target a 99.5% reduction in emissions intensity by 2050</li> </ul>

## (2) Roadmap Strategy

To achieve these targets, the organization has mapped out key approaches and identified primary greenhouse gas emission hotspots requiring management, as follows:

### Hotspot Management:

- **Scope 1:** Focus on reducing fuel consumption from Mobile Combustion including employee travel by Company vehicles and personal vehicles used for work purposes.
- **Scope 2:** Focus on managing electricity use within the organization.
- **Scope 3:** Focus on managing Purchased Goods and Services.

Near-Term Target (2030): As a stepping stone toward the 2050 target, the organization has set a near-term target to reduce greenhouse gas emissions across all Scopes (1, 2, and 3) by 12.0% by 2030.

Offsetting: The roadmap incorporates provisions for carbon offsetting of residual emissions to achieve the net-zero target, consistent with guidelines permitting the use of carbon credits for offsetting purposes.

This roadmap has been established with reference to Thailand's Nationally Determined Contribution (NDC) greenhouse gas reduction targets.

## (3) Prior Year Performance Results

Comparing the base year data (2024) with the current year (2025) and the organization's Net Zero targets, direct greenhouse gas emissions (Scope 1 and 2) decreased significantly, while indirect supply chain emissions (Scope 3) increased in line with revenue growth. Details are as follows:

Item (Unit: tonCO <sub>2</sub> e)	2023	Base Year 2024 <sup>1</sup>	Current Year 2025 <sup>2</sup>	Change
Scope 1 (Direct)	314	555	508	-8.47% (Decrease)
Scope 2 (Indirect — Energy)	598	645	549	-14.88% (Decrease)
Scope 3 (Indirect — Other)	460	1,684	3,610	+114.37% (Increase)
<b>Total Emissions</b>	<b>1,372</b>	<b>2,884</b>	<b>4,667</b>	<b>+61.82% (Increase)</b>

Item (Unit: tonCO <sub>2</sub> e)	2023	Base Year 2024 <sup>1</sup>	Current Year 2025 <sup>2</sup>	Change
<b>Total Revenue (Million Baht)</b>	1,685.32	1,894.33	2,527.03	+32.14% (Increase)
Carbon Intensity (Scope 1+2)	0.55	0.64	0.42	-34.38% (Decrease)
Carbon Intensity (Scope 1+2+3)	0.82	1.52	1.85	+21.71% (Increase)

<sup>1</sup> The Company's 2024 greenhouse gas emissions data was verified by BSI Group (Thailand) Co., Ltd. A data correction was made for accuracy on 4 November 2025.

<sup>2</sup> The Company's 2025 greenhouse gas emissions data was verified by TÜV Nord (Thailand) Co., Ltd.

Calculating the top 5 greenhouse gas emission hotspots, these account for approximately 97% of total 2025 emissions indicating that managing just these 5 source groups is the key to reducing nearly all of the organization's emissions. Ranks 1–3 are all within Scope 3 (supply chain), reflecting that the majority of the organization's emissions stem from purchases of external goods and services:

1. Project consultant and subcontractor engagement (Scope 3) ~31% of total: Arises from engaging external specialists or small contractors in various projects the largest proportion, increasing in line with business growth.
2. Equipment and tools procurement (Scope 3) ~25% of total: A significant increase from the base year, reflecting large-scale equipment and tool investments to support operations.
3. Machinery, drones, and related equipment (Scope 3) ~19% of total: A newly material item this year, reflecting the deployment of technology and large-scale machinery in operations.
4. Organizational electricity consumption (Scope 2) ~11% of total: Electricity use in office buildings (TEAM and TGC). Although ranked 4th, the total has decreased from the base year, indicating that energy conservation measures are beginning to take effect.
5. Vehicle fuel consumption (Scope 1) ~10% of total: Arises from Mobile Combustion, primarily from personal vehicles or rental vehicles used for work purposes, and Company vehicles.

#### (4) Current Status vs. Net Zero Target Analysis

The organization has set a Net Zero target in 2050, with a goal of reducing greenhouse gas emissions by 90% from the base year.

Scope 1 and 2 Progress (Outperforming Short-Term Target):

- Scope 1: Decreased from 555 to 508 tCO<sub>2</sub>e
- Scope 2: Decreased from 645 to 549 tCO<sub>2</sub>e
- Carbon Intensity (S1+S2): Significantly decreased from 0.64 to 0.42 tCO<sub>2</sub>e/Million Baht, demonstrating that the organization is generating more revenue using significantly lower-carbon resources and energy.

Scope 3 Challenge (Increasing with Growth): Scope 3 increased from 1,684 to 3,926 tonCO<sub>2</sub>e contrary to the reduction target. The proportion of greenhouse gas emissions expanded from 58% in the base year (2024) to 79% of total emissions in the current year (2025), with a 133% increase in the greenhouse gas emission rate significantly exceeding the 32% revenue growth rate from the prior year. The primary causes are large-scale procurement of new machinery and equipment, and the inclusion of newly counted emission sources Fuel and Energy Related Activities.

#### (5) Roadmap Alignment Summary

**Efficiency:** The organization is on track in energy management and internal operations (Scope 1 and 2), consistent with the short-term 12% reduction plan.

**Supply Chain:** Scope 3 requires additional management, as the proportion of greenhouse gas emissions expanded by 133% significantly exceeding the revenue growth rate. The primary cause is large-scale procurement of new machinery and equipment, which has increased the overall Carbon Intensity. Green Procurement policy control is therefore the key to achieving the Net Zero target in 2050 as planned.

#### 4. Water, Waste, and Solid Waste Management

As an engineering and water management consultant, the Company places importance on efficient water use which not only reduces operational costs but also supports sustainable project development, such as water management projects, wastewater system design, and the application of water-saving technologies to improve water resource efficiency and reduce environmental impact. These activities also support business expansion and compliance with energy and environmental requirements. The Company recognizes that neglecting proper water management may expose the Company to long-term reputational and stakeholder confidence risks.

## 4.1 Management Approach

The Company's Corporate Governance and Sustainability Working Group comprising multiple organizational functions focuses on supporting every business unit in managing water resources efficiently. This includes defining guidelines for reducing water consumption, minimizing water loss, and promoting water recycling within the organization; installing water-saving devices; establishing wastewater treatment management guidelines for all activities within the TEAM Building; directing relevant units to inspect for water leakage and reduce water losses; and campaigning for employees to use water resources consciously and with a conservation mindset.

- Develop comprehensive water management policies and guidelines covering both internal water use and wastewater discharge.
- Define operational targets and monitor action plans.
- Assess water-related risks and establish preventive measures.
- Benchmark and evaluate performance against internal and external organizational standards.
- Study and evaluate new technologies to improve water management efficiency.



## 4.2 Operational Targets

The Company has defined the following water consumption reduction targets:

Target in 2025	Short-term target in 2026	Long-term target in 2030
<ul style="list-style-type: none"> <li>Reduce water usage by 1.5% compared to water usage in 2023.</li> <li>Reduce water usage rate per 1.5 Million Baht of total income by 1% compared to the base year 2023.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce water usage 1.5% compared to 2023 water usage.</li> <li>Reduce water usage rate per 1 Million Baht of total income by 1.5% compared to the base year 2023.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce water usage per total income by 5% compared to the base year 2023.</li> <li>Reduce water usage rate per 1 Million Baht of total income by 5% compared to the base year 2023.</li> </ul>

## 4.3 Action Plan and Operational Process

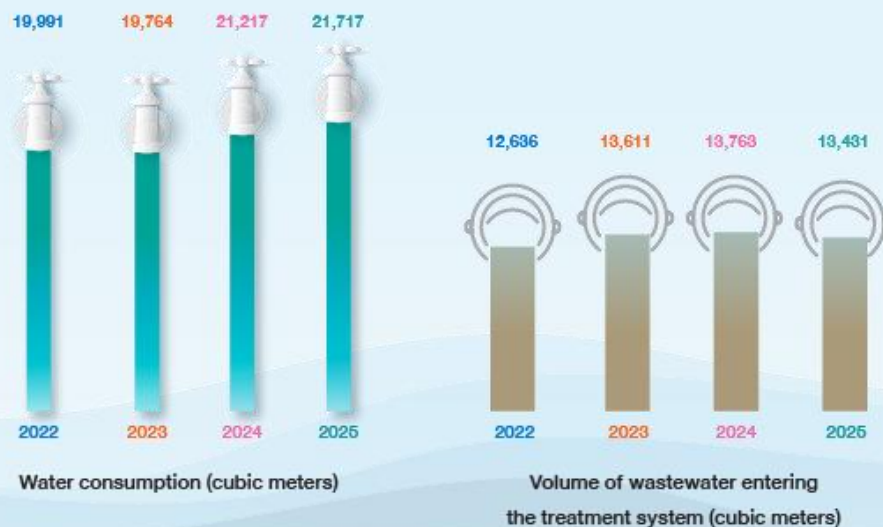
- Reducing office water consumption:** The Company campaigns for employees to turn off taps after each use such as while washing hands or brushing teeth and to avoid leaving taps running while washing dishes. At construction project sites, the Company applies water recycling systems to reduce freshwater consumption including collection and treatment of water used in equipment washing and concrete mixing for reuse and selects water-saving devices such as low-pressure spray heads and sensor-operated faucets to reduce unnecessary water flow.
- Reducing water losses:** The Company prioritizes efficient water use by improving water systems in offices and across projects including installing automatic shut-off faucets and inspecting and repairing water supply system leaks.
- Water reuse and recycling:** The Company promotes internal water recycling such as using recirculated water from kitchen sinks for plant irrigation and campaigns for employees to reuse water from washing vegetables and fruit for watering plants. In addition, the Company has undertaken an innovation investment project: a Water Recycling Project in the Suan Luang–Sam Yan area of Chulalongkorn University in 2019, in which the Company is the investor. The project has a production capacity of not less than 240 m<sup>3</sup>/day, collecting wastewater from CU-Terrace and CU I-HOUSE buildings, treating it, and supplying the treated water back to Chulalongkorn University for irrigation of Chulalongkorn University Centenary Park and surrounding areas. The project operates over an 11-year period from 2020 to 2031.

- Wastewater management:** The Company has defined wastewater treatment management guidelines for all activities within the TEAM Building, using a Fixed Film Aeration biological wastewater treatment system with a capacity of 100 m<sup>3</sup>/day, to treat wastewater to meet effluent quality standards under the Ministry of Natural Resources and Environment's building effluent discharge regulations before releasing into the public drainage system.

Operating Strategy:

1. Reduce water risk through integrated water management.
2. Improve water use efficiency in production processes and products.
3. Treat wastewater to required quality standards; monitor quantity and quality; report incidents; investigate causes; and correct and reduce discharge.
4. Reuse treated wastewater.
5. Develop the capability of personnel working in water-related functions.
6. Restore water-related ecosystems and support water supply for communities and agriculture.
  - The Company has collaborated with the Royal Irrigation Department, the Department of Water Resources, and the Office of the National Water Resources in over 100 projects.
  - Water consumption summary: In 2025, the Company's total water consumption by type was as follows:
    - Tap water:** 21,717 m<sup>3</sup>
    - Wastewater discharged to treatment system:** 13,431 m<sup>3</sup>

Water Utility Consumption Compared (2023 – 2025)



#### 4.4 Performance Results — Water Consumption Comparison 2023–2025

Water Reduction Target Type	2025 Reduction Target	2023 (Base Year)	2024	2025	2025 vs 2023 Performance
Water consumption (m <sup>3</sup> )	1.5%	19,764	21,217	21,717	Increased 9.88%
Water intensity (m <sup>3</sup> per 1 Million Baht revenue)*	1.5%	11.7	11.2	8.6	Decreased 26.72%

Total revenue 2023: 1,685.32 Million Baht  
 2024: 1,894.33 Million Baht  
 2025: 2,527.03 Million Baht

In 2025, the Company's water consumption increased 2.36% from 2024, due to operational growth and increased workload as reflected by revenue growth of 33.40% from 1,894.33 Million Baht in 2024 to 2,527.03 Million Baht in 2025. Although total water consumption increased, water intensity per revenue (m<sup>3</sup>/Million Baht) decreased from 11.2 in 2024 to 8.6 in 2025, demonstrating that the Company has improved water use efficiency relative to revenue growth.

#### 4.5 Waste and Solid Waste Management

The Company places importance on effective waste and solid waste management to reduce operational costs and support sustainability such as reducing paper used in report preparation, recycling documents, and reducing waste from internal organizational processes. Effective waste management helps the Company use resources efficiently, reduce environmental impact, and strengthen credibility as an environmentally responsible organization.

##### 4.5.1 Management Approach

The Company's Corporate Governance and Sustainability Working Group is responsible for defining efficient waste and solid waste management guidelines, emphasizing waste reduction, minimizing landfill disposal, and promoting recycling including establishing source-separation measures and identifying opportunities to reuse recyclable materials. The Administration and General Services Unit is responsible for implementing these guidelines such as procuring categorized waste bins, managing recycling processes, and monitoring waste generation in offices and collaborates with the Corporate Communications Department in campaigning for all employees to participate in waste reduction and efficient resource use, to ensure that the Company's waste management meets environmental and sustainability standards.

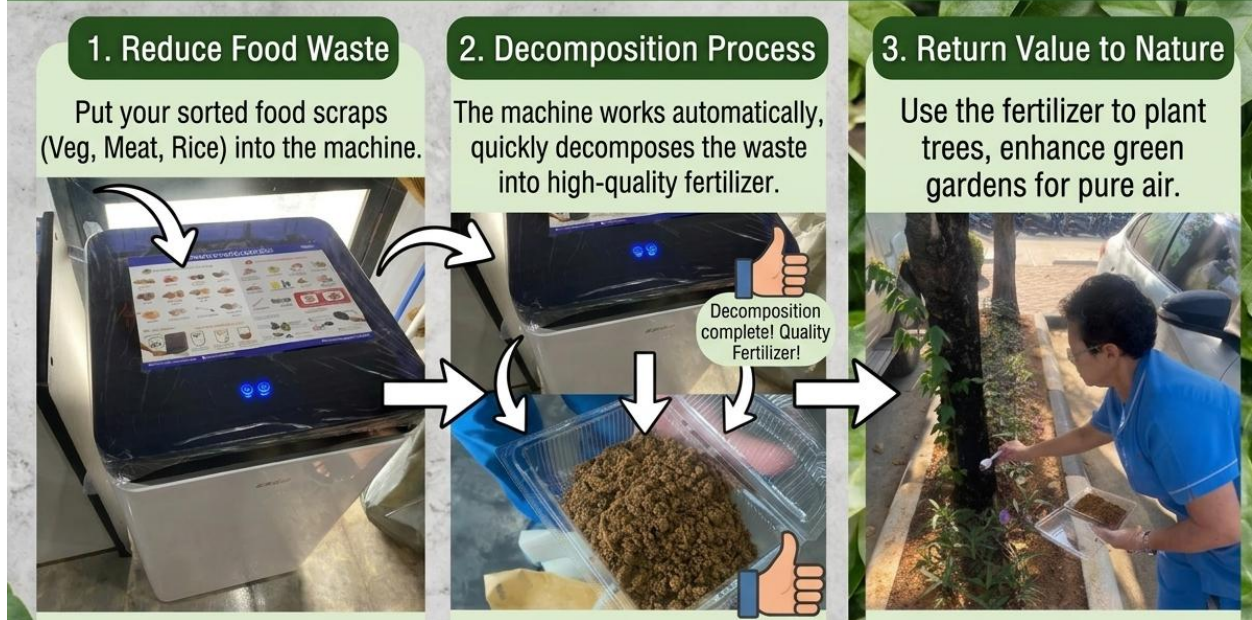
#### 4.5.2 Operational Targets

Target in 2025	Short-term target in 2026	Long-term target in 2030
<ul style="list-style-type: none"> <li>Reduce waste volume by 3.5% compared to waste volume in 2023.</li> <li>Reduce the waste rate per 1 Million Baht of total income by 3.5% compared to the base year of 2023.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce waste volume by 3.5% compared to waste volume in 2023.</li> <li>Reduce the waste rate per 1 Million Baht of total income by 3.5% compared to the base year 2023.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the waste rate per 1 Million Baht of total income by 10% compared to the base year 2023.</li> </ul>

#### 4.5.3 Action Plan and Operational Process

- Waste and solid waste reduction:**  
*In offices:* The Company has a policy to shift to digital document storage and email delivery, working toward Paperless operations including Board meeting agenda documents, employee evaluation forms, online leave applications, and electronic payslips. Document management systems have been deployed for all construction management and supervision projects to reduce internal paper circulation in accounting, finance, and procurement. *At project sites:* The Company applies the 3R concept (Reduce, Reuse, Recycle) reducing unnecessary material use, separating reusable materials such as scaffolding timber and scrap metal for reuse in other work, and sending recyclable waste materials to recycling plants to minimize waste requiring disposal.
- Landfill diversion recycling and reuse:** The Company prioritizes waste reduction and recycling in accordance with the 3R approach particularly waste paper from report preparation, with campaigns encouraging the reuse of single-sided printed paper for printing and photocopying, and collection of fully used paper for sale as recyclable material.
- Organic waste composting project:** The Company has installed a food waste composting machine using Biotechnology biodegradation processes, which converts food scraps into organic fertilizer reducing food waste by 80–90% within 24 hours. The objective is to eliminate food waste as much as possible, reducing weekly waste volume and greenhouse gas emissions. Building cleaning staff use the resulting organic fertilizer to nourish trees within the building premises, enabling tangible circular resource use.

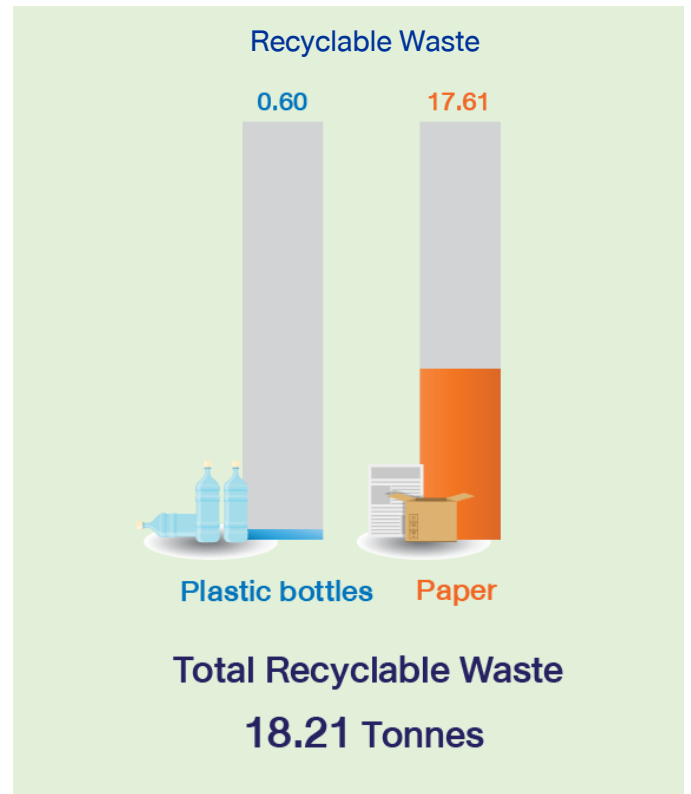
## Project to Convert Organic Waste into Fertilizer: Breathe Fresh Air into the Community [cite: 4]



- Employee education and participation promotion:** In 2025, the Company implemented a waste segregation program separating general waste, recyclable waste (plastic bottles and paper), organic waste (food scraps), and hazardous waste into clearly labeled bins. The Company campaigns for employees to reduce plastic use, and collects separated plastic bottles for donation to petrol stations to support recycling and reduce landfill disposal.



- **Claude responded: Organizational Waste**



#### 4.5.4 Performance Results of Waste Comparison 2024 and 2025

Waste Reduction Target Type	2025 Reduction Target	2023 (Base Year)	2024	2025	Performance — 2025 vs 2024	2026 Target
Waste volume (tonnes)**	3.5%	129	38.27**	37.39**	Decreased 71.02%	36.51
Waste intensity (tonnes per 1 Million Baht revenue)*	3.5%	0.077	0.020	0.015	Decreased 80.67%	—

Total revenue 2023: 1,685.32 Million Baht

2024: 1,894.33 Million Baht

2025: 2,527.03 Million Baht

\*\*Excluding recyclable waste such as plastic bottles and paper.

In 2025, the company achieved a 2.30% reduction in total waste volume compared to 2024. Waste intensity relative to revenue (tons/million THB) decreased from 0.077 in 2023 to 0.015 in 2025, representing an 80.52% reduction.

Regarding data methodology, the 2023 volume was calculated based on average waste generation rates, whereas actual weighing was implemented in 2024. Nevertheless, in 2025, the company successfully enhanced its waste management efficiency despite continuous business growth. Additionally, the volume of hazardous waste generated by the company was found to be minimal and insignificant.

#### Paper Consumption 2022–2025 (Unit: Kilograms)

Paper Consumption Target	2022	2023	2024	2025
Paper consumption (kg)	36,596	34,293	30,246	34,078
Paper reduction result	-	Decreased 5%	Decreased 11.81%	Increased 12.63%

Paper is a key material resource of significant relevance to the Company's operations. As a consulting firm, the Company's work involves producing reports, conducting meetings, sending formal documents, printing contracts, and managing various types of information all of which have historically relied on paper as a core medium. In recent years, many consulting firms have become increasingly aware of the environmental and natural resource impacts of excessive paper use, particularly the waste that can result from inadequate management. Paper is therefore one of the primary resources the Company must actively manage to improve efficiency and reduce environmental impact.

In 2025, the Company experienced an increase in paper consumption compared to 2024 rising 12.63% from 30,246 kg in 2024 to 34,069.51 kg in 2025 indicating an increase in paper use in certain departments or activities requiring higher volumes of documentation during the year. Nevertheless, when compared against the 2022 base year, paper consumption in 2025 remained 5.62% lower. The increase in 2025 was due to expanded activities in certain departments or projects with higher documentation requirements. The Company therefore needs to review and further strengthen its paper consumption control approach going forward, including promoting the use of digital technology to substitute paper in various processes.

## 2.5 Biodiversity Conservation

### 2.5.1 Biodiversity Risk Assessment

Biodiversity management is a key factor that the Company prioritizes as an engineering and environmental consultant providing Biodiversity Risk Assessment services to support sustainable business operations within the ESG framework, drawing on expertise in Environmental Impact Assessment (EIA) and Environmental and Health Impact Assessment (EHIA). Assessments cover the analysis of impacts from projects and activities on ecosystems, wildlife habitats, species diversity, and rare or endangered species including the consideration of environmentally sensitive areas within and adjacent to project sites using field data, biological resource surveys, and academic analysis in accordance with relevant criteria and laws. Assessment results are used to identify and prioritize biodiversity risks, and to define appropriate preventive, corrective, and impact mitigation measures consistent with environmental risk management and ESG reporting disclosure approaches.

In addition, the Company designs projects that protect and restore ecosystems, assesses risks, and plans for the prevention of environmental and social impacts through pollution control and waste management. The Company implements habitat and biological resource conservation measures in accordance with EIA principles, with continuous monitoring and reporting and delivers EIA projects for numerous Clients. Effective management creates opportunities for the Company to add value to projects, respond to environmental policy, and build stakeholder confidence. However, without appropriate management, there is potential for ecosystem and community impacts, as well as risks of non-compliance with environmental laws that could adversely affect the Company's reputation and long-term business opportunities. Systematic biodiversity measures are therefore a key approach supporting the Company's sustainable growth, reduced environmental impact, and enhanced organizational readiness for responsible business conduct, stakeholder confidence, and long-term sustainable value creation.



Full details of the "Policy on Sustainability and Corporate Social and Environmental Responsibility" are available on the Company website: [https://www.teamgroup.co.th/wp-content/uploads/2025/12/TEAMG-36-2021-Sustainability-CSR\\_ALL-eng.pdf](https://www.teamgroup.co.th/wp-content/uploads/2025/12/TEAMG-36-2021-Sustainability-CSR_ALL-eng.pdf)

### 2.5.2 Management Approach

The Company has established biodiversity management guidelines aligned with its environmental policies and organizational targets emphasizing systematic and verifiable implementation across all business units. The Company assesses potential impacts on biodiversity from its operational processes and activities, and defines preventive, corrective, and monitoring measures at every stage of project development, to ensure that operations do not cause degradation of local ecosystems and natural resources. The Company strictly complies with all applicable environmental laws, standards, and requirements. The Company also promotes and supports biodiversity conservation activities including reforestation, natural area restoration, and natural resource conservation initiatives. Environmental and biodiversity awareness is promoted among employees at all levels through activities and knowledge dissemination, to instill natural resource responsibility and build a sustainably environmentally conscious organizational culture. The Company also provides consulting services to Clients on ecological impact assessment, conservation planning, and biodiversity management integrating ecological principles into project planning, design, and implementation to minimize impacts and promote sustainable development.

#### Biodiversity Promotion Activities in 2025:

TEAM GROUP and TEAM Group Foundation — "Check Dam Construction" at Khao Krao, Ban Tha Khlo, Kaeng Khoi District, Saraburi Province on 6 June 2025. Mr. Chawalit Chantararat, CEO of TEAM Consulting Engineering and Management Public Company Limited (TEAMG) and Vice Chairman of the TEAM Group Foundation, together with executives and more than 50 volunteer employees, joined the Ban Tha Khlo community in building check dams and planting trees in the Khao Krao area bringing life back to the forest and sustainably restoring and conserving the ecosystem.




**TEAM GROUP Builds Water Retardant Weir, Revitalizing The Forest**



On June 6, 2025, Mr. Chawalit Chantararat, CEO of TEAM GROUP and Vice Chairman of TEAM GROUP Foundation, TEAM GROUP's staff, together with the Ban Tha Klo community, Kaeng Khoi District, Saraburi Province, organized an activity to build a water retardant weir and plant trees in the Khao Krao area. The activities promote the sustainable restoration of the ecosystems and forests preservation.

The group was given the warm welcome from Mr. Thungnern Srimala and cooperation from the community who joined forces to create changes for nature.

Every drop of sweat and every hand that has been dedicated into building the water retention dam today is passing on a better future to the next generation. 



TEAM GROUP and TEAM Group Foundation "Mangrove Planting" at the Royal Thai Army Nature Study Center (Bang Pu Recreation Center), Samut Prakan Province, on 30 August 2025. Mr. Chawalit Chantararat, CEO of TEAMG and Vice Chairman of the TEAM Group Foundation, together with executives and more than 65 volunteer employees, jointly planted 1,000 large-leafed mangrove trees at Bang Pu Recreation Center, Samut Prakan Province.

This mangrove planting activity not only adds green space to the Samut Prakan urban area, but also promotes and preserves the biodiversity and ecological richness of the coastal ecosystem designated as Thailand's 10th ASEAN Heritage Park which serves as a natural nursery for a wide variety of aquatic species and plays an important role in mitigating the effects of climate change.

TEAM GROUP remains committed to being part of the drive toward a sustainably low-carbon society for communities and the nation.



## TEAM Group and TEAM Group Foundation "Mangrove Reforestation"

On August 30, 2025, Mr. Chawalit Chantararat, Chief Executive Officer (CEO) of TEAM Group and Vice Chairman of the TEAM Group Foundation, along with executives and over 65 volunteer employees, joined together to plant 1,000 *Rhizophora apiculata* (large-leaf mangrove) trees at Bangpu Recreation Center, Samut Prakan Province.

This mangrove reforestation initiative not only helps increase green areas in Samut Prakan's urban landscape but also promotes and preserves the biodiversity and richness of the coastal ecosystem. This area is recognized as Thailand's 10th ASEAN Heritage Park, serving as a natural ecosystem and a nursery for various marine species. Furthermore, it plays a vital role in mitigating climate change.

TEAM Group is committed to being a part of driving society and the nation toward a sustainable low-carbon society.

### Biodiversity Management Targets

Detail	2025 Target	2025 Performance
Green area ratio within projects	Greater than legally required (not less than 5% of total project area) for all projects	All EIA projects implemented by the Company had green areas exceeding the legally required minimum

### 2.5.3 Performance Results

The Company's engineering and environmental consulting operations contribute to promoting and maintaining environmental quality. In 2025, the Company collaborated with Kansai Energy Solutions (Thailand) Co., Ltd. to preserve and protect biodiversity affected by construction processes, and conducted an Environmental Impact Assessment (EIA) to minimize negative environmental impacts from the project. The Company carried out biodiversity impact surveys and assessments for the Kansai Power Plant construction project, and jointly defined impact prevention and mitigation measures, as well as environmental monitoring measures for the construction and operational phases to maintain environmental quality, ecosystems or biodiversity, and social conditions for sustainable project development. Community awareness was built through public participation activities, public opinion surveys on project development, biodiversity and environmental quality surveys, and health monitoring. The Company participated in monitoring and surveillance of environmental quality, health, and biodiversity impacts during the project construction phase, and jointly defined impact prevention and mitigation measures for terrestrial biological resources, as follows:

Construction Phase	Operation Phase
Set up the green area in the project site not less than 114m <sup>2</sup> (or 6.13% of the total project area), which exceeds the legal requirement.	Maintenance of the green area shall be performed for aesthetics value. Automatic sprinklers shall be installed throughout the green area. In addition, a sufficient budget for the green area shall be allocated on an annual basis.
High-shaped perennial plants shall be planted along the east side fence. Perennial plants shall be grown in 2 rows in an alternating form with at the distance of 3 meters between each row. Cemetery tree, lovery, and Mountain will be selected. Along the north side fence, perennial plants shall be grown in 1 row with the distance of 3 meters between each tree.	<p>The project shall set the policy for an employee to maintain the green area to always be sustainable.</p> <p>In case trees die, the project shall replace them within 2 weeks.</p>

The EIA Report for the Kansai Power Plant construction project prepared for Kansai Energy Solutions (Thailand) Co., Ltd. is available for download at: <https://eia.onep.go.th/>

In addition, the Company has prepared Environmental Impact Assessment reports covering water resources, land infrastructure, and industrial and supporting utility systems with biodiversity management studies, as detailed below:

### 1. Water Resources — Reservoir Projects

1) Impact Sources: Reservoir development projects may generate biodiversity impacts from the following key activities:

- Dam and ancillary structure construction
- Land use change from terrestrial to aquatic ecosystems
- Tree clearing and reservoir area preparation
- Changes to river flow systems
- Increased human activity in project areas

2) Biodiversity Impact Assessment:

#### **Terrestrial Ecosystems:**

- Habitat loss for flora and fauna from inundation
- Habitat Fragmentation
- Risk to endemic or protected species

**Risk level: High (particularly in natural forest or sensitive areas)**

#### **Freshwater Ecosystems:**

- Changes to fish population structure
- Obstruction of aquatic species migration routes
- Changes in water quality (e.g. DO, temperature, sediment)

**Risk level: High to Moderate depending on project scale and watershed characteristics**

#### **Rare or Endangered Species:**

- Risk to species with limited distribution ranges
- Sensitivity to habitat change

**Risk level: High (if present in the study area)**

### 3) Impact Severity Assessment Criteria:

- Area affected
- Impact permanence (temporary/permanent)
- Ecosystem recovery capacity
- Conservation significance of the area

In reservoir projects, biodiversity impacts are typically permanent within the reservoir area and may have cumulative effects on downstream areas.

### 4) Qualitative Risk Matrix:

Impact Issue	Severity	Likelihood	Risk Level
Natural forest loss	Very High	High	Very High
Obstruction of fish migration	High	High	High
Water quality changes	Moderate	Moderate	Moderate
Human activity disturbance	Moderate	High	Moderate–High

### 5) Mitigation Measures:

- Avoid areas of high ecological value (Avoidance)
- Reduce inundation area through design adjustments
- Establish Fish Passage
- Develop key species relocation plans (where necessary)
- Restore replacement forest with ecological planting
- Develop a long-term biodiversity monitoring plan

### 6) Assessment Summary:

Reservoir projects have the potential to generate moderate to high biodiversity impacts particularly on terrestrial ecosystems and aquatic life. Stringent avoidance and mitigation measures, together with continuous monitoring, are necessary to control and manage risks to acceptable levels in accordance with academic standards and applicable laws.

## 2. Land Infrastructure — Highway Projects

1) Sources of Impact: Road and highway project activities that may generate biodiversity impacts include:

- Clearing and opening of Rights of Way
- Earthworks, grading, and road structure construction
- Bridge, culvert, and drainage system construction
- Use of heavy machinery, noise, and vibration
- Increased traffic after opening

2) Biodiversity Impact Assessment:

### **Terrestrial Ecosystems:**

- Loss of forest or natural vegetation areas
- Habitat Fragmentation
- Reduced Ecological Connectivity of conservation areas

Risk level: Moderate to High (depending on whether the route passes through conservation forest or agricultural land)

### **Wildlife and Movement:**

- Increased Wildlife Roadkill risk
- Obstruction of wildlife migration and foraging routes
- Noise and light impacts on wildlife behavior

Risk level: High, particularly in areas near conservation forests or large animal habitats

### **Aquatic Ecosystems:**

- Changes to surface water flow patterns
- Increased sediment input to water sources during construction
- Risk of oil or chemical runoff contamination

Risk level: Moderate

### **Legally Protected or Rare Species:**

- Risk to species with limited distribution
- Loss of nesting sites or foraging areas

Risk level: High (if found in the study area)

### 3) Impact Severity Assessment Criteria:

- Area affected
- Impact duration (temporary during construction / long-term during operation)
- Ecosystem recovery capacity
- Conservation significance of the area

Road project impacts are typically permanent within the Right of Way and may generate cumulative impacts from Induced Development.

### 4) Qualitative Risk Matrix:

Impact Issue	Severity	Likelihood	Risk Level
Habitat Fragmentation	High	High	High
Wildlife Roadkill	High	High	High
Vegetation loss	Moderate–High	High	High
Sediment input to water sources	Moderate	Moderate	Moderate

### 5) Mitigation Measures:

- Realign route to avoid key conservation areas
- Establish Wildlife Crossings (underpasses/overpasses)
- Install Wildlife Fencing
- Control sediment and runoff during construction
- Restore roadside areas with local plant species
- Develop a long-term wildlife accident and biodiversity monitoring plan

### 6) Assessment Summary:

Road and highway projects have the potential to generate moderate to high biodiversity impacts particularly habitat fragmentation and wildlife traffic accidents. Ecological Design and appropriate mitigation measures can reduce risk levels to acceptable standards in accordance with academic and environmental law requirements.

### 3. Industry and Supporting Utilities — Industrial Estates

1) Sources of Impact: Industrial estate development may generate biodiversity impacts from the following key activities:

- Large-scale land preparation and filling
- Tree clearing and land use change
- Infrastructure construction (roads, utilities, drainage systems)
- Air, water, and soil pollution from factories within the estate
- Increased transport activities and shadow population
- Cumulative Impact from multiple industrial activities

2) Biodiversity Impact Assessment:

#### 2.1) Terrestrial Ecosystems

- Loss of forest, agricultural, or wetland areas
- Habitat Fragmentation
- Reduced Ecological Connectivity

**Risk level: Moderate to High, particularly where original land was natural area or buffer zone of a conservation area**

#### 2.2) Aquatic Ecosystems and Wetlands

- Changes to water flow direction and volume
- Risk of contamination from industrial wastewater
- Accumulation of pollutants in sediment and aquatic organisms

**Risk level: High if located near rivers, canals, wetlands, or coastal areas**

#### 2.3) Protected and Endemic Species

- Risk of permanent habitat loss
- Long-term pollution impacts on wildlife populations

**Risk level: High (if key species are found in the study area)**

#### 2.4) Cumulative Impact

- Aggregation of multiple pollution sources
- Urban and industrial development around the project area

**Risk level: High in the long term**

3) Impact Severity Assessment Criteria:

- Area affected
- Impact duration (construction and operational phases)
- Ecosystem recovery capacity
- Conservation significance of the area

Industrial estate impacts are typically long-term and persistent, with potential for cumulative effects in the absence of effective environmental management systems.

4) Qualitative Risk Matrix:

Impact Issue	Severity	Likelihood	Risk Level
Habitat loss	High	High	High
Water source contamination	High	Moderate	High
Long-term cumulative impacts	High	High	High
Human activity disturbance	Moderate	High	Moderate–High

5) Mitigation Measures:

- Select sites avoiding conservation or sensitive areas
- Provide green areas and Buffer Zones of not less than 5% of total area
- Design a high-performance central wastewater treatment system
- Continuous pollution monitoring and measurement system
- Develop a Biodiversity Management Plan
- Area-based Monitoring of cumulative impacts

EIA reports also include studies of forest and wildlife resources in and around project areas surveying plant and animal species, assessing ecosystem significance, and defining impact prevention measures for construction and operational activities.

Management Approach:

- 1) Survey and compile databases of plant and animal species in project areas.
- 2) Assess wildlife habitats and key ecosystems.
- 3) Define ecosystem impact mitigation measures such as construction area control and green area restoration.
- 4) Continuously monitor and assess biodiversity.

These activities contribute to maintaining ecosystem balance, reducing natural resource impacts, and supporting the United Nations' terrestrial ecosystem conservation targets under Sustainable Development Goal 15.

#### **2.5.4 Environmental Performance Summary**

In 2025, the Company strictly complied with environmental policies and applicable laws, resulting in no environmental disputes or violations of relevant laws or regulations.

#### **2.5.5 Water Security**

The Company recognizes the importance of sustainable water resource management to strengthen water security both in terms of quantity and quality for the country and communities. The Company plays a significant role in implementing water infrastructure construction and development projects such as dams, reservoirs, water conveyance systems, and flow control structures which enhance the water management capacity of various areas, support increased water storage capability during the rainy season for use during dry seasons, reduce water scarcity risks, support consumption, agriculture, and industry, and assist in managing water during flood periods to reduce flood damage. The Company therefore places importance on the design and construction of water infrastructure with due consideration for water quality maintenance and ecosystem preservation including sediment control, water contamination prevention, and appropriate reservoir water management to ensure that water sources can be used safely and sustainably.

The Company's operations therefore play an important role in supporting the country's water resource management, creating a balance among economic development, environmental conservation, and quality of life for the public consistent with the United Nations' water-related Sustainable Development Goal 6 on clean water access and sustainable water management.

#### **Water Security KPIs:**

##### **1. Water Quantity Indicators**

- 1) Number of dam or reservoir projects completed
- 2) Agricultural area benefiting from water management projects (rai)

##### **2. Water Quality Indicators**

- 1) Number of projects with water quality management or sediment control systems
- 2) Aquatic ecosystem impact prevention measures applied in projects

### 3. Management Indicators

- 1) Percentage of projects that underwent Environmental Impact Assessment (EIA)
- 2) Number of projects supporting water-related targets under Sustainable Development Goal 6

## 2.6 Responsible Raw Material Procurement

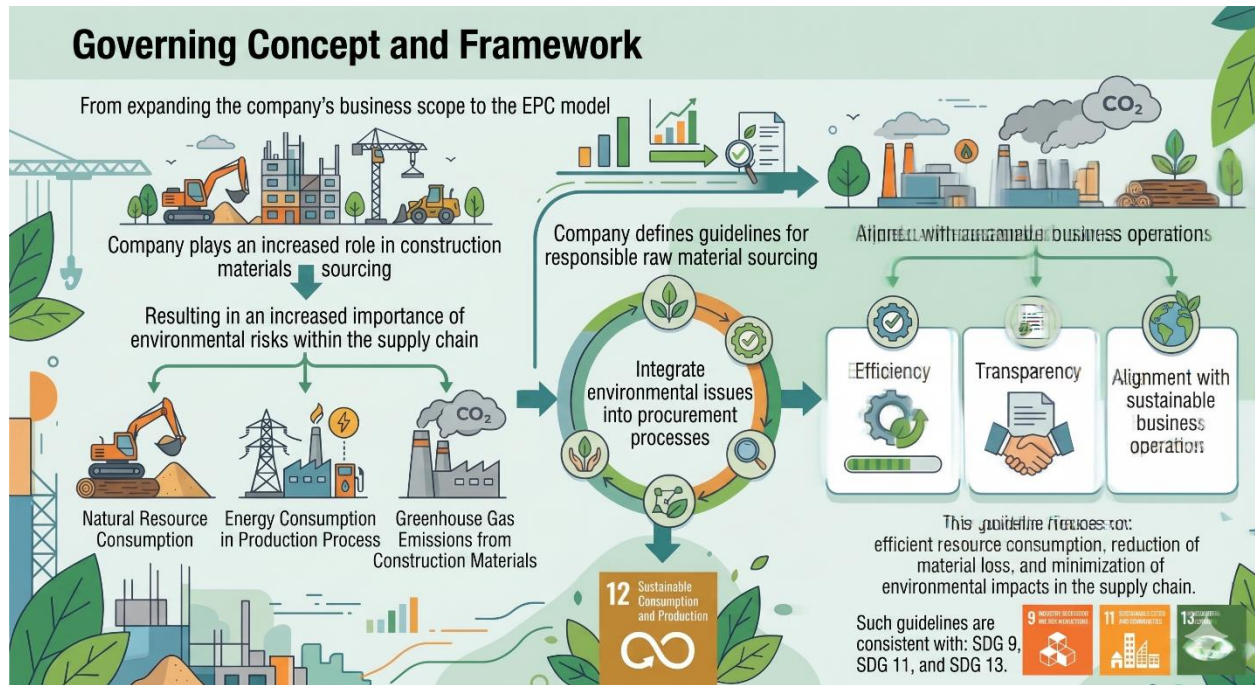
The Company's business in engineering and infrastructure development involves substantial use of construction materials and raw materials particularly as the Company has expanded its service scope to encompass Engineering, Procurement and Construction (EPC) services, resulting in an increasingly significant role in construction material sourcing. These developments have elevated the importance of environmental issues related to raw material sourcing in the supply chain including natural resource use, energy use, and waste generation from construction activities. The Company therefore places importance on responsible raw material procurement management, focusing on reducing environmental impact in the supply chain and promoting efficient resource use, to support the organization's long-term sustainable environmental operations.

### 2.6.1 Concept and Governance Framework

As the Company's business scope has expanded to EPC, its role in construction material sourcing has increased, making environmental risks in the supply chain more significant particularly regarding natural resource use, energy consumption in production processes, and greenhouse gas emissions from construction materials.

The Company has therefore established a Responsible Raw Material Procurement approach that integrates environmental considerations into the procurement process, to ensure that material selection in projects is efficient, transparent, and aligned with sustainable business conduct.

This approach emphasizes efficient resource use, reduced material losses, and reduced environmental impact throughout the supply chain aligned with the Sustainable Development Goals, particularly SDG 12 (Responsible Consumption and Production), as well as related SDGs including SDG 9, SDG 11, and SDG 13.



### 2.6.2 Targets and Commitments

To accommodate the growth of material sourcing in EPC projects, the Company has defined targets to elevate construction material management and control environmental supply chain impacts, as follows:

#### Short-Term Targets (1–3 years):

- Develop Material Specification standards for construction materials in EPC projects.
- Promote the selection of materials with low environmental impact.
- Integrate environmental considerations into supplier selection and evaluation processes.
- Develop material usage tracking systems in projects to improve resource efficiency.

#### Long-Term Targets (3–5 years):

- Reduce construction material waste in projects.
- Increase material Reuse and Recycling.
- Promote supply chain suppliers to operate in accordance with environmental guidelines.
- Elevate project material management in alignment with resource efficiency principles.



### 2.6.3 Identification of Environmental Issues in Construction Materials













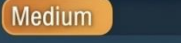




Under EPC project operations, the Company has analyzed key construction materials used in projects that are associated with environmental impacts in the supply chain, considering production process characteristics, natural resource use, and material quantities in projects.

Key construction materials include:

- Concrete and cement
- Structural steel
- Stone and fill materials
- Piles and foundation structural materials

The Company has conducted an environmental issues analysis of construction materials for use as a basis for project material management.

### Material Environmental Risk Assessment

Material Type 	Environmental Issues 	Significance Level	Management Guidelines 
 Concrete / Cement	Greenhouse gas emissions from production process	High 	<ul style="list-style-type: none"> <li>Control material use and reduce project waste </li> </ul>
 Construction Steel	High energy consumption in production process 	High 	<ul style="list-style-type: none"> <li>Audit product standards and material quality </li> </ul>
 Aggregate / Fill Material	Natural resource consumption from quarrying 	Medium 	<ul style="list-style-type: none"> <li>Plan material use appropriately </li> </ul>
 Piles	Energy and resource consumption in installation	Medium 	<ul style="list-style-type: none"> <li>Control quantity of material used in project  3/4</li> </ul>

#### 2.6.4 Action Framework

The Company has established a systematic approach to the management of construction materials in EPC projects by integrating environmental considerations into procurement processes and project operations. This is to ensure the efficient use of materials and to reduce environmental impacts throughout the supply chain.

The operational approach covers material selection, quality control, waste management, and the development of greenhouse gas emissions management practices within projects, as follows:

# Implementation Plan and Management Process (Action Framework)

## Systematic Construction Material Management in EPC Projects



### Responsible Material Selection and Procurement

The Company requires that the selection of construction materials complies with quality standards and engineering specifications, while also taking environmental considerations into account in order to promote the use of materials with lower environmental impacts and suitability for each project. Such considerations include the selection of standardized materials, the avoidance of materials that may adversely affect health or the environment, and the encouragement of suppliers to operate in compliance with relevant environmental requirements.

### Material Quality Control in Projects

The Company has established material inspection processes at every stage of the project to ensure that the materials used meet quality standards and comply with project specifications. These processes cover pre-procurement inspections, material receiving inspections, and quality testing during construction activities. This approach helps reduce risks associated with the use of substandard materials, as well as minimize losses resulting from rework or the need for material replacement at later stages

### Construction Waste Management

The Company promotes construction waste management in accordance with the 3Rs principles (Reduce, Reuse, Recycle) in order to improve resource efficiency and reduce the volume of waste requiring disposal. For construction projects, the Company requires the preparation of a Construction Waste Management Plan (CWMP) to systematically

manage materials and waste. The plan covers waste segregation, material reuse, and appropriate waste disposal practices. In addition, the Company has adopted digital technologies such as Building Information Modeling (BIM) for material quantity planning in order to improve procurement accuracy, reduce excess materials, and minimize waste generated from construction processes.

### **Greenhouse Gas Emissions Management in the Supply Chain**

The Company places importance on managing greenhouse gas emissions associated with the use of construction materials in projects, particularly under EPC project operations, which involve significant material consumption and are associated with greenhouse gas emissions throughout the supply chain. Currently, the Company utilizes carbon-related data associated with the procurement of certain goods and materials as part of its environmental impact analysis at the organizational level. However, the collection of greenhouse gas emissions data at the project and site levels is still in its early stages. The Company therefore plans to further develop its greenhouse gas emissions data collection system for projects to achieve broader coverage, including expanding collaboration with contractors and suppliers within the supply chain. During the initial phase, this will involve requesting cooperation in providing relevant data and operational support before progressively developing clearer and more rigorous guidelines and measures in the future. This approach forms part of the Company's long-term development of greenhouse gas emissions management throughout its supply chain.

### **2.6.5 Performance Results for 2025**

In 2025, the Company continuously implemented measures for construction material management in EPC projects, with a focus on improving resource efficiency, reducing construction waste, and developing approaches to manage environmental impacts within the supply chain. Key performance results are as follows:

#### **Enhancement of Construction Material Management in Projects**

The Company controlled the use of construction materials in accordance with project plans and specifications by emphasizing appropriate material planning and quality control throughout all stages of the project. This enabled the Company to reduce losses arising from excessive material usage and minimize risks associated with rework caused by substandard materials.

#### **Reduction of Construction Waste**

Through the implementation of waste management practices based on the 3Rs principles (Reduce, Reuse, Recycle) and the adoption of Building Information Modeling (BIM) technology for material planning, the Company was able to reduce construction waste by approximately 25% compared to previous operational practices.

This achievement was driven by:

- Efficient material planning from the initial stage of the project
- Waste segregation at construction sites
- Reuse of certain materials, such as steel, concrete, and formwork materials
- Reduction of excess materials through the use of BIM technology

### **Development of Knowledge and Contractor Engagement**

The Company organized training sessions and communicated guidelines on material and waste management to employees and contractors involved in projects in order to promote understanding of efficient resource utilization and the reduction of environmental impacts arising from operations. These initiatives helped raise awareness and encouraged contractors to participate more actively in implementing the Company's environmental management practices.

### **Development of Greenhouse Gas Emissions Management**

In 2025, the Company utilized carbon-related data associated with the procurement of certain goods and materials in its organizational-level environmental impact analysis. The information serves as baseline data for the future development of greenhouse gas emissions reduction approaches. In addition, the Company initiated collaboration with project contractors to support data collection and operational practices related to reducing environmental impacts. During the initial phase, this involved requesting cooperation in providing relevant information before further developing more systematic implementation approaches in the future.

### **Overall Performance Overview**

The 2025 performance results reflect the Company's ongoing development of its construction material management system under EPC project operations, with an emphasis on efficient resource utilization, waste reduction, and the initial development of approaches to manage environmental impacts throughout the supply chain.

## **2.7 Climate Change Adaptation**

### **(1) Task Force on Climate-related Financial Disclosures (TCFD)**

#### **1) Commitment and Adoption of International Standards**

Climate change is no longer merely an environmental issue it has become one of the most significant strategic risks affecting operations broadly, including internal organizational operations, supply chains, and overall economic and social sustainability. TEAM Consulting Engineering and Management Public Company Limited, or TEAMG, as a leader in Integrated Consulting Services in engineering and environmental management with service scope spanning the full Project Life Cycle from master planning, engineering

design, project management, and construction supervision through to innovation and technology-related adjacent businesses is fully aware of its responsibility in addressing this challenge.

To ensure that this matter is managed with transparency, effectiveness, and international recognition, the Company has elevated its disclosure and management in accordance with the framework of the Task Force on Climate-related Financial Disclosures (TCFD), and has integrated guidance from the IFRS S2 international standard as part of its operations. The aim is to reflect organizational readiness to adapt to Transition Risk and Physical Risk and to seize business opportunities from these changes to drive the organization and Thailand toward a sustainably low-carbon society.

## 2) Governance: Foundational Infrastructure for Strategy

Successful climate change adaptation begins with a strong governance structure. The Company has developed governance mechanisms spanning from the Board of Directors to the operational level, to ensure that climate issues are integrated into business decision-making processes at every stage.

**2.1) Board Oversight** The Board of Directors holds the highest authority in setting direction and policy, recognizing that climate issues are a Strategic Survival matter not merely a CSR activity. The Board is responsible for approving organizational strategies related to the Decarbonization Pathway and environmental technology investment plans, and overseeing risks through specialized sub-committees to ensure that internal control systems are sufficiently robust to accommodate climate and regulatory volatility. Board-level responsibilities are assigned as follows:

- **Corporate Governance and Sustainability Committee:** Defines the sustainability master plan, oversees TCFD-compliant disclosure, and reviews the appropriateness of engineering standards applied in Client services to ensure alignment with global sustainability direction.
- **Risk Management Committee:** Reviews the Enterprise Risk Management framework to cover Climate Risk including financial impacts from disasters and transition risks and assesses Client portfolio concentration in high-risk industries.
- **Audit Committee:** Reviews the accuracy of greenhouse gas data reporting and audits the Assurance process to maintain professional credibility.

**2.2) Management Role** At the operational level, the CEO serves as Chairman of the management-level Sustainability Committee, responsible for defining action plans and closely monitoring performance outcomes. The Chief Strategy Officer (CSO) is responsible for linking organizational strategy to professional practice, analyzing global regulatory trends, and overseeing the organizational carbon footprint preparation process.

Critically, the Company has established an incentive mechanism by incorporating Climate KPIs into the performance evaluation and variable remuneration of relevant senior executives and employees to drive both internal greenhouse gas reduction targets and the expansion of the green business client base.

### 3) Strategy and Climate Scenario Analysis

Climate change affects the business context of consulting operations across Client demand, technology, and operational risks. To thoroughly understand these impacts, the Company has conducted Climate Scenario Analysis covering short-term (0–3 years), medium-term (3–10 years), and long-term (more than 10 years) timeframes.

**3.1) Transition Scenario** Under the assumption that Thailand moves toward Net Zero Emissions by 2050 with increasingly stringent environmental policies such as a Climate Change Act, rising Carbon Pricing, and the growth of carbon capture technologies (CCUS)

- This scenario will create pressure for industrial Clients to adapt, increasing demand for greenhouse gas reduction consulting, carbon accounting, and clean energy technology design services. However, if the Company fails to keep pace with new technologies, or if the Client base remains concentrated in fossil fuel industries, the Company may face revenue and bad debt risks.

**3.2) Physical Scenario (Worst Case SSP5-8.5)** Under the worst-case assumption of fossil fuel-driven global economic growth potentially raising global temperatures by up to 4.4°C and leading to more severe and frequent natural disasters the Global Climate Risk Index (CRI) 2026 ranks Thailand 17th globally in high-risk countries, reflecting significant vulnerability to extreme weather events.

- **Business implications:** Demand for Adaptation Engineering services (such as flood protection system design) will increase significantly, while the risk of disruption to field operations (Field Work) and Operations and Maintenance (O&M) services will also rise markedly. Site access may be interrupted and project assets may be damaged.

### 4) Risk Management

The Company has integrated climate risk management processes into the **Enterprise Risk Management (ERM)** framework with reference to the COSO ERM standard, for systematic risk identification, assessment, and management.

#### 4.1) Transition Risks

- **Policy and Legal:** Carbon tax measures and Thailand Taxonomy may increase Client costs. If the Company cannot provide consulting that accurately reflects Internal Carbon Pricing, professional credibility may

be affected. The Company's response is to accelerate the development of personnel expertise in these regulations.

- **Technology:** Decarbonization technologies such as Green Hydrogen and CCUS are evolving rapidly. The risk is recommending outdated technologies to Clients, which could lead to professional liability. The Company therefore focuses on continuous use of Digital Twin technology to analyze and track new technologies.
- **Market and Reputation:** Financial institutions are adopting policies to suspend credit for the coal industry (Exclusion Lists). Accepting work in environmentally destructive projects may position the Company as an Enabler of such activities, adversely affecting its reputation and fundraising opportunities.

#### 4.2) Physical Risks

- **Acute Risks:** Flash floods and severe storms may delay field surveys and damage O&M work. The Company manages these risks through comprehensive Business Continuity Plans (BCP) covering natural disasters and appropriate insurance coverage.
- **Chronic Risks:** Changing rainfall patterns make historical statistics less reliable for forecasting. The Company adapts its work processes by incorporating Climate Model data (SSP1-2.6 or SSP5-8.5) into project design and planning.

#### 4.3) Risk Management Processes

The Company screens risks at the **project level** through ESG Due Diligence before accepting new Client work, and at the **organizational level** through the Sustainability Working Group monitoring global trends. Identified risks are assessed according to Impact and Likelihood criteria and included in the Corporate Risk Profile for quarterly presentation to the Risk Management Committee.

### 5) Climate-related Opportunities

Amid the challenges, the Company identifies opportunities to generate "Green Revenue" to support sustainable growth focusing on services that address emerging market needs:

- **Sustainability and Decarbonization Services:** Providing Carbon Footprint services (CFO, CFP), Science Based Targets (SBTi) target-setting, and Net Zero Roadmap planning for organizations as well as Energy Efficiency Retrofit consulting services.

- **Engineering Services for Energy and New Technologies:** Addressing demand for design and construction supervision of renewable energy power plants (Solar, Wind), Energy Storage Systems (Battery Storage), and serving as Lender's Technical Advisor for financial institutions providing green financing.
- **Resilience Services:** Offering engineering expertise in flood protection system design, water management for cities and industrial estates, and environmental impact studies that incorporate climate risk assessment.

## 6) Metrics and Targets

The Company has defined clear indicators to track progress, collecting greenhouse gas emission data across all 3 Scopes (1, 2, and 3). In 2025, total greenhouse gas emissions (Scope 1+2+3) were **4,667 tCO<sub>2</sub>e**. The Company has set a long-term target to achieve Net Zero Emissions by 2050, with interim milestones as follows:

- **Short-term target (2030):** Reduce Scope 1, 2, and 3 greenhouse gas emissions by 12% vs the base year (2024).
- **Medium-term target (2040):** Reduce by 51%.
- **Long-term target (2050):** Reduce by 90% and offset remaining emissions to achieve Net Zero.

## (2) Strategy for Driving Toward Targets

The Company operates through key strategies including: improving energy efficiency in offices and project sites; promoting Green Procurement; and most critically **integrating Low-Carbon Engineering** into Client work such as designing with low-carbon materials, applying Life Cycle Assessment (LCA), and using Internal Carbon Pricing in project cost-benefit analysis.