

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Environmental and Climate Change Management Policy	Doc. No.	POL-BOD_68-035
		Effective Date	13 NOV 2025
	Approved by the Resolution of the Board of Directors Meeting No. 7/2025, dated 13 November 2025	Issue No.	5.0
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Objectives

Gunkul Engineering Public Company Limited (“the Company”) and GUNKUL Group (“the Group”) is committed to operating business to grow sustainably along with managing the environment and climate change, which covers the protection of ecosystems and biodiversity, to be efficient and effective in response to the Sustainable Development Goals of the United Nations, including laws, regulations, and government policies regarding environmental and climate change management. Accordingly, the Company has established this policy to show its commitment to social and environmental responsibility, including to serve as a guideline for executives and employees at all levels of the Company and the Group.

Related Parties

The Board of Directors, executives, and employees at all levels have a duty to support, promote, disclose and work in accordance with the Environmental and Climate Change Management Policy with awareness and responsibility towards the environment. Including communicating and creating participation with all groups of stakeholders to strengthen the potential to achieve environmental and climate change management goals.

Principles and Procedures

1. To operate the business in compliance with relevant legal requirements and regulations pertaining to environmental management systems and climate change. Ensure alignment with key environmental issues at the local, national, and global levels, in accordance with the Sustainable Development Goals (SDGs).
2. To conduct an ESG materiality assessment that encompasses key sustainability issues, including environmental concerns, climate change, and biodiversity. Define clear objectives, targets, and key indicators, and establish strategies and operational approaches to address these issues. Ensure ongoing monitoring, review, and continuous improvement of the implementation process by taking actions in accordance with the goals of United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Agreement, including agreements reached from the 26th Conference of the Parties meeting or COP26 to aim for carbon neutrality by 2050 and net zero greenhouse gas emissions by 2065 in order to become a low-carbon and sustainable business organization.
3. To establish standards, criteria, and operational procedures that are appropriate to the business context to support the reduction of greenhouse gas emissions from business activities and to assess risks and impacts related to climate change that affect production and operations, and

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identify measures and strategies to reduce or avoid greenhouse gas emissions as well as adaptation to climate change, and continuously improving efficiency, including the study of methods to offset greenhouse gas emissions, such as increasing carbon sequestration through expanding green spaces or applying carbon capture, storage, and utilization technologies, and support projects aimed at mitigating climate-induced disasters.

4. To establish an environmental and climate change management system as part of business operations. Set up monitoring and auditing of the environmental management systems, and reporting the results of continuous development to raise the level of environmental operations to be efficient.
5. To promote efficient resource utilization by implementing measures for control, prevention, treatment, reduction, reuse, and the adoption of environmentally friendly alternatives in accordance with circular economy principles, including in waste management efforts to reduce waste generation and identify value-added solutions for waste arising from internal operations and related activities, with the ultimate goal of achieving zero landfill. Additionally, oversee relevant factors to minimize pollution potentially arising from business operations.
6. To promote energy conservation and efficient energy use by enhancing energy efficiency and supporting the adoption of clean energy in business operations to ensure sustainable practices.
7. To conduct business operations without impacting surrounding communities' access to water resources. Support and actively participate in the protection of water resources, and manage water use efficiently to minimize consumption and reduce adverse impacts on water resources.
8. To support and actively engage in the protection of ecosystems and biodiversity. Implement controls, prevention measures, and efforts to minimize environmental impacts from business operations by utilizing natural resources sustainably to preserve biodiversity, including identifying risks and impacts, along with preventive, mitigation, and monitoring plans for related activities, covering both ongoing projects and future projects on a continuous basis, in order to reduce or avoid impacts on biodiversity, while taking into account the conservation and restoration of natural resources as well as the promotion of long-term ecosystem sustainability.
9. To invest in, develop, and improve the environmental management system. Support the adoption of advanced clean technologies to enhance the efficiency of environmental management and control in business operations, ensuring better environmental quality.
10. To place importance on transparent disclosure and take responsibility for reporting information, including creating participation with stakeholders on environmental issues and responding to climate change according to stakeholders' expectations.

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11.To support and foster collaboration with business partners, trade associations, public sector, academic institutions, non-profit organizations, communities, and other stakeholders in addressing climate change, including supporting cooperation with government entities on Climate Transition and Carbon Neutrality projects to jointly drive national goals for greenhouse gas emission reduction and the transition to a low-carbon society.

12.To communicate, campaign, promote awareness, and encourage participation in environmental management and climate change response, to ensure that employees, customers, partners, business partners, and relevant stakeholders are informed and take responsibility for the risks associated with business operations that may impact environmental and climate change issues

Form

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Revision Record

Document No.	Issue No. /Revision No.	Date	Revised Part	Reason of Revision	Date of Cancellation
POL-BOD 65-008	1.0	8 FEB 2022	Rewritten	To show the Group's commitment to practice and to promote environment and climate change management in accordance with Good Corporate Governance Policy and Business Ethics Policy, including the Group's sustainable development in business operation	27 FEB 2023
POL-BOD 66-014	2.0	27 FEB 2023	Reviewed	To show the Group's commitment to practice and to promote environment and climate change management in accordance with Good Corporate Governance Policy and Business Ethics Policy, including the Group's sustainable development in business operation	28 FEB 2024
POL-BOD 67-019	3.0	28 FEB 2024	Reviewed	To show the Group's commitment to practice and to promote environment and climate change management in accordance with Good Corporate Governance Policy and Business Ethics Policy, including the Group's sustainable development in business operation	27 FEB 2025
POL-BOD 68-007	4.0	27 FEB 2025	Reviewed	To show the Group's commitment to practice and to promote environment and climate change management in accordance with Good Corporate Governance Policy and Business Ethics Policy, including the Group's sustainable development in business operation	13 NOV 2025
POL-BOD 68-035	5.0	13 NOV 2025	Reviewed	To show the Group's commitment to practice and to promote environment and climate change management in accordance with Good Corporate Governance Policy and Business Ethics Policy, including the Group's sustainable development in business operation	