

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Sustainable Development Policy	Doc. No.	POL-BOD_67-020
		Effective Date	28 FEB 2024
	Approved by the resolution of the Board of Directors Meeting No. 1/2024 dated 28 February 2024	Issue No.	5.0
		Page	1 / 6

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.

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Sustainable Development Policy	Doc. No.	POL-BOD_67-020
		Effective Date	28 FEB 2024
	Approved by the resolution of the Board of Directors Meeting No. 1/2024 dated 28 February 2024	Issue No.	5.0
		Page	2 / 6

- 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 assess stakeholders' expectations

Understand the value chain in business operations by describing the nature of business activities that lead to added value, covering both main activities and supporting activities in order to define, classify, and group of stakeholders according to their involvement in each business activity. Identify relevant stakeholder groups that may be affected both positively and negatively by the business activities or any other related activities of the Company, including explaining the relationship between stakeholders and the Company and grouping similar stakeholders into the same group to analyze risks, opportunities, and impacts, both direct and indirect, on each stakeholder group completely to determine key sustainability issues (Materiality) related to stakeholders and the organization, both in terms of opportunities and impacts from business operations that come from the sustainability standard framework, including the expectations or needs of stakeholders. Specify the relationship of the issues to the organization and connect issues with each stakeholder group to analyze and prioritize each issue economically, socially, and environmentally in order to lead to the determination of guidelines and measures for continuous development.

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.

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Sustainable Development Policy	Doc. No.	POL-BOD_67-020
		Effective Date	28 FEB 2024
	Approved by the resolution of the Board of Directors Meeting No. 1/2024 dated 28 February 2024	Issue No.	5.0
		Page	3 / 6

- 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.
- 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 Whistle Blowing Policy
 - Enterprise Risk Management Policy
 - Investor Relations Ethics Policy
 - Human Rights Policy
 - Environment and Climate Change Management Policy
 - Procurement Policy and etc.

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Sustainable Development Policy	Doc. No.	POL-BOD_67-020
		Effective Date	28 FEB 2024
	Approved by the resolution of the Board of Directors Meeting No. 1/2024 dated 28 February 2024	Issue No.	5.0
		Page	4 / 6

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.

5.2 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 in accordance with the Guiding Principles on Business and Human Rights, by treating all groups of stakeholders with respect, equality, not violating basic rights, managing diversity, and respecting differences according to the Guiding Principles on Business and Human Rights of the United Nations, protecting labor rights, safety, health, and creating a good working 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

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Sustainable Development Policy	Doc. No.	POL-BOD_67-020
		Effective Date	28 FEB 2024
	Approved by the resolution of the Board of Directors Meeting No. 1/2024 dated 28 February 2024	Issue No.	5.0
		Page	5 / 6

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, leaks and biodiversity according to legal criteria, related regulations, 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.

Form

- Sustainability Report

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Sustainable Development Policy	Doc. No.	POL-BOD_67-020
		Effective Date	28 FEB 2024
	Approved by the resolution of the Board of Directors Meeting No. 1/2024 dated 28 February 2024	Issue No.	5.0
		Page	6 / 6

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.	-