

## Gulf Sustainability Policy

### Principle

Gulf Energy Development Public Company Limited (the “Company”) recognizes the importance of conducting business in a sustainable manner. The Company believes its success should be built on a foundation of good governance, social responsibility, environmental conservation and sound business practices. The Company has adopted the United Nations Sustainable Development Goals (SDGs) as a guideline for its sustainability policy and will work to ensure its business contributes to achieving the targets set out by the SDGs.

### Objective

This policy sets out the principles and guidelines under which all Company operations and activities should take place to ensure shared value is created for all stakeholders in a responsible and sustainable manner.

### Scope

This policy applies to all members of the Gulf Group of Companies including members of the Board of Directors, executive management team and employees.

### Oversight

This policy has been approved by the Board of Directors. Revisions to the policy shall be advised by the Sustainability, Governance and Risk Management Committee (SGRC), who shall also represent the Board of Directors in providing oversight for the Company’s performance in line with this policy.

### References

Gulf Corporate Governance Policy  
United Nations Sustainable Development Goals

### Policy

*(Please see details on the next page)*

### Contact

Inquiries, suggestions, and complaints related to this policy may be directed to the Company at [sustainability@gulf.co.th](mailto:sustainability@gulf.co.th).

Violations of the policy may be reported to the Internal Audit Department at [ia@gulf.co.th](mailto:ia@gulf.co.th). The Company’s whistleblowing policy shall apply in all cases of reporting.



## **Policy**

Gulf Energy Development Public Company Limited will:

1. Strive to achieve sustainability in all dimensions of its operations – including the economic, environmental and social dimensions – and promote sustainable practices among all employees and community members
2. Act within the confines of the law, uphold its commitments to mandatory and voluntary agreements, and respect international standards of human rights and labor rights
3. Adopt good corporate governance practices to ensure transparency, avoid corruption, and encourage fair and ethical behavior
4. Assess and manage risks in a systematic manner through regular and consistent performance monitoring and evaluation, internal and external audits, and strong internal controls
5. Encourage dialogue and participation with internal and external stakeholders by establishing clear communication channels, providing accurate and reliable information, and managing complaints and requests for consults
6. Provide a safe and healthy work environment that promotes non-discrimination, gender equality, personal development and well-being
7. Adopt innovations, technologies and/or practices which reduce negative impacts on the environment, ensure a commitment to environmental protection during all stages of project development, and promote environmental awareness and conservation

These commitments shall be undertaken within the framework of good corporate governance and corporate social responsibility to ensure the Company continues to create a positive impact in all spheres where the Company operates.