

Gunkul Engineering Public Co., Ltd. and GUNKUL's Group			
	<u>Notification</u>	Document No.	POL-BOD_65-011
	Vision, Missions and Corporate Culture	Valid as of	25 FEB 2022
	Approved by: The Resolution of the Board of Directors Meeting No. 2/2022 on 23 February 2022	Issue No.	7.0
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Vision and Mission Review of Year 2022

Vision

To be a leader in integrated energy business covering renewable energy, electrical equipment, and power system, with cutting-edge technology and innovation for sustainable infrastructure development, and to be a global player in cannabis business with desire to improve quality of life and good wellness.

Missions

1. **Renewable energy:** Establish renewable energy power plants with high standards and efficiency while prioritizing society, local community and the environment.
2. **Hemp and cannabis:** Produce hemp/cannabis in accordance with GAP and GMP standards so that it can be utilized in a wide range of products that improve quality of life, allowing customers to benefit the most.
3. **Sales:** To procure and deliver high quality power systems, energy saving products, cannabis products, distribution channels and render the services to fulfill customers' demand.
4. **Technology:** To develop the IT system and adopt the new technology and innovation to improve business efficiency in management, production, and services as well as develop new products and services to fulfill all demands of business partners.
5. **Returns:** Balance and maximize the shareholders and other stakeholders' returns.
6. **Personnel:** Enhance employees' capability and broaden their knowledge and skills to extensive level in order to be in line with the Company's core competencies. All employees will be treated thoroughly and fairly, with human rights as a cornerstone.

Management: Business structuring and management in accordance with good corporate governance principles, while maintaining a sense of responsibility for the economy, society, and environment.

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Corporate Culture

We GROWTH together

1. “G” Goal

Goal-oriented, fearless, and undeterred

2. “R” Reliability

Work in a trustworthy and professional manner

3. “O” Ownership

Care, dedication, and unity

4. “W” Wisdom Learning

Continuous learning leads to increased intelligence and adaptability

5. “T” Technology & Innovation

Open to technology and continue to innovate

6. “H” Honesty & Governance

Sincerity, transparency, and a commitment to responsibility

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Revision Record

Document No.	Issue No. /Revision No.	Date	Revised part	Reason of revision	Date of Cancellation
OMD 2551	1.0	27 October 2008	Rewritten	To comply with the business operation of the Company and affiliates.	29 December 2016
OMD 2559/14	2.0	29 December 2016	Reviewed	To comply with the current business operation of the Company and affiliates.	25 December 2017
OMD 2560/19	3.0	25 December 2017	Reviewed	To comply with the current business operation of the Company and affiliates.	8 March 2019
OMD 2562/09	4.0	8 March 2019	Reviewed	To comply with the current business operation of the Company and affiliates.	2 March 2020
OMD 2563/11	5.0	2 March 2020	Reviewed	To comply with the current business operation of the Company and affiliates.	1 March 2021
POL-BOD 64-001	6.0	1 March 2021	Reviewed	To comply with the current business operation of the Company and affiliates.	25 February 2022
POL-BOD 65-011	7.0	25 February 2022	Reviewed	To comply with the current business operation of the Company and affiliates.	-