


## Gunkul Engineering Public Co., Ltd. and GUNKUL's Group

|   |   |                |                |
|---|---|----------------|----------------|
|  | Tax Management Policy   | Doc. No.       | POL-BOD_66-012 |
|   |   | Effective Date | 27 FEB 2023    |
|   | Approved by the resolution of the Board of Directors Meeting<br>No. 2/2023 dated 27 February 2023 | No.            | 4.0            |
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### Principle

The Company has a tax policy to control the risk that occurs to protect the reputation and image by adhering to the policy, principles with transparency and awareness of responsibilities in tax operations in order to build trust among the stakeholders and the communities in which the Company operates.

### Tax Policy of the Company

The Company's tax policy adheres to the principles of honesty, transparency and comply with tax laws in order to build credibility for the Company, avoid tax avoidance and build credibility for the Company by doing the following:

1. To use tax incentives for maximum efficiency under legal requirements, including compliance with laws, regulations regarding financial and tax disclosure to government officials or related organizations.
2. To manage taxation in order to create maximum value for shareholders by paying taxes correctly and maintaining a good reputation, good relationship with the organization and the relevant government tax agencies.
3. To submit the tax within the time specified by law and manage the payments, or requesting tax returns for the highest liquidity for the organization.
4. To consider tax impact for investment projects or when there are new transactions, both domestically and internationally in order to study the effects that may occur on investment projects.
5. To provide a person responsible for taxation and tax coordination with government agencies, including training, knowledge development, and understanding of tax laws for those who responsible.
6. To study the short-term and long-term future requirements regarding tax prevention, tax compliance in order to pay tax correctly and completely in accordance with the rules, procedures and conditions stipulated by law.

### Tax Risk Management

The Company adheres to and complies with the laws and regulations of all areas in which the Company operates. The Company will use prudence and transparency as a basis for tax operations in the event that there are no clear tax guidelines, while also focusing on tax risk, such as the tax resulting from changes in tax policies or government tax management guidelines, supporting tax risk management policies and procedures and a thorough assessment of all tax-related activities, which covers regulatory compliance risks, operational risk and financial reporting risk of independent external auditors.

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### Tax Transparency

The Company has reported tax performance to the government with transparency and in accordance with the disclosure requirements regarding all tax duties; as well as, supporting new policies that require companies to disclose information about tax benefits and action reports that supports the country's overall economic development. In this regard, the Company is determined to be a good corporate citizen of the society by creating excellence in tax supervision, tax responsibility and tax transparency to build trust for society and all stakeholders.

### Compliance with the Ethics of Employees

The employees must comply with the rules and regulations as well as strictly abide by the Company's operations in order to prevent the risk that may have an impact on the tax which causes damage to the Company. In this regard, the Company has provided regular communication and training for knowledge development in order to ensure compliance with rules and regulations, including the implementation of correct ethics.

### Revision Record

| Document No.   | Issue No. /Revision No. | Date        | Revised Part | Reason of Revision   | Date of Cancellation |
|----------------|-------------------------|-------------|--------------|--|----------------------|
| OMD 2563/12    | 1.0                     | 2 MAR 2020  | Rewritten    | To comply with the principles of the supervising agency and the current operations | 1 MAR 2021           |
| POL-BOD 64-022 | 2.0                     | 1 MAR 2021  | Reviewed     | To comply with the principles of the supervising agency and the current operations | 12 NOV 2021          |
| POL-BOD 64-040 | 3.0                     | 12 NOV 2021 | Reviewed     | To comply with the principles of the supervising agency and the current operations | 27 FEB 2023          |
| POL-BOD 66-012 | 4.0                     | 27 FEB 2023 | Reviewed     | To comply with the principles of the supervising agency and the current operations | -                    |