

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	<u>Notification</u> Vision, Missions and Corporate Culture	Doc. No.	POL-BOD_68-048
		Effective date	13 NOV 2025
	Approved by the Resolution of the Board of Directors Meeting No. 7/2025 on 13 November 2025	Issue No.	13.0
		Page	1 / 2

Vision, Mission, and Corporate Culture for the year 2026

Vision

The most recognized partner in inclusive green energy and infrastructure across Asia.

Mission

1. Leverage the full potential of our expertise through the strategic use of technology and innovation to unlock new business expansion across the value chain.
2. Cultivate an empowered workforce motivated by purpose and passion and foster employees' capability and adaptability in alignment with the Company's core values.
3. Drive sustainable growth for stakeholders in a balanced and fair manner, with a focus on achieving long-term sustainability.

Corporate Culture

1. GOAL "G"

Always align our goal

2. RESPECT & RESPONSIBILITY "R"

Embrace differences, create a sustainable society

3. OWNERSHIP "O"

Have a sense of ownership

4. WISDOM & INNOVATION "W"

Learn and adapt to succeed

5. TEAM COLLABORATION "T"

Work together with care and trust

6. HONESTY "H"

Act honestly, talk openly

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		Page	2 / 2

Revision Record

Document No.	Issue No. /Revision No.	Date	Revised part	Reason of revision	Date of Cancellation
OMD 2551	1.0	27 OCT 2008	Newly written	To comply with the business operation of the Company and affiliates.	29 DEC 2016
OMD 2559/14	2.0	29 DEC 2016	Reviewed	To comply with the business operation of the Company and affiliates.	25 DEC 2017
OMD 2560/19	3.0	25 DEC 2017	Reviewed	To comply with the business operation of the Company and affiliates.	8 MAR 2019
OMD 2562/09	4.0	8 MAR 2019	Reviewed	To comply with the business operation of the Company and affiliates.	2 MAR 2020
OMD 2563/11	5.0	2 MAR 2020	Reviewed	To comply with the business operation of the Company and affiliates.	1 MAR 2021
POL-BOD 64-001	6.0	1 MAR 2021	Reviewed	To comply with the business operation of the Company and affiliates.	4 FEB 2022
POL-BOD 65-011	7.0	25 FEB 2022	Reviewed	To comply with the business operation of the Company and affiliates.	27 FEB 2023
POL-BOD 66-018	8.0	27 FEB 2023	Reviewed	To comply with the business operation of the Company and affiliates.	28 FEB 2024
POL-BOD 67-009	9.0	28 FEB 2024	Reviewed	To comply with the business operation of the Company and affiliates.	27 FEB 2025
POL-BOD 68-003	10.0	27 FEB 2025	Reviewed	To comply with the business operation of the Company and affiliates.	14 MAY 2025
POL-BOD 68-017	11.0	14 MAY 2025	Reviewed	To comply with the business operation of the Company and affiliates.	23 JUN 2025
POL-BOD 68-021	12.0	23 JUN 2025	Reviewed	To comply with the business operation of the Company and affiliates.	13 NOV 2025
POL-BOD 68-048	13.0	13 NOV 2025	Reviewed	To comply with the business operation of the Company and affiliates.	