

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Sustainable Development Policy	Doc. No.	POL-BOD_68-034
		Effective Date	13 NOV 2025
	Approved by the resolution of the Board of Directors Meeting No. 7/2025, dated 13 November 2025	Issue No.	7.0
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Objectives

Gunkul Engineering Public Company Limited (“the Company”) and Gunkul group (“the Group”) believe that sustainable development and responsible growth by recognizing the interests of all groups of stakeholders in the business value chain is the way to create long-term value for the organization. Therefore, the Company places importance on sustainable business operations on the basis of good corporate governance and social and environmental responsibility, adhering to business operations according to sustainable development guidelines under the Company’s commitment “not only the energy, we care” to be an organization that operates responsibly, builds confidence among stakeholders, and creates stability in renewable energy for the country in the future in a comprehensive manner. This includes not only following the rules, regulations, and standards of the country in which the Company operates, but also adhering to international principles of sustainability, such as Sustainable Development Goals (SDGs) of the United Nations and sustainability reporting framework with clear and concrete indicators, such as the Global Reporting Initiative (GRI) to respond to the needs and expectations of stakeholders effectively and cover current business sustainability issues, which will lead to responsible business development, creating shared value in economic, social and environmental dimensions in the business chain.

Related Parties

The Board of Directors, executives, and employees at all levels have a duty to support, promote, disclose, and operate in accordance with this Sustainable Development Policy until it becomes a culture of operating that takes into account the balanced benefits of the economy, society and environment, including communicating and creating participation with all groups of stakeholders to strengthen the potential to achieve sustainable development goals.

Criteria and Procedures

1. Determine policies, strategies, and goals for sustainable development

- 1.1 To determine policies and strategies in sustainable development that cover good corporate governance, social and environmental responsibility. Including determining strategic goals of the organization for use in corporate governance, business risk management, as well as sustainability risks and emerging risks that may occur in the future.
- 1.2 To specify the assessment and response to risk issues that affect the sustainability of the Company in both social, environmental, and governance dimensions by considering them as key sustainability issues in business planning and decision-making to maintain the stability and sustainability of the organization.

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- 1.3 To determine goals and performance indicators that are consistent with the Company's key sustainability issues both in social, environmental, and governance dimensions that are consistent with the context of business operations.
- 1.4 To implement the policies, strategies, and operational plans into practice through creating participation with all groups of stakeholders to develop management abilities and increase competitiveness in a sustainable way.
- 1.5 To follow up on performance against goals, including assessing and analyzing operating results to determine guidelines for continuous improvement and development of operations.

2. Analyze value chain, identify stakeholders, and manage sustainability related risks and opportunities

- 2.1 To analyze the value chain to gain insight into value-creating business activities, including primary and support activities to identify, categorize, and understand stakeholders associated with each activity, by considering both positive and negative impacts that may arise from the Company's operations, as well as explaining the linkages between stakeholders and the organization for use as information in comprehensively analyzing risks, opportunities, and impacts affecting each group of stakeholder.
- 2.2 To integrate sustainability frameworks and performance targets into the enterprise risk management system and planning processes in order to systematically identify, assess, and prioritize sustainability-related risks (ESG Risks) related to Environmental, Social, and Governance dimensions that may affect the achievement of the Company's vision, objectives, and business strategies, with regular monitoring, evaluation, and review of sustainability risk and opportunity management measures to ensure their appropriateness and acceptability. In relation to climate-related risks and opportunities, scenario analysis shall be conducted to identify potential impacts, risks, and opportunities affecting business operations, and to be used as supporting information for the formulation of appropriate risk management plans.
- 2.3 To analyze and prioritize material sustainability issues (ESG Materiality) in alignment with international frameworks and considering stakeholder expectations, and to apply the outcomes in defining sustainability measures, plans, and projects, as well as managing risks and opportunities that may impact business operations in order to drive the organization in alignment with long-term sustainable development goals.

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3. Communicate, create participation and engagement with stakeholders

- 3.1 To determine methods, activities, tools, including communication channels for all groups of stakeholders to give suggestions and report problems/complaints, as well as listen to and exchange opinions with stakeholders creatively to survey the expectations or needs of all groups of stakeholders. In addition, the Company will survey and assess the expectations or needs of stakeholders at least once a year through a listening process, satisfaction surveys, meetings, or other participation channels to regularly know the related impacts and issues between the Company and stakeholders, both positive and negative, in order to achieve comprehensive and sustainable development.
- 3.2 To communicate with stakeholders regularly to create correct understanding that will lead to good relationships and gaining trust from stakeholders. The Company will determine communication strategies, methods, formats, and procedures that suit each stakeholder group, situation, time period, and cultures in each locality, which may be determined by the level of damage that may occur or benefits that may be lost if neglect or no action is taken.
- 3.3 To provide opportunities for stakeholders to participate in matters that affect them through various channels, methods, activities or projects according to the expectations of each stakeholder group.
- 3.4 To determine guidelines, measures, projects or activities along with goals and indicators to respond to the needs and expectations of all groups of stakeholders appropriately. Including planning to build relationships and good experiences through the process of building relationships with stakeholders to meet the needs, expectations, and concerns of stakeholders in the business value chain fully, creating acceptance and reducing business risks, causing an increase in business value chain development. Including building competitiveness, reducing impacts on communities, society and environment, leading to the development of sustainable business operations with stakeholders.

4. Corporate Governance and Anti-Corruption

- 4.1 To conduct business according to business ethics and uphold morality by having a transparent and fair management system. Along with complying with the law, regulations, standards, including international guidelines. Manage risks and business continuity by taking into account the interests of all groups of stakeholders to preserve the basic rights of stakeholders fairly.

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4.2 To adhere to the guidelines and procedures specified in the Company's policies, including related regulations, announcements, the Company's orders and announcements that are already in effect, which include

- Good Corporate Governance Policy
- Business Ethics Policy
- Anti-Corruption and Whistleblowing Policy
- Enterprise Risk Management Policy
- Investor Relations Ethics Policy
- Human Rights Policy
- Environment and Climate Change Management Policy
- Procurement Policy and etc.

4.3 To manage and promote the fight against all forms of corruption through the risk management system and in compliance with the law, related regulations and policies. In addition, the Company has announced its intention and joined as a member of the Thai Private Sector Collective Action Against Corruption (CAC) in order to announce its intention to conduct business transparently, free from all forms of corruption, and will continuously support the fight against corruption in the private sector.

5. Promote the use of innovation in business operations for society and environment

5.1 Aim to be a leader in renewable energy business, integrated electrical equipment and systems by promoting the development of cutting-edge technology and innovation as a business strategy, and expanding investment in new businesses in clean energy and technology. Including developing the organization's capabilities and knowledge base to support future changes in developing infrastructure to be strong and sustainable, safe and environmentally friendly.

To improve the efficiency of innovation development and promote the application of digital technology in work processes to enable continuous development.

6. Respect and follow international human rights principles

6.1 To prevent violations of human rights in all business activities through business operations aligned with the United Nations Guiding Principles on Business and Human Rights. This includes comprehensive human rights protections in accordance with national laws and relevant international principles. The Company will define strategies and plans to manage risks related to human rights violations, establish protection and remediation mechanisms

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in the event of violations, and treat all stakeholders with respect, equality, and in a manner that does not infringe upon basic human rights. Additionally, the Company will manage diversity, respect differences, protect labor rights, ensure safety and occupational health, and foster a positive work environment.

- 6.2 To promote and support stakeholders in business operations, which include employees, business partners, business associate, and other related parties to act according to human rights principles in accordance with this policy and the Company's Human Rights Policy.

7. Create value and be socially responsible

- 7.1 To conduct business responsibly and promote a good quality of life for society through the process of considering community needs and providing assistance and support according to the capacity and appropriateness.
- 7.2 To raise the level of development of the quality of life of people in society, reduce inequality, create opportunities and social justice in various areas by leveraging the organization's core resources and expertise to create shared value between the organization and society to grow together sustainably.

8. Manage the environment and resources effectively and respond to climate change

- 8.1 To manage environmental quality responsibly and taking into account the impacts of climate change, environmental incidents and leaks, as well as biodiversity impacts, in accordance with the criteria set by applicable laws and regulations on environmental and climate change management system, and the Company's Environmental and Climate Change Management Policy.
- 8.2 To promote and support the efficient use of resources and energy to reduce the use of resources and energy as well as reducing emission of waste, pollution, and greenhouse gases. Including cooperating and participating in activities related to natural resource conservation and environmental care between the organization and external agencies continuously.

9. Information disclosure

Disclose the Sustainable Development Policy, sustainability performance information, and performance in all dimensions according to relevant criteria and requirements as well as accepted international standards adequately and transparently under appropriate circumstances and time frame to communicate, express intentions and commitment to develop the organization in a sustainable manner.

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Form

- Sustainability Report

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Revision Record

Document No.	Issue No. /Revision No.	Date	Revised Part	Reason of Revision	Date of Cancellation
OMD 2563/14	1.0	2 MAR 2020	Rewritten	To focus on the balance between environment, society and economy and sustainable development.	1 MAR 2021
POL-BOD 64-023	2.0	1 MAR 2021	Reviewed	To focus on the balance between environment, society and economy and sustainable development.	12 NOV 2021
POL-BOD 64-042	3.0	12 NOV 2021	Reviewed	To focus on the balance between environment, society and economy and sustainable development.	27 FEB 2023
POL-BOD 66-013	4.0	27 FEB 2023	Reviewed	To focus on the balance between environment, society and economy and sustainable development.	28 FEB 2024
POL-BOD 67-020	5.0	28 FEB 2024	Reviewed	To focus on the balance between environment, society and economy and sustainable development.	27 FEB 2025
POL-BOD 68-008	6.0	27 FEB 2025	Reviewed	To focus on the balance between environment, society and economy and sustainable development.	13 NOV 2025
POL-BOD 68-034	7.0	13 NOV 2025	Reviewed	To focus on the balance between environment, society and economy and sustainable development.	