

# ESG Performance

Company Name : G-Able Public Company Limited

Symbol : GABLE

Market : SET

Industry Group : Technology

Sector : Information & Communication Technology

## Environmental management

### Information on environmental policy and guidelines

#### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

The Company recognizes its duty and responsibility to the environment and is committed to enhancing its environmental management effectively, encompassing all its operational activities and services. Its environmental practices are as follows.

- Strictly adhere to all environmental laws, regulations, and requirements in all activities
- Instill and cultivate environmental responsibility in employees at all levels, fostering understanding and appreciation of its importance through ongoing employee training and environmental awareness campaigns
- Develop and improve environmental resource management systems, as well as continuously review and improve work processes to minimize negative environmental impacts and promote the responsible and efficient use of resources
- Support environmentally friendly procurement and services, and encourage business partners, contractors, and external service providers to provide environmentally friendly services

Reference link for environmental policy and guidelines : <https://investor.g-able.com/en/sustainability-and-corporate-governance/environmental-dimension/environment>

### Information on review of environmental policies, guidelines, and/or objectives over the past years

#### Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year : Yes

Changes in environmental policies, guidelines, and/or goals : Electricity management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

The Chief Executive Officer approved the Company's environmental targets for 2025, which include a 1 percent reduction from 2024 levels in electricity consumption, water usage, and greenhouse gas emissions, as well as achieving zero landfill disposal of non-hazardous waste.

### Information on compliance with environmental management principles and standards

### **Compliance with environmental management principles and standards**

Environmental management principles and standards : Other : Thailand Greenhouse Gas Management Organization (Public Organization)

### **Compliance with energy management principles and standards**

Energy management principles and standards : Other : Thailand Greenhouse Gas Management Organization (Public Organization)

### **Compliance with water management principles and standards**

Water management principles and standards : Other : Thailand Greenhouse Gas Management Organization (Public Organization)

### **Compliance with waste management principles and standards**

Waste management principles and standards : 3Rs, 5Rs or 7Rs, Other : Ting To Trash Separation Project

### **Compliance with greenhouse gas or climate change management principles and standards**

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO)

### **Information on other environmental management**

#### **Plans, performance, and outcomes related to other environmental management**

##### **Environmental Activities and Public Relations in 2025**

Publication of participation in environmental sustainability initiatives across the organization

**g able**

Small Impact **คุณที่มีส่วนร่วม** Big Impact  
**สร้างความยั่งยืนให้โลกได้**  
 ผ่านการมีส่วนร่วมตามแผนงานและกลยุทธ์ด้าน ESG ของจีเอเบิลถึง 4 ด้าน

**ลดการใช้ไฟฟ้า**  
 1,200 kWh, ลดการใช้ไฟฟ้า  
 1,200 kWh, ลดการใช้ไฟฟ้า

**ลดการใช้น้ำ**  
 1,200 ลิตร, ลดการใช้น้ำ  
 1,200 ลิตร, ลดการใช้น้ำ

**ลดการปล่อยก๊าซเรือนกระจก**  
 1,200 kgCO<sub>2</sub>e, ลดการปล่อยก๊าซเรือนกระจก  
 1,200 kgCO<sub>2</sub>e, ลดการปล่อยก๊าซเรือนกระจก

**ลดขยะที่ถูกฝังกลบ**  
 1,200 กก, ลดขยะที่ถูกฝังกลบ  
 1,200 กก, ลดขยะที่ถูกฝังกลบ

**ชาวจีเอเบิลมีส่วนร่วมได้ด้วย**  
**"ลดการใช้น้ำและไฟฟ้า เมื่อเข้าออฟฟิศ"**  
**และ "ใส่ใจการแยกขยะก่อนทิ้ง เพื่อเข้าออฟฟิศ"**  
**ที่จะช่วยลดการปล่อยก๊าซเรือนกระจกได้ทันที**

1,200 kWh, ลดการใช้ไฟฟ้า 1,200 kWh, ลดการใช้ไฟฟ้า  
 1,200 ลิตร, ลดการใช้น้ำ 1,200 ลิตร, ลดการใช้น้ำ  
 1,200 kgCO<sub>2</sub>e, ลดการปล่อยก๊าซเรือนกระจก 1,200 kgCO<sub>2</sub>e, ลดการปล่อยก๊าซเรือนกระจก  
 1,200 กก, ลดขยะที่ถูกฝังกลบ 1,200 กก, ลดขยะที่ถูกฝังกลบ

**g able**

**ชวนชาวจีเอเบิล**  
**ลดใช้น้ำ-ไฟ**  
**เมื่อเข้าออฟฟิศ**

ในปี 2567 จีเอเบิลตั้งเป้าหมายลดการปล่อยก๊าซเรือนกระจกต่อหัว 3% เมื่อเทียบกับปี 2566 โดยความคาดหวังคือ 3.05% ผ่านการมีส่วนร่วมลดการปล่อยน้ำและไฟฟ้านอกจากออฟฟิศ

ในปี 2568 จีเอเบิลตั้งเป้าหมายลดการปล่อยก๊าซเรือนกระจกต่อหัว 1% (เทียบกับปี 2567) และยังคงต้องการความร่วมมือจากชาวจีเอเบิลทุกคนในการใช้น้ำและไฟฟ้าอย่างประหยัด เพราะกระบวนการผลิตน้ำและไฟฟ้าทำให้เกิดการปล่อยก๊าซเรือนกระจกต่อหัว

**ปิดไฟห้องประชุม**  
 และบริเวณที่นั่ง  
 1,200 kWh, ปิดไฟห้องประชุม  
 และบริเวณที่นั่ง

**ปิดหน้าจอคอมพิวเตอร์**  
 1,200 kWh, ปิดหน้าจอคอมพิวเตอร์  
 1,200 kWh, ปิดหน้าจอคอมพิวเตอร์

**พิมพ์เอกสาร**  
 เท่าที่จำเป็น  
 1,200 kWh, พิมพ์เอกสาร  
 เท่าที่จำเป็น

**สนับสนุนการ**  
**Work From Home**  
 1,200 kWh, สนับสนุนการ  
 Work From Home

**เปิดหน้าต่างทำน้ำเย็น**  
 1,200 kWh, เปิดหน้าต่างทำน้ำเย็น  
 1,200 kWh, เปิดหน้าต่างทำน้ำเย็น

**ใช้กันน้ำส่วนตัว**  
 1,200 kWh, ใช้กันน้ำส่วนตัว  
 1,200 kWh, ใช้กันน้ำส่วนตัว

**แจ้งซ่อม**  
 เมื่อบริษัท  
 1,200 kWh, แจ้งซ่อม  
 เมื่อบริษัท

1,200 kWh, ปิดไฟห้องประชุม และบริเวณที่นั่ง 1,200 kWh, ปิดไฟห้องประชุม และบริเวณที่นั่ง  
 1,200 kWh, ปิดหน้าจอคอมพิวเตอร์ 1,200 kWh, ปิดหน้าจอคอมพิวเตอร์  
 1,200 kWh, พิมพ์เอกสาร เท่าที่จำเป็น 1,200 kWh, พิมพ์เอกสาร เท่าที่จำเป็น  
 1,200 kWh, สนับสนุนการ Work From Home 1,200 kWh, สนับสนุนการ Work From Home  
 1,200 kWh, เปิดหน้าต่างทำน้ำเย็น 1,200 kWh, เปิดหน้าต่างทำน้ำเย็น  
 1,200 kWh, ใช้กันน้ำส่วนตัว 1,200 kWh, ใช้กันน้ำส่วนตัว  
 1,200 kWh, แจ้งซ่อม เมื่อบริษัท 1,200 kWh, แจ้งซ่อม เมื่อบริษัท

**g able**

**ชวนชาวจีเอเบิลร่วมมือ**  
**ลดก๊าซเรือนกระจก**  
**แบบท้ง่าย ทำได้ทุกวัน**

**ใช้น้ำและไฟฟ้าอย่างคุ้มค่า**

ผ่านการปิดน้ำ ปิดสวิตช์ไฟ และถอดปลั๊กอุปกรณ์ เครื่องใช้ไฟฟ้าต่างๆ เมื่อไม่ใช้ ขณะเข้าออฟฟิศ หรือที่บ้าน

**ทานแปะพอดี ช่วยลดขยะอาหาร**

วางแผนการซื้อ การกิน การปรุงอาหาร และ บริโภคให้พอเหมาะ จะช่วยลดขยะอาหารได้ ตั้งแต่ต้นทาง ลดการเสียดังได้เป็นอย่างดี

**แยกขยะก่อนทิ้ง**

การคัดแยกขยะก่อนทิ้ง จะทำให้การจัดการขยะตามประเภทง่ายและรวดเร็วมากขึ้น ช่วยลด การปนเปื้อนและเสียขยะที่ต้องกำจัดนั่นเอง

1,200 kWh, ใช้น้ำและไฟฟ้าอย่างคุ้มค่า 1,200 kWh, ใช้น้ำและไฟฟ้าอย่างคุ้มค่า  
 1,200 kWh, ทานแปะพอดี ช่วยลดขยะอาหาร 1,200 kWh, ทานแปะพอดี ช่วยลดขยะอาหาร  
 1,200 kWh, แยกขยะก่อนทิ้ง 1,200 kWh, แยกขยะก่อนทิ้ง

Arrangement of an environmental awareness session under Global Warming Is Not a Distant Issue: Understanding ESG Together topic with 55 employees participating in



Production of 200 shirts made from recycled PET plastic bottles, with each shirt manufactured from 8 recycled PET bottles, for use in an employee engagement activity. This initiative indirectly promotes awareness among employees of environmentally responsible business practices. The total carbon footprint reduction achieved from producing these shirts amounted to 52.80 kilograms of carbon dioxide equivalent (kgCO<sub>2</sub>e).



2025 Running event combined with a volunteer activity to help maintain trees and collect litter at Benchakitti Park, a public park in Bangkok with 18 employees participating in



**Information on incidents related to legal violations or negative environmental impacts**

Number of cases and incidents of legal violations or negative environmental impacts

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

The Company is committed to reducing greenhouse gas emissions to achieve a low-carbon society in the future. The Company has set a target for electricity consumption for 2025, focusing on and promoting the efficient and optimal use of resources among employees and related departments. This aims to foster a sense of environmental awareness in the workplace and encourage energy conservation at home as well.

The Company promotes and instills in all employees the importance of efficient energy use, through continuous public awareness campaigns. This ensures employees understand the importance of energy conservation and participate in efforts to reduce electricity consumption, air conditioning use, and office equipment usage. The Company also supports working from home measure, offering flexible and relaxed working arrangements where employees can choose their preferred workspace, allowing them to focus on their work and fostering greater creativity.

Reference link for company's energy management plan : <https://investor.g-able.com/en/sustainability-and-corporate-governance/environmental-dimension/environment>

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : Yes

#### Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 613,524.00 Kilowatt-Hours	2025 : Reduced by 1%

### Information on performance and outcomes of energy management

## Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

In 2025, the Company was able to reduce electricity consumption by 7.35 percent compared to 2024, exceeding the target reduction of 1.00 percent. The total electricity consumption reached 568,413 kilowatt-hours, representing a 6.42 percent reduction compared to the target.

## Information on electricity management

### Companys electricity consumption <sup>(\*)</sup>

	2023	2024	2025
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	632,564.00	613,524.00	568,413.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	632,564.00	613,524.00	568,413.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	412.36	381.07	388.53

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

### Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> )	N/A	N/A	N/A

### Electricity Expense <sup>(\*)</sup>

	2023	2024	2025
Total electricity expense (Baht)	3,460,698.42	3,089,655.97	2,774,798.65
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	0.07	0.05	0.05

	2023	2024	2025
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	0.06	0.05	0.04
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	2,256.00	1,919.04	1,896.65

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on fuel management

### Company's fuel expense <sup>(\*)</sup>

	2023	2024	2025
Total fuel expense (Baht)	N/A	N/A	N/A
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	N/A	N/A	N/A
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	N/A	N/A	N/A

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on total energy management (electricity + fuel)

### Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	632.56	613.52	568.41

### Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	0.00011806	0.00009896	0.00009077

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

The Company is committed to reducing greenhouse gas emissions to achieve a low-carbon society in the future. The Company has set a water usage target for 2025, focusing on and promoting the efficient and optimal use of resources among employees and related departments. This includes managing water resources to ensure sufficient, clean, and hygienic supply, and fostering a sense of responsibility and appreciation for water use among employees both at work and at home.

The Company recognizes and is committed to playing a part in conserving water resources, which is essential in mitigating global warming. Various measures have been implemented to improve efficiency, including using taps only as needed, not leaving taps running, and not flushing litter in toilets. Furthermore, the Company organizes campaigns to encourage everyone to conserve water, as well as continuously monitoring water usage.

Reference link for company's water management plan : <https://investor.g-able.com/en/sustainability-and-corporate-governance/environmental-dimension/environment>

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : Yes

#### Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 2,727.00 Cubic meters	2025 : Reduced by 1% Cubic meters

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

In 2025, the Company was able to reduce water consumption by 14.12 percent compared to 2024, exceeding the target reduction of 1.00 percent. The total water usage was 2,342 cubic meters, representing a 13.26 percent reduction compared to the target.

## Information on water management

### Water withdrawal by source

	2023	2024	2025
<b>Total water withdrawal (Cubic meters)</b>	3,014.00	2,727.00	2,342.00
Water withdrawal by third-party water (cubic meters)	3,014.00	2,727.00	2,342.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	1.96	1.69	1.60
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00	0.00	0.00

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	3,014.00	2,727.00	2,342.00

### Water Consumption Intensity

	2023	2024	2025
--	------	------	------

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00056251	0.00043986	0.00037398

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Water withdrawal expenses

	2023	2024	2025
<b>Total water withdrawal expense (Baht)</b>	59,230.00	53,658.40	46,058.60
Total water withdrawal expense from third-party water (Baht)	59,230.00	53,658.40	46,058.60
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	38.61	33.33	31.48

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste management

### Disclosure boundary in waste management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

Garbage and waste management is one matter that the Company gives importance to as garbage is considered a problem that affects health and the environment. To create a safe and hygienic working environment, the Company has a garbage disposal plan and waste under the 5R principles as follows.

- Reduce: Reducing the use of products that are wasteful packaging
- Reuse: Reusing things like glass bottles, cardboard boxes, envelopes, using front/back paper
- Repair: Repairing things for further use
- Reject: Avoiding using things that cause pollution
- Recycle: Transformation and recycling by putting it through the production process again

Since the fourth quarter of 2023, the Securities and Exchange Commission (SEC) and the Thai Listed Companies Association, with Kid Kid Co., Ltd. as the software platform provider for the project, have launched the Ting To Trash waste separation project. This initiative aims to promote knowledge and understanding of proper waste separation methods among listed companies, foster a corporate culture focused on reducing greenhouse gas emissions, and encourage the disclosure of environmental performance data regarding waste separation in the 56-1 One Report. The Company recognizes the importance of proper waste separation and therefore participates in and implements such projects by separating office waste into four categories: hazardous waste, wet waste, recyclable waste, and general waste. The Company also promotes awareness among employees about correct waste separation, encouraging them to download the platform software via the Ecolife Application and record waste separation data.

In addition, the Company separates e-waste, which is hazardous and dangerous waste, from non-hazardous waste to ensure proper disposal. The Company recycles unused electronic components by disposing of them at AIS's E-Waste collection points, while other electronic wastes, such as batteries and light bulbs, are taken to IKEA's recycling collection points.

Reference link for company's waste management plan : <https://investor.g-able.com/en/sustainability-and-corporate-governance/environmental-dimension/environment>

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2024 : non-hazardous waste 5,569.40 Kilograms	2025 : Reduced by 100%	• Other : Waste Separation

## Information on performance and outcomes of waste management

### Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

In 2025, the Company aims to reduce non-hazardous waste discarding to zero through waste separation, with a total of 8,519 kilograms of non-hazardous waste. Furthermore, the Company separates e-waste, which is hazardous and dangerous, from non-hazardous waste discarding to ensure proper disposal. In 2025, the Company managed hazardous waste and discarding, including 32.6 kilograms of unused electronic components, by disposing of 18.4 kilograms at AIS's E-Waste collection points. For other e-wastes, such as batteries and light bulbs, totaling 14.2 kilograms, the Company took it to IKEA's waste separation collection points for recycling.

## Information on waste management

### Waste Generation<sup>(\*)</sup>

	2023	2024	2025
<b>Total waste generated (Kilograms)</b>	N/A	5,579.80	8,551.60
<b>Total non-hazardous waste (kilograms)</b>	N/A	5,569.40	8,519.00
Non-hazardous waste - Landfilling (Kilograms)	N/A	0.00	0.00
Non-hazardous waste Others (kilograms)	N/A	5,569.40	8,519.00
<b>Total hazardous waste (kilograms)</b>	N/A	10.40	32.60
Hazardous waste - Landfilling (Kilograms)	N/A	0.00	0.00

	2023	2024	2025
Hazardous waste Others (kilograms)	N/A	10.40	32.60
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	N/A	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	N/A	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	N/A	0.00	0.00

Additional explanation : <sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

#### Waste reuse and recycling

	2023	2024	2025
<b>Total reused/recycled waste (Kilograms)</b>	N/A	5,056.80	7,726.00
<b>Reused/Recycled non-hazardous waste (Kilograms)</b>	N/A	5,046.40	7,693.40
Reused non-hazardous waste (Kilograms)	N/A	0.00	0.00
Recycled non-hazardous waste (Kilograms)	N/A	5,046.40	7,693.40
<b>Reused/Recycled hazardous waste (Kilograms)</b>	N/A	10.40	32.60
Reused hazardous waste (Kilograms)	N/A	0.00	0.00
<b>Recycled hazardous waste (Kilograms)</b>	N/A	10.40	32.60
Percentage of total reused/recycled waste to total waste generated (%)	N/A	90.63	90.35
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	90.61	90.31

	2023	2024	2025
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	100.00	100.00

*Additional explanation :* Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company is committed to conducting business responsibly and therefore prioritizes greenhouse gas management, a factor that helps mitigate the risks of climate change, including global warming, floods, wildfires, and the current PM 2.5 air pollution problem. The Company promotes awareness and participation from its Board of Directors, executives, and employees in reducing climate change risks.

In 2025, the Company continues its activities that enable employees to contribute to reducing greenhouse gas emissions, including reducing electricity and water consumption within office buildings, and encouraging employees to work from home to reduce the use of vehicles on the road. Furthermore, the Company has ongoing maintenance measures for electrical equipment as part of its energy conservation plan and conducts collaborative activities to promote energy saving. In addition, the Company publicizes its sustainability goals in the environmental dimension and energy-saving methods to all employees.

Reference link for company's greenhouse gas management plan : <https://investor.g-able.com/storage/download/sustainability/environmental-target/20250514-gable-target-ghg-2025-en.pdf>

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting other greenhouse gas reduction targets

#### Setting other greenhouse gas reduction targets

### Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-3	2024 : Greenhouse gas emissions 308.90 tCO <sub>2</sub> e	2025 : Reduced by 1% in comparison to the base year	-

### Information on performance and outcomes of greenhouse gas management

#### Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

In 2025, the Company reduced greenhouse gas emissions by 7.40 percent compared to 2024, exceeding the target reduction of 1.00 percent from the previous year. The total emissions were 286,011 kilograms of carbon dioxide equivalent (kgCO<sub>2</sub>e), lower than the target of 305,779 kilograms of carbon dioxide equivalent (kgCO<sub>2</sub>e), representing a reduction of 6.46 percent compared to the target.

### Information on greenhouse gas management

#### The company's greenhouse gas emissions

	2023	2024	2025
<b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>	318.60	308.90	286.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	316.20	306.70	284.10
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	2.40	2.20	1.90

#### Greenhouse Gas Emissions Intensity

	2023	2024	2025

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000059	0.000050	0.000046
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.21	0.19	0.20

Additional explanation : (\*) Total revenues and expenses from consolidated financial statement

## Information on verification of the company's greenhouse gas emissions over the past year

### Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas : No  
emissions

## Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

	2023	2024	2025
<b>Total reduced GHG (Metric tonnes of carbon dioxide equivalent)</b>	851.81	1,235.35	0.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	851.81	1,235.35	N/A

### Absorption and removal of Greenhouse Gas

	2023	2024	2025
<b>Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)</b>	0.00	0.00	0.00

**Remarks** - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy,

completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

## ESG Performance

Company Name : G-Able Public Company Limited

Symbol : GABLE

Market : SET

Industry Group : Technology

Sector : Information & Communication Technology

### Human rights

#### Information on social and human rights policies and guidelines

##### Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

The Company sees the importance of developing and participating in communities and society, especially employees. They are considered an important resource in driving the business to achieve its goals and leading the organization towards sustainable growth along with continuous care and development of society and communities to promote participation in improving the quality of life. The Company has set the following social policies and practices:

1. Conduct business according to the principles of good corporate governance including respecting human rights and treating labor fairly.
2. Strengthen and develop employees in the organization to have knowledge and abilities. This has led to the development of innovative sales and service formats to support the Company's growth as well as overseeing compensation and benefit to be at an appropriate level along with comparative analysis with businesses in the same industry and organizing the organization under the framework of the law.
3. Consider the needs of the community and society and encourage employees to participate through various forms of activities to create opportunities to access information technology and improve the quality of life of the community.
4. Promote knowledge sharing in electronic form and install a system for accessing information technology in remote areas.
5. Build a good relationship with the organization both the public and private sectors as well as community leaders at various levels including all groups of stakeholders to build good relationships and be able to cooperate in sustainable and concrete community development.

Reference link for social and human rights policy and guidelines : <https://investor.g-able.com/en/sustainability-and-corporate-governance/social-dimension/social>

#### Information on review of social and human rights policies, guidelines, and/or goals over the past year

##### Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Non-discrimination

In 2025, the Human Rights Policy and the Human Resources Management Policy were separately prepared to clearly define relevant standards and practices. This is to ensure that the Company operates responsibly and transparently, avoids any human rights violations, and manages human resources based on equality, diversity and inclusion. In addition, the Company has reviewed its 2025 targets for customer satisfaction and employee engagement.

## Information on compliance with human rights principles and standards

### Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights

## Information on Human Rights Due Diligence : HRDD

### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Although the Company has not yet managed human rights matters through a Human Rights Due Diligence process, in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Company identifies and assesses human rights risk, which is considered as ESG risk in economic and social aspects. The Company is aware of the importance and impact of human rights issues in its business activities, taking into account stakeholders, both within and outside the organization, such as employees and suppliers, covering issues related to employment conditions, labor practices, non-discrimination, safety and occupational health (including working environment), and personal data protection. From the risk assessment, it has been found that the human rights risk is at a very low level. The Company has implemented measures to manage and reduce the impact of human rights risk. These include the establishment of policies and standard operating procedures as guidelines for employees to strictly adhere to, the establishment and dissemination of the Supplier Code of Conduct which determines respecting human rights and emphasizing individuality, human dignity, equality, freedom, and fairness without discrimination as guidelines for suppliers in conducting their business, and participation in global quality standard certifications for quality assurance. Besides, the Company has a plan to manage human rights matters through a Human Rights Due Diligence process, in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), as the next step.

## Information on other social management

### Plans, performance, and outcomes related to other social management

To ensure effective protection of personal data and to provide effective remedies for data subjects whose personal data rights have been violated, the Company has established a Personal Data Protection Policy to provide guidelines for the appropriate processing and management of personal data as follows:

- Individuals within the Company possess the necessary knowledge and skills to oversee and be responsible for data security.
- Provide the best environment, culture, and support regarding employee privacy.
- All employees understand their responsibilities and how to handle personal data.

- Individuals wishing to request access to information must know the procedures and who to contact. This information needs to be handled quickly and accurately.
- Individuals must be assured that their data is being treated according to data protection principles, ensuring that the data is secure at all times and cannot be accessed by unauthorized users.
- Other organizations wishing to transfer or share data within the Group must comply with the requirements.
- Any new systems being implemented will be assessed for risks and potential harm from the collection, use, or disclosure of personal data, and these must comply with the established policy.

In 2025, the Company set the target to manage cybersecurity and protect personal data, with progress monitored and reported to the Risk Management and Sustainability Committee. The target is to achieve a Security Score Rating of B with a rating higher than B in 2025.

## Information on incidents related to legal or social and human rights violations

### Number of cases and incidents of significant legal or social and human rights violations

	2023	2024	2025
<b>Total number of cases or incidents of significant legal or social and human rights violations (cases)</b>	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	0.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan : Yes

Employee and labor management plan implemented by the Company in the past year : Fair employee compensation, Employee training and development, Promoting employee relations and participation, Safety and occupational health at work

The Company prioritizes equality and non-discrimination in the workplace, starting from the recruitment and hiring process. Furthermore, the Company emphasizes fair compensation and provides various employee benefits such as health and life insurance. In this regard, the Company encourages employees to join the provident fund and contribute to it according to the Company's established policy.

The Company has a salary management and annual salary adjustment policy based on employee performance evaluations and potential. This policy has concrete criteria and conditions for consideration and has been publicly announced to all employees across the Company.

Furthermore, the Company provides an opportunity to elect a workplace welfare committee. Employee representatives discuss and hold meetings regarding various welfare issues that affect employees. These meetings were held at least once every quarter, with a two-year term of office from 2024-2025.

The Company places great importance on training and has a policy for personnel development to enhance the knowledge, skills, and abilities of its employees. Since 2022, the Company has added online training channels, making it easier for employees to access training to develop their knowledge, skills, and abilities.

The Company recognizes the importance of safety, occupational health, and the environment, which are integral to its business operations and social responsibility. The Company provides appropriate resources, including budget, time, personnel, and related materials, to implement a safety, occupational health, and environmental management system. It also develops employee knowledge and fosters awareness among all levels regarding the importance of safety, occupational health, and the working environment. In 2025, the Company had external experts to assess and inspect the intensity and adequacy of lighting in the workplace and increased lighting in certain areas. In addition, there were 18 employee representatives assigned to participate in the 2025 office building fire drill training to learn the proper use of fire protection equipment and the appropriate procedures to follow in emergency situations.

The Company prioritizes employee engagement and participation and continuously incorporates employee feedback for organizational improvement. The Company implements policies, offers benefits, and designs activities to support work-life balance for its diverse employee demographics, encompassing work, personal, and social aspects within teams and departments.

## Information on setting employee and labor management goals

### Setting employee and labor management goals

Does the company set employee : Yes  
and labor management goals?

### Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	Average of hours of training or knowledge development activities per person per year	-	2025: 6 hours
• Safety and occupational health at work	Number of injury or accident incidents from employees' work to the point of time off from work	-	2025: 0 incident
• Others : Employee engagement	Engagement score	-	2025: 78 percent

## Information on performance and outcomes for employee and labor management

### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes  
management

In 2025, the Company promoted employee professional development, with an average of 17.01 hours of training or knowledge development activities per person per year, exceeding the target of 6.00 hours per person per year. Furthermore, the Company prioritized employee safety, health, and working environment, with no work-related injuries or accidents resulting in absenteeism. The Company also fostered employee engagement through various activities, achieving a level of 81 percent engagement, exceeding the target of 78 percent. Finally, the Company experienced no significant labor disputes affecting its business.

### Projects or Activities that Support Employee Training and Development

The digital industry today faces increasingly fierce competition in both products and services. Therefore, in response to this situation, the Company, a long-standing player in the digital industry, plans to become a leader in this field by aiming to be a Tech Enabler. In the digital age, technology is crucial for improving people's quality of life and giving businesses a competitive advantage. Technology acts as an enabler, creating new value by leveraging technology to analyze data and develop products, assisting in business decision-making, and even connecting employees to work together more efficiently.

The Company is preparing for internal organizational change, particularly within the workforce, to meet the expectations of stakeholders. This encompasses company policies, fostering a culture of change, rewarding and recognizing achievements, raising awareness, internal activities and communication, and supporting learning at all

levels. The expected outcomes include increased productivity for a competitive advantage and expanded business opportunities, both from new clients and by retaining existing ones. The Company's key objective is to become a sustainable organization, trusted by clients as a technology consulting and system provider, and recognized for its excellent employee care practices.

The Company remains focused on aggressive organizational transformation to become a successful Tech Enabler. This includes developing the skills and capabilities of its employees, building customer trust, and creating a corporate culture that supports change. The Company's strategy for developing its workforce to support this transformation focuses on developing core competencies and effective internal communication. The Company has defined core competencies for its employees, covering five areas to drive business growth as follows.

- Shift Organization and Execute Competitive Strategies: Driving goals and developing strategies to remain competitive
- Create Alignment and Accountability: Promoting accountability and collaboration
- Build a High-Performance Culture: Creating a performance-oriented corporate culture
- Drive Product Innovation: Creating fresh perspectives on products and services
- Enhance the Brand: Boosting the corporate image

In 2025, the Company continues to prioritize internal communication to ensure employees understand the direction and goals of the changes and focuses on clearer activities and communications for all employee groups. These activities are divided into two phases to ensure sustainability.

**Awareness Building Activities (Short-Term):** The Company focuses on raising awareness and encouraging goal setting and self-development through various channels, including monthly orientation and shareable/community events, as well as quarterly townhall and employee support activities.

**In-depth Capacity Building Program (Long-term):** The Company focuses on effectively training and developing employees in line with the organization's objectives and goals, emphasizing three areas: employee skills, work processes, and systems that enhance work efficiency.

The long-term plan for employee training and development is divided into the following groups:

- **Executive Training Program** The Company's executive training program aims to equip senior executives with the essential skills to guide the organization towards sustainable and stable future goals. This includes understanding current and future macro-level industry and business trends, collaboratively developing overall organizational business strategies, and communicating these strategies to internal departments.
- **Business Academy** The program is for the company's talented employee, focusing on providing essential knowledge in areas related to the overall business operations (strategy, customers, operations, human resources, and finance). It is divided into three levels: courses for supervisors, managers, and senior management, with content tailored to the roles and responsibilities of each level.
- **Commercial Academy** This training course is designed for sales staff, focusing on enhancing sales skills. It emphasizes empowering participants to present products and services more effectively, meeting customer needs and persuading them more efficiently. Furthermore, it aims to build strong relationships and trust with clients over the long term, enabling participants to effectively represent the Company.
- **Leadership Academy** This leadership development program aims to cultivate effective leaders who serve as role models and guide their teams to achieve company goals, both in business and in maintaining organizational culture. The program prioritizes understanding employee expectations and work contexts to meet both organizational and individual needs.
- **Core Competency Development** The curriculum is designed based on the Company's core competencies, aiming to enable employees to develop competencies appropriate to their roles and responsibilities, especially in soft skills, which are currently lacking in many companies in the digital industry. The curriculum content is designed to align with soft skills and competencies, considering the skills employees in each department should possess, to

promote proficiency in both technology and soft skills. In 2025, the Company focuses on key skills including: understanding and collaborating based on Enneagram personality types, working collaboratively through conflict management, decision-making and problem-solving, and raising awareness of the application of technologies such as AI in the workplace and personal growth.

- People Manager Boost Up program This course is designed to help people managers better understand the role and importance of people managers. Its main objective is to enhance knowledge and procedures related to the employee experience throughout their employment at the Company, from inception to termination, including suitable personnel selection, employee development and retention, and the transition period.

Furthermore, to provide employees with easier access to various soft skills learning, the Company continues to offer a hybrid learning format that combines e-learning, virtual classes, and onsite classes, depending on the content and learning needs. This allows employees to learn conveniently, in line with the "Anywhere Anytime" concept.

- Tech Academy Tech training program is provided to ensure that employee has up-to-date technological knowledge that meets customer needs. This includes training in new technologies such as AI, and staying current with relevant products and services, both directly and indirectly related to their work.
- Career Aspiration Career path is created for employee to help develop the skill and ability to meet the needs of organizational growth. This is achieved by designing career path that is aligned with the Company's structure, providing employees with opportunities to grow within careers to positions with higher responsibilities, or to transfer to positions that interest. Even if this involves a change from the previous field, it motivates employee to develop according to the individual goal.

Factors for Success: The Company assesses that the success of its human resource development depends on:

- Senior Management: Drives policy development
- Managers/Supervisors: Support the career development and growth of employees
- Role Model: Inspire others through Shareable activities
- Employees: Open to change and learning new things

Success stories and feedback from employees:

The results of supporting and raising awareness about employee capability development within the Company, focusing on soft skills and the use of systems to support learning, in addition to technical skills and soft skills, as well as core competency skills, have clearly enabled employees to transform their work style into that of a tech-enabler, as assessed by

- Engagement: Over 70 percent of employees participated in training and skills development, a 50 percent increase compared to previous years
- Convenience: The hybrid learning format (online/onsite) allows access to knowledge anytime, anywhere. For example, knowledge-enhancing activities such as shareable have been well-received, are held continuously throughout the year, and attract more than 100 participants per session per week.
- Satisfaction: More than 80 percent of employees confirmed that the content was useful and applicable to their work.

The benefits of implementing a system to aid in development, by combining performance evaluation with behavioral assessment for each competence, as well as identifying skills that need to be developed:

- Supervisors gain a clearer picture of individual employee development by conducting performance evaluations within the system.
- The human resources department can use the data to design more targeted employee development plans, both in terms of career development and leadership skills.

Growth in training participation: In 2025, the organization will prioritize skills development aligned with the Company policy. The number of employees participating in training to be projected to increase by 50 percent compared to previous years, demonstrating the creation of a culture of continuous learning and sustainable application.

Therefore, support from senior management, the creation of learning awareness, and the implementation of systems to support learning have resulted in a tangible and sustainable learning and self-development culture within the Company. Employees are more interested in and actively involved in targeted learning, training content is useful and practical, and the use of systems makes tracking and planning employee development more efficient. The 50 percent increase in employee skills compared to previous years demonstrates the success of this initiative in creating a sustainable learning culture within the organization.

### **SMT AI Hackamonth 2025 Project**

The Company continues to reinforce its role as a Tech Enabler, enhancing the capabilities of its personnel and strengthening its business through the SMT AI Hackamonth 2025 Building AI that Changes the World, Even Under Limitations. This platform fosters creativity identifies AI solution developers within the organization, and fosters business opportunities. It allows employees to think and create practical AI product solutions under the challenges of time, resource, and cost constraints, proving that good ideas and a prepared team can always create valuable new innovations. SMT AI Hackamonth 2025 aims to spark creativity, enhance practical AI skills, and identify viable AI products within the organization using open-source AI on the Allyx and n8n platforms on the AWS cloud, a cloud provider with diverse solutions for the development and deployment of AI and automation technologies.

In this project, AWS, a key business partner of the Company, provided cloud infrastructure and various services in infrastructure, security, data, automation, and AI. This enabled competing teams to effectively build AI solutions. The program also included training in automation, AI, and workflow automation, as well as business strategy workshops to connect creative ideas with business viability. Participants gained experience from external startups and participated in a Pitching Day where employees presented their innovative AI solutions, with a panel of executives from various industries providing guidance.

In 2025, 15 teams reached the final round, each presenting AI use cases that improve work efficiency, reduce redundancy, and enhance decision-making accuracy. Examples include automated TOR analysis, automated email and timesheet management, the creation of 24/7 customer service chatbots, and voice analysis for efficient debt collection. This reflects the capabilities of the Company's personnel to develop AI effectively within given limitations.

The Company believes that SMT AI Hackamonth 2025 serves as a model for innovation under constraints and proves that the potential of Thai personnel can create AI solutions that truly create a positive impact on businesses and society. This prepares the organization for the era of Agentic AI and drives it to keep pace with and lead the digital economy.

### **Projects or Activities that Promote Employee Engagement and Participation**

The Company is upgrading its employee care framework from the eight pillars of Happy Workplace to the seven pillars of Well-Being, aiming for employees to have robust health in seven areas. This is based on the belief that when employees are healthy in all seven areas, they can work more efficiently. This Well-Being framework is widely used both in Thailand and internationally. The pillars are:

(1) Mental Well-Being: The Company offers benefits and activities that promote mental well-being. The Company encourages the use of leave days, including special leave for birthdays and family care. There are also Tele-Counseling services, including psychological counseling via an application, and Heart Talk events featuring external speakers on stress management.

(2) Physical Well-Being: The Company offers benefits that promote good health, such as health insurance and annual physical examinations. The Company also emphasizes maintaining health through regular and consistent exercise, designing activities through an internal company application to encourage employees to exercise in various ways according to their preferences. Furthermore, the Company provides badminton courts and access to yoga and Pilates classes throughout the year.

(3) Career Well-Being: Career support promotes growth potential and increased productivity. In addition to the learning and development program, which has been a continuous focus for many years, this year the Company is promoting

Career Aspiration, enabling employees to visualize their development path and prepare for new growth opportunities. This year, the Company is also supporting a supervisory development program, aiming to empower all supervisors to effectively lead, guide, and steer their teams, as supervisors play a crucial role in connecting all team members towards a shared goal.

(4) Financial Well-Being: The Company has consistently provided comprehensive financial health care through various benefits and activities, covering savings, debt management, tax management, and investment.

(5) Spiritual Well-Being: The Company places as much importance on spiritual well-being as on mental health, emphasizing giving and valuing individuals. The Company rewards and appreciates employees through individual performance promotions and evaluations of best practices and role models within the team. Furthermore, it encourages employees to express themselves, sharing their experiences with colleagues, thereby building self-worth and pride.

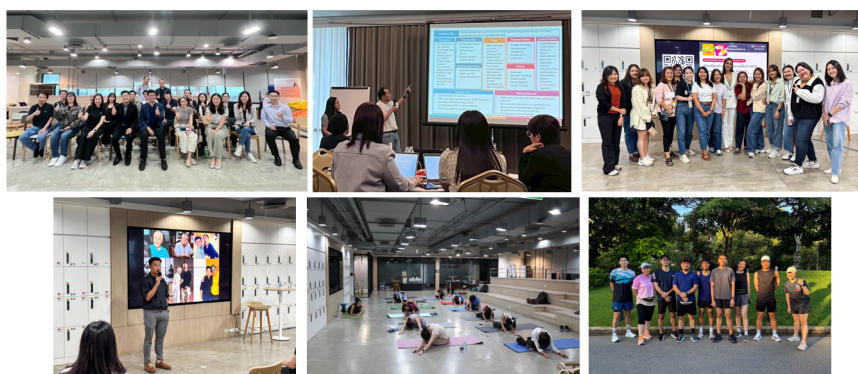
(6) Societal Well-Being: The Company promotes societal well-being by inviting employees to participate in various activities that foster positive relationships with colleagues both within and outside the organization, while simultaneously promoting other aspects of health. Examples include organizing a run club and gardening workshops.

(7) Environment Well-Being: In terms of environmental aspects, the Company prioritizes two areas: the workplace environment and the external environment. For the workplace environment, the Company provides common areas where employees who choose to work in the office can choose their preferred atmosphere. Furthermore, the Company maintains various environmental standards within the office, such as those related to lighting and sound. Regarding the external environment, the Company promotes efforts to mitigate global warming by reducing greenhouse gas emissions. This begins with proper waste separation and minimizing water and electricity consumption when working in the office. The Company also encourages the application of these practices at home.

Caring for employees through diverse policies, benefits, and activities allows those with varying work styles to make informed choices and manage their work and personal lives effectively. Employees can choose to participate in activities both online and offline as they prefer.

A core value that the Company has always upheld is caring for its employees with dedication and commitment. The Company aims to support the holistic well-being of its employees, fostering job satisfaction and enabling them to better manage their work and personal lives. The Company strives to understand the individual differences among its employees and actively listens to their feedback, incorporating suggestions and constructive criticism into work plans and implementation, as well as promoting continuous improvement.

### Diagram of performance and outcomes for employee and labor management



### Information on employment

## Employment

	2023	2024	2025
<b>Total Employment (Person)</b>	1,534	1,610	1,463
Percentage of employees to total employment (%)	100.00	100.00	100.00
<b>Total employees (persons)</b>	1534	1610	1463
Male employees (persons)	919	953	868
Percentage of male employees (%)	59.91	59.19	59.33
Female employees (persons)	615	657	595
Percentage of female employees (%)	40.09	40.81	40.67

## Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	474	444	329
Percentage of employees under 30 years old (%)	30.90	27.58	22.49
Total number of employees 30-50 years old (Persons)	935	1,037	992
Percentage of employees 30-50 years old (%)	60.95	64.41	67.81
Total number of employees over 50 years old (Persons)	125	129	142
Percentage of employees over 50 years old (%)	8.15	8.01	9.71

## Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	282	267	201

	2023	2024	2025
Percentage of male employees under 30 years old (%)	30.69	28.02	23.16
Total number of male employees 30-50 years old (Persons)	576	625	601
Percentage of male employees 30-50 years old (%)	62.68	65.58	69.24
Total number of male employees over 50 years old (Persons)	61	61	66
Percentage of male employees over 50 years old (%)	6.64	6.40	7.60

**Number of female employees categorized by age**

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	192	177	128
Percentage of female employees under 30 years old (%)	31.22	26.94	21.51
Total number of female employees 30-50 years old (Persons)	359	412	391
Percentage of female employees 30-50 years old (%)	58.37	62.71	65.71
Total number of female employees over 50 years old (Persons)	64	68	76
Percentage of female employees over 50 years old (%)	10.41	10.35	12.77

**Number of employees categorized by position**

	2023	2024	2025
--	------	------	------

	2023	2024	2025
Total number of employees in operational level (Persons)	1,158	1,216	1,085
Percentage of employees in operational level (%)	75.49	75.53	74.16
Total number of employees in management level (Persons)	323	336	318
Percentage of employees in management level (%)	21.06	20.87	21.74
Total number of employees in executive level (Persons)	53	58	60
Percentage of employees in executive level (%)	3.46	3.60	4.10

**Number of male employees categorized by position**

	2023	2024	2025
Total number of male employees in operational level (Persons)	694	721	646
Percentage of male employees in operational level (%)	75.52	75.66	74.42
Total number of male employees in management level (Persons)	196	199	187
Percentage of male employees in management level (%)	21.33	20.88	21.54
Total number of male employees in executive level (Persons)	29	33	35
Percentage of male employees in executive level (%)	3.16	3.46	4.03

**Number of female employees categorized by position**

	2023	2024	2025
--	------	------	------

	2023	2024	2025
Total number of female employees in operational level (Persons)	464	495	439
Percentage of female employees in operational level (%)	75.45	75.34	73.78
Total number of female employees in management level (Persons)	127	137	131
Percentage of female employees in management level (%)	20.65	20.85	22.02
Total number of female employees in executive level (Persons)	24	25	25
Percentage of female employees in executive level (%)	3.90	3.81	4.20

### Significant changes in the number of employees

Significant changes in number of employees over the : Yes  
past 3 Years

(a) In August 2024, the Company invested in R2 by acquiring 75 percent of the total issued shares. Accordingly, R2 became the Companys subsidiary, and the number of employees within the Companys group increased in 2024 compared to 2023. (b) In 2025, the Companys group adjusted its workforce with the aim of restructuring its organization to align with industry trends, as well as managing costs and expenses efficiently. As a result, the number of employees within the Companys group decreased in 2025 compared to 2024.

There were no labor disputes.

### Personnel Development Policy

#### Personnel Development Policy

The Board of Directors is responsible for overseeing the management to ensure continuous development of personnel in terms of knowledge, skills, experience, and appropriate motivation. There is a defined compensation structure that aligns with qualifications, responsibilities, and performance of the Company. The Company provides wages, compensation, and benefits that are suitable to the Company's status and in compliance with labor law for both executives and employees. It maintains a safe working environment for life, health, and property and provides communication channels between employees and supervisors or managers. Additionally, it supports development processes and enhances skills and knowledge through necessary and appropriate training, both internally and externally, to develop and enhance employee capabilities continuously and consistently.

### Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	919	953	868

#### Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	615	657	595

#### Employment of workers with disabilities

	2023	2024	2025
<b>Total employment of workers with disabilities ( persons)</b>	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00
<b>Total number of employees with disabilities (Persons)</b>	0	0	0
Total male employees with disabilities (persons)	0	0	0
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
<b>Total number of workers who are not employees with disabilities (persons)</b>	0	0	0
<b>Contributions to empowerment for persons with disabilities fund</b>	Yes	Yes	Yes

#### Information on compensation of employees

##### Employee remuneration by gender

	2023	2024	2025
(1) <b>Total employee remuneration (baht)</b>	1,330,534,672.17	1,535,297,361.71	1,550,037,394.15
Total male employee remuneration (baht)	780,725,784.50	903,531,127.25	918,180,033.90
Percentage of remuneration for male employees (%)	58.68	58.85	59.24
Total female employee remuneration (baht)	549,808,887.67	631,766,234.46	631,857,360.25
Percentage of remuneration for female employees (%)	41.32	41.15	40.76
Average of remuneration of employees (Baht/persons)	867,362.89	953,600.85	1,059,492.41
Average of remuneration for male employees (Baht/persons)	849,538.39	948,091.42	1,057,811.10
Average of remuneration for female employees (Baht/persons)	893,998.19	961,592.44	1,061,945.14
Rate of average of remuneration between female employees and male employees	1.05	1.01	1.00

Remark: <sup>(1)</sup> Compensation includes salary, bonuses, overtime pay, allowances, and commissions paid within the respective year. It excludes the compensation of employees from Round 2 Solutions Company Limited, which became a subsidiary of the Company on 1 August 2024.

## Information on provident fund management

### Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company's group has established a voluntary provident fund as one of the employee benefits to help ensure that employees save sufficiently for retirement. In selecting the provident fund management company, the funds historical performance, the variety of investment policies available for employees to choose based on their risk tolerance, and the opportunity for employees to adjust their investment policy each year according to their needs are taken into consideration. Employees may apply for membership in the provident fund as soon as they become full-time employees. Information regarding fund membership, investment policies, and the benefits provided is communicated during every new employee orientation.

### Overview of methods for determining employee and employer contribution Rates

Employees who are members of the provident fund may choose to contribute to the fund at a rate they specify and may adjust their contribution rate as needed. The Company's group, as the employer, contributes to the provident fund at a predetermined rate. Upon termination of provident fund membership, employees will receive the full amount of their contributions and the returns generated thereon. Employer contributions and the corresponding returns will be paid based on the employees length of service with the Company's group, in accordance with the provident fund regulations.

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : Yes

**Participation in provident fund membership**

**Details of provident fund participation**

**Number of employees joining in PVD (persons)**

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	1340	1440	1333
Number of employees joining in PVD (persons)	880	1016	1003
Number of PVD members / Total employees (%)	57.37	63.11	68.56
Number of PVD members / Total eligible employees (%)	65.67	70.56	75.24

**Amount of provident fund**

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	36,310,652.00	44,451,198.51	46,550,359.88
Total amount of provident fund contributed by employee (baht)	61,363,983.00	68,601,109.85	77,472,996.22

**Summary of employee PVD participation over the past year**

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
--------------	---	-------------------------------------	--	--	---	--

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
G-Able Public Company Limited	Yes	1,463	1,333	1,003	68.56	75.24

### Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Initiatives to encourage employees to achieve sufficient retirement savings

### Initiatives to encourage employees to achieve sufficient retirement savings

The Company's group regularly holds activities to enhance employees' knowledge and understanding of personal financial management, including saving, investing, and tax planning.

#### Activities in 2025

Shareable Activity to Introduce Thai ESGX on 13 June 2025

Shareable Activity to Introduce Retirement Plan on 17 November 2025



### Information on employee development

#### Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	20.30	21.38	17.01
Total amount spent on employee training and development (Baht)	4,842,000.61	6,748,335.00	4,321,332.31
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.000963	0.001153	0.000737
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000904	0.001089	0.000690

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	2,773,472.00	2,916,576.00	2,617,440.00
Total number of hours worked by employees (Hours)	2,773,472.00	2,916,576.00	2,617,440.00

### Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0

	2023	2024	2025
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	0.00	0.00	0.00

Additional explanation : (\*) The company with the total number of employees over 100 or more

(\*\*) The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee engagement

	2023	2024	2025
<b>Total number of employee turnover leaving the company voluntarily (persons)</b>	254	213	176
Total number of male employee turnover leaving the company voluntarily (persons)	145	129	105
Total number of female employee turnover leaving the company voluntarily (persons)	109	84	71
Proportion of voluntary resignations (%)	16.56	13.23	12.03
Percentage of male employee turnover leaving the Company voluntarily (%)	57.09	60.56	59.66
Percentage of female employee turnover leaving the Company voluntarily (%)	42.91	39.44	40.34

	2023	2024	2025
Evaluation result of employee engagement	Yes	Yes	Yes

**Employee internal groups**

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
- Reference link to consumer data privacy and protection policy and guidelines : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20250116-gable-data-privacy-policy-en.pdf>

#### Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : No
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

#### Policy and guidelines on communicating the impact of products and services to customers / consumers

- Policy and guidelines on communicating the impact of products and services to customers / consumers : No

### Information on customer management plan

#### Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Development of customer satisfaction and customer relationship

The Company prioritizes the development of high-quality products and services, considering customer needs, being responsible to stakeholders, building strong relationships, and fostering customer engagement. The Company has a strategy for sustainable development in collaboration with partners through efficient, innovative, and efficient supply chain management. These measures strengthen the business and enhance competitiveness, enabling the Company to meet diverse needs and satisfy its customers.

## Information on setting customer management goals

### Setting customer management goals

Does the company set customer management goals : Yes

### Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer satisfaction rating	-	2025: 90 percent

## Information on performance and results of customer management

### Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

In 2025, the Company achieved a customer satisfaction rating of 96 percent, exceeding its target of 90 percent.

### Diagram of performance and outcomes of customer management



### Customer satisfaction

	2023	2024	2025

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

**Channels for receiving complaints from customers/consumers**

Companys channels for receiving complaints from : Yes  
customers/consumers

Telephone : 02-781-9000

Fax : -

Email : contactcenter@g-able.com

Companys website : www.g-able.com

Address : G-Able Public Company Limited  
No. 127/30 Panjathani Tower, 25th Floor, Nonsi Road,  
Chong Nonsi, Yannawa, Bangkok, 10120

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement policies : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20250115-gable-sustainable-development-policy-en.pdf>

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Disadvantaged and vulnerable groups

The Company is committed to building stability for society and communities, developing quality individuals for society, creating jobs and careers, and distributing income to communities for the creation of a sustainable society, while also respecting human rights principles. Our approach to community and social management is as follows.

- Building positive relationships with relevant communities and sharing knowledge in technology and business is a crucial foundation for effective societal growth
- Contributing to the community through the Company's various Corporate Social Responsibility (CSR) projects

Reference link for company's community and social management plan : <https://investor.g-able.com/en/sustainability-and-corporate-governance/social-dimension/social>

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management goals : No

### Information on outcomes and results of community and social management

#### Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

#### Pankan Shop Project

The Yuwaphat Foundation established the "Pankan Shop" project with the concept of empowering shops to contribute to a warm and livable sharing society in Thailand. The project involves accepting donated items in good condition,

which are then used to generate income to support the education of scholarship recipients at the Yuwaphat Foundation. Over the past 30 years, the foundation has provided scholarships to more than 5,000 students under the name "Pankan by Yuwaphat Foundation," a charitable organization dedicated to promoting educational opportunities for underprivileged youth, enabling them to complete their secondary education or its equivalent. The foundation not only provides scholarships but also continuously monitors and supports its scholarship recipients, nurturing well-rounded individuals with knowledge and strong moral character to become valuable human resources. This is the inspiration behind this positive campaign, encouraging the Company's employees to easily contribute to environmental conservation and social welfare through "sharing" to create "opportunities" for these children. In 2025, the Company invited employees to continue sharing items, a continuation of the initiative started in 2023.

### **Job Fair**

The Company organized Job Fair 2025 with the objective of enhancing brand awareness among students, providing students with the opportunity to get to know the Company better, and serving as a channel to educate them about current popular technologies, as well as to publicize job openings and internship opportunities for graduating students.

### **University Roadshow / Site Visit**

The university roadshow and site visit activities are educational in nature, mostly organized according to the needs of the university. The primary target group is third and fourth-year students, aiming to prepare them for the job market and familiarize them with the organizational culture and technology fields.

In 2025, the Company and King Mongkut's Institute of Technology Ladkrabang (KMITL) signed a Memorandum of Understanding (MOU) to establish a strong and long-lasting relationship. This collaboration aims to enhance the capabilities of students and personnel in the technological field, enabling them to keep pace with the changes in the digital world. The main objectives are threefold: to jointly cultivate true tech professionals, to equip them with knowledge and experience, and to open doors to opportunities. Furthermore, the Company signed a Memorandum of Understanding (MOU) with King Mongkut's University of Technology Thonburi (KMUTT). This marks a significant step for both organizations to work closely together to drive the development of education and cultivate skilled personnel in the technology field. The are three main objectives, aligned with their shared vision: jointly nurturing skills and knowledge, elevating standards to international professional levels, and creating opportunities and inspiration in their careers.

Throughout 2025, the Company participated in a total of 20 job fairs and university roadshows, focusing on institutions with which it have MOUs with. More than 2,000 students expressed interest and registered for jobs with the Company, and over 10,000 people attended the events the Company attended. This provides a valuable database of potential candidates for current and future recruitment, increasing opportunities to reach the next generation of talent and reinforcing the Company's image as one committed to the sustainable development of youth and technology professionals.

### **Training Activities to Prepare for and Respond to Cyber Threats, and Presentation of Healthcare Technologies**

The Company and its partners participated in the "Cyber Security Preparedness Training and Healthcare Technology Presentation" event at the Saraburi Provincial Public Health Office. The event provided training, set up activity booths, and showcased Cyber Security and healthcare technology solutions. These included cyber security systems to protect against cyber threats and server security, HCI (Hyper Converge Infrastructure) systems, computer infrastructure, queuing systems, and kiosks designed to support the development of smart hospitals and integrate with public health systems. All of these play a crucial role in enhancing the efficiency and security of cybersecurity and supporting the development of smart hospitals in the digital age for hospitals and healthcare facilities.

### **Coins on Silom Project**

The Company supported THB 50,000 for underprivileged and community development projects across Thailand. This support is part of the Rotary Club of Bangkok South's charitable initiatives, encompassing education, youth

development, water filtration, school development, and assistance projects for disadvantaged children in remote areas, aiming to improve their quality of life.

**Donation Activities**

In 2025, the Company donated a total of THB 0.16 million to 9 charitable organizations, including temples, schools, universities, foundations, and public benefit organizations. This was in addition to the THB 0.18 million donated to 10 organizations in 2024, aligning with the Company's community and social management plan to benefit the community through various Corporate Social Responsibility (CSR) projects.

**Diagram of performance and outcomes in community and social management**



**Benefit from implementing social development project**

Financial benefits

Does the company measure the financial benefits : No  
from social development?

Non-financial benefits

Does the company measure the non-financial : No  
benefits from social development?

**Remarks** - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy,

completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

# ESG Performance

Company Name : G-Able Public Company Limited

Symbol : GABLE

Market : SET

Industry Group : Technology

Sector : Information & Communication Technology

## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

G-Able Public Company Limited (the "**Company**") is aware of the importance of having a good corporate governance system, which is crucial for promoting the Company's operations to be efficient, leading to maximum benefits for all stakeholders. Therefore, the Board of Directors deems it necessary to establish policies related to corporate governance (including but not limited to corporate governance policy, charters of the Board of Directors and sub-committees, code of conduct and business ethics, inside information retention and protection policy, and policy on conflicts of interest prevention and declaration of interests) to ensure clarity, consistency, and enforceability so as to allow the Board of Directors, executives, and employees to act in the same direction. These policies related to corporate governance cover key principles from the structure, roles, and responsibilities of the Board of Directors to business management. Corporate governance should be transparent, clear, and auditable to instill confidence that the Company's operations are conducted fairly and in the best interests of all stakeholders. The Board of Directors and executives of the Company are committed to adhering to these business principles with dedication and integrity, with established visions, policies, and practices that the Board of Directors, executives, and employees adhere to in fulfilling their responsibilities to promote continuous good corporate governance practices, creating added value for stakeholders to achieve the objectives set by the Board of Directors in structuring the organization to be transparent and able to audit work clearly.

The Board of Directors emphasizes the importance of adhering to good corporate governance principles. They recognize the roles, duties, and responsibilities of the Board of Directors and management in promoting good corporate governance to enhance the Company's competitiveness and instill confidence in shareholders, investors, and stakeholders. Through effective and transparent management, policies are established to support operations in line with good corporate governance principles, covering key practices and guidelines as outlined in the Corporate Governance Code for Listed Companies 2017, as prescribed by the Securities and Exchange Commission (the "**SEC**").

(1) Understanding the role and responsibilities of the Board of Directors as organizational leaders who sustain long-term value creation for the business

(1.1) The Board of Directors comprehends its role and responsibilities as leaders tasked with overseeing effective management. The Company defines the roles, authorities, and responsibilities of the Board of Directors clearly, covering aspects such as strategy formulation, objectives, policy setting, resource allocation, monitoring, evaluation, and performance reporting.

(1.2) In the pursuit of value creation, the Company has developed a code of conduct and other policies that outline principles and guidelines for operation in written. These serve as standards for directors, executives, and employees, ensuring effective communication, adequate mechanisms for policy implementation, monitoring, and regular policy review and adherence. The Company disseminates these policies through its website and conducts training for directors, executives, and employees.

(1.3) The Company appoints the Audit Committee and internal audit unit to ensure compliance with relevant laws, regulations, and meeting resolutions. It has mechanisms for receiving and addressing complaints and investigates cases of corporate misconduct. Additionally, it has approval processes for significant operations, including investments, material transactions, connected transactions, asset acquisition and disposal transactions, all aimed at maximizing benefits for shareholders and building trust for business operations.

(1.4) The Board of Directors understands its duties and responsibilities by establishing charters for the Board of Directors and sub-committees. These charters serve as references for the Board of Directors and sub-committees, with regular reviews conducted at least annually to align with the organization's direction and operations.

## (2) Setting objectives and main goals for business operations

(2.1) The Board of Directors gives importance to setting objectives and main goals for the business and communicating them to all stakeholders to create understanding and alignment. This includes ensuring that employees adhere to these objectives and goals in their duties to achieve the Company's defined objectives and goals. Considerations include readiness, competence, competitiveness, environmental factors, and changes in various factors, as well as the appropriate use of innovation and technology to foster sustainability and the Company's growth.

(2.2) The Board of Directors has established strategies and annual plans that align with the Company's objectives and main goals, taking into account environmental conditions and various factors and risks that may affect stakeholders. Additionally, they are aware of the risks associated with setting targets that could lead to legal violations or ethical breaches. Regular monitoring of strategy implementation and annual plans is conducted to ensure appropriate resource allocation and operational control according to the established plans.

## (3) Fostering the effective Board of Directors

(3.1) The Board of Directors has the responsibility to establish and review the structure of the Board of Directors, including their composition, size, and the proportion of independent directors, which should not be less than 3 persons and no less than one-third of the total number of directors. This ensures an appropriate balance, taking into consideration attributes such as gender, skills, experience, and abilities. A board skill matrix is prepared to ensure confidence that the overall structure of the Board of Directors has suitable qualifications, can meet the needs of stakeholders, and effectively perform its duties.

(3.2) The Company requires that the Chairman of the Board of Directors shall not be the same person as the Chief Executive Officer, with distinct roles and responsibilities. The Board of Directors specifies the duties of the Chairman of the Board of Directors and the Chief Executive Officer clearly, ensuring no individual has unlimited authority. If the Chairman of the Board of Directors is not an independent director, the Chairman of the Audit Committee, as an independent director, shall be assigned to participate in setting the meeting agenda with the Chairman of the Board of Directors. Additionally, the Company has a policy limiting the continuous tenure of independent directors to a maximum of nine years from the date of their initial appointment. The reappointment of an independent director beyond this tenure requires careful consideration with reasonableness by the Board of Directors.

(3.3) The Board of Directors has established the Nomination and Remuneration Committee, with a chairman who is an independent director and not the same person as the Chairman of the Board of Directors, to assist in considering

criteria and methods for selecting suitable individuals to serve as the Company's directors, taking into consideration qualifications, skills, knowledge, abilities, and relevant experience, along with a review of the individual's background. Recommendations are then presented to the Board of Directors' and/or shareholders' meeting for further consideration.

(3.4) The Board of Directors will receive remuneration as approved at the shareholders' meeting. In determining directors' remuneration, the Board of Directors shall take into account the duties, responsibilities, and performance of the directors that contribute to the benefit of the Company.

(3.5) The Board of Directors must adhere to the Code of Best Practices for Listed Companies set forth by the Stock Exchange of Thailand (the "SET") and promote understanding among all directors of their roles, duties, responsibilities, and compliance with the laws, objectives, and regulations of the Company, as well as resolutions passed at shareholders' meetings with honesty, integrity, and considering the interests of the Company and shareholders. Additionally, the Company has set criteria for holding positions in other companies for directors to ensure that they can allocate sufficient time to fulfill their duties within the Company. Directors are allowed to hold director positions for up to 5 listed companies, both in the SET and the stock exchange in any country (including positions within the Company). This is to ensure that all directors can dedicate adequate time to fulfill their responsibilities effectively. Furthermore, the Company encourages directors to attend meetings, representing at least 75 percent of all meetings held each year.

(3.6) The Company provides orientation for newly appointed director to introduce useful information for his/her duties, including understanding the objectives, main goals, vision, mission, corporate values, as well as the nature of the business and business guidelines of the Company. Furthermore, the Company encourages its directors to participate in seminars and training courses related to their duties and the Company's business operations.

(3.7) The Board of Directors oversees to ensure that the Board of Directors' performances are conducted smoothly, and that there is the Company Secretary with the necessary knowledge and experience to adequately support the Board of Directors' performances.

#### (4) Recruitment and development of senior executives and human resource management

(4.1) The Board of Directors ensures that there is recruitment and development of the Chief Executive Officer and senior executives with the necessary knowledge, skills, experience, and characteristics essential for driving the organization towards its goals.

(4.2) The Board of Directors shall oversee the establishment of a compensation structure and appropriate performance evaluation procedures.

(4.3) The Board of Directors shall consider and understand the structure and relationships of shareholders that may impact the management and operations of the business, and shall ensure that such structure and relationships do not hinder the duties of the Board of Directors. The Company also has policies to disclose information according to agreements that affect business operations (if any).

(4.4) The Board of Directors shall monitor and oversee the management and development of personnel to ensure that they have the necessary knowledge, skills, experience, and appropriate motivation. There will be established a compensation structure that aligns with the knowledge, abilities, and responsibilities of positions, along with a system for fair wages, compensation, and benefits for employees, ensuring rights and appropriate welfare in accordance with labor laws. The Company will maintain a safe working environment for the life, health, and property of employees, as

well as establish channels of communication between employees and supervisors or managers. Furthermore, support will be provided for development processes and skills enhancement through internal and external training programs as necessary and appropriate, to continuously and consistently develop and reinforce the knowledge and abilities of employees.

(5) Promoting innovation and conducting business with responsibility

(5.1) The Board of Directors places importance on and supports innovation that creates value for the business while also benefiting customers or stakeholders. Moreover, they have a responsibility towards society and the environment to ensure a balance between business profitability and societal contributions.

(5.2) The Board of Directors is aware of the rights of all stakeholders, whether they are internal or external stakeholders. This is to foster mutual understanding and cooperation between the Company and its stakeholders, which will benefit business operations and build confidence. Additionally, it enhances the Company's long-term competitiveness. Therefore, the Company has established practices towards various stakeholder groups.

(5.3) The Board of Directors is responsible for setting policies, business objectives, business plans, and budgets for the Company. They also oversee the management's implementation to ensure alignment with established policies, plans, and budgets for the maximum benefit of the Company and its shareholders. Regular reviews of these business plans and budgets are conducted to monitor and ensure efficient allocation and management of the Company's resources. This is being done to achieve results in line with the Company's objectives and main goals.

(5.4) The Board of Directors oversees the enterprise risk management, including the management and handling of information technology risks. They ensure that there are adequate measures in place to manage the security of information systems to a sufficient standard for the benefit and business effectiveness of the Company.

The IT system security policy therefore has been established to define guidelines for the use and management of information technology within the Company's group, ensuring systematic efficiency with security measures to prevent unauthorized data access, cyberattacks, and critical data loss. This policy will be reviewed by the Board of Directors annually. In this regard, the Company has implemented the best practices in line with international standards under the Information Security Management System (ISMS) framework. This ensures that the Company's information security management is both effective and suitable for its business operations. As a result, the Company has been certified with ISO 27001: Information Security Management System by TUV NORD CERT GmbH, Germany.

The key practices implemented to ensure the security of the Company's information systems include (i) access control and data protection, such as restricted access based on employees' roles and responsibilities and identity verification and authentication by utilizing two-factor-authentication, (ii) data classification, considering risk levels to security, business value impact, and potential loss to the Company, (iii) personal data management for all stakeholders, including customers, suppliers, and employees, in compliance with personal data protection laws<sup>1</sup>, (iv) incident response measures, such as clear contingency plans, regular security drills, continuous employee cybersecurity awareness training, and (v) conducting vulnerability assessments and penetration testing of the Company's information systems at least once a year.

<sup>1</sup> Data retention policy, including channels and processes for handling customer complaints regarding personal data can be found at <https://investor.g-able.com/storage/download/sustainability/cg/policy/20250116-gable-data-privacy-policy-en.pdf>.

Additionally, the Company manages cybersecurity risks and risks involved in security of personal data storage, processing, and transfer at an acceptable level. The Company has implemented preventive measures and close monitoring of cyber threats, including establishing a Security Operations Center responsible for monitoring and analyzing cybersecurity threats 24/7, conducting cyber drill campaigns to simulate cyberattack scenarios, and using daily cybersecurity risk assessment software to evaluate security performance, which its assessed daily score is set as a key risk indicator. In 2025, the Company enhanced cybersecurity and data protection awareness among executives and employees by conducting training courses. Between 16 October 2025, and 15 December 2025, 98.27 percent and 98.20 percent of the required 1,464 employees successfully completed cybersecurity awareness course and personal data protection awareness course, respectively. To pass the courses, employees were required to score above 80 percent on the end-of-course assessment. Moreover, there were no reported complaints from any stakeholders regarding personal data.

#### (6) Ensuring appropriate system for risk management and internal control

(6.1) The Board of Directors oversees to ensure that the Company has risk management and internal control systems in place to effectively achieve its objectives and comply with relevant laws and standards.

(6.2) The Board of Directors appoints the Audit Committee comprised at least three members, all of whom must be independent directors and possess qualifications and duties according to the criteria set by the SEC and the SET. The Audit Committee should have access to necessary information to fulfill its duties and may consult with other professional advisors to seek independent opinions as needed. Additionally, the Audit Committee must assess the adequacy of the Company's risk management and internal control systems and disclose its findings in the Company's annual report.

(6.3) The Board of Directors establishes policies regarding potential conflicts of interest that may arise between the Company and management, the Board of Directors, or shareholders. This includes preventing undue use of the Company's assets, information, and opportunities, as well as transactions with related parties for the best interests of the Company and its shareholders. Importantly, a person having conflicts of interest shall not be involved in decision-making.

(6.4) The Company has developed an anti-corruption policy, which outlines clear measures and practices to combat corruption. This policy is communicated at all levels within the organization and to external parties to ensure it can be effectively implemented by all stakeholders.

(6.5) The Company has implemented a policy on whistleblowing, which includes mechanisms for receiving complaints, conducting investigations in cases of allegations, and protecting whistleblowers or complainants. This ensures that no unfair treatment is taken against whistleblowers or complainants, and their identities, including names, addresses, and any other identifying information, are not disclosed.

#### (7) Maintaining financial credibility and information disclosure

(7.1) The Board of Directors is responsible for overseeing that the financial reporting system and disclosure of key information are accurate, adequate, timely, and in compliance with relevant regulations, standards, and practices.

(7.2) The Company will ensure that there is oversight to track and evaluate the financial status of the Company, and regular reporting to the Board of Directors. Both the Board of Directors and the management will collaborate to address financial liquidity issues and debt repayment capabilities. Moreover, in approving any transactions or offering

opinions at shareholders' meetings, the Board of Directors will ensure that such actions do not impact the continuity of business operations, financial liquidity, or debt repayment capabilities of the Company.

(7.3) The Board of Directors emphasizes the importance of managing financial issues while considering the rights of all stakeholders. In cases where the business is trending towards an inability to repay debts or faces financial difficulties, the Board of Directors will closely oversee the management to ensure that the business is conducted prudently. They will monitor the progress of financial problem-solving closely, with regular financial status reports from management. This oversight aims to ensure that any decisions made to address financial issues are reasonable and fair to all stakeholders. Plans to address financial problems will be developed with consideration for the fairness to all stakeholders. Additionally, the Company will adhere to disclosure requirements to ensure that shareholders are fully informed of relevant information.

(7.4) The Company ensures transparency by disclosing information about compliance with laws, ethical standards, anti-corruption policy, treatment of employees and stakeholders, including fair practices and respect for human rights. Additionally, it emphasizes responsibility towards society and the environment. This disclosure is based on internationally accepted reporting frameworks, and the disclosed information reflects practices aimed at value creation for the business.

(7.5) The Board of Directors has overseen the management for the establishment of a unit or responsible personnel for investor relations to ensure that investor relations activities, such as communication with shareholders and other stakeholders like investors and analysts, are conducted appropriately, equitably, and in a timely manner.

(7.6) The Company ensures that information is disclosed in both Thai and English through its website. Furthermore, it consistently presents up-to-date information to stakeholders.

#### (8) Supporting involvement and communication with shareholders

(8.1) The Company is aware of the importance of the rights of every shareholder, whether they are major shareholders, minor shareholders, Thai nationals, foreigners, individuals, or institutional shareholders, who have ownership rights by controlling the Company through the appointment of directors to represent them and have the right to make decisions regarding significant changes in the Company. Therefore, the Company promotes and supports shareholders to exercise their rights and receive equal basic protection, including trading or transferring shares, receiving a share of the Company's profits, obtaining sufficient information about the Company's affairs, and participating in shareholders' meetings to exercise voting rights.

(8.2) The Board of Directors will ensure that shareholders' meetings are conducted smoothly, transparently, efficiently, and facilitate shareholders' exercise of their rights. This includes scheduling meetings at suitable dates and times, allocating sufficient time for meetings, and ensuring that meeting venues are easily accessible, with maps attached to the meeting invitations for physical meetings. For electronic shareholders' meetings, the Company will use a system that shareholders can easily access and that meets relevant standards and criteria.

(8.3) The Board of Directors will ensure that resolutions and voting results from the meetings are disclosed through the SET's website and the Company's website within the next business day. Additionally, they will oversee the delivery of meeting minutes to the SET and ensure that they are published on the Company's website within 14 days from the date of the shareholders' meeting. They will also supervise the preparation of the shareholders' meeting minutes to ensure accuracy and completeness.

Reference link for the full version of corporate governance policy and guidelines : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-corporate-governance-policy-en.pdf>

### **Policy and guidelines related to the board of directors**

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

### **Nomination of directors**

The selection of individuals to be appointed as directors is assigned to the Nomination and Remuneration Committee by the Board of Directors. The Nomination and Remuneration Committee is responsible for selecting individuals who possess the qualifications required by securities and exchange laws, as well as other relevant laws, and who meet the criteria set forth by the Company, and then presents its recommendations to the Board of Directors and/or the shareholders meeting for consideration and appointment, as stipulated in the Company's articles of association.

The criteria and methods for the nomination of director, as well as the election and/or appointment process, begin with the Nomination and Remuneration Committee reviewing the qualifications and diversity of skills, knowledge, expertise, and experience of directors, as well as overall composition through skill matrix, ensuring alignment with the Company's business strategy and direction. This skill matrix is conducted without limitations based on gender, race, religion, age, and specific abilities, and includes devoting time to fully perform duties. In the appointment of a new director, the Nomination and Remuneration Committee considers the skill and expertise of each director through skills matrix to define the required qualifications, taking into account the necessary skills that may be lacking in the current Board of Directors, aiming to achieve diversity within the structure. Additionally, the Nomination and Remuneration Committee may consider candidates from (i) recommendations given by the executives, directors, and external individuals with credibility, (ii) the director pool database or (iii) data from a professional search firm. Moreover, the Nomination and Remuneration Committee welcomes suggestions from minority shareholders proposing individuals for considering and appointing as director during the general meetings of shareholders, following the Company's defined criteria. At the shareholders meeting, the election of directors will be conducted by using the majority votes of the shareholders attending and voting, following the criteria and methods specified in the Company's articles of association as follows:

- (a) Each shareholder is entitled to one vote for each share they hold.
- (b) Each shareholder may use the total number of votes to elect one or several candidates as directors. If several candidates are to be elected as directors, the votes may not be split among candidates.
- (c) In descending order, the candidates with the most votes will be elected as directors. Directors must be elected in the number of available seats at that meeting. The chairman has one casting vote if the candidates in the next lower ranking of votes have an equal number of votes and the number of available seats at the meeting is exceeded.

Reference link for Nomination of directors : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-corporate-governance-policy-en.pdf>

### **Determination of director remuneration**

The Board of Directors will receive remuneration as approved at the shareholders' meeting. In determining directors remuneration, the Board of Directors shall take into account the duties, responsibilities, and performance of the directors that contribute to the benefit of the Company. Directors with increased responsibilities shall receive remuneration commensurate with the additional duties and responsibilities assigned to them. The Board of Directors has delegated responsibility to the Nomination and Remuneration Committee to consider the remuneration rates for the Board of Directors, sub-committees, the Chief Executive Officer, and the C-level executives for presentation to the Board of Directors and/or shareholders' meeting, as applicable. Criteria for remuneration determination are as follows:

- (a) Remuneration aligns with the Company's long-term strategy and objectives, as well as the roles, responsibilities, and accountability of directors.
- (b) Remuneration is sufficient to motivate and retain knowledgeable, skilled, and high-quality directors who effectively perform their duties.
- (c) Remuneration compositions are clear, transparent, and easily understandable, both in monetary and non-monetary terms.
- (d) Remuneration rates can be benchmarked against other companies in the same or similar industries.

Details of directors remuneration can be found in section 8.1.2 Meeting attendance and remuneration payment to each board member.

Reference link for Determination of director remuneration : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-corporate-governance-policy-en.pdf>

Page number of the reference link : 7-8

### **Independence of the board of directors from the management**

The Company requires that the Chairman of the Board of Directors shall not be the same person as the Chief Executive Officer, with distinct roles and responsibilities. The Board of Directors specifies the duties of the Chairman of the Board of Directors and the Chief Executive Officer clearly, ensuring no individual has unlimited authority. If the Chairman of the Board of Directors is not an independent director, the Chairman of the Audit Committee, as an independent director, shall be assigned to participate in setting the meeting agenda with the Chairman of the Board of Directors.

As of 31 December 2025, Mrs. Supavadee Phantumvanit was the Chairman of the Board of Directors, who is not an independent director and is not the same person as the Chief Executive Officer. There is also no family relationship between them. The duties of the Board of Directors, the Chairman of the Board of Directors, and the Chief Executive Officer, including the delegation of authority, are clearly segregated and can be considered in 7.1 Corporate Governance Structure.

Reference link for Independence of the board of directors from the management : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-corporate-governance-policy-en.pdf>

Page number of the reference link : 6

### **Director development**

The Company has a policy to encourage its directors to participate in seminars and training courses related to their duties and the Company's business operations, in order to enhance their knowledge and understanding of applicable laws, regulations, standards, risks, and the business environment, as well as to ensure that they are regularly kept up to

date with current information. Accordingly, in 2025, the Company undertook the following initiatives: (a) reviewed knowledge on the overall framework and processes of the Company's risk management, including holding knowledge-sharing sessions on ESG risk, with the Board of Directors and senior executives to raise awareness of risk management as an integral part of the corporate culture; and (b) provided anti-corruption training to the Board of Directors, covering the Company's policies and procedures, key considerations and precautions, as well as the impacts and penalties associated with corruption, in order to ensure a thorough and genuine understanding.

Details of training courses arranged by third party and attended by each director and senior executives, as defined by the SEC, can be found in Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision, the Company Secretary, and the representative for contact and coordination in case of a foreign company.

Reference link for Director development : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-corporate-governance-policy-en.pdf>

Page number of the reference link : 9

### **Board performance evaluation**

The Company shall conduct performance assessments of the Board of Directors and sub-committees at least once a year. This is to allow the Board of Directors to jointly assess performance and issues for ongoing improvement. Baselines will be established for comparison against performance criteria, and the evaluation results will be used to consider the suitability of board composition.

Details of the performance assessments of the Board of Directors and sub-committees can be found in 8.1.1 Selection, development and evaluation of duty performance of the board of directors.

Reference link for Board performance evaluation : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-corporate-governance-policy-en.pdf>

Page number of the reference link : 9

### **Corporate governance of subsidiaries and associated companies**

#### **(1) Policy on Investment in Subsidiaries and Associated Companies**

The Company has a policy to invest in businesses that align with the Company's goals, vision, and strategic plan for its growth that will contribute to increased business performance or profits, or synergy to enhance competitiveness, enabling the Company to achieve its goal of being a leading player in its core business. Additionally, the Company, its subsidiaries, and/or associated companies may consider investing in any additional businesses to achieve a favorable return on investment. With regard to consideration of investment by the Company, its subsidiaries, and/or associated companies, the Company shall conduct a thorough analysis of the investment's feasibility, considering potential and risk factors, with an appropriate investment analysis process. Approval for such investments must be obtained from the Executive Committee's meeting and/or the Board of Directors' meeting, and/or the shareholders' meeting (as the case may be). Moreover, any investment in subsidiaries and/or associated companies shall comply with relevant laws, regulations, announcements, and governmental orders.

#### **(2) Policy on Oversight of Operations in Subsidiaries and Associated Companies**

The Company has established a policy on oversight of operations in subsidiaries and associated companies with the objective of setting operational standards. This ensures that the Company can effectively supervise the management of its subsidiaries and associated companies, ensuring compliance with policies of the Company, including legal

requirements, regulations, announcements, and governmental orders to maintain the proceeds in investments in subsidiaries and/or associated companies. Details of the oversight of subsidiaries and associated companies operations can be found in 8.1.3 Supervision of subsidiaries and associated companies.

Reference link for Corporate governance of subsidiaries and associated companies : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-corporate-governance-policy-en.pdf>

Page number of the reference link : 8

### **Policy and guidelines related to shareholders and stakeholders**

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Community and society

### **Shareholder**

The Company operates its business with transparency and efficiency to create value for business. It aims to create good performance and stable growth for the long-term benefit of shareholders. It will disclose information transparently and reliably to shareholders, not engage in any illegal activities that violate the rights or interests of shareholders and treat them fairly and equally.

Reference link for Shareholder : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-company-code-of-conduct-en.pdf>

Page number of the reference link : 9

### **Employee**

The Company treats all employees equally and fairly, providing them with reasonable compensation. It will maintain the working environment with regard to quality of life and safety by strictly adhering to labor laws. In addition, it pays attention to the development of employees' skills, knowledge, abilities, and potential through activities, such as training and seminars. It also gives opportunities to overall employees and creates motivation for knowledgeable and skilled employees to stay with the Company, as well as encouraging employees to comply with relevant laws and regulations.

In 2025, the Company established a Human Resources Management Policy to define practices for human resources management, reflecting the Company's commitment to full compliance with all applicable labor laws, both in Thailand and in other jurisdictions where the Company operates. The policy is also aligned with the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which represents international standards.

Reference link for Employee : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-company-code-of-conduct-en.pdf>

Page number of the reference link : 9-10

### **Customer**

The Company is responsible for maintaining the quality and standards of products and services for customers, as well as completely and comprehensively responding to their needs. This is to focus on creating long-term customer satisfaction. In addition, the Company provides correct information regarding its products and services to customers

and establishes channels for customers to report inappropriate products or services. The Company shall protect customer confidentiality and not misuse customer information for its own benefit or that of any involved parties.

Reference link for Customer : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-company-code-of-conduct-en.pdf>

Page number of the reference link : 10

### **Business competitor**

The Company will conduct business within a framework of fair competition, ethics, and compliance with the laws. It supports and promotes a policy of fair and free competition. The Company will not seek confidential information of competitors through dishonest or inappropriate means for the benefit of its business operations. It will refrain from making malicious statements or damaging the reputation of competitors. Additionally, the Company will not engage in any activities that infringe upon the intellectual property of others or competitors. In 2025, the Company's group had no legal disputes with its competitors.

Reference link for Business competitor : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-company-code-of-conduct-en.pdf>

Page number of the reference link : 10

### **Business partner**

The Company has a selection process for suppliers based on fair competition under the transparent criteria. In addition, it establishes appropriate and fair contractual agreements with suppliers and has a tracking system to ensure compliance with contract conditions. The Company implements measures to prevent corruption and misconduct at all stages of the procurement process and purchases materials from suppliers based on trade terms, following the contract strictly.

In addition, the Company established a Supplier Code of Conduct to encourage its suppliers to operate business operations with transparency and good governance while maintaining a balance between environmental and social responsibilities throughout the value chain as well as considering the expectations of all stakeholders. Compliance with the Supplier Code of Conduct is a key factor in the selection of suppliers. Details of supply chain management can be found in 3 Sustainable Development.

Reference link for Business partner : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-company-code-of-conduct-en.pdf>

Page number of the reference link : 10

### **Creditor**

The Company will comply with the various contractual obligations with creditors, including repayment of loan principal and interest as well as custody of collateral under related contracts. It is committed to fostering good relationships with creditors, emphasizing principles of honesty, integrity, trust, and mutual respect. It will take responsibility, care, and give importance to fulfilling the conditions agreed upon.

Reference link for Creditor : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-company-code-of-conduct-en.pdf>

Page number of the reference link : 9

### **Community and society**

The Company values society, community and surrounding environment, recognizing that the Company is akin to a part of society that actively contributes to social and environmental development for sustainability. The Company has consistently engaged in community and social activities in tandem with its business operations, under responsibility towards overall communities, society, and environment. Additionally, the Company prioritizes and cares about safety, aiming to minimize its impact on society and environment while enhancing the quality of life for individuals associated with its operations. Furthermore, the Company promotes a sense of awareness and responsibility among its employees towards society and the environment. In addition to this, the Company supports the efficient use of resources, aims to reduce resource consumption and energy use, and ensures compliance with relevant laws and regulations in a stringent manner.

Reference link for Community and society : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-company-code-of-conduct-en.pdf>

Page number of the reference link : 10-11

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

The Company believes that the Code of Conduct and Business Ethics are important tools in promoting transparency in its operations to achieve the goal of growth and prosperity. Therefore, the Company has developed the Code of Conduct and Business Ethics to guide the conduct of directors, executives, and all employees. These guidelines are in line with the principles of good corporate governance, which are globally recognized management principles.

Reference link for the full version of business code of conduct : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-company-code-of-conduct-en.pdf>

### Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Compliance with laws, regulations, and rules, Human rights

### Prevention of Conflicts of Interest

The Company operates its business by adhering to the guidelines of conducting business with honesty, transparency, integrity, and in accordance with the principles of good corporate governance, considering the interests of the Company as a priority. Therefore, a policy on prevention of conflicts of interest and report on interests has been established by outlining guidelines as follows:

(a) Directors, executives and employees of the Company and/or its subsidiaries shall regularly assess themselves whether they have conflicts of interest in their discharge of duties. They shall avoid any actions that may lead to conflicts of interest with the Company and/or its subsidiaries. If it is necessary to do such a transaction, it shall be conducted on an arms length basis and in accordance with the Companys connected transaction policy.

(b) If directors, executives and employees of the Company and/or its subsidiaries discover they have interests or conflicts of interest, they shall refrain from performing the related tasks and shall report to their supervisors. Any directors or executives having interests shall submit the declaration of interests form to the Company Secretary who will compile the information and report it to the Chairman of the Board of Directors and the Chairman of the Audit Committee.

(c) Director shall not engage or be a director of company, that is in business similar to, or in competition with, the Companys business, whether for his/her own benefit or the benefit of others unless the shareholders are informed before being appointed as the Companys director.

(d) Directors shall not use the Companys opportunities or inside information for personal gain or for any other person.

(e) Directors and executives shall not participate in the meetings in agenda where they have interests or may cause conflicts of interest with the Company and/or its subsidiaries.

(f) Directors and executives of the Company shall complete the declaration of interests form on an annual basis or when information has changed and submit to the Company Secretary to compile the information and report it to the Chairman of the Board of Directors and the Chairman of the Audit Committee.

Details of the oversight of the compliance with the policy on conflict of interest can be found in 8.1.4 Monitoring of compliance with corporate governance policy and guidelines.

Reference link for Prevention of Conflicts of Interest : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-conflict-of-interest-en.pdf>

### **Anti-corruption**

The Company established an Anti-corruption Policy with the objective of preventing any actions related to fraud and corruption in any form by the directors, executives, and employees of the Company, whether directly or indirectly, for their own benefit, their families, friends, or acquaintances, whether in the capacity of bribe recipients, providers, or offerors, in form of monetary or non-monetary, to government agencies or private entities whom the Company do business with. The scope and guidelines cover various business activities which can be summarized as follows:

(a) Political contributions - the Company has a policy of not providing the political contributions, whether directly or indirectly, or engaging in activities that endorse any political party or political group.

(b) Charitable contributions - it is considered as a part of corporate social responsibility activities. As such, to ensure that charitable contributions are conducted in a transparent manner, are not used as channels for fraud and corruption and are not made with expectation of any return benefit, the Company requires that charitable contributions shall be made in the Companys name to certified, or reliable and inspectable foundations, non-profit organizations, temples, hospitals or other organizations. The Companys personnel wishing the Company to participate in charitable contributions shall submit the charitable contributions request form and comply with the Companys relevant regulations and procedures.

(c) Sponsorships - it is a means of promoting the Company. Therefore, the Company has implemented controls to ensure that sponsorships are conducted in a transparent manner, are not used as a channel for fraud and corruption and are not made with expectation of any return benefit. Sponsorships shall be provided or accepted in the Companys name. In providing any sponsorships, in addition to the purpose of supporting the Companys business operations, corporate logo, brand, image, or reputation, the objectives of project or activity must be transparent and lawful. The Companys personnel wishing the Company to provide or accept the sponsorships shall submit the sponsorships request form and comply with the Companys relevant regulations and procedures.

(d) Gifts, hospitality and entertainment - the Company has a policy prohibiting its personnel from demanding, accepting from, giving to, or promising to give any assets, valuable items or other benefits (including gifts, hospitality and entertainment) to customers, suppliers, or persons involving in the Companys businesses to induce them to perform or refrain from any actions. This is except for cases of (i) normal customary practices where gifts are received and given, and (ii) the provision or acceptance of the hospitality and entertainment in course of business operations or traditional customs, subject to the Companys relevant regulations and procedures.

(e) Facilitation payments - the Company does not have a policy of the facilitation payments for any form of convenience, both directly and indirectly. It will not engage in or accept any actions in exchange for facilitating business operations. Business dealings with government sectors must be transparent and strictly comply with relevant laws.

(f) Employment of government officers / government employees it poses an increased risk of fraud and corruption due to conflicts of interest, as it may lead to overlapping benefits that could compromise the impartiality of the government officers in performing their duties for the maximum benefit of the state. Therefore, to prevent such situations, the Company has a policy of not employing government officers / government employees who still hold position as employees. With respect to the employment of the former government officers / government employees, the Company shall proceed in a transparent manner with caution, and in accordance with the Companys regulations and procedures (including the Companys employment rules). Cooling-off period as required by law shall also be considered.

(g) Conflict of Interest - the Companys personnel shall perform their duties in a responsible manner with loyalty and honesty, protecting the Companys interest, avoiding the appearance of any conflict of interest, as well as complying with the Companys prevention of conflict of interests and declaration of interests policy.

(h) Internal control and audit on compliance with the anti-corruption policy - the Company has established an independent internal audit department to assess the adequacy of internal control systems, risk management systems, business supervisory processes, and key operational activities as well as key working systems of the Company, such as procurement and commercial operations. This assessment focuses on adequacy, appropriateness, and efficiency in line with the defined objectives, as well as full compliance with the applicable legal requirements, rules and regulations, and the anti-corruption policy.

Details of the oversight of the compliance with the policy on anti-corruption can be found in 8.1.4 Monitoring of compliance with corporate governance policy and guidelines.

Reference link for Anti-corruption : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-anti-corruption-policy-en.pdf>

### **Whistleblowing and Protection of Whistleblowers**

The Company established a Whistleblowing and Complaint Policy to support and provide a channel for directors, executives, employees, and all stakeholders to report clues or complaints with good faith in cases of suspicion or if they witness actions by the directors, executives, and employees of the Companys group or by any individuals acting on behalf of the Companys group that may have a negative impact to the Companys group, such as unlawful acts, violations of human rights, violations of the Companys policies, rules and regulations, fraudulent activities, actions that involve conflicts of interest, and absence of protection or adverse impacts resulting from whistleblowing, filing complaints, providing information, cooperating in fact-finding and investigations, or refusing to engage in fraudulent activities. This remains applicable regardless of whether the whistleblower or complainant has personally suffered damage from the actions in question. The Company does not accept anonymous whistleblowing or complaints that lack the identity of the whistleblower or complainant, fail to identify witnesses, or do not provide clue with sufficient evidence to enable further fact-finding.

## Filing Channels

Channel 1 By postal mail	Channel 2 By email	Channel 3 The Company's website
Chairman of the Audit Committee (through head of the Internal Audit Department) G-Able Public Company Limited No. 127/30 Panjathani Tower, 25th Floor, Nonsi Road, Chong Nonsi, Yan Nawa, Bangkok 10120	Chairman of the Audit Committee (through head of the Internal Audit Department) email: whistleblowing@g-able.com	At www.g-able.com under Investor Relations >> Sustainability and Corporate Governance >> Whistleblowing Channel (through head of the Internal Audit Department)

In this regard, the filing channels are secure, allowing whistleblowers or complainants access with confidence when submitting information or filing complaints, free from any risk to the whistleblowers or complainants in the future. The Company, through the complaint coordinator, will oversee the investigation process to ensure it is conducted following determined procedures. All investigations and conclusions of each clue or complaint will be documented in written. The Company will not disclose any information that could identify the identity of whistleblower, complainant, informant, relevant party, and alleged suspect. The Company will keep those information confidential, limiting access to only those responsible for gathering, verifying and investigating the facts related to clue or complaint.

Details of the oversight of the compliance with the whistleblowing policy can be found in 8.1.4 Monitoring of compliance with corporate governance policy and guidelines.

Reference link for Whistleblowing and Protection of : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-whistle-blowing-policy-en.pdf>

Whistleblowers

### Prevention of Misuse of Inside Information

The Company manages its operations by adhering to business practices of honesty, integrity, transparency, and in accordance with good corporate governance principles. To ensure that the Company discloses information to all groups of stakeholders equally, and inside information that may affect the Company are kept and protected to the use, the Company has established a policy for the retention and protection of inside information for the directors, executives, employees, and related parties to use as a guideline for their discharge of duties. The Company sets the guidelines as follows:

(a) The Company has established a hierarchy of importance for inside information, where the sensitive information shall be handled in a specific way. The information is categorized by priority, including disclosable information, information prepared for disclosure, and confidential information. The use of inside information shall be within the scope of assigned duties and responsibilities only.

(b) The Company shall keep customer and trade-related information confidential and shall not disclose customer information to employees or unrelated third parties, unless required by law to disclose publicly or approved by the Board of Directors and/or the Executive Committee.

(c) In the event of employing individuals who have previously worked with competitors or government entities, the Company shall review any confidentiality agreements these individuals have entered with. The Company shall not take any actions that would lead these individuals to breach their agreements with competitors or government entities, that will potentially cause legal action.

(d) The disclosure of inside information to the public requires approval from the Chief Executive Officer. The Chief Executive Officer may provide the information to the public personally if the information is significantly material or may delegate the responsibility to another department. In addition, the Company has an investor relations department to coordinate and provide information to the public.

(e) The personnel of the Company shall not answer questions or provide comments to third parties unless they are assigned to do so.

(f) Directors, executives, officers and employees of the Company and its subsidiaries, including spouses and minor children of such persons, are prohibited from using inside information of the Company and its subsidiaries that may affect the change in the price of the Companys securities which has not been disclosed to the public, for the purpose of buying, selling, offering to buy, offering to sell, or encouraging others to buy, sell, offer to buy, or offer to sell securities of the Company, whether directly or indirectly, before such information is disclosed to the public. Any such actions, whether taken for personal gain or for the benefit of others, or to induce others to engage in such actions for personal gain, will result in disciplinary measures by the Company and its subsidiaries.

(g) Directors, executives and employees of the Company and its subsidiaries who know the Companys inside information are prohibited from disclosing such information to third parties or any persons not related to their responsibilities. Furthermore, directors and executives of the Company, including their spouses and minor children, are prohibited from buying or selling the Companys securities during one month prior to the disclosure of the financial statements or any significant information to the public and at least 24 hours after the disclosure of the financial statements or significant information to the public.

(h) Directors and executives, including persons who hold the executive positions in accounting or finance with manager level up or equivalent, shall personally do by themselves together with their spouses or minor children including juristic persons (that directors, executives, spouses or minor children of such directors and such executives collectively holding shares more than 30 percent of the total number of voting rights and the combined shareholdings of the largest proportion in such juristic persons) to report to the Board of Directors (through the Company Secretary) about their securities transactions regarding the Company at least one day in advance before securities trading. After the securities transaction has been executed, a report on changes in securities holding shall be prepared, disclosed, and submitted to the SEC in accordance with the regulations set forth in the securities and exchange law and send a copy of this report to the Company Secretary at the same date of submission to the SEC. The report shall be prepared in the form determined and submitted to the SEC within the period required by law. In this regard, the Company will share knowledge to directors and executives, including persons who hold the executive positions in accounting or finance with manager level up or equivalent and the Companys auditors regarding to the duty to report the holdings and report the changes of holdings in securities and derivatives of themselves, their spouses or minor children including juristic persons (that directors, executives, spouses or minor children of such directors and such executives collectively holding shares more than 30 percent of the total number of voting rights and the combined shareholdings of the largest proportion in such juristic persons) to the SEC as stipulated in the securities and exchange law.

Details of the oversight of the compliance with the policy on protection of inside information can be found in 8.1.4 Monitoring of compliance with corporate governance policy and guidelines.

Reference link for Prevention of Misuse of Inside Information : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-protection-of-inside-information-policy-en.pdf>

### **Compliance with laws, regulations, and rules**

The Company places great importance on respecting and complying with laws, rules, and regulations related to business operations. The Companys personnel shall study, understand, respect, and strictly adhere to the laws, rules, orders, and regulations of the Company, as well as respecting local customs, traditions, and culture. In addition, the

Company's personnel shall report complaints and whistleblowing when witnessing violations or non-compliance with the laws.

Reference link for Compliance with laws, regulations, and rules : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-company-code-of-conduct-en.pdf>

Page number of the reference link : 6-7

### **Human rights**

The Company places great importance on human rights and is committed to conducting its business with respect for, and in support of, the human rights of stakeholders throughout the business value chain, in alignment with international standards such as the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labor Organizations (ILO) Declaration on Fundamental Principles and Rights at Work, as well as applicable laws and regulations. To this end, the Company established a Human Rights Policy as a standard framework for managing human rights matters. This is to ensure that the Company operates responsibly and transparently, avoids any human rights violations, and, where necessary, provides appropriate remediation and manages potential impacts should any violations occur. The policy terms and guidelines are as follows:

- (a) The Company recognizes and respects human rights by treating all stakeholders equally and fairly, without discrimination, and is committed to fostering a corporate culture grounded in respect for human rights.
- (b) The Company complies with all applicable human rights laws, both in Thailand and in other countries where the Company and its business representatives operate on its behalf.
- (c) The Company exercises the utmost care in overseeing its business operations to prevent the risk of human rights violations. It is firmly committed to not engaging in or tolerating any acts or omissions that would constitute a violation of human rights. This includes, in particular, the protection of labor rights, such as the illegal immigrant employment, child labor, human trafficking, and forced labor.
- (d) The Company supports and encourages all parties involved in its business operations, both directly and indirectly, to conduct their business activities in compliance with applicable laws and with respect for human rights.
- (e) The Company manages human rights issues through a comprehensive Human Rights Due Diligence process, in line with the UNGPs, on an ongoing basis.
- (f) The Company provides safe and secure channels for reporting observed or suspected human rights violations related to the Company, with protective measures for whistleblower and confidentiality maintained in accordance with the Company's Whistleblowing and Complaint Policy.
- (g) The Company imposes disciplinary actions against its personnel who commit or are complicit in human rights violations. Appropriate remedial measures are provided to affected parties in cases where human rights violations arise in connection with the Company's business operations.

Reference link for Human rights : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-human-rights-policy-en.pdf>

### **Promotion of compliance with the business code of conduct**

Promotion for the board of directors, executives, and : Yes

employees to comply with the business code of  
conduct

The Company by company secretary department communicated the Board of Directors Code of Conduct, which covers policies on prevention of insider information misuse and conflict of interest, to the Board of Directors.

The Company by legal and compliance department monitored and oversaw compliance with laws and the Companys policies, including the Code of Conduct and Business Ethics, by the executives and employees of the Companys group in 2025. The executives and employees were provided with self-assessment questionnaires to communicate and raise awareness of their responsibilities in complying with laws and the Companys policies. In this process, as of 16 January 2026, 1,405 executives and employees of the Companys group, representing 97.5 percent of all 1,441 employees, participated in the assessment, and most of those who participated assessed themselves as being in full compliance with laws and the Companys policies, including the Code of Conduct and Business Ethics.

### Participation in anti-corruption networks

Participation or declaration of intent to join anti-  
corruption networks : Yes

Anti-corruption networks or projects the company  
has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption  
(CAC)  
CAC membership certification status : Certified  
Certification document of CAC membership status : image  
(1).jpg

### Information on material changes and developments in policy and corporate governance system over the past year

#### Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors charter

In the past year, did the company review the  
corporate governance policy and guidelines, or  
board of directors charter : Yes

Material changes and developments in policy and  
guidelines over the past year : Yes

The Board of Directors regularly reviews the Companys policies, as well as the charters of the Board of Directors and the sub-committees on an annual basis. In 2025, the key focus of reviewing, amending, and adding the Companys policies was to ensure alignment with the ESG assessment criteria of the FTSE Russell ESG Scores, which will take effect in 2026. Accordingly, the Human Rights Policy and the Human Resources Management Policy were separately prepared to clearly define relevant standards and practices. With respect to the charters of the Board of Directors and the sub-committees, the Board of Directors reviewed and amended them in accordance with the recommendations provided by each sub-committee to ensure they remain up to date. In addition, to enhance efficiency and effectiveness in corporate governance, the Board of Directors approved the annual budget together with the determination of the

Company groups strategies and directions to achieve its targets, taking into consideration the industry trends and challenges that it may face.

### **Implementation of the CG Code for listed companies**

Implementation of the CG Code as prescribed by the : Mostly used in practice  
SEC

The Company prioritizes compliance with good corporate governance principles for listed companies, following the guidelines of the SET and the SEC. In 2025, the Board of Directors reviewed the implementation of the CG Code to better suit the business context of the Company. While most of the principles have been implemented, there are some areas where the Companys approach differed from those outlined in the CG Code.

The Chairman of the Board of Directors should ideally be an independent director.

Even though the Chairman of the Board of Directors is not an independent director, the Company has set in place an adequate and appropriate internal control system and a check and balance mechanism that is transparent and verifiable. In addition, the Chairman of the Audit Committee, as an independent director, is assigned to jointly consider the agenda items for the Board of Directors meeting, ensuring that the Board of Directors can use their discretion independently in decision-making.

The Board of Directors should appoint the Nomination Committee and the Remuneration Committee, with the chairman and majority of members being independent directors.

At present, the Nomination and Remuneration Committee consisted of 1 independent director serving as the chairman and 2 non-executive directors as committee members. This composition is deemed appropriate. Although majority of members are not independent directors, each member exercises independence in carrying out their duties responsibly, as assigned by the Board of Directors. Furthermore, they have the ability to approve or oppose decisions without interference from management or any other parties, which is concretely reflected in the committees performance.

### **Other corporate governance performance and outcomes**

The Company held the 2025 Annual General Meeting of Shareholders via electronic means on 22 April 2025 in compliance with laws, the Companys policies, and good corporate principles. This included (i) treating all shareholders equally and fairly, (ii) encouraging shareholders to propose agenda items or nominate candidates to serve as directors of the Company in advance of the shareholders meeting under clear criteria, methods, and conditions, (iii) providing opportunities for shareholders to submit questions in advance of the shareholders meeting, (iv) ensuring that invitation to the shareholders meeting specifies the date, time, and meeting venue, along with accurate and adequate information regarding agenda item, objectives, reasons, and the Board of Directors' opinions on each item for the shareholders to exercise their rights, (v) preparing invitation to shareholders meeting in both Thai and English and disseminating them through the Company's website at least 30 days prior to the shareholders meeting, (vi) delivering invitation to shareholders meeting to shareholders no less than 14 days before the shareholders meeting to allow shareholders to thoroughly review the information, (vii) conducting shareholders meeting in an orderly, transparent, and efficient manner, (viii) enabling shareholders to exercise their rights, (ix) disclosing the resolutions passed at the shareholders meeting, along with the voting results, on the SETs website and the Company's website within the next business day, and (x) submitting a copy of the minutes of the shareholders meeting to the SET within 14 days following the meeting date.

<b>2025 Annual General Meeting of Shareholders</b>	
Meeting date and time	22 April 2025 at 1.30 p.m. (within 4 months from the fiscal year-end of the Company and not consecutive holidays or public holidays)
Via	Electronic means
Period to propose agenda items and/or nominate candidates to be elected as directors	1 December 2024 - 31 December 2024 (no shareholder proposed matter to include as agenda item and nominated any candidates for election as directors)
Date of publication of the invitation on the Company's website	21 March 2025 (30 days prior to the meeting)
Date of dispatch of the invitation to the shareholders	28 March 2025 (at least 21 days prior to the meeting)
Date of announcement in the newspaper	9 - 11 April 2025 (3 consecutive days and at least 3 days prior to the meeting)
Period to submit meeting attendance request	10 - 22 April 2025 (7 days prior to the meeting)
Commencement of registration	11.30 a.m. (2 hours before the meeting time)
Number of directors attending the meeting	8 out of 9 directors (88.89 percent of total number of directors)
Number of shareholders attending the meeting in person and by proxy at the meeting opening	48 shareholders collectively holding 520,378,441 shares (74.3375 percent of total issued shares)
Witness to the vote count	Ms. Keawalin Yooyen Audit Manager, EY Office Limited
Date of reporting the summary of the meeting's resolutions through the SET website	22 April 2025 (on the date of the 2025 Annual General Meeting of Shareholders)
Date of publication of the minutes of meeting	6 May 2025 (within 14 days from the meeting date)

As regards the development of the Company's business operations in consistent with the good corporate governance, the Company's achievements in 2025 are highlighted as follows:

- (1) a full score of 100 from the 2025 Annual General Meeting Assessment (AGM Checklist) by Thai Investors Association.
- (2) an excellent 5-star rating in the Corporate Governance Report of Thai Listed Companies from the Thai Institute of Directors for two consecutive years.
- (3) a certified member of the Thai Private Sector Collective Action Against Corruption, demonstrating the Company's commitment to conducting business in transparent and verifiable manner.

Corporate Governance Structure

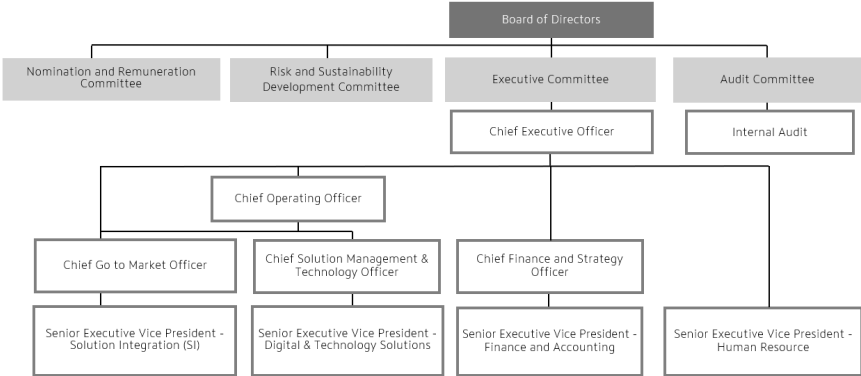
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	9		9		9	
	7	2	7	2	7	2
Executive directors	1		1		1	
	1	0	1	0	1	0
Non-executive directors	8		8		8	
	6	2	6	2	6	2
Independent directors	3		3		3	
	3	0	3	0	3	0
Non-executive directors who have no position in independent directors	5		5		5	
	3	2	3	2	3	2

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	77.78	22.22	77.78	22.22	77.78	22.22
Executive directors	11.11		11.11		11.11	
	11.11	0.00	11.11	0.00	11.11	0.00
Non-executive directors	88.89		88.89		88.89	
	66.67	22.22	66.67	22.22	66.67	22.22
Independent directors	33.33		33.33		33.33	
	33.33	0.00	33.33	0.00	33.33	0.00
Non-executive directors who have no position in independent directors	55.56		55.56		55.56	
	33.33	22.22	33.33	22.22	33.33	22.22

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	62		63		64	
	60	66	61	67	62	68

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mrs. Supavadee Phantumvanit  Gender: Female  Age : 75 years  Highest level of education : Master's degree  Study field of the highest level of education : Computer Science  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 29,580,664 Shares (4.225680 %)</li> </ul>	<p>Chairman of the board of directors  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	30 Jan 1989	<p>Finance, Corporate Management, Risk Management, Information &amp; Communication Technology, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. Nart Liuchareon  Gender: Male  Age : 66 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 67,211,288 Shares (9.601319 %)</li> </ul>	<p>Vice-chairman of the board of directors (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>30 Jan 1989</p>	<p>Finance, Risk Management, Information &amp; Communication Technology, Governance/ Compliance, Business Administration</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. Chin Hu Lim  Gender: Male  Age : 67 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Science  Thai nationality : No  Residence in Thailand : No  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 13,775,000 Shares (1.967797 %)</li> </ul>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>15 Apr 2001</p>	<p>Information &amp; Communication  Technology, Finance, Risk Management, Corporate Management,  Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. Prapas Uahwatanasakul  Gender: Male  Age : 60 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 34,302,896 Shares (4.900264 %)</li> </ul>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	2 Apr 2021	Marketing, Finance, Corporate Management, Risk Management, Information & Communication Technology

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Dr. Chaiyuth Chunnahacha  Gender: Male  Age : 49 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 400,000 Shares (0.057141 %)</li> </ul>	<p>Director  (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	2 Apr 2021	<p>Economics, Risk Management, Information &amp; Communication Technology, Governance/ Compliance, Business Administration</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. Warapong Nandabhiwat  Gender: Male  Age : 68 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 320,000 Shares (0.045713 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	8 Oct 2021	Marketing, Finance, Risk Management, Corporate Management, Accounting

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. Kampol Tatiyakavee  Gender: Male  Age : 66 years  Highest level of education : Master's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 900,000 Shares (0.128567 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	8 Oct 2021	Economics, Marketing, Risk Management, Accounting, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. Vibul Tuangsitthisombat  Gender: Male  Age : 60 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 500,000 Shares (0.071426 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	8 Oct 2021	Economics, Marketing, Finance, Accounting, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Ms. Porama Chansue  Gender: Female  Age : 61 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Interior Architecture  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 54,455,540 Shares (7.779125 %)</li> </ul>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	8 Oct 2021	Economics, Marketing, Risk Management, Corporate Management

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of board of directors who resigned / vacated their position during the year

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mrs. Supavadee Phantumvanit	Chairman of the board of directors		✓		✓	✓
2. Mr. Nart Liuchareon	Vice-chairman of the board of directors		✓		✓	✓
3. Mr. Chin Hu Lim	Director		✓		✓	
4. Mr. Prapas Uahwatanasakul	Director		✓		✓	✓
5. Dr. Chaiyuth Chunnahacha	Director	✓				✓
6. Mr. Warapong Nandabhiwat	Director		✓	✓		
7. Mr. Kampol Tatiyakavee	Director		✓	✓		
8. Mr. Vibul Tuangsitthisombat	Director		✓	✓		
9. Ms. Porama Chansue	Director		✓		✓	✓
<b>Total (persons)</b>		<b>1</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>5</b>

#### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)

Skills and expertise	Number (persons)	Percent (%)
1. Economics	4	44.44
2. Information & Communication Technology	5	55.56
3. Marketing	5	55.56
4. Accounting	3	33.33
5. Finance	6	66.67
6. Corporate Management	5	55.56
7. Risk Management	8	88.89
8. Governance/ Compliance	5	55.56
9. Business Administration	3	33.33

#### Information about the other directors <sup>(\*)(\*\*)</sup>

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	No	No
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	Yes

Additional explanation :

(\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

#### The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the : Have

board of directors and the Management

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors meeting

The Company requires that the Chairman of the Board of Directors shall not be the same person as the Chief Executive Officer as their roles and responsibilities are distinct. The Board of Directors clearly and systematically defines the duties of the Board of Directors, the Chairman of the Board of Directors, and the Chief Executive Officer, including approval authorities, to ensure a proper separation of authorities and to prevent any individual from holding excessive power. This aligns with good corporate governance principles. If the Chairman of the Board of Directors is not an independent director, the Chairman of the Audit Committee, as an independent director, shall be assigned to participate in setting the meeting agenda with the Chairman of the Board of Directors.

#### Key duties and responsibilities of the Chairman of the Board of Directors

- 1) To oversee the Board of Directors in performing its duties effectively and in alignment with the objectives and goals.
- 2) To ensure that all directors form parts in promoting corporate culture with ethics and good corporate governance.
- 3) To set agenda items for the Board of Directors meeting by having joint discussion with the Chief Executive Officer and the Chairman of the Audit Committee.
- 4) To allocate sufficient time for management to present matters and for the directors to thoroughly discuss key issues.
- 5) To strengthen constructive relationships among directors, as well as between directors and management.

#### Key duties and responsibilities of the Chief Executive Officer

- 1) To manage and oversee the Companys operations to align with the vision, mission, objectives, operational plans, and budgets approved by the Board of Directors. This includes monitoring and evaluating the Companys performance to ensure compliance with articles of association, policies, rules, regulations, and resolutions of the Board of Directors meeting and/or shareholders meeting.
- 2) To formulate strategic plans, business plans, operational plans, financial goals, and budgets of the Company and its subsidiaries, and to present the same to the Board of Directors, as well as implementing actions to achieve the objectives and goals approved by the Board of Directors.
- 3) To explore new business and investment opportunities related to the Companys core business.
- 4) To delegate management authority for efficient and effective implementation of policies, plans, and budgets approved by the Board of Directors based on principles of internal controls and risk management.
- 5) To supervise the Companys and its subsidiaries overall operations to achieve the defined business goals.
- 6) To consider and approve the day-to-day business operations of the Company in accordance with the delegation of authority approved by the Board of Directors, including entering into contracts related to such.
- 7) To approve the recruitment and employment, the determination of compensation, and the appointment and transfer of employees, as well as defining the duties and responsibilities of each department and position, for employees at the level of Executive Vice President (EVP) and below.
- 8) To issue orders, rules, announcements, and memorandums to ensure that the operations of the Company are in accordance with the policies and for the interest of the Company.
- 9) To appoint consultants or working groups for the benefit and efficiency of good management and transparency.
- 10) To lead and act as a role model according to the Companys code of conduct and business ethics, as well as promoting governance, management on a basis of sustainability and responsibility to society, and adhering to good corporate governance principles.

#### **Information on the roles and duties of the board of directors**

The Board of Directors Charter is prepared to address (i) the composition, qualifications, appointment, office term and vacating office of directors, (ii) roles and responsibilities of the Board of Directors, and (iii) rules of the Board of Directors' meeting. This Charter was lately reviewed on 13 January 2026.

#### Key duties and responsibilities of the Board of Directors

- 1) To perform duties, and responsibilities to manage and operate the Company in accordance with the laws, the Company's objectives, articles of association, and resolutions of the shareholders meeting, with honesty, integrity, and prudence, and to safeguard the Company's interests.
- 2) To ensure the preparation of the balance sheet and profit and loss statement of the Company and to present the same to the shareholders meeting for consideration and approval.
- 3) To determine vision, mission, objectives, goals, strategies, policies, business plans, management structure, approval authority as well as budget of the Company and to monitor and supervise the operations by the management in accordance with the determined policies, plans, budget plans with efficiency and effectiveness.
- 4) To consider, review, examine and approve the policies, directions, strategies and business operation plans of the Company proposed by the management.
- 5) To monitor operations, ensuring adherence to the plans and budgets continuously.
- 6) To ensure that the Company and its subsidiaries implements an appropriate and efficient accounting system, provide reliable financial reporting and account auditing, establish adequate and appropriate internal control and audit systems.
- 7) To consider and establish a risk management policy and to supervise that a risk management process with supporting measures and control methods to appropriately mitigate the impact on the Company's business is in place.
- 8) To consider and determine the organizational management structure, and to appoint as well as to determine roles and responsibilities of sub-committees and the Chief Executive Officers.
- 9) To establish written corporate governance related policies and to oversee their implementation in order to conduct business with ethics, as well as respect for the rights and responsibility to stakeholders.
- 10) To prepare the annual report and to take a responsibility for the preparation and disclosure of financial statements.
- 11) To oversee and supervise the management and various operations of the Company and its subsidiaries in accordance with the policies and applicable laws.
- 12) To supervise and manage conflicts of interest that may arise among the stakeholders of the Company and its subsidiaries, including preventing misuse of the Company's assets, information, and opportunities, and entering into transactions with those who are related to the Company.

Reference link for the board charter : <https://investor.g-able.com/storage/download/sustainability/charter/2026/20260114-gable-bod-charter-en.pdf>

#### **Important Approval Authority**

##### **Summary on Important Approval Authority**

The Company set the important approval authority for business operations which can be summarized as follows:

	Chief Executive Officer	Executive Committee	Board of Directors
<b>Annual investment budget</b>	Present	Review and endorse	Approve
<b>Annual expenditure budget</b>	Present	Review and endorse	Approve
<b>Annual profit and loss budget</b>	Present	Review and endorse	Approve
<b>Investment / joint venture</b>	Present	Approve only transactions with a value not exceeding THB 50 million, provided that they do not result in the invested entity / joint venture having or ceasing its status as a subsidiary of the Company	Approve
<b>Operating and capital expenditures</b>	Under the approved budget	Not included in the approved budget and not over 15 percent of the Company's approved budget	Not included in the approved budget and over 15 percent of the Company's approved budget
<b>Bidding submission or project presentation to customers</b>			
- Project value with over 3 percent gross profit	≤ THB 300 million	≤ THB 1,000 million	> THB 1,000 million
- Project value with below 3 percent gross profit	≤ THB 5 million	≤ THB 1,000 million	> THB 1,000 million

## Information on subcommittees

### Information on subcommittees

### Information on roles of subcommittees

## Roles of subcommittees

### Audit Committee

#### Role

- Audit of financial statements and internal controls

#### Scope of authorities, role, and duties

- 1) To review that the Company and its subsidiaries have accurate and adequate financial reporting.
- 2) To review that the Company and its subsidiaries have appropriate and efficient internal control and internal audit systems, and to consider the independence of the internal audit unit as well as granting approval for the appointment, transfer, and dismissal of the head of the internal audit unit or any other unit responsible for internal audit.
- 3) To review the Company's compliance with the securities and exchange law, the SETs regulations, and the laws relating to the business of the Company and its subsidiaries.
- 4) To review and ensure that the Company has effective processes for combating corruption in accordance with the guidelines of various regulatory bodies.
- 5) To consider, select, and propose for the appointment of an independent person to act as the Company's auditor

and propose the remuneration of such person, including attending a meeting with the auditor without management at least once a year.

6) To consider connected transactions or transactions that may have conflicts of interest in accordance with the laws and regulations of the SET.

7) To prepare an Audit Committees report to be disclosed in the Company's annual report, which must be signed by the Chairman of the Audit Committee and must contain at least the following information:

(a) an opinion on the accuracy, completeness, and reliability of the Company's financial reports;

(b) an opinion on the adequacy of the Company's internal control system;

(c) an opinion on compliance with securities and exchange law, the SETs regulations or the laws relating to the Company's business;

(d) an opinion on the suitability of the auditor;

(e) an opinion on transactions that may have conflicts of interest;

(f) number of the Audit Committees meetings and attendance of each member;

(g) overall opinions or observations received by the Audit Committee in the performance of duties under the Charter;

(h) other items that shareholders and general investors should be aware of.

8) To seek recommendation from an independent advisor or a professional advisor with the Company bearing all associated costs when the Audit Committee considering appropriate and necessary in performing the duties.

9) To conduct the evaluation of the performance of the Audit Committee on an annual basis, both in the form of group and individual.

10) To review the Charter of the Audit Committee at least once a year.

11) To perform any other tasks as assigned by the Board of Directors with the approval of the Audit Committee.

### **Reference link for the charter**

<https://investor.g-able.com/storage/download/sustainability/charter/2026/20260114-gable-ac-charter-en.pdf>

## **Executive Committee**

### **Role**

- Others
- Overseeing the managerial control of the operations to ensure the full alignment with the direction, policies, and business strategies
- Screening the managements proposals before further presenting them to the Board of Directors for consideration and approval

### **Scope of authorities, role, and duties**

1) To perform duties within the scope of the law, objectives and Articles of Association, as well as resolutions of the Board of Directors and resolutions of the shareholders' meeting with duty of loyalty, duty of care, accountability, and ethic, taking into account the interests of all shareholders equally.

2) To manage the Companys business to achieve the objectives, vision, mission, strategy and policies of the Board of Directors and in accordance with the laws, rules and regulations of the Company and relevant regulatory agencies.

3) To consider and screen the managements proposals, and present goals, policies and business plans, including the Companys annual budget to the Board of Directors for approval.

4) To control, supervise and monitor the Companys performance in accordance with the policies, goals, business plans, business strategies and determined budgets, including management authority approved by the Board of Directors with efficiency and well-being of the business.

- 5) To consider and approve the Company's normal business operations and transactions within the financial limits for each item following the delegation of authority outlined and approved by the Board of Directors.
- 6) To present an organizational structure suitable for the Company's operations to the Board of Directors for approval.
- 7) To appoint sub-committees as appropriate and determine the authority and duties for each appointed sub-committee.
- 8) To engage an independent advisor to provide recommendations or suggestions as necessary.
- 9) To report the significant operational results and important issues to the Board of Directors for acknowledgement.
- 10) To conduct the evaluation of the performance of the Executive Committee on an annual basis, both in the forms of group and individual.
- 11) To review the Charter of the Executive Committee at least once a year.
- 12) To perform any other acts as assigned by the Board of Directors.

### Reference link for the charter

<https://investor.g-able.com/storage/download/sustainability/charter/2026/20260114-gable-excom-charter-en.pdf>

## Nomination and Remuneration Committee

### Role

- Director and executive nomination
- Remuneration

### Scope of authorities, role, and duties

Nomination area

- 1) To determine criteria and methods for nomination of directors, the Chief Executive Officer and the C-level executives.
- 2) To consider the structure, size, and composition of the Board of Directors and sub-committees to be suitable for the Company's strategies and in line with the changing circumstances.
- 3) To determine the qualifications of candidates to be appointed as directors by considering the diversity of knowledge, expertise, skills, and experience that shall benefit the Company's business operations and time devoted to the Company.
- 4) To support the Company to allow the minority shareholders to nominate suitable candidates for nomination as directors.
- 5) To consider the nomination and selection of a person with suitable qualifications to serve as director and/or member of the sub-committees as deemed appropriate or upon vacancy, and to propose the same to the Board of Directors for consideration and appointment.
- 6) In case of the Company's senior executives:
  - To consider the qualifications and suitability of a person for selection as the Chief Executive Officer, including reviewing his/her key performance indicators, performance results, job promotion, dismissal, or transfer, and to propose the same to the Board of Directors for consideration, appointment and approval (as the case may be).
  - To consider the qualifications and suitability of a person proposed by the Chief Executive Officer for appointment as the C-level executive, including reviewing and approving his/her key performance indicators, performance results, and job promotion, dismissal, or transfer, as presented by the Chief Executive Officer.
- 7) To consider and review the succession plan, including a list of qualified candidates for consideration in the succession process, for the Chief Executive Officer, the C-level executives, or other key executives to the Company as determined by the Nomination and Remuneration Committee.
- 8) To consider evaluation criteria and to conduct the evaluation of the performance of the Board of Directors and sub-committees on an annual basis to report to the Board of Directors.

9) To seek recommendation from an independent advisor with the Company bearing all associated costs when the Nomination and Remuneration Committee considering appropriate and necessary in performing the nomination-related duties.

10) To perform any other tasks related to nomination as assigned by the Board of Directors.

#### Remuneration area

##### Remuneration for the Board of Directors and sub-committees

1) To propose remuneration criteria suitable for the duties and responsibilities of the directors and sub-committee members, by linking remuneration to performance evaluations, business plans and the Company's overall performance, and comparing with other listed companies in the same industry with similar market capitalization, to attract and retain knowledgeable, capable, and potential directors. The Board of Directors shall consider and endorse the matter before proposing it to the annual general meeting of shareholders for consideration and approval.

2) To give an opinion to the Board of Directors regarding the structure and composition of remuneration for the Board of Directors and sub-committees on an annual basis.

3) To determine remuneration for directors and sub-committees by taking the performance evaluation results into consideration.

4) To seek recommendation from an independent advisor with the Company bearing all associated costs when the Nomination and Remuneration Committee considering appropriate and necessary in performing the determination of remuneration for the Board of Directors and sub-committees-related duties.

##### Remuneration for the senior executives

1) To consider the remuneration structure and composition for the Chief Executive Officer and the C-level executives as deemed appropriate.

2) To consider the remuneration of the Company's senior executives

- To determine remuneration for the Chief Executive Officer, taking into consideration the performance evaluation results, and to propose the same to the Board of Directors for consideration and approval.

- To approve remuneration for the C-level executives as scrutinized and presented by the Chief Executive Officer, taking into consideration their performance evaluation results.

3) To seek recommendation from an independent advisor with the Company bearing all associated costs when the Nomination and Remuneration Committee considering appropriate and necessary in performing the determination of remuneration for the Chief Executive Officer and the C-level executives-related duties.

#### **Reference link for the charter**

<https://investor.g-able.com/storage/download/sustainability/charter/2026/20260114-gable-nsrc-charter-en.pdf>

### **Risk and Sustainability Development Committee**

#### **Role**

- Risk management
- Corporate governance
- Sustainability development

#### **Scope of authorities, role, and duties**

##### Risk management area

1) To consider and review the enterprise risk management policy, and to propose the same to the Board of Directors for consideration and approval.

2) To review and approve the risk management structure and the level of risk appetite to ensure alignment with

the enterprise risk management policy, business strategies and business goals as approved by the Board of Directors.

- 3) To consider, acknowledge and provide recommendations on the results of risk assessment and management on a quarterly basis.
- 4) To promote enterprise risk management awareness within the organization.
- 5) To communicate with the Internal Audit Department about key risks for considering the adequacy of the Company's internal control system.
- 6) To report the results of risk assessments and performance to the Board of Directors at least once a year and as soon as possible in cases where there are important events that materially impact the Company's financial position and operating results.
- 7) To seek for recommendation from an independent advisor with the Company bearing all associated costs when the Risk and Sustainability Development Committee considering appropriate and necessary in performing the risk management-related duties.
- 8) To perform any other tasks related to risk management as assigned by the Board of Directors.

#### Sustainability development area

- 1) To consider and review sustainability development policy, covering environmental, social, and governance (ESG) issues, and to propose the same to the Board of Directors for consideration and approval.
- 2) To consider and approve the organizational sustainability development goals, including the operational guidelines to achieve these approved goals, with a review at least once a year.
- 3) To consider, acknowledge, oversee, and monitor the performance of sustainability development activities to ensure that the goals are achieved, and the performances are in line with the operational guidelines, as well as to provide recommendations on sustainability development according to the practices of the Stock Exchange of Thailand and the Securities and Exchange Commission
- 4) To seek recommendation from an independent advisor with the Company bearing all associated costs when the Risk and Sustainability Development Committee considering appropriate and necessary in performing the sustainability development-related duties.
- 5) To perform any other tasks related to sustainability development as assigned by the Board of Directors.

#### Reference link for the charter

<https://investor.g-able.com/storage/download/sustainability/charter/2026/20260114-gable-rmc-charter-en.pdf>

#### Information on each subcommittee

##### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. Warapong Nandabhiwat  Gender: Male  Age : 68 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Expertise in accounting information review : No</p>	<p>Chairman of the audit committee  (Non-executive directors, Independent director)    Director type : Existing director</p>	8 Oct 2021	Marketing, Finance, Risk Management, Corporate Management, Accounting
<p>2. Mr. Kampol Tatiyakavee  Gender: Male  Age : 66 years  Highest level of education : Master's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Expertise in accounting information review : No</p>	<p>Member of the audit committee  (Non-executive directors, Independent director)    Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	8 Oct 2021	Economics, Marketing, Risk Management, Accounting, Governance/ Compliance
<p>3. Mr. Vibul Tuangsitthisombat<sup>(*)</sup>  Gender: Male  Age : 60 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Expertise in accounting information review : Yes</p>	<p>Member of the audit committee  (Non-executive directors, Independent director)    Director type : Existing director</p>	8 Oct 2021	Economics, Marketing, Finance, Accounting, Business Administration

Additional explanation :

List of audit committee members who resigned / vacated their position during the year

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. Nart Liuchareon                      Gender: Male                      Age : 66 years                      Highest level of education : Master's degree                      Study field of the highest level of education : Business Administration                      Thai nationality : Yes                      Residence in Thailand : Yes</p>	<p>The chairman of the executive committee</p>	<p>18 Aug 2022</p>
<p>2. Dr. Chaiyuth Chunnahacha                      Gender: Male                      Age : 49 years                      Highest level of education : Doctoral degree                      Study field of the highest level of education : Business Administration                      Thai nationality : Yes                      Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>18 Aug 2022</p>
<p>3. Mr. U-Krit Wongsarawit                      Gender: Male                      Age : 57 years                      Highest level of education : Bachelor's degree                      Study field of the highest level of education : Engineering                      Thai nationality : Yes                      Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>18 Aug 2022</p>

List of committee members	Position	Appointment date of executive committee member
<p>4. Mrs. Nuannit Hongprapawong  Gender: Female  Age : 57 years  Highest level of education : Master's degree  Study field of the highest level of education : Management  Thai nationality : Yes  Residence in Thailand : Yes</p>	Member of the executive committee	18 Aug 2022
<p>5. Mrs. Kitayanee Asavanich  Gender: Female  Age : 54 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes</p>	Member of the executive committee	18 Aug 2022
<p>6. Ms. Raveeratana Satchavarodom  Gender: Female  Age : 45 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes</p>	Member of the executive committee	16 May 2023
<p>7. Mrs. Thitikarn Krisanaviparkporn  Gender: Female  Age : 48 years  Highest level of education : Master's degree  Study field of the highest level of education : Applied Management  Thai nationality : Yes  Residence in Thailand : Yes</p>	Member of the executive committee	14 Jan 2025

List of executive committee members who resigned / vacated their position during the year

#### Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. Vibul Tuangsitthisombat	The chairman of the subcommittee (Independent director)
	Mr. Nart Liuchareon	Member of the subcommittee
	Mr. Chin Hu Lim	Member of the subcommittee
Risk and Sustainability Development Committee	Mr. Nart Liuchareon	Member of the subcommittee
	Dr. Chaiyuth Chunnahacha	Member of the subcommittee
	Mr. U-Krit Wongsarawit	Member of the subcommittee
	Mr. Kampol Tatiyakavee	The chairman of the subcommittee (Independent director)

List of subcommittees who resigned / vacated their position during the year

#### Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
1. Mrs. Kitayanee Asavanich Gender: Female Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Executive Vice President, Finance and Accounting	1 Nov 2020	Banking, Accounting, Finance, Procurement, Data Analysis

List of executives	Position	First appointment date	Skills and expertise
<p>2. Dr. Chaiyuth Chunnahacha  Gender: Male  Age : 49 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Chief Executive Officer  (The highest-ranking executive)</p>	<p>2 Apr 2021</p>	<p>Economics, Risk Management, Information &amp; Communication Technology, Governance/ Compliance, Business Administration</p>
<p>3. Mrs. Nuannit Hongprapawong  Gender: Female  Age : 57 years  Highest level of education : Master's degree  Study field of the highest level of education : Management  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Chief Go to Market Officer</p>	<p>1 May 2021</p>	<p>Marketing, IT Management, Data Management, Data Analysis, Risk Management</p>

List of executives	Position	First appointment date	Skills and expertise
<p>4. Mrs. Kamonthip Subpasri  Gender: Female  Age : 58 years  Highest level of education : Master's degree  Study field of the highest level of education : Information technology management  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Senior Executive Vice President, Digital &amp; Technology Solutions</p>	<p>1 May 2021</p>	<p>IT Management, Project Management</p>
<p>5. Mrs. Pimnara Athichotanan<sup>(**)</sup>  Gender: Female  Age : 50 years  Highest level of education : Master's degree  Study field of the highest level of education : Accounting  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : Yes</p>	<p>Senior Vice President, Accounting</p>	<p>16 Jun 2021</p>	<p>Business Administration, Accounting, Finance</p>

List of executives	Position	First appointment date	Skills and expertise
<p>6. Mrs. Thitikarn Krisanaviparkporn Gender: Female Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Applied Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Senior Executive Vice President, Human Resource</p>	<p>1 Aug 2022</p>	<p>Business Administration, Economics, Human Resource Management</p>
<p>7. Mr. U-Krit Wongsarawit Gender: Male Age : 57 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Chief Operating Officer and Chief Solution Management &amp; Technology Officer</p>	<p>16 May 2023</p>	<p>IT Management, Data Management, Data Analysis, Risk Management</p>

List of executives	Position	First appointment date	Skills and expertise
8. Ms. Raveeratana Satchavarodom <sup>(*)</sup> Gender: Female Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Chief Finance and Strategy Officer	16 May 2023	Business Administration, Economics, Finance, Marketing, Risk Management
9. Ms. Wanna Saringkarnboriboon Gender: Female Age : 57 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Executive Vice President, Solution Integration (SI)	1 Apr 2024	Marketing, IT Management, Project Management

*Additional Explanation :*

*(\*) Highest responsibility in corporate accounting and finance*

*(\*\*) Accounting supervisor*

*(\*\*\*) Appointed after the fiscal year end of the reporting year*

#### **Organization structure diagram of the highest-ranking executive and the next four executives**

#### **Organization structure diagram of the highest-ranking executive and the next four executives from the top executive**

#### **Remuneration policy for executive directors and executives**

To retain qualified executives and motivate them to deliver high-quality performance, the Company had determined an executive remuneration policy that ensures compensation levels are appropriate and consistent with the Company's

performance, as well as benchmarking against industry standards and taking into account the corporate strategies, goals, industry compensation surveys, duties and responsibilities, individual performance linked to the corporate KPIs, and economic conditions. Executive remuneration is classified into monetary remuneration and non-monetary remuneration.

The Company has a clear process for determining the Chief Executive Officers remuneration. The Nomination and Remuneration Committee is responsible for reviewing and determining the amount and type of remuneration, both short-term and long-term, for the Chief Executive Officer through annual performance assessment based on mutually agreed criteria with clear indicators, before proposing it to the Board of Directors for approval. These indicators cover financial performance, such as revenue and net profit, as well as non-financial performance, including corporate sustainability development factors such as employee engagement scores, talent retention, and success of succession plan for key positions. With respect to the process for determining the remuneration of the C-level executives, the Chief Executive Officer evaluates their performance alongside the Company's overall performance and presents the assessment to the Nomination and Remuneration Committee for review and approval.

Structure of executive remuneration is divided into short-term incentive and long-term incentive. Short-term incentive includes salary and bonus which are determined based on individual performance and the Company's performance, and benefits, including provident fund, health insurance, and other welfares for accommodating the Companys personnel and promoting their wealth in accordance with the Companys policy, regardless of individual performance. Long-term incentive, such as Employee Stock Option Program (ESOP), is implemented as part of the Company's policy to motivate long-term accomplishments and to foster sustainable growth in alignment with business plan.

Does the board of directors or the remuneration committee have an opinion on the remuneration policy for executive directors and executives : Doesnt Have

## Remuneration of executive directors and executives

### Monetary remuneration of executive directors and executives

	2023	2024	2025
<b>Total remuneration of executive directors and executives (baht)</b>	72,573,493.00	68,508,636.00	68,522,132.29
Total remuneration of executives (baht)	72,573,493.00	68,508,636.00	68,522,132.29

This remuneration includes salaries, bonuses, and other benefits.

In 2023, the Company paid remuneration to 8 executives (including the remuneration of Ms. Raveeratana Satchavarodom, who became the Chief Finance and Strategy Officer on 16 May 2023). In 2024 and 2025, the Company paid remuneration to 9 executives (including the remuneration of Ms. Wanna Saringkarnboriboon, who became the Senior Executive Vice President - System Integration (SI) on 1 April 2024).

Executives did not receive any additional remuneration for serving as the director of subsidiaries.

#### Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	1,816,512.00	2,208,828.30	2,342,052.00
Employee Stock Ownership Plan (ESOP)	Yes	Yes	Yes
Employee Joint Investment Program (EJIP)	No	No	No

The Company has allocated the GABLE ESOP-W1 Warrants to the Company's executives as detailed below.

Name	Position	GABLE ESOP-W1 Warrants		
		Allocated amount	Percent of warrants issued and offered	Number of unexercised warrants <sup>1</sup>
Dr. Chaoyuth Chunnahacha	Chief Executive Officer	350,000	4.67	350,000
Mr. U-Krit Wongsarawit	Chief Operating Officer and Chief Solution Management & Technology Officer	275,000	3.67	275,000
Mrs. Nuannit Hongprapawong	Chief Go to Market Officer	275,000	3.67	275,000
Ms. Raveeratana Satchavarodom <sup>2</sup>	Chief Finance and Strategy Officer	-	-	-
Mrs. Kitayanee Asavanich	Senior Executive Vice President - Finance and Accounting	200,000	2.67	200,000
Mrs. Thitikarn Krisanaviparkporn	Senior Executive Vice President - Human Resource	150,000	2.00	150,000
Mrs. Kamonthip Subpasri	Senior Executive Vice President - Digital & Technology Solutions	200,000	2.67	200,000
Ms. Wanna Saringkarnboriboon	Senior Executive Vice President - System Integration (SI)	180,000	2.40	180,000
Mrs. Pimnara Athichotanan	Senior Vice President - Accounting	120,000	1.60	120,000

<sup>1</sup> As of 31 December 2025

<sup>2</sup> Ms. Raveeratana Satchavarodom was not allocated to the GABLE ESOP-W1 Warrants because she became the Chief Finance and Strategy Officer on 16 May 2023 after the issuance and allocation of the GABLE ESOP-W1 Warrants.

In addition, the Company has provided benefits, i.e., cars for the convenience of the Company's executives (the Chief Executive Officer position in particular) and fleet cards for their vehicles.

#### Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors and executives in the past year : 0.00

## Other significant information

Other significant information

## Assigned person

### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mrs. Pimnara Athichotanan	pimnara.a@g-able.com	-

### List of the company secretary

General information	Email	Telephone number
1. Ms. Tamtawan Srilaemthong	tamtawan.s@g-able.com	-

### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Kosol Yamleemul	kosol@u-advisor.com	-

### List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Orawan Wankheaw	orawan.wa@g-able.com	-

## Head of investor relations

Does the Company have an appointed head of : Have  
investor relations

### List of the head of investor relations

General information	Email	Telephone number
1. Mr. Komsan Atthaphonphithak	ir@g-able.com	-

## Company's auditor

### Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	2,800,000.00	-	1. Mr. VATCHARIN PASARAPONGUN Email: vatcharin. pasarapongkul@th.ey.com License number: 6660  2. Ms. KESSIRIN PINPUVADOL Email: kessirin. pinpuvadol@th.ey.com License number: 7325  3. Mr. PORNANAN KITJANAWANCHAI Email: pornanan. kitjanawanchai@th.ey.com License number: 7792

**Details of the auditors of the subsidiaries**

Audit fee (Baht)	Other service fees		

Audit fee (Baht)	Other service fees		
2,107,500.00	<p>Types of non-audit service : Verification of the information in the Application for Corporate Income Tax Exemption for promoted entity under the Investment Promotion Certificate</p> <p>Details of non-audit service : Verification under agreed-upon procedures on the information in the the Application for Corporate Income Tax Exemption for promoted entity under the Investment Promotion Certificate No. 67-1238-2-00-5-0</p> <p>Amount paid during the fiscal year 0.00 baht  Amount to be paid in the future 50,000.00 baht  Total non-audit fee 50,000.00 baht</p>		

**Assigned personnel in case of a foreign company**

Does the company have any individual assigned to : No  
be representatives in Thailand

**List of designated individuals as representatives in Thailand**

## Performance Report on Corporate Governance

### Information about the summary of duty performance of the board of directors over the past year

#### Summary of duty performance of the board of directors over the past year

G-Able Public Company Limited (the **Company**) recognizes the importance of conducting business under good corporate governance to help promote sustainable growth and maintain credibility. Therefore, the Board of Directors established a good corporate governance policy based on guidelines and practices of the Corporate Governance Code for Listed Companies 2017 by the Securities and Exchange Commission (the "**SEC**"). In this policy, criteria for diversity of the Board of Directors, including skills, experience, gender, expertise beneficial to the Company, and requirements for selecting executives with leadership, vision, and responsibility, are outlined. The policy also defines management structures with controls and monitoring, power balances, and audits, for clear guidelines and practices to ensure fairness, integrity, and transparency. It emphasizes equal rights for shareholders and stakeholders, sufficient internal control and risk management to enhance the Company's competitiveness, instill confidence among shareholders, investors, and stakeholders, and ensure efficient and stable business operations that create sustainable value for the Company.

#### Selection, development and evaluation of duty performance of the board of directors

#### Information about the selection of the board of directors

#### List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. Nart Liuchareon	Vice-chairman of the board of directors	30 Jan 1989	Finance, Risk Management, Information & Communication Technology, Governance/ Compliance, Business Administration
Mr. Chin Hu Lim	Director	15 Apr 2001	Information & Communication Technology, Finance, Risk Management, Corporate Management, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
Mr. Kampol Tatiyakavee	Director	8 Oct 2021	Economics, Marketing, Risk Management, Accounting, Governance/ Compliance

#### List of newly appointed director to replace the ex-director

#### List of newly appointed director not being replaced the ex-director

#### Selection of independent directors

##### Criteria for selecting independent directors

The Board of Directors jointly assesses the qualifications of individuals to serve as independent directors. Independent directors must possess qualifications as required by public companies limited law, securities and exchange law, the Notification of the Capital Market Supervisory Board and the notifications of the Securities and Exchange Commission, as well as other relevant laws, regulations, and announcements. Additionally, the Board of Directors assigns the Nomination and Remuneration Committee to propose candidates with suitable qualifications, experience, and other relevant attributes for consideration and appointment as directors at the Board of Directors meetings and/or shareholders meetings, as the case may be.

The Company's policy requires the appointment of independent directors at least one-third of the total number of directors but not less than three directors. As of 31 December 2025, the Board of Directors comprised 3 independent directors out of 9 directors, which met the requirement of at least one-third of the total number of directors. The qualifications of independent directors of the Company can be summarized as follows:

1. Holding no more than 0.75 percent of the total shares entitling to votes of the Company, its parent company, subsidiary, associated company, major shareholder, or controlling person, including the shares held by related persons of any such independent director.
2. Neither being nor having been a director involving in the management, employee, staff, salaried consultant, or controlling person of the Company, its parent company, subsidiary, associated company, same-level subsidiary, major shareholder, or controlling person, unless foregoing status has ended for not less than two years. In this regard, these prohibited characteristics shall exclude the case where an independent director used to be a government officer or advisor of a governmental agency, which is a major shareholder or controlling person of the Company.
3. Not being a person related by blood or registration under the laws as father, mother, spouse, sibling and child (including the spouse of child) of the director, executive, major shareholder, controlling person, or person to be nominated as director, executive or controlling person of the Company or its subsidiary.
4. Neither having nor having had business relationship with the Company, its parent company, subsidiary, associated company, major shareholder, or controlling person, in a manner which may interfere with his/her independent

judgment; neither being nor having been a significant shareholder or controlling person of any person having business relationship with the Company, its parent company, subsidiary, associated company, major shareholder or controlling person, unless the foregoing relationship has ended for not less than two years.

5. Neither being nor having been an auditor of the Company, its parent company, subsidiary, associated company, major shareholder, or controlling person, and not being a significant shareholder, controlling person, or partner of an audit firm which employs auditors of the Company, its parent company, subsidiary, associated company, major shareholder or controlling person, unless the foregoing relationship has ended for not less than two years.

6. Neither being nor having been any professional advisor, including legal advisor, or financial advisor, who receives service fees exceeding THB 2 million per annum from the Company, its parent company, subsidiary, associated company, major shareholder or controlling person; and not being a significant shareholder, controlling person, or partner of such professional advisor, unless the foregoing relationship has ended for not less than two years.

7. Not being a director who is appointed as a representative of the Companys director, major shareholder, or any shareholder who is related to the Companys major shareholder.

8. Neither operating a business which has the same nature of business and competes with the business of the Company or its subsidiary nor being significant partner in partnership or director involving in the management, employee, staff, salaried consultant, or holding shares exceeding 1 percent of the total shares entitling to votes of the other companies operating the business with the same nature and in competition with the Company or its subsidiary.

9. Not possessing any characteristic which disables the expression of independent opinions with respect to the Companys business operations.

Furthermore, for the members of the Audit Committee, in addition to having complete qualifications as independent directors, they must also possess the following additional qualifications:

1. Not being a director appointed by the Board of Directors to make administrative decisions on the operations of the Company, its parent company, subsidiary, associated company, same-level subsidiary, major shareholder, or controlling person.

2. Not being a director of the parent company, subsidiary, or same-level subsidiary of listed companies only.

3. Having sufficient knowledge and experience to perform the duty as a member of the Audit Committee. There must be at least a member of the Audit Committee, who is sufficiently knowledgeable and experienced to review the reliability of financial statements.

4. Being able to allocate sufficient time to fulfill the duties of the Audit Committee.

### **Business or professional relationships of independent directors over the past year**

Business or professional relationships of independent directors over the past year : No

### **Selection of directors and the highest-ranking executive**

#### **Method for selecting directors and the highest-ranking executive**

Method for selecting persons to be appointed as directors through the nomination committee : Yes

Method for selecting persons to be appointed as the : Yes

highest-ranking executive through the nomination  
committee

#### Number of directors from major shareholders

Number of directors from each group of major : 4  
shareholders over the past year (persons)

#### Rights of minority shareholders on director appointment

The Company allows its shareholders to propose candidates for considering and appointing as director during the general meetings of shareholders, following the Company's defined criteria. For the 2025 Annual General Meeting of Shareholders, the Company allowed the shareholders to nominate candidates for election as directors during 1 October 2024 to 31 December 2024. However, it was found that no shareholder proposed any candidate for election as a director.

Method of director appointment : Method whereby each director requires approval  
votes more than half of the votes of attending  
shareholders and casting votes

#### Setting qualifications for the selection of directors

#### Details of qualifications for the selection of directors

### Information on the development of directors

#### Development of directors over the past year

#### Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mrs. Supavadee Phantumvanit (Chairman of the board of directors)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"><li>• 2022: Role of the Chairman Program (RCP)</li><li>• 2004: Director Accreditation Program (DAP)</li></ul>

List of directors	Participation in training in the past financial year	History of training participation
2. Mr. Nart Liuchareon (Vice-chairman of the board of directors)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2022: Board Nomination and Compensation Program (BNCP)</li> <li>• 2017: Advanced Audit Committee Program (AACP)</li> <li>• 2015: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2010: Capital Market Leader Program (CMA) Class 12/2010</li> <li>• 2004: Certificate, National Defense College (NDC)</li> </ul>
3. Mr. Chin Hu Lim (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2022: Director Accreditation Program (DAP)</li> </ul>
4. Mr. Prapas Uahwatanasakul (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2022: Director Accreditation Program (DAP)</li> </ul>
5. Dr. Chaiyuth Chunnahacha (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2020: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2025: Thailand Focus 2025 - Beyond the Challenges, the Stock Exchange of Thailand</li> <li>• 2025: The Gartner IT Symposium/Xpo 2025, Gartner, Inc.</li> <li>• 2019: Capital Market Leader Program (CMA) Class 28/2019</li> </ul>
6. Mr. Warapong Nandabhiwat (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: Advanced Audit Committee Program (AACP)</li> <li>• 2002: Director Certification Program (DCP)</li> <li>• 2001: Role of the Chairman Program (RCP)</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
7. Mr. Kampol Tatiyakavee (Director, Independent director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2024: Board Nomination and Compensation Program (BNCP)</li> <li>• 2023: Role of the Chairman Program (RCP)</li> <li>• 2017: Advanced Audit Committee Program (AACP)</li> <li>• 2016: Risk Management Program for Corporate Leaders (RCL)</li> <li>• 2006: Director Accreditation Program (DAP)</li> <li>• 2006: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2025: Director Forum 2025 Future-Ready Boards: Board Nomination and Compensation Strategies, the Thai Institute of Directors</li> <li>• 2009: Capital Market Leader Program (CMA) Class 9/2009</li> </ul>
8. Mr. Vibul Tuangsitthisombat (Director, Independent director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2017: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2013: Capital Market Leader Program (CMA) Class 16/2013</li> </ul>
9. Ms. Porama Chansue (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2021: Director Accreditation Program (DAP)</li> </ul>

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

The Company conducts performance assessment evaluations of the Board of Directors and sub-committees at least once a year, both on a group and individual basis. This ensures collective review of performance outcomes and issues for continuous improvement. Assessment criteria cover aspects such as structure and qualifications, meeting, roles and responsibilities, and performance reporting.

### Evaluation of the duty performance of the board of directors over the past year

Assessment processes of the Board of Directors and sub-committees (both on a group and individual basis) started from the Company Secretary and/or the secretary to each sub-committee delivering performance assessment form to the directors and/or members of sub-committees for completion with the certain return date of completed form. After that, the Company Secretary and/or the secretary to each sub-committee gathered scores and recommendations and presented the same in the respective Board of Directors and/or subcommittees meeting. In this respect, performance assessment results in 2025 were reported to the Board of Directors Meeting No. 2/2026 on 24 February 2026.

### Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	98.27	100.00
	Self-assessment	99.46	100.00
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	100.00	100.00
	Self-assessment	100.00	100.00
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	96.47	100.00
	Self-assessment	100.00	100.00
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Risk and Sustainability Development Committee	Group assessment	97.73	100.00
	Self-assessment	95.00	100.00
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	93.91	100.00
	Self-assessment	91.27	100.00
	Cross-assessment (assessment of another director)	None	None

#### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Company has the performance assessment criteria for the Chief Executive Officer with clear indicators, covering financial performance and non-financial performance.

#### Information on meeting attendance and remuneration payment to each board member

##### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

##### Meeting attendance of the board of directors

Number of the board of directors meeting over the : 6  
past year (times)

Date of AGM meeting : 22 Apr 2025

EGM meeting : No

##### Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mrs. Supavadee Phantumvanit (Chairman of the board of directors)	6	/	6	1	/	1		/	
2. Mr. Nart Liuchareon (Vice-chairman of the board of directors)	6	/	6	1	/	1		/	
3. Mr. Chin Hu Lim (Director)	6	/	6	1	/	1		/	
4. Mr. Prapas Uahwatanasakul (Director)	5	/	6	0	/	1		/	
5. Dr. Chaiyuth Chunnahacha (Director)	6	/	6	1	/	1		/	
6. Mr. Warapong Nandabhiwat (Director, Independent director)	6	/	6	1	/	1		/	
7. Mr. Kampol Tatiyakavee (Director, Independent director)	6	/	6	1	/	1		/	
8. Mr. Vibul Tuangsitthisombat (Director, Independent director)	6	/	6	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
9. Ms. Porama Chansue (Director)	6	/	6	1	/	1		/	

#### Details of Board of Directors and sub-committees' meeting attendance by meeting format

##### Board of Directors meeting attendance by meeting format

Name	Position	Board of Directors (6 meetings) <sup>1</sup>		
		Total	Physical meeting	Online meeting
1. Mrs. Supavadee Phantumvanit	Chairman of the Board of Directors	6/6	6	-
2. Mr. Nart Liuchareon	Vice Chairman of the Board of Directors	6/6	5	1
3. Mr. Warapong Nandabhiwat	Independent Director and Chairman of the Audit Committee	6/6	6	-
4. Mr. Kampol Tatiyakavee	Independent Director and Member of the Audit Committee	6/6	6	-
5. Mr. Vibul Tuangsitthisombat	Independent Director and Member of the Audit Committee	6/6	6	-
6. Mr. Lim Chin Hu	Director	6/6	6	-
7. Mr. Prapas Uahwatanasakul	Director	5/6	-	5
8. Ms. Porama Chansue	Director	6/6	4	2
9. Dr. Chaiyuth Chunnahacha	Director	6/6	6	-

Remark

<sup>1</sup> There was 1 non-executive directors' meeting held in 2025.

##### Audit Committee's meeting attendance by meeting format

Name	Position	Audit Committee (7 meetings)		
		Total	Physical meeting	Online meeting
1. Mr. Warapong Nandabhiwat	Chairman of the Audit Committee	6/7	6	-
2. Mr. Kampol Tatiyakavee	Member of the Audit Committee	7/7	7	-
3. Mr. Vibul Tuangsitthisombat	Member of the Audit Committee	7/7	7	-
Average rate of meeting attendance (inclusive of directors having directorship as of 31 December 2025) (percent)		95.24		

##### Nomination and Remuneration Committee's meeting attendance by meeting format

Name	Position	Nomination and Remuneration Committee (6 meetings)		
		Total	Physical meeting	Online meeting
1. Mr. Vibul Tuangsitthisombat	Chairman of the Nomination and Remuneration Committee	6/6	3	3
2. Mr. Nart Liuchareon	Member of the Nomination and Remuneration Committee	5/6	3	2
3. Mr. Lim Chin Hu	Member of the Nomination and Remuneration Committee	6/6	3	3
Average rate of meeting attendance (inclusive of directors having directorship as of 31 December 2025) (percent)		94.44		

#### Risk and Sustainability Development Committee's meeting attendance by meeting format

Name	Position	Risk and Sustainability Development Committee (4 meetings)		
		Total	Physical meeting	Online meeting
1. Mr. Kampol Tatiyakavee	Chairman of the Risk and Sustainability Development Committee	4/4	-	4
2. Mr. Nart Liuchareon	Member of the Risk and Sustainability Development Committee	2/4	-	2
3. Dr. Chaiyuth Chunnahacha	Member of the Risk and Sustainability Development Committee	3/4	-	3
4. Mr. U-Krit Wongsarawit	Member of the Risk and Sustainability Development Committee	4/4	-	4
Average rate of meeting attendance (inclusive of directors having directorship as of 31 December 2025) (percent)		81.25		

#### Executive Committee's meeting attendance by meeting format

Name	Position	Executive Committee (10 meetings)		
		Total	Physical meeting	Online meeting
1. Mr. Nart Liuchareon	Chairman of the Executive Committee	9/10	8	1
2. Dr. Chaiyuth Chunnahacha	Member of the Executive Committee	10/10	9	1
3. Mr. U-Krit Wongsarawit	Member of the Executive Committee	10/10	10	-
4. Mrs. Nuannit Hongprapawong	Member of the Executive Committee	10/10	10	-
5. Ms. Raveeratana Satchavarodom	Member of the Executive Committee	10/10	10	-
6. Mrs. Kitayanee Asavanich	Member of the Executive Committee	9/10	9	-
7. Mrs. Thitikarn Krisanaviparkporn	Member of the Executive Committee	8/9 <sup>1</sup>	8	-
Average rate of meeting attendance (inclusive of directors having directorship as of 31 December 2025) (percent)		95.65		

Remark

<sup>1</sup> Mrs. Thitikarn Krisanaviparkporn was appointed as the member of the Executive Committee with an effect from 14 January 2025 onwards. Therefore, the number of the Executive Committee's meetings required Mrs. Thitikarn Krisanaviparkporn to attend was 9 meetings.

#### Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mrs. Supavadee Phantumvanit (Chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
2. Mr. Nart Liuchareon (Vice-chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
3. Mr. Chin Hu Lim (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
4. Mr. Prapas Uahwatanasakul (Director)	5/6 (83.33%)	0/1 (0.00%)	N/A
5. Dr. Chaiyuth Chunnahacha (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
6. Mr. Warapong Nandabhiwat (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
7. Mr. Kampol Tatiyakavee (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
8. Mr. Vibul Tuangsitthisombat (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
9. Ms. Porama Chansue (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
<b>Average meeting attendance rate</b>	<b>98.15%</b>	<b>88.89%</b>	<b>N/A</b>

#### Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

### Remuneration of the board of directors

#### Types of remuneration of the board of directors

The 2025 Annual General Meeting of Shareholders on 22 April 2025 considered the Board of Directors opinion together with the recommendation by the Nomination and Remuneration Committee based on the appropriateness of the scope, duties, responsibilities, the Company's performance, as well as directors remuneration of other companies listed

on the Stock Exchange of Thailand within the same industry and/or comparable market capitalization. Then the approval of the determination of the director's remuneration for the year 2025 of not exceeding THB 10 million with the following details was granted.

(1) Board of Directors remuneration

Remuneration composition	Chairman	Director
Monthly remuneration	THB 20,000 per month	THB 10,000 per month
Meeting allowance	THB 30,000 per attendance	THB 15,000 per attendance

Remark Executive director is not entitled to this Board of Directors' remuneration.

(2) Sub-committees remuneration

Remuneration composition	Chairman	Director
<b>Audit Committee</b>		
Monthly remuneration	THB 15,000 per month	THB 7,500 per month
Meeting allowance	THB 30,000 per attendance	THB 15,000 per attendance
<b>Risk and Sustainability Development Committee</b>		
Monthly remuneration	THB 10,000 per month	THB 5,000 per month
Meeting allowance	THB 30,000 per attendance	THB 15,000 per attendance
<b>Nomination and Remuneration Committee</b>		
Monthly remuneration	THB 10,000 per month	THB 5,000 per month
Meeting allowance	THB 30,000 per attendance	THB 15,000 per attendance
<b>Executive Committee</b>		
Monthly remuneration	THB 10,000 per month	THB 5,000 per month
Meeting allowance	THB 30,000 per attendance	THB 15,000 per attendance

Remark Member of sub-committee who holds executive positions is not entitled to this sub-committee's remuneration.

(3) Other remuneration - None -

None of the Company's directors and executives received any remuneration, whether monetary or non-monetary, from being the director of the subsidiaries.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. Mrs. Supavadee Phantumvanit (Chairman of the board of directors)</b>			<b>420,000.00</b>		<b>0.00</b>
Board of Directors (Chairman of the board of directors)	180,000.00	240,000.00	420,000.00	No	
<b>2. Mr. Nart Liuchareon (Vice-chairman of the board of directors)</b>			<b>825,000.00</b>		<b>0.00</b>
Board of Directors (Vice-chairman of the board of directors)	90,000.00	120,000.00	210,000.00	No	
Executive Committee (The chairman of the executive committee)	270,000.00	120,000.00	390,000.00	No	
Risk and Sustainability Development Committee (Member of the subcommittee)	30,000.00	60,000.00	90,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	75,000.00	60,000.00	135,000.00	No	
<b>3. Mr. Chin Hu Lim (Director)</b>			<b>360,000.00</b>		<b>0.00</b>

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	90,000.00	120,000.00	210,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	90,000.00	60,000.00	150,000.00	-	
<b>4. Mr. Prapas Uahwatanasakul (Director)</b>			<b>195,000.00</b>		<b>0.00</b>
Board of Directors (Director)	75,000.00	120,000.00	195,000.00	No	
<b>5. Dr. Chaiyuth Chunnahacha (Director)</b>			<b>0.00</b>		<b>0.00</b>
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Risk and Sustainability Development Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
<b>6. Mr. Warapong Nandabhiwat (Director, Independent director)</b>			<b>570,000.00</b>		<b>0.00</b>

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	90,000.00	120,000.00	210,000.00	No	
Audit Committee (Chairman of the audit committee)	180,000.00	180,000.00	360,000.00	No	
<b>7. Mr. Kampol Tatyakavee (Director, Independent director)</b>			<b>645,000.00</b>		<b>0.00</b>
Board of Directors (Director)	90,000.00	120,000.00	210,000.00	No	
Audit Committee (Member of the audit committee)	105,000.00	90,000.00	195,000.00	No	
Risk and Sustainability Development Committee (The chairman of the subcommittee)	120,000.00	120,000.00	240,000.00	No	
<b>8. Mr. Vibul Tuangsitthisombat (Director, Independent director)</b>			<b>705,000.00</b>		<b>0.00</b>
Board of Directors (Director)	90,000.00	120,000.00	210,000.00	No	
Audit Committee (Member of the audit committee)	105,000.00	90,000.00	195,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination and Remuneration Committee (The chairman of the subcommittee)	180,000.00	120,000.00	300,000.00	No	
<b>9. Ms. Porama Chansue (Director)</b>			<b>210,000.00</b>		<b>0.00</b>
Board of Directors (Director)	90,000.00	120,000.00	210,000.00	No	
<b>10. Mr. U-Krit Wongsarawit (Member of the executive committee)</b>			<b>0.00</b>		<b>0.00</b>
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Risk and Sustainability Development Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
<b>11. Mrs. Nuannit Hongprapawong (Member of the executive committee)</b>			<b>0.00</b>		<b>0.00</b>
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
<b>12. Mrs. Kitayanee Asavanich (Member of the executive committee)</b>			<b>0.00</b>		<b>0.00</b>

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
<b>13. Ms. Raveeratana Satchavarodom (Member of the executive committee)</b>			<b>0.00</b>		<b>0.00</b>
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
<b>14. Mrs. Thitikarn Krisanaviparkporn (Member of the executive committee)</b>			<b>0.00</b>		<b>0.00</b>
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	795,000.00	1,080,000.00	1,875,000.00
2. Audit Committee	390,000.00	360,000.00	750,000.00
3. Executive Committee	270,000.00	120,000.00	390,000.00
4. Nomination and Remuneration Committee	345,000.00	240,000.00	585,000.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
5. Risk and Sustainability Development Committee	150,000.00	180,000.00	330,000.00

#### Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	4,155,000.00	2,385,000.00	1,950,000.00
Other monetary remuneration (Baht)	0.00	1,970,000.00	1,980,000.00
Total (Baht)	4,155,000.00	4,355,000.00	3,930,000.00

#### Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the : 0.00  
board of directors over the past year  
(Baht)

#### Information on corporate governance of subsidiaries and associated companies

##### Corporate governance of subsidiaries and associated companies

##### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes  
companies

Mechanism for overseeing subsidiaries and : Yes  
associated companies

Mechanism for overseeing management and taking : The appointment of representatives as directors,  
responsibility for operations in subsidiaries and executives, or controlling persons in proportion to  
associated companies approved by the board of shareholding, The determination of the scope of duties  
directors and responsibilities of directors and executives as company  
representatives in establishing important policies,  
Disclosure of financial condition and operating results,  
Transactions between the company and related parties,  
Other significant transactions, Acquisition or disposal of  
assets, Internal control system of the subsidiary operating  
the core business is appropriate and sufficient in the  
subsidiary operating the core business

The Company has established a policy on oversight of operations in subsidiaries and associated companies with the objective of setting operational standards. This ensures that the Company can effectively supervise the management

of its subsidiaries and associated companies, ensuring compliance with policies of the Company, including legal requirements, regulations, announcements, and governmental orders to maintain the proceeds in investments in subsidiaries and/or associated companies. The details of the policy are as follows:

(a) The Company shall appoint representatives to serve as directors in subsidiaries and/ or associated companies in proportion to the shareholding in each company. This is to oversee that the subsidiaries and/or associated companies operate correctly in accordance with the Company's policies. In this respect, the appointment of representatives shall be considered and approved by the Executive Committees meeting, taking into account the suitability of each company.

(b) The Company shall regularly receive reports, strategic plans, business plans, investment plans, budgets, and operating results from its subsidiaries and/or associated companies.

(c) The Company has a policy to ensure that its subsidiaries and/or associated companies have appropriate, efficient, and sufficient internal control system to prevent fraud that may occur. In addition, subsidiaries and/or associated companies shall establish mechanisms for internal system audit, providing internal audit team with access to information and reporting audit results to the Company's directors and executives to ensure that subsidiaries and/or associated companies adhere to internal control systems effectively.

(d) Directors and/or executives of subsidiaries and/or associated companies shall not participate in approving matters in which they have a direct or indirect interest or conflicts of interest. Such conflicts of interest can result from the approval of transactions in which directors, executives, or related parties of subsidiaries and/or associated companies receive other benefits or cause damage to these entities. Such transactions would be considered a conflict-of-interest transaction.

In 2025, the Company monitored the compliance with this policy by:

- Appointing representatives as directors in subsidiaries and/or associated companies in proportion to shareholding. For example, the Company appointed 4 representatives as directors in R2, exceeding the majority of R2s total directors. R2 was a company in which the Company held 75 percent of the total shares.
- Ensuring the subsidiaries provide business performance, enabling the Company to prepare complete, accurate, and timely financial reports. In this regard, the Company's representatives, who serve as subsidiaries directors, acknowledged the subsidiaries operating results on a quarterly basis and approved key matters of the subsidiaries, such as business plans, strategic plans, and budgets.
- Developing an annual internal audit plan for subsidiaries in Thailand and presenting such internal audit plan to the Audit Committee for approval, as well as conducting audits per approved plan.

## **Information on the monitoring of compliance with corporate governance policy and guidelines**

### **The monitoring of compliance with corporate governance policy and guidelines**

#### **Prevention of conflicts of interest**

## Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

The Company established a policy regarding the prevention of conflicts of interest to ensure that all related persons perform their duties based on the principle that all transactions or activities of the Company must be conducted for the maximum benefit of the Company, shareholders, and investors. It is essential to avoid actions that may cause conflicts of interest. This policy regarding the prevention of conflicts of interest was reviewed at the Board of Directors Meeting No. 1/2026 on 13 January 2026. Additionally, important guidelines can be found in 6. Corporate Governance Policy.

In 2025, the Company's directors and executives prepared their annual declaration of conflicts of interest, which was submitted to the Company Secretary for gathering and duly acknowledged by the Chairman of the Board of Directors and the Chairman of the Audit Committee in January 2026. Regarding related party transactions, the Company conducted them appropriately and reasonably. Details can be found in 9.2 Related Party Transactions. Additionally, the Company communicated the policy regarding prevention of conflicts of interest to all executives and employees through its intranet system. Furthermore, details of the policy regarding prevention of conflicts of interest and related party transactions undertaken by the Company and its subsidiaries in 2025 were provided to the directors.

## Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

## Prevention of the use of inside information to seek benefits

### Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

The Company managed its operations with integrity, honesty, transparency, and in accordance with good corporate governance principles. To ensure equal disclosure of information to all stakeholders and to safeguard against the misuse of inside information that could impact the Company, a policy regarding retention and protection of inside information was established. This policy serves as guidelines for the directors, executives, employees, and related persons to follow in their performance. Without proper measures for effective oversight or if the information is misused, it could lead to unfair or improper actions that may adversely affect the Company. The policy regarding retention and protection of inside information was reviewed at the Board of Directors Meeting No. 1/2026 on 13 January 2026. Additionally, important guidelines can be found in 6. Corporate Governance Policy.

In 2025, the Company communicated the policy regarding retention and prevention of inside information to all directors, executives and employees. The Company Secretary Department also informed of the blackout period for trading securities to the directors, executives, and employees via email. In this regard, there were no allegations against any directors, executives, or employees regarding the misuse of inside information for trading securities for personal or others' benefits. In addition, no director or executive has been fined, accused, or subjected to civil proceedings by regulatory authorities for unfair practices or exploiting investors through the use of inside information.

**Summary of changes in securities holding of the directors and executives in comparison of 2025 and 2024**

(It has been reported to the Board of Directors Meeting No. 2/2026 on 24 February 2026 for acknowledgement.)

Directors and executives	Number of shares as of 31 December		Increase (decrease) during the year	% of shareholding <sup>1</sup>
	2025	2024		
1. Mrs. Supavadee Phantumvanit Spouse and minor children	29,580,664 -	29,580,664 -	- -	4.226 -
2. Mr. Nart Liuchareon Spouse and minor children	67,211,288 -	67,211,288 -	- -	9.601 -
3. Mr. Warapong Nandabhiwat Spouse and minor children	320,000 -	320,000 -	- -	0.046 -
4. Mr. Kampol Tatiyakavee Spouse and minor children	900,000 -	900,000 -	- -	0.129 -
5. Mr. Vibul Tuangsitthisombat Spouse and minor children	500,000 -	500,000 -	- -	0.071 -
6. Mr. Lim Chin Hu Spouse and minor children	13,775,000 <sup>2</sup> -	13,775,000 <sup>2</sup> -	- -	1.967 -
7. Mr. Prapas Uahwatanasakul Spouse and minor children	34,302,896 -	34,302,896 -	- -	4.900 -
8. Ms. Porama Chansue Spouse and minor children	54,455,540 -	54,455,540 -	- -	7.779 -
9. Dr. Chaiyuth Chunnahacha Spouse and minor children	400,000 -	400,000 -	- -	0.057 -
10. Mr. U-Krit Wongsarawit Spouse and minor children	591,350 100,000	491,350 -	100,000 100,000	0.084 0.014
11. Mrs. Nuannit Hongprapawong Spouse and minor children	331,000 <sup>3</sup> -	300,000 -	31,000 -	0.047 -
12. Ms. Raveeratana Satchavarodom Spouse and minor children	- -	- -	- -	- -
13. Mrs. Kitayanee Asavanich Spouse and minor children	300,000 -	300,000 -	- -	0.043 -
14. Mrs. Thitikam Krisanaviparkporn Spouse and minor children	100,000 -	100,000 -	- -	0.014 -
15. Mrs. Kamonthip Subpasri Spouse and minor children	200,000 -	200,000 -	- -	0.028 -
16. Ms. Wanna Saringkarnboriboon Spouse and minor children	220,000 -	220,000 -	- -	0.031 -
17. Mrs. Pimnara Athichotanan Spouse and minor children	150,000 -	140,000 -	10,000 -	0.021 -

Remark

<sup>1</sup> As of 31 December 2025, the Company had 700,021,420 issued shares.

<sup>2</sup> It was divided into 13,625,000 shares and 150,000 units of NVDRs linked to the Company's ordinary shares.

<sup>3</sup> As of 31 January 2026, Mrs. Nuannit Hongprapawong held 341,000 shares in the Company, equivalent to 0.049 percent of total issued shares.

Number of cases or issues related to the use of inside information to seek benefits

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

## Anti-corruption action

### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

The Company established an anti-corruption policy as a guideline for conducting business ethically, emphasizing responsibilities to society and stakeholders' interests under a framework of good corporate governance principles. It promotes ethical conduct, transparency, and implements internal controls and audits to minimize the corruption possibility within the organization, demonstrating a firm stance against all forms of corruption. This anti-corruption policy was reviewed at the Board of Directors meeting No. 1/2026 on 13 January 2026. The following are key provisions in the anti-corruption policy.

- 1) The Company's personnel (including directors, executives and employees) are prohibited from demanding, engaging in, or accepting fraud and corruption for the benefit of the Company, themselves, their families, friends, acquaintances, and related persons.
- 2) The Company's personnel (including directors, executives and employees) shall adhere to the anti-corruption policy, refraining from involvement in any form of fraud and corruption, whether directly or indirectly.
- 3) The Company's personnel (including directors, executives and employees) shall not overlook or ignore any observed or suspected acts of fraud and corruption. They are required to report such incidents to the Company through the designated reporting channels and cooperate in investigating the facts.
- 4) The Company implements a risk management system for fraud and corruption. This involves risk assessments, risk prioritization, and establishment of measures, regulations, and procedures to prevent fraud and corruption incidents. Additionally, the Company puts in place adequate audit and compliance controls and consistently monitors the progress of implemented measures to maintain risks at an acceptable level. Fraud and corruption risk is classified as one of the Company's operational risks at the functional level, with regular reporting to the management.

Additionally, important guidelines can be found in 6. Corporate Governance Policy.

In early 2025, the Company established anti-corruption procedures, which clearly outline the Company's end-to-end procedures for preventing fraud and corruption. These guidelines serve as a strict framework for directors, executives, and employees to follow in their operations. Furthermore, the Company has declared its intention to joining the Thai Private Sector Collective Action Against Corruption (CAC) and later became the CAC certified member with an effect from 31 December 2025.

The Company communicated and provided training to the directors, members of sub-committees, executives, and employees to educate them about the anti-corruption policy. It also established channels for submitting complaints regarding corrupt acts, along with protective measures to safeguard the confidentiality of whistleblowers or complainants. If the Company discovers instances of bribery, corruption, or violations of its policies, it will consider them as breaches of work regulations. The wrongdoer shall be subject to disciplinary action, and potentially legal consequences if the actions are unlawful. It is noted that in 2025, the Company did not receive any reports or complaints regarding bribery, fraud, or corruption through designated channels according to requirements set forth in the Whistleblowing or Complaints Policy.

#### Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

## Whistleblowing

#### Operations related to whistleblowing over the past year

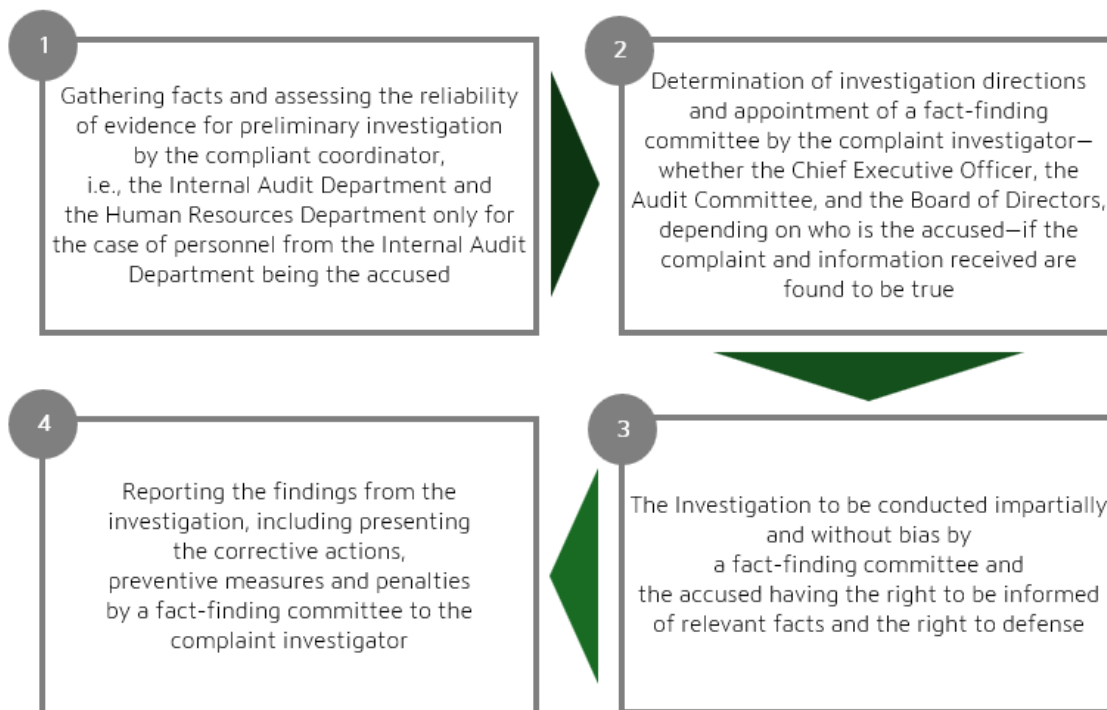
Has the company implemented whistleblowing : Yes  
procedures over the past year

The Company established a policy for whistleblowing or complaints regarding wrongdoing, including but not limited to unlawful acts, violations of human rights, violations of the Company's policies, regulations and rules, fraudulent activities, and undertaking actions that involve conflicts of interest, to serve as a channel for directors, executives, employees, and stakeholders of the Company to report complaints with integrity. The policy for whistleblowing or complaints was reviewed at the Board of Directors Meeting No. 1/2026 on 13 January 2026. The Company has established independent and reliable channels and designated personnel to receive whistleblowing reports and complaints with clear procedures for handling reports, implementing protection measures to safeguard whistleblowers, complainants, and related individuals from retaliation, harm, or unfair treatment, as well as proper reporting mechanisms, where the head of internal audit is responsible for reporting the number of clues or complaints, summary of incidents, and the status of ongoing actions (if any) to the Audit Committee, which consists entirely of the Company's

3 independent directors, on a quarterly basis. Details of the Company's designated filing channels can be found in 6. Corporate Governance Policy.

It is noted that in 2025, the Company did not receive any clues or complaints from internal or external stakeholders through designated channels according to requirements set forth in the Whistleblowing or Complaints Policy. Additionally, no violations of the Company's policies, regulations, or rules, including breaches of the Code of Conduct and Business Ethics, were identified. Furthermore, the Company did not incur any fines or penalties related to non-compliance with applicable laws or regulations. Nevertheless, the Company shall review and handle any clues and complaints received through channels outside the designated ones, or those do not fall within requirements set forth in the Whistleblowing or Complaints Policy, as deemed appropriate.

Procedures when receiving clues or complaints



Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

The Company oversees the compliance with its policies and guidelines by continually raising awareness through regular arrangement of compliance refreshment course.

In 2025,

1. All directors were communicated with (a) the anti-corruption matters, including definition, form and cause of corruption, the Company's policy and regulation regarding anti-corruption, do and dont, as well as impact and penalty from corruption, and (b) the Board's Code of Conduct, including prevention of insider information misuse and conflict of interest matters.

2. Over 98 percent of executives and employees of the Company's group attended the 2025 online compliance refreshment program, from 16 October 2025 to 15 December 2025, as detailed below.

Course	% of participated employees*
Code of Conduct and Business Ethics	99.09
Personal data protection awareness	98.20
Cybersecurity awareness	98.27
Anti-corruption guidelines	98.12

\* There were 1,464 employees in the Company's group in total. To pass the course, employees were required to score above 80 percent on the end-of-course assessment.

Furthermore, the Company has the Internal Audit Department being responsible for reviewing compliance with laws and policies of the Company and providing recommendations to enhance work processes if they are found to be inadequate or inappropriate. To date, no significant issues have been identified in the audit reviews.

## Information on report on the results of duty performance of the audit committee in the past year

### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 7

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Warapong Nandabhiwat (Chairman of the audit committee)	6	/	7	6/7 (85.71%)
2 Mr. Kampol Tatiyakavee (Member of the audit committee)	7	/	7	7/7 (100.00%)

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
3 Mr. Vibul Tuangsitthisombat (Member of the audit committee)	7	/	7	7/7 (100.00%)
<b>Average meeting attendance rate</b>				<b>(95.24%)</b>

### The results of duty performance of the audit committee

In 2025, the Audit Committee held a total of 7 meetings to perform any matters in accordance with authorities, duties and responsibilities assigned by the Board of Directors. In each meeting, the Audit Committee engaged in discussions with management, auditors, and internal auditors on relevant matters. Additionally, the Audit Committee held one meeting with the auditors without the presence of management. Details of 2025 performance of the Audit Committee can be summarized as follows:

- 1) Reviewed the Company's financial reports, including quarterly and annual financial statements that have been reviewed and audited by the auditors. The auditors have been invited to attend every meeting if there was an agenda regarding reviewing the financial statements. The Audit Committee inquired the auditors about the accuracy, completeness, significant accounting adjustments, and adequacy of disclosures to ensure that the Company's financial statements comply with generally accepted accounting standards and serve the interests of stakeholders.
- 2) Reviewed the adequacy and effectiveness of the internal control system, risk management system, and internal audit function, including consideration of the adequacy of the budget, resources, and independence of the internal audit department. The internal audit department reported directly to the Audit Committee and was tasked with evaluating the appropriateness and effectiveness of the internal control system, covering business operations, prevention and control of loss, financial decision-making authority, and legal compliance. The goal was to ensure that the Company's internal control system is sufficient, with appropriate management tools in place to achieve operational objectives and corporate goals.
- 3) Reviewed the Company's compliance with securities and exchange laws, regulations of the Stock Exchange of Thailand, and all applicable laws relating to the Company's businesses, by meeting with responsible persons, and found that the Company has fully complied with all applicable laws over the past year. Additionally, the Audit Committee reviewed corporate governance practices based on the governance guidelines for listed companies.
- 4) Considered, selected, and proposed the appointment of the Company's auditors based on their qualifications, independence, business knowledge, work quality, and reasonable audit fees. The Audit Committee proposed the appointment of auditors from EY Office Limited, i.e., Mr. Vatcharin Pasarapongkul, Certified Public Accountant No. 6660; and/or Ms. Kessirin Pinpuvadol, Certified Public Accountant No. 7325; and/or Mr. Pornanan Kitjanawanchai, Certified Public Accountant No. 7792, to act as the Company's auditors for the fiscal year 2025. This proposal was submitted to the Board of Directors for endorsement and further presented to the shareholders' meeting for approval of the appointment of auditors and audit fees for the fiscal year 2025.

- 5) Reviewed connected transactions and transactions that may lead to conflicts of interest and concluded that these transactions were reasonable, beneficial to the Company, and conducted under normal business conditions and agreed commercial terms.
- 6) Reviewed the internal control system related to fraud and corruption in accordance with the Company's policy, through internal audit conducted by the internal audit department. No significant findings were reported.
- 7) Reviewed the Charter of Audit Committee and proposed the revision to the Board of Directors for approval.
- 8) Assessed the performance of the Audit Committee on a group and individual basis for the year 2025.

### **Overall Audit Committees Opinions**

In 2025, the Audit Committee carried out its duties and responsibilities under the Audit Committee Charter, which was in line with regulations of the Stock Exchange of Thailand. The Audit Committee maintained sufficient independence, prioritizing the best interests of the Company and safeguarding the interests of all stakeholders. Throughout the performance of duties, the Audit Committee received full cooperation from relevant departments and individuals. The Audit Committee was of the opinion that the Company's financial reports are accurate, reliable, and compliant with generally accepted accounting standards. Additionally, the Company has adequate risk management and effective internal control and audit systems that support the achievement of its objectives and goals. The Company's operations are in accordance with good corporate governance principles and comply with the public company limited laws, securities and exchange laws, as well as all applicable laws, regulations, and best practices relating to the Company's business, including the Company's anti-corruption policy.

This report had been reviewed by the Audit Committee on 24 February 2026.

For and on behalf of the Audit Committee

Mr. Warapong Nandabhiwat

Chairman of the Audit Committee

### **Information on summary of the results of duty performance of subcommittees**

#### **Meeting attendance and the results of duty performance of subcommittees**

#### **Meeting attendance of Executive Committee<sup>(1)</sup>**

Meeting Executive Committee (times) : 10

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Nart Liuchareon (The chairman of the executive committee)	9	/	10	9/10 (90.00%)
2 Dr. Chaiyuth Chunnahacha (Member of the executive committee)	10	/	10	10/10 (100.00%)
3 Mr. U-Krit Wongsarawit (Member of the executive committee)	10	/	10	10/10 (100.00%)
4 Mrs. Nuannit Hongprapawong (Member of the executive committee)	10	/	10	10/10 (100.00%)
5 Mrs. Kitayanee Asavanich (Member of the executive committee)	9	/	10	9/10 (90.00%)
6 Ms. Raveeratana Satchavarodom (Member of the executive committee)	10	/	10	10/10 (100.00%)
7 Mrs. Thitikarn Krisanaviparkporn (Member of the executive committee)	8	/	9	8/9 (88.89%)
<b>Average meeting attendance rate</b>				<b>(95.56%)</b>

### The results of duty performance of Executive Committee

The Executive Committee of G-Able Public Company Limited (the **Company**) consists of the Chairman and members of the Executive Committee, totaling 7 persons. They are appointed by the Board of Directors and are responsible for overseeing the managerial control of the Companys operations to ensure the full alignment with the directions, policies, and business strategies outlined by the Board of Directors and to screen the managements proposals before further presenting them to the Board of Directors for consideration and approval in accordance with the Charter of the Executive Committee.

In 2025, the Executive Committee held a total of 10 meetings to perform any matters in accordance with authorities, duties and responsibilities assigned by the Board of Directors. Details of which are as follows:

- 1) Performed all undertakings under applicable laws, the Companys objectives and Articles of Association, as well as resolutions of the Board of Directors and shareholders meetings, with a duty of loyalty and care, accountability, and ethics, by taking into account the interests of all shareholders in a fair manner.
- 2) Provided recommendations to the management on the annual budget of the Companys group before it was submitted to the Board of Directors for approval. In 2025, the Executive Committee reviewed and endorsed the 2026 budget proposal of the Companys group, where industry trends and challenges that the Companys group may face had been taken into account, before presenting them to the Board of Directors.

- 3) Controlled, supervised and monitored the financial performance and position of the Company's group to ascertain that the business operations fully align with the specified policies, goals, business plans, business strategies and budget in an efficient manner with business well-being and regularly reported the said financial performance and position to the Board of Directors for acknowledgement.
- 4) Reviewed and approved the anti-corruption procedure, which set out comprehensive end-to-end practices and processes in alignment with the requirements of the Thai Private Sector Collective Action against Corruption (CAC) project, to ensure that employees across the Company's group can effectively and consistently comply with such procedure in practice.
- 5) Reviewed and screened all management proposals and endorsed them before presenting them to the Board of Directors. In 2025, various matters had been screened, such as the application for credit facilities from commercial banks, and the provision of joint liability for the credit facilities of subsidiaries.
- 6) Reviewed and approved transactions that fell under the authority of the Executive Committee as specified in the Delegation of Authority, for instance, the sale of project to the customer including any relevant undertakings, and the increase in customer credit limit.
- 7) Conducted an annual review of the Charter of the Executive Committee in the Executive Committee's meeting on 16 December 2025.
- 8) Conducted a performance self-assessment for the year 2025.

This report had been reviewed by the Executive Committee on 23 February 2026.

For and on behalf of the Executive Committee

Mr. Nart Liuchareon

Chairman of the Executive Committee

*Remark: (1) Mrs. Thitikarn Krisanaviparkporn was appointed as the member of the Executive Committee with an effect from 14 January 2025 onwards. Therefore, the number of the Executive Committee's meetings required Mrs. Thitikarn Krisanaviparkporn to attend was 9 meetings.*

### **Meeting attendance of Nomination and Remuneration Committee**

Meeting Nomination and Remuneration : 6  
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

1 Mr. Vibul Tuangsitthisombat (The chairman of the subcommittee, Independent director)	6	/	6	6/6 (100.00%)
2 Mr. Nart Liuchareon (Member of the subcommittee)	5	/	6	5/6 (83.33%)
3 Mr. Chin Hu Lim (Member of the subcommittee)	6	/	6	6/6 (100.00%)
<b>Average meeting attendance rate</b>				<b>(94.44%)</b>

### The results of duty performance of Nomination and Remuneration Committee

The Nomination and Remuneration Committee of G-Able Public Company Limited (the **Company**) comprises the Chairman and members, totaling 3 persons, who were appointed by the Board of Directors in accordance with the Charter. Each member of the Nomination and Remuneration Committee possesses valuable knowledge, capabilities, and experience beneficial to perform their duties. The Nomination and Remuneration Committee was formed to assist the Board of Directors in formulating the policies, guidelines and practices related to the nomination and remuneration for directors, sub-committee members, senior executives and/or other key executives to the Company (if any), as well as undertaking any other tasks as may be assigned by the Board of Directors.

In 2025, the Nomination and Remuneration Committee held a total of 6 meetings to perform any matters in accordance with authorities, duties and responsibilities assigned by the Board of Directors. Details of which are as follows:

1) Considered remuneration criteria suitable for the duties and responsibilities of the directors and sub-committee members, by linking remuneration to performance evaluations, business plans and the Company's overall performance, and comparing with other listing companies in the same industry with similar market capitalization, to attract and retain knowledgeable, capable, and potential directors, and presented the same to the Board of Directors for endorsement before proposing them to the annual general meeting of shareholders for consideration and approval.

2) Considered and elected the directors in replacement of those who retired by rotation and presented the same to the Board of Directors for endorsement before proposing them to the annual general meeting of shareholders for consideration and approval, provided that the diversity of the Board of Directors through the skill matrix was taken into consideration.

3) Evaluated the performance of the Chief Executive Officer for the year 2024, including setting performance evaluation criteria for the Chief Executive Officer for the year 2025, along with endorsing annual salary adjustment and other forms of compensation for the Chief Executive Officer, and presented the same to the Board of Directors for approval.

4) Considered and approved the performance targets for evaluating the performance of C-level executives, including the Chief Operating Officer, Chief Go to Market Officer, and Chief Finance and Strategy Officer.

5) Considered and established guidelines for succession plan for the Chief Executive Officer, C-level executives, and top management of each subsidiary, along with reviewing a list of suitable candidates for succession and successor development plan.

This report had been reviewed by the Nomination and Remuneration Committee on 24 February 2026.

For and on behalf of the Nomination and Remuneration Committee

Mr. Vibul Tuangsitthisombat

Chairman of the Nomination and Remuneration Committee

### Meeting attendance of Risk and Sustainability Development Committee

Meeting Risk and Sustainability Development : 4  
Committee (times)

List of Directors	Meeting attendance of Risk and Sustainability Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Nart Liuchareon (Member of the subcommittee)	2	/	4	2/4 (50.00%)
2 Dr. Chaiyuth Chunnahacha (Member of the subcommittee)	3	/	4	3/4 (75.00%)
3 Mr. U-Krit Wongsarawit (Member of the subcommittee)	4	/	4	4/4 (100.00%)
4 Mr. Kampol Tatiyakavee (The chairman of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)

List of Directors	Meeting attendance of Risk and Sustainability Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
Average meeting attendance rate				(81.25%)

### The results of duty performance of Risk and Sustainability Development Committee

The Risk and Sustainability Development Committee of G-Able Public Company Limited (the **Company**) consists of the Chairman (an independent director) and members (a non-executive director, an executive director and an executive) of the Risk and Sustainability Development Committee, totaling 4 persons. They are appointed by the Board of Directors and are responsible for monitoring and providing recommendations on performances regarding risk management and sustainability development across 3 dimensions, namely governance, environmental, and social, in accordance with the Charter of the Risk and Sustainability Development Committee.

In 2025, the Risk and Sustainability Development Committee held a total of 4 meetings to perform any matters in accordance with authorities, duties and responsibilities assigned by the Board of Directors. Details of which are as follows:

- 1) Reviewed the Risk Management Policy, risk management structure, and level of risk appetite (including corporate risk appetite statement and qualitative risk metrics) to ensure suitability and alignment with the business strategies, directions, goals, and objectives of the Companys group.
- 2) Acknowledged and provided recommendations on the assessment and management of the key risks within the Companys group, including monitoring the progress of the risk treatment plans, and reporting the outcomes to the Board of Directors, on a quarterly basis to ensure that the business operations of the Companys group remained within an acceptable level (risk appetite).
- 3) Promoted an awareness of risk management by integrating it into the corporate culture. In 2025, the Company arranged seminars to educate its employees about risk, including an overview and the importance of risk management, risk management processes, tools, and reporting, as well as the fraud and corruption risks, and workshops for representatives from various departments to assess their functional risks.
- 4) Acknowledged and provided recommendations on the Companys participation in the Thai Private Sector Collective Action Against Corruption (CAC), including the preparation of a corruption risk register, which was a key supporting document in application to become a CAC certified member. On 26 December 2025, it was announced that the Company had passed the CAC evaluation and had become a CAC certified member.
- 5) Reviewed policies related to corporate governance and sustainability development. In 2025, the key focus of reviewing, amending, and adding such policies was to ensure alignment with the ESG assessment criteria of the FTSE Russell ESG Scores, which would take effect from 2026, replacing the ESG assessment criteria of the SET ESG Ratings.
- 6) Reviewed and approved the sustainability development targets and provided recommendations on concrete sustainability development plans, including encouraging the Company to participate in various assessments related to corporate governance and sustainability development. In 2025, the Company achieved an excellent 5-star rating in the

Corporate Governance Report of Thai Listed Companies from the Thai Institute of Directors for two consecutive years. Additionally, the Company was assessed under the 2025 SET ESG Ratings and received an A rating from the Stock Exchange of Thailand, an improvement from the BBB rating received in the 2024 SET ESG Ratings.

7) Conducted an annual review of the Charter of the Risk and Sustainability Development Committee in the Risk and Sustainability Development Committees meeting on 6 November 2025.

8) Conducted a performance self-assessment for the year 2025.

This report had been reviewed by the Risk and Sustainability Development Committee on 19 February 2026.

For and on behalf of the Risk and Sustainability Development Committee

Mr. Kampol Tatiyakavee

Chairman of the Risk and Sustainability Development Committee

## Corporate Sustainability Policy

### Information on policy and goals of sustainable management

#### Sustainability Policy

Sustainability Policy : Yes

G-Able Public Company Limited (the "**Company**") has established a sustainability policy to guide its business operations towards stable and sustainable growth, encompassing environmental, social, and economic dimensions under strong corporate governance. This is achieved by applying the core principles of the Sufficiency Economy Philosophy and considering the expectations of all stakeholders. Therefore, the Company operates transparently in all aspects of its business, complying with all applicable laws, regulations, and rules, while maintaining a balance between environmental and social factors and minimizing the impact of its operations throughout the value chain. Furthermore, the Company leverages its organizational strengths and applies technology to foster innovation and business growth, while continuously prioritizing social and community development and environmental conservation.

Reference link for sustainability policy : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-sustainable-development-policy-en.pdf>

#### Sustainability management goals

Does the company set sustainability management goals : Yes

The Company has considered its sustainability management goals, aligning them with its business strategy and key sustainability priorities. The Board of Directors, executives, and employees are aware of and actively participate in sustainability initiatives. Progress is reported to the Risk and Sustainability Development Committee on regular basis. The Company has set its 2025 sustainability management goals as follows.

- Product and service quality, customer responsibility, and customer relationship management, with the goal of achieving a customer satisfaction rating of 90 percent
- Cybersecurity and data privacy protection, with the goal of achieving a cybersecurity score of B rating
- Good corporate governance, aiming for zero incidents of fraud and corruption in all forms; an excellent rating in the corporate governance assessment under the Corporate Governance Report of Thai Listed Companies; and a score of 96 or higher for the quality of shareholders' meeting
- Business operations focusing on climate change issues, including efficient resource use and reducing operating costs, with the goal of reducing electricity consumption, water usage, and greenhouse gas emissions by 1 percent compared to the previous year

The Company prioritizes setting sustainability goals and driving them towards tangible results, encompassing economic and governance, social, and environmental dimensions. The Company's sustainability management goals align with the United Nations Sustainable Development Goals (UN SDGs) to create sustainable value for stakeholders.

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 8 Decent Work and Economic Growth, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action

## Management and Determination of Sustainability Materiality Issues

### Management Guidelines

The Company has structured its sustainability management operations with the Chairman of the Board of Directors and the Chief Executive Officer leading the organization towards sustainable development. The Board of Directors has delegated this responsibility to the Risk and Sustainability Development Committee. Furthermore, the Executive Committee, the Audit Committee, and the Nomination and Remuneration Committee support and promote the Company's activities to achieve its goals and meet the needs of all stakeholders.

### Process for Determining Sustainability Materiality Issues

The Company has established a process for evaluating sustainability materiality issues in line with the organization's goals and strategies including consideration of stakeholder opinions and international sustainability standards. The process is as follows:

#### (1) Materiality analysis and identification

The Company understands the context related to organizational sustainability and identifies key issues impacting its sustainability across economic, social, and environmental dimensions, including both internal and external factors. This is considered in relation to the risks and opportunities of the Company's business plan, industry trends, and the expectations of all stakeholders. Information is gathered from various responsible departments within the Company, as well as from national and global sustainability initiatives such as the United Nations Sustainable Development Goals (UN SDGs).

#### (2) Assess and determine significant IROs related to sustainability matters

The Company assesses various issues to reflect environmental, social, and governance concerns that significantly impact the Company and its operations externally, value creation throughout the value chain, and the impact on the needs, expectations, and decision-making of stakeholders. This sustainability assessment is based on the Double Materiality principle, which considers two dimensions: Impact Materiality, analyzing current and potential future impacts (positive and negative) on society and the environment, assessed from the perspective of stakeholder expectations and operations throughout the value chain; and Financial Materiality, considering the risks and opportunities that may affect the Company's performance, development, and financial status.

#### (3) Prioritize the most significant IROs related to sustainability matters

The Company prioritizes each issue by considering the most important actual and potential impacts, risks, and opportunities (IROs) related to sustainability. Targets are set after analyzing each issue to address future competition or changes, considering the organization's adaptability to lead the organization towards sustainability and progress. The Company assesses key issues with feedback from management and also solicits input from all stakeholder groups.

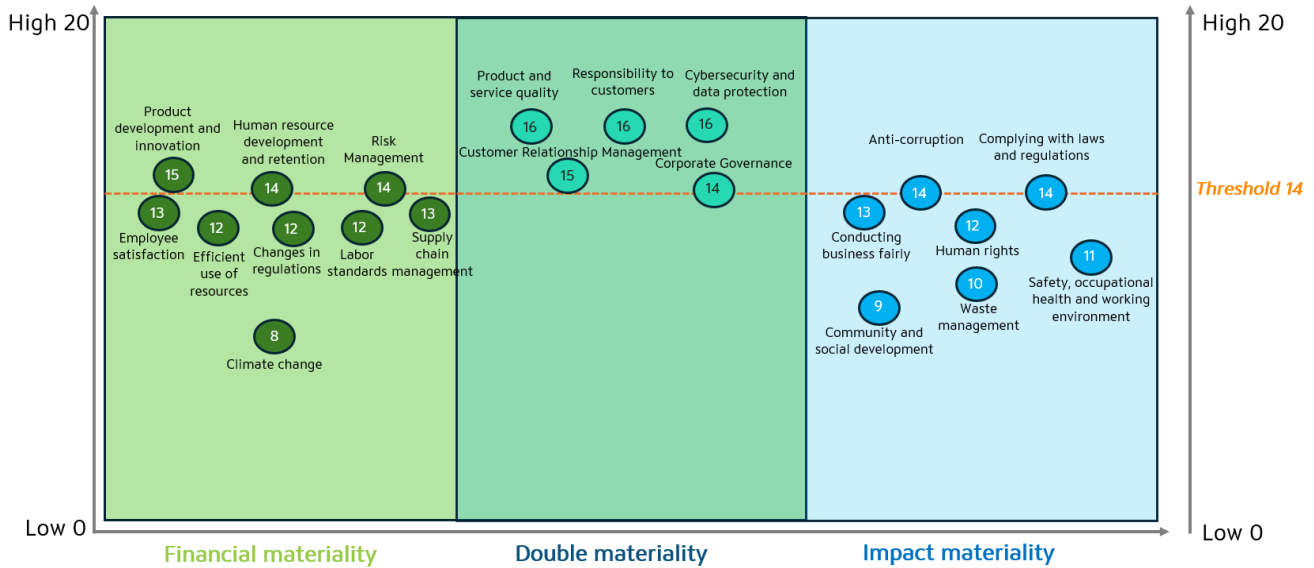
#### (4) Preparation of work plans and designation of responsible persons

The Company will collect the results of the assessment of materiality issues to prepare a summary of important issues for the Company and prepare a work plan and specify the functions responsible.

#### (5) Monitoring and evaluation

The Company will review the results of the assessment of materiality issues, opinions and suggestions from all stakeholder groups to develop the Company's operations as well as providing continuous control, monitoring and supervision to achieve the sustainability development plan that has been set out.

Results from the two-dimensional assessment of key sustainability issues in a Double Materiality Matrix form



The assessment results for key sustainability issues in a Double Materiality Matrix form with scores of 14 and higher indicate a highly significant sustainability concern. These include product and service quality, customer responsibility, customer relationship management, cybersecurity and data protection, and corporate governance. The Company has set sustainability management goals to address these relevant sustainability issues.

**Information on review of policy and/or goals of sustainable management over the past year**

**Review of policy and/or goals of sustainable management over the past year**

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

The Risk and Sustainability Development Committee conducted annual revision to the Sustainability Development Policy and found that its provisions were appropriate. Accordingly, it remained unchanged and was proposed to the Board of Directors for consideration and approval further. The Board of Directors subsequently granted approval, aligning with the Risk and Sustainability Development Committee's recommendation.

For the 2025 sustainability management goals, the Chief Executive Officer was an approver. These goals include customer satisfaction assessment, cybersecurity score assessment, fighting against all forms of fraud and corruption, corporate governance assessment under the Corporate Governance Report of Thai Listed Companies, quality of shareholder's meeting assessment, electricity consumption, water consumption, and greenhouse gas emissions.

**Information on impacts on stakeholder management in business value chain**

**Business value chain**

Primary Activities
--------------------

Research and development	<ul style="list-style-type: none"> <li>● Explore technology related to product development of the Company's group as well as surveying customer needs</li> <li>● Study innovation and develop new products that meet customer needs</li> <li>● Test newly developed products</li> <li>● Present products to target customers</li> </ul>
Marketing and sales	<ul style="list-style-type: none"> <li>● Meet, inquire and analyze customer needs regularly</li> <li>● Present products and services including plans for implementing projects that respond to the needs of target customers</li> <li>● Set appropriate prices for products and services</li> <li>● Organize training, seminars, and various activities that provide knowledge to customers and the public who are interested</li> </ul>
Operation	<ul style="list-style-type: none"> <li>● Prepare the project plan to be in accordance with the plan that has been established with the customer</li> <li>● Assign relevant personnel to be responsible for the operations of each project</li> <li>● Train personnel regularly to have knowledge, excellent expertise in responsible work according to relevant regulations</li> <li>● Procure quality equipment and plan installation in accordance with the project plan</li> <li>● Manage, monitor and supervise the project to be completed within the specified time</li> <li>● Control and monitor operations to be in accordance with the established plans</li> <li>● Check the quality of equipment before installing it for customers</li> <li>● Develop and improve work systems to be modern and responsive to rapidly changing technology</li> </ul>
After-sales service	<ul style="list-style-type: none"> <li>● Maintain the solution system for the customer according to the agreed upon conditions</li> <li>● Assign relevant personnel to be responsible for after-sales service according to the plan</li> <li>● Listen to opinions and survey customer satisfaction periodically to make corrections and improve work processes to be more efficient</li> <li>● Provide call center which is a central agency to give advice as well as receiving complaints from customers</li> </ul>
<b>Supporting Activities</b>	
<p><b>Human resource management:</b> This is the key to driving the Company's various transactions. Therefore, the Company has given importance from the process of recruiting potential employees, knowledge and ability. There is competitive compensation management and can motivate employees including encouraging employees to receive training and development regularly with allowing opportunities to grow and advance in career, caring and building good morale to make employees engagement with the Company and dedicated to creating, developing work and providing efficient service to respond appropriately to customer needs.</p>	
<p><b>Procurement:</b> It is a function responsible for purchasing, hiring, and providing quality work equipment and tools. It is carried out with transparency, fairness to partner companies.</p>	

**Infrastructure development:** The Company provides care, development and improvement of important work systems in business operations to be up to date at all times to be able to provide service to customers quickly, correctly and efficiently. The work system of the main supply chain and other organizational processes such as accounting and financial systems, and organization management system are organized.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>- Pay appropriate compensation and benefits</li> <li>- Have stability and advance in career</li> <li>- Give importance to knowledge and abilities development by giving employees thorough opportunities</li> <li>- Have a working environment that is safe for life and property as well as having good health at work</li> <li>- Have modern tools and work systems to support operations</li> <li>- Develop potential, knowledge, abilities, performance values, sustainable business growth and profitable</li> </ul>	<ul style="list-style-type: none"> <li>- Review the compensation structure annually</li> <li>- Offer a provident fund, life insurance, and health insurance along with arranging an annual health check</li> <li>- Arrange training to develop employees' knowledge and abilities</li> <li>- Improve the office environment to be safe and hygienic on a regular basis</li> <li>- Treat employees fairly and equally without discrimination</li> <li>- Organize training courses that meet needs and keep up with world changes</li> </ul>	<ul style="list-style-type: none"> <li>• Social Event</li> <li>• Online Communication</li> <li>• Internal Meeting</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Training / Seminar</li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b><u>External stakeholders</u></b>			
<ul style="list-style-type: none"> <li>• Investors or investment institutions</li> <li>• Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>- Sustainable growth and profitable business performance</li> <li>- Clear goals and directions for future business operations</li> <li>- Management under the principles of good corporate governance</li> <li>- Disclosure of accurate and equitable information</li> </ul>	<ul style="list-style-type: none"> <li>- Conduct business with transparency and fairness</li> <li>- Treat shareholders equitably and fairly</li> <li>- Pay dividends in accordance with the dividend policy</li> <li>- Prepare strategic plans and business plans annually</li> <li>- Manage important risks covering economic, social and environmental aspects</li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Press Release</li> <li>• Online Communication</li> <li>• Annual General Meeting (AGM)</li> <li>• Others <ul style="list-style-type: none"> <li>• Variety of communication channels</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Customers</li> </ul>	<ul style="list-style-type: none"> <li>- Distribution of products and services at fair prices with international quality standard</li> <li>- Fast, easy-to-access service, including after-sales service</li> </ul>	<ul style="list-style-type: none"> <li>- Commit to providing quality service that meets standards to give customers maximum confidence and satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> <li>• Others <ul style="list-style-type: none"> <li>• Meeting with customers and organizing various activities to build good relationships</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<ul style="list-style-type: none"> <li>- Regular updates to new technologies and solutions</li> <li>- Being a consultant and being able to expand existing customers products to be modern and better</li> <li>- Protecting information or maintaining important information that is kept</li> <li>- Compliance with the contract with transparency, accuracy, and completeness</li> <li>- Good corporate governance and fair treatment</li> <li>- Products and services complying with environmental laws including conducting business that is environmentally friendly</li> </ul>	<ul style="list-style-type: none"> <li>- Provide call center that helps in responding to various problems quickly</li> <li>- Conduct a satisfaction survey at least once a year</li> <li>- Have ethics in maintaining customer information</li> <li>- Strictly follow the contract to meet the needs of both short-term and long-term customers</li> <li>- Follow the Code of Conduct and Business Ethics</li> </ul>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>- Business operations under business conditions that comply with industry customs</li> <li>- Do not do business with suppliers who act illegally</li> <li>- Refraining from creating trade bargaining power through reciprocal methods and be honest in doing business together</li> <li>- Payment for products and services according to the conditions</li> <li>- Cooperation in business development and mutual growth</li> <li>- Equality in doing business</li> <li>- Transparent and fair procurement process</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- Adhere to the principles of transparency, fairness and equality in treating suppliers</li> <li>- Have policies and procedures for procurement to ensure fairness to suppliers</li> <li>- Disclose to suppliers the anti-corruption policy including the supplier code of conduct</li> <li>- Follow the conditions in the sales contract, regulations or code of conduct from the suppliers</li> <li>- Respect the rights and treat all suppliers with care, equal and fair</li> <li>- Evaluate suppliers to develop</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfaction Survey</li> <li>• Others <ul style="list-style-type: none"> <li>• Process for selecting and evaluating the performance of suppliers, meeting with suppliers and organizing activities to maintain good relationships</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	Environmentally friendly business operations and in accordance with environmental laws	sustainable business operations	
<ul style="list-style-type: none"> <li>• Creditor</li> </ul>	<ul style="list-style-type: none"> <li>- Repayment of debts and payment of interest according to contractual conditions</li> </ul>	<ul style="list-style-type: none"> <li>- Follow the loan conditions</li> <li>- Be responsible for various guaranteed conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Complaint Reception</li> <li>• Others <ul style="list-style-type: none"> <li>• Setup meeting and organizing activities to maintain good relationships</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Business partners</li> </ul>	<ul style="list-style-type: none"> <li>- Business operation under business conditions that comply with industry customs</li> <li>- Cooperation in business development and mutual growth</li> </ul>	<ul style="list-style-type: none"> <li>- Adhere to the principles of transparency, fairness and equality in treating business partners</li> <li>- Follow the conditions in the sales contract, regulations or code of conduct from the business partners</li> </ul>	<ul style="list-style-type: none"> <li>• Others <ul style="list-style-type: none"> <li>• Meeting with business partners and organizing activities to maintain good relationships</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Competitors</li> </ul>	<ul style="list-style-type: none"> <li>- Fair competition</li> <li>- Business operations with honesty and integrity as well as adherence to industry norms and etiquette</li> </ul>	<ul style="list-style-type: none"> <li>- Adhere to the principles of transparency, fairness and equality in treating competitors</li> <li>- Follow the Code of Conduct and Business Ethics</li> </ul>	<ul style="list-style-type: none"> <li>• External Meeting</li> </ul>
<ul style="list-style-type: none"> <li>• Media</li> </ul>	<ul style="list-style-type: none"> <li>- Clear goals and future business direction</li> <li>- Management under good corporate governance principles</li> <li>- Disclose accurate and fair information</li> </ul>	<ul style="list-style-type: none"> <li>- Provide necessary and sufficient information to the public</li> <li>- Adhere to the principle of equality in providing information</li> </ul>	<ul style="list-style-type: none"> <li>• Press Release</li> <li>• Online Communication</li> <li>• Others               <ul style="list-style-type: none"> <li>• Variety of communication channels</li> </ul> </li> </ul>

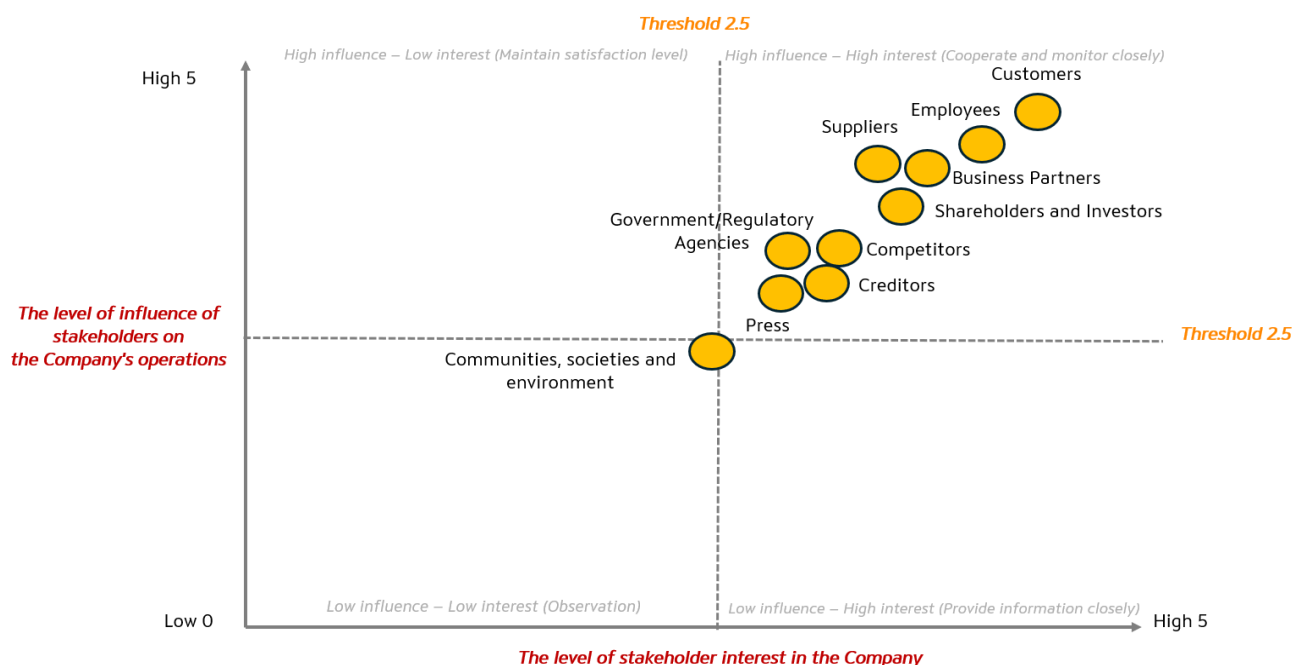
Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Government agencies and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>- Fair, transparent, and equitable competition</li> <li>- Conducting business based on good governance principles and relevant legal requirements</li> <li>- Handling complaints appropriately and fairly</li> </ul>	<ul style="list-style-type: none"> <li>- Comply with all applicable laws, regulations, and rules related to the business</li> <li>- Conduct business responsibly and fairly towards all stakeholders</li> <li>- Collaborate with various organizations to support sustainable business practices</li> <li>- Disclose information transparently and reliably</li> </ul>	<ul style="list-style-type: none"> <li>• External Meeting</li> <li>• Others               <ul style="list-style-type: none"> <li>• Meeting to gather policy and regulatory guidelines, and organizing joint activities</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Community</li> <li>• Society</li> <li>• Others               <ul style="list-style-type: none"> <li>• Environment</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Reduce environmental impact and surrounding community society</li> <li>- Participate in community development, career and income to create stability for the surrounding community</li> </ul>	<ul style="list-style-type: none"> <li>- Provide various assistance that is beneficial to society and community</li> <li>- Refrain from causing pollution to the environment and society</li> <li>- Raise awareness and encourage employees and related parties to behave as good citizens with responsibilities and make contributions to society and community</li> <li>- Commit to supporting activities that are beneficial to society and community</li> </ul>	<ul style="list-style-type: none"> <li>• Social Event</li> <li>• Complaint Reception</li> <li>• Others               <ul style="list-style-type: none"> <li>• Listening to opinions and suggestions and organizing activities to maintain good relationships</li> </ul> </li> </ul>

**Additional Detailed Analysis of Stakeholders in the Business Value Chain**

**Analysis Result**

The Company analyzes stakeholders in accordance with the AA1000 Stakeholder Engagement Standard (AA1000SES) 2015 to understand and assess the impact on stakeholders and prioritize their engagement.



In this regard, the Company has assessed the priorities of stakeholders in the business value chain, considering their influence and interest in the Company. It identified customers (those who purchase goods and services from the Company, generating sales, revenue, and profit) and employees (those who develop and deliver goods and services according to customer schedules and expectations, leading to repeat purchases) as the top two most important stakeholders. Therefore, the Company must manage engagement and communication closely with these stakeholders.

## Supply Chain Management

### 2025 Implementation

The Company places importance on supply chain management to mitigate business risks, including supply chain cost fluctuations, raw material shortages, business disruptions, and environmental, social, and corporate governance (ESG) risks associated with its suppliers. To promote sustainable business growth, the Company has a comprehensive supply chain management approach, encompassing the selection process of suppliers, quality control of raw materials and products of suppliers, and an annual performance evaluation process. Additionally, the Company fosters strong relationships with stakeholders across the supply chain, reinforcing its commitment to conducting business with transparency and integrity.

#### (1) Establishment of Supplier Code of Conduct

The Company intends to encourage its suppliers to conduct business transparently, with good corporate governance, along with maintaining environmental and social balance throughout the business value chain and considering the expectations of all stakeholders. The Company has therefore developed a Supplier Code of Conduct by compiling policies, laws, regulations, requirements, and principles of the Company's business operations, expecting that its suppliers will have a correct understanding and adhere to it as a guideline for conducting business.

#### (2) Selection and Registration of New Suppliers

The Company has set criteria for selecting and registering new suppliers, which are manufacturers, sellers, contractors or service providers systematically and fairly, as well as considering business operations under ethical corporate governance, anti-fraud and corruption, respect for human rights, and helping suppliers grow together with the Company sustainably.

(3) Critical Supplier Analysis

Criteria for identifying Critical Tier 1 Supplier	Criteria for identifying Critical Non-Tier 1 Supplier
<ul style="list-style-type: none"> <li>- Suppliers with a purchase value of THB 1 million or more</li> <li>- Suppliers that sell or provide services that are important to the business process</li> <li>- Suppliers that are few in the market and irreplaceable</li> </ul>	<ul style="list-style-type: none"> <li>- Suppliers that sell or provide services that are important to the business process</li> <li>- Suppliers that are few in the market and irreplaceable</li> </ul>

Supplier Analysis Results in 2025

Supplier Type	Number of Suppliers	Percent of Suppliers	Percent of Purchasing Value
Suppliers that had transactions in 2025 (Tier 1)	511		
Critical Tier 1 Supplier	81	15.85	79.90
Critical Non-Tier 1 Supplier	17		

(4) Supplier Sustainability Risk Analysis and Management

The Company has prepared an ESG Assessment covering the economic dimension under corporate governance, social dimension, and environmental dimension, in alignment with the provisions of the Supplier Code of Conduct for suppliers to assess its compliance with the Supplier Code of Conduct. The assessment results will be served as a basis for supplier development, fostering sustainable growth alongside the Company.

In addition, the Company requested that all Critical Tier 1 Suppliers with purchase transactions in 2025 complete the ESG Assessment. A total of 81 suppliers were required to complete the assessment, accounting for 15.85 percent of all suppliers. Of these, 41 suppliers completed the ESG Assessment, accounting for 50.62 percent of those required.

Assessment Results			Risk Assessment Criteria by Score from the ESG Assessment
Risk Level	Number of Supplier	Percent	
Very high risk	0	0.00	0-30 percent
High risk	1	2.44	31-50 percent
Moderate risk	3	7.32	51-60 percent
Low risk	6	14.63	61-70 percent
Very low risk	31	75.61	71-100 percent
Total	41	100.00	

Based on the assessment results, the overall sustainability risk of the suppliers was determined to be at a low to very low risk level. For suppliers identified as having a high or very high sustainability risk, the Company will require them to implement corrective measures to mitigate the severity and potential negative impacts on sustainability operations.

Additionally, the Company will actively monitor their progress and provide guidance on improvements, fostering greater awareness, commitment, and participation in environmental, social, and corporate governance practices. This approach aims to support the development of a sustainable supply chain.

(5) On-site ESG Audit

Following the sustainability assessment of its suppliers, the Company would conduct on-site visits to evaluate and ensure that suppliers' operations meet the required standards, align with sustainability objectives, and mitigate sustainability risks. These visits are specifically conducted for Critical Tier 1 Suppliers whose overall sustainability assessment scores fall below 50 percent, indicating high or very high sustainability risks. However, the Company may select additional Critical Tier 1 Suppliers, beyond those with high to very high sustainability risks, for on-site visits. The Company plans to conduct these visits in March 2026 to enhance and develop the capabilities of its suppliers, increase their knowledge and understanding, and mitigate risks related to sustainability issues.

**Information on organization's material sustainability topics**

**Organization's material sustainability topics**

The company has identified its sustainability : Yes  
materiality topics

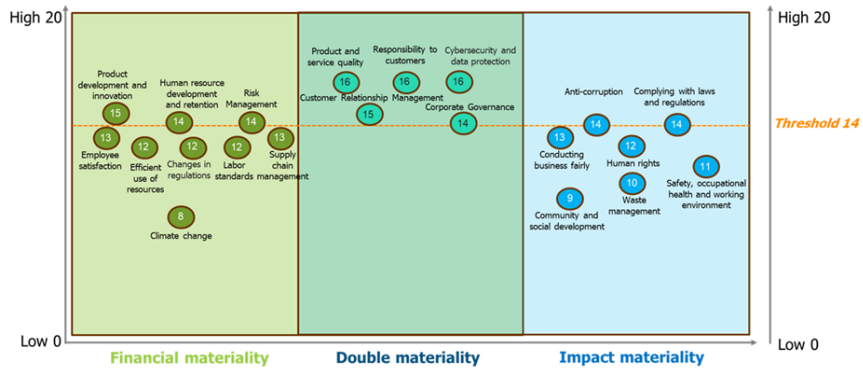
Over the past year, the company has reviewed its : Yes  
sustainability materiality topics

**Details of organization's material sustainability topics**

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Conducting business fairly	<ul style="list-style-type: none"> <li>• Fair Labor Practices</li> <li>• Customer / Consumer Responsibility</li> <li>• Community / Social Responsibility</li> </ul>
Human resource development and retention	<ul style="list-style-type: none"> <li>• Others : Human resource development and retention</li> </ul>
Efficient use of resources	<ul style="list-style-type: none"> <li>• Energy Management</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> <li>• Greenhouse Gas Management</li> </ul>
Safety, occupational health and working environment	<ul style="list-style-type: none"> <li>• Others : Safety, occupational health and working environment</li> </ul>
Corporate governance	<ul style="list-style-type: none"> <li>• Good Governance</li> </ul>
Anti-corruption	<ul style="list-style-type: none"> <li>• Others : Anti-corruption</li> </ul>

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Climate change	<ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Energy Management</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> <li>• Greenhouse Gas Management</li> </ul>
Supply chain management	<ul style="list-style-type: none"> <li>• Sustainable Supply Chain Management</li> </ul>
Human rights	<ul style="list-style-type: none"> <li>• Human Rights</li> </ul>
Product development and innovation	<ul style="list-style-type: none"> <li>• Innovation Development</li> </ul>
Risk management	<ul style="list-style-type: none"> <li>• Sustainability Risk Management</li> <li>• Others : Risk management</li> </ul>
Employee satisfaction	<ul style="list-style-type: none"> <li>• Others : Employee satisfaction</li> </ul>
Changes in regulations	<ul style="list-style-type: none"> <li>• Others : Changes in regulations</li> </ul>
Labor standards	<ul style="list-style-type: none"> <li>• Fair Labor Practices</li> <li>• Others : Labor standards</li> </ul>
Product and service quality	<ul style="list-style-type: none"> <li>• Customer / Consumer Responsibility</li> <li>• Others : Product and service quality</li> </ul>
Responsibility to customers	<ul style="list-style-type: none"> <li>• Customer / Consumer Responsibility</li> </ul>
Cybersecurity and data protection	<ul style="list-style-type: none"> <li>• Others : Cybersecurity and data protection</li> </ul>
Customer relationship management	<ul style="list-style-type: none"> <li>• Customer / Consumer Responsibility</li> <li>• Others : Customer relationship management</li> </ul>
Complying with laws and regulations	<ul style="list-style-type: none"> <li>• Others : Complying with laws and regulations</li> </ul>
Community and social development	<ul style="list-style-type: none"> <li>• Community / Social Responsibility</li> <li>• Others : Community and social development</li> </ul>
Waste management	<ul style="list-style-type: none"> <li>• Waste and Waste Management</li> </ul>

**Diagram of organizations material sustainability topics**



Materiality issues are presented in the form of a Double Materiality Matrix

### Information on sustainability report

#### Corporate sustainability report

Corporate sustainability report : Doesn't Have data

#### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Others : The Stock Exchange of Thailand and/or The Securities and Exchange Commission

## Sustainability risk management

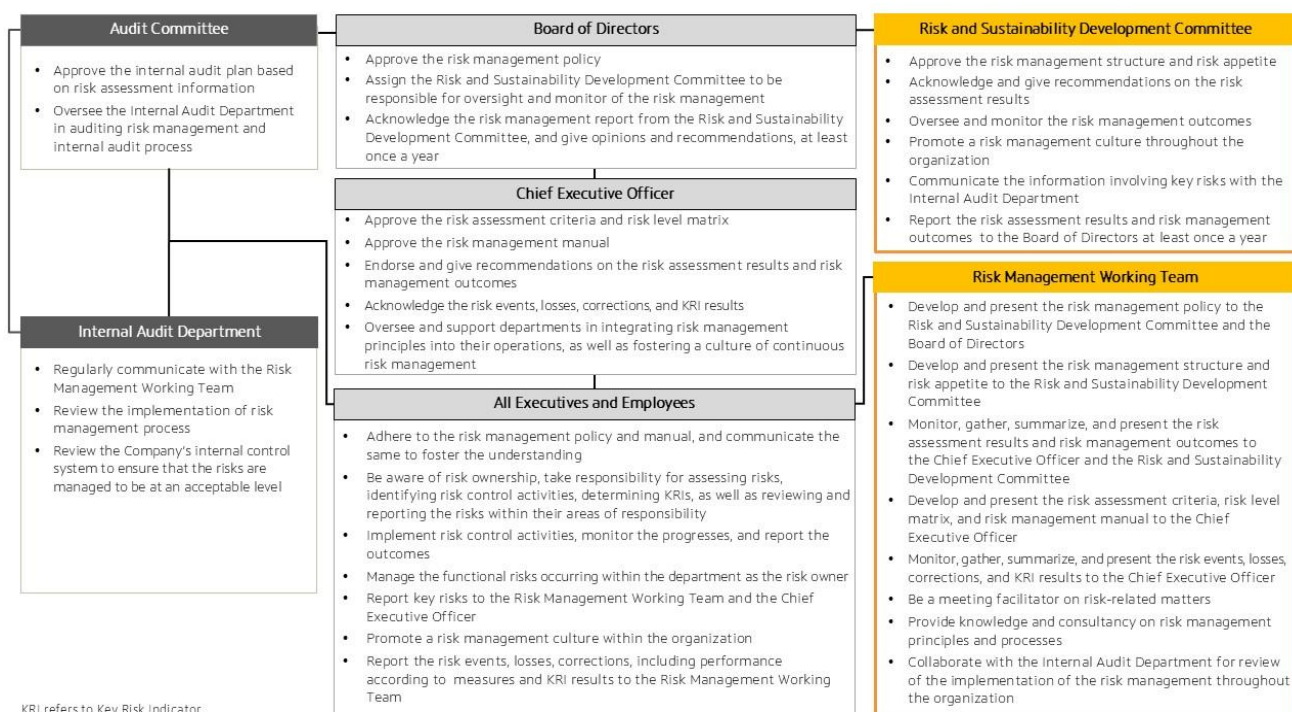
### Information on risk management policy and plan

#### Risk management policy and plan

G-Able Public Company Limited (the "**Company**") recognizes the importance of risk management in facilitating its business conduct to achieve its strategy, objectives, and goals, including good corporate governance and sustainable growth across economic, social and environmental dimensions. Managing risks allows the Company to identify potential opportunities and challenges and to prepare preventive plans to control and mitigate impacts, as well as to reduce unforeseen events that may occur in the future. This approach ensures that the Company's desired outcomes are achieved by using appropriate resources and adjusting business strategies, both proactively and responsively, and the impacts are relieved to be at an acceptable level. Therefore, the Company has established a risk management policy and manual by applying the international standard set by The Committee of Sponsoring Organizations of the Treadway Commission - Enterprise Risk Management (COSO - ERM) that outlines the risk management framework based on business operations-related processes through 5 components. These components include governance and culture, strategy and objective-setting, performance, risk identification, review and revision, and information, communication and reporting.

#### Risk Management Structure

(It was reviewed on 18 February 2025 by the Risk and Sustainability Development Committee.)



#### Risk Management Process

Risk management process of the Company covers the risk identification, risk assessment, risk mitigation plan to reduce risk level to an acceptable level, risk monitoring through KRIs results to ensure that the risks are managed in an appropriate manner, and regular risk reporting to the executives. In addition, the Company determines the level of risk appetite (comprising of the Corporate Risk Appetite Statement and qualitative risk measurement) and risk tolerance and applies a heat map with the criteria of likelihood and impact, both in terms of financial and non-financial, in risk

assessment and prioritization. In this regard, the Company classifies its risks into 5 categories, including strategic risk, operational risk, financial risk, compliance risk, and emerging risk<sup>1</sup>. Additionally, the Company conducts fraud and corruption risk assessments, which are classified as operational risk.

<sup>1</sup> Emerging risk refers to newly arising external risks that are unexpected or highly uncertain, significant in nature, and characterized by specific attributes. It may have long-term impacts, for 3 to 5 years, on the industry or the Company and its subsidiaries (collectively, the "Group")'s business.

### Risk Management Culture

Promoting a risk management culture within an organization is a critical factor in the successful implementation of risk management. Consequently, risk management of the Group is conducted at both enterprise and functional levels, requiring all executives and employees to take ownership of the risks within their respective responsibilities both individually and in collaboration with other departments by specifying this in the Company's Risk Management Policy as a fundamental term. The roles and responsibilities of the Chief Executive Officer, as the top organizational management, in continuously promoting a risk management culture, are defined. Therefore, training and seminars are organized to raise awareness of risk management across the organization.



In 2025, the Company organized training sessions and seminars to educate employees on risk management, covering an overview and the importance of risk management, risk management processes, risk management tools, and risk management reporting. Workshops were conducted for representatives from various departments to assess their respective functional risks. In addition, the Company, through the Risk Management Working Team, has reviewed its knowledge of overall risk management and processes with the Board of Directors and senior executives, including holding knowledge-sharing sessions on ESG risk and corruption risk.

Furthermore, the Company has implemented business continuity management to ensure its ability to operate continuously and sustainably. The business continuity plan is regularly updated and tested to enhance the capability to effectively respond to emergency situations that may disrupt business operations, such as natural disasters, pandemics, or civil unrest.

Reference link to risk management policy and plan : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20260114-gable-enterprise-risk-management-policy-en.pdf>

### Information on ESG risk factors management standards

#### ESG risk factors management standards

Standards on ESG risk management : Yes

## Information on ESG risk factors

### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

##### Risk 1 Risk from Technological Changes

Related risk factors : Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies

Operational Risk

- Shortage or reliance on skilled workers

Financial Risk

- Income volatility

ESG risk factors : Yes

##### Risk characteristics

The businesses of the Group are closely related to technology, which undergoes rapid development and changes.

##### Risk-related consequences

If there are technological changes and the Group cannot keep up with and adapt to these changes promptly to meet customer needs, it may result in the loss of customer base and potentially impact on the operations of the Group.

##### Risk management measures

The Group is well-prepared to adapt to ongoing technological changes. The management of the Group, with over 36 years of expertise in the technology business, possesses a deep understanding of the industry. Additionally, the Group has established partnerships with several world-leading product owners, resulting in continuous support in terms of knowledge transfer and information sharing regarding technological trends and changes. Moreover, the Group actively encourages its executives and staff at all levels to closely follow information and news related to the development of new technologies. This includes regular participation in seminars and training sessions organized by product owners. This proactive approach ensures that the Group can swiftly adapt its service offerings to stay current with technological changes and meet the evolving needs of its customers promptly. Lately, the Company has foreseen a continuous growth trend in the demand for technology-driven data management solutions among leading enterprise customers, particularly through cloud-based technologies. To accommodate this technological shift, the Company has positioned itself as a comprehensive cloud service provider, offering consulting, design, implementation, and maintenance services for various cloud systems. This enables enterprise customers to effectively leverage cloud solutions that meet the diverse needs of their businesses. Moreover, the Company has made its cloud, cybersecurity, data and analytics, and managed tech services available on the AWS Marketplace, making them even more accessible to customers.

##### Risk 2 Risk from Business Competition

Related risk factors : Strategic Risk

- Competition risk

ESG risk factors : No

##### Risk characteristics

The Group engages in the business of providing information technology and digital solutions, which is a highly competitive business. Each service provider always strives to create differentiation from competitors to gain a competitive advantage, including forming partnerships with globally recognized technology developers to access cutting-edge technology, developing their own solutions to meet customer demands, and entering price war to increase market share, given customers limited budgets. These may result in intensified competition within the industry.

### **Risk-related consequences**

Increased business competition may adversely affect the Groups operations and profitability.

### **Risk management measures**

The Group uplifts its competitiveness with its comprehensive information technology and digital solutions, including its specialization and experience from over 36 years of business operations, as well as its continuous development of proprietary products, both digital marketing platform, space management platform, and big data management platform, to strengthen its competitive advantage. In 2025, the Group launched CorpGPT platforms, namely GENA and Allyx, as assistants designed for enterprises seeking to adopt Generative AI within their operations. These platforms are tailored to various business use cases, enabling secure, systematic, and fully controlled utilization. GENA and Allyx were developed to empower enterprises to maximize the potential of Generative AI, enhancing agility and creating opportunities to reduce operating costs. In addition, the Group employs cost and expense management strategies, along with investments in high-potential and high-margin businesses, as measures to mitigate this risk. In early 2025, the Group also implemented an organizational restructuring to enhance operational efficiency going forward. For Round 2 Solutions Company Limited (**R2**), in which the Company invested in August 2024 by acquiring 75 percent of its ordinary shares to strengthen capabilities and enhance the comprehensiveness of the Groups business solutions, its performance has achieved the determined targets. Moreover, the Company analyzes overall business competition and sets the standard price of the Group, which is monitored and reviewed regularly, to allow the Group to remain competitive in pricing against business competitors. The Company therefore believes that it can manage this risk factor at an acceptable level, as reflected in its ability to maintain a healthy gross profit margin. The gross profit margins for 2023 to 2025 were 20.60 percent, 18.53 percent, and 20.63 percent, respectively.

### **Risk 3 Risk from Relying on Some Customer Group**

Related risk factors : Strategic Risk  
• Reliance on large customers or few customers

Operational Risk  
• Other : Customer concentration

ESG risk factors : Yes

### **Risk characteristics**

From 2023 to 2025, the Group had the service income from serving customers in the financial and banking segment, insurance segment, and securities companies segment, accounting for 42.90 percent, 47.90 percent, and 40.04 percent of the total sales and service revenue, respectively. These segments represent major customer groups for the Group.

### **Risk-related consequences**

In the event of significant adverse events affecting industries of the Groups major customers, such as changes in economic factors, changes in consumer behavior, or regulatory changes specific to these sectors, there may be an impact on information technology investment by this industry group, potentially affecting the performance of the Group.

### **Risk management measures**

The Company has a policy to expand its customer base to other industries, aiming to reduce risk and enhance the potential for revenue and profitability growth of the Group. In this respect, the Group aims to address the current business needs to enhance sales opportunities by integrating solutions that provide a competitive advantage, such as

expanding consulting services and implementing business applications, including HCM (Human Capital Management), ERP (Enterprise Resources Planning), and CRM (Customer Relationship Management) systems, for enterprises, as well as forming partnerships with global consulting firms to introduce solutions aligned with IT industry trends to further expand the customer base. In 2025, the Company signed a comprehensive business collaboration agreement with Thai NS Solutions Company Limited (an affiliate of NS Solutions Corporation, Japan, and one of shareholders of R2), to enhance its capabilities and potential in providing digital solutions to a broader customer group, particularly within the manufacturing sector. Consequently, the service income from serving customers in the manufacturing and energy segment accounted for 11.44 percent of the total sales and service revenue, increasing by 20.75 percent from 2024.

**Risk 4 Risk from Relying on Product Vendors**

- Related risk factors : Strategic Risk
- Reliance on large partners / distributors or few partners / distributors
- Operational Risk
- Other : Dependence on product vendors
- ESG risk factors : Yes

**Risk characteristics**

In a part of selling and providing information technology and digital solutions to customers, the Group relies on products ordered from manufacturers or distributors as a solution component, especially for a Value-added Distribution Solution operated by First Logic Company Limited ("FLG"), a subsidiary of the Company. FLG operates as a Value-added Distributor for Oracle Corporation ("Oracle"), a globally recognized technology developer for organizational-level usage. In 2023 to 2025, the Group had revenue derived from Oracle products, accounting for 22.13 percent, 18.10 percent, and 17.71 percent of the total sales and service revenue, respectively.

**Risk-related consequences**

In the future, if the manufacturers or distributors of solution components, including Oracle, change their business models and policies, and/or if there are additions or reductions in distributors, and/or if the pricing of products that form part as a solution component, it may materially affect the Groups revenue and performance.

**Risk management measures**

The Group has maintained a strong and continuous relationship with manufacturers or distributors of solution components, especially Oracle which FLG holding the right to act as an Oracle distributor in Thailand for over 15 years, starting from 1990 onwards. In addition, the Group also has a policy to maintain relationships with other product owners to mitigate the risk of excessive reliance on any product owner. Currently, the Group has received high-level partnership certifications from widely recognized global product owners, such as Dell Technologies - Platinum, Hewlett Packard Enterprise - Gold, Oracle - Oracle Partner Network and Red Hat - Advanced Business Partner.

**Risk 5 Risk from Relying on Specialized Personnel**

- Related risk factors :
- Operational Risk
- Reliance on employees in key positions
  - Shortage or reliance on skilled workers
- ESG risk factors : Yes

**Risk characteristics**

Due to the nature of business of information technology and digital solutions, it relies on personnel with expertise and experience, as well as possessing in-depth knowledge of technologies, which continue to evolve rapidly, and having a good understanding of customer operations. Therefore, the majority of the Group's workforce, especially those in

solution and technology-related positions, must be knowledgeable and deeply understand the relevant technologies to efficiently offer solutions that meet customer needs. This includes providing high-quality after-sales services.

### **Risk-related consequences**

If the Group cannot retain experienced and skilled personnel, it may impact on the Groups services and ultimately affect its operational performance.

### **Risk management measures**

The Group places an importance on human resource management and supports employees at all levels with continuous skill development and knowledge enhancement. Moreover, the Group has a policy to promote employee development through training and certification programs provided by product owners who are partners with the Group. Simultaneously, the Group provides suitable compensation and welfare, while supporting work-life balance through a hybrid workplace model. The Group also designs various programs to support employees physical and mental well-being, promoting a positive and fulfilling work environment. All of these are for motivating and retaining its workforce to continue working with the Group. Furthermore, to create motivation among the employees within the Group, the Company has issued and offered warrants to purchase the shares of the Company to the executives (including those who took the position of director) and/or employees of the Company and/or its subsidiaries under GABLE ESOP-W1 scheme. This is to allow the Groups executives and employees to become owners of the Company for the purpose of fostering joint development to sustainable growth aligned with the business plan. Further details can be considered in 1.5 Issuance of other securities.

In addition, the Group has established processes to ensure continuity in key positions within the Group through clear and adequate workforce planning. The Group also enhances its recruitment strategies, including collaborating with universities to develop academic curricula and learning activities, to bring in high-quality individuals to join the Group team in a timely manner that aligns with the growth direction of the Group. Additionally, the Group has put in place contingency plans for situations where senior executives of the Group are suddenly unable to perform their duties by outlining them in the Companys business continuity plan to prevent business disruption. Succession plans for crucial positions have been developed by preparing mid-level executives to be capable and ready to take on high-level managerial positions in the future. Clear criteria and procedures are in place to ensure that the selection of personnel for key positions is conducted appropriately and transparently. This is to ensure that the Group maintains a workforce with the necessary qualifications, abilities, and experience to support sustainable growth in the long term.

### **Risk 6 Risk from Cybersecurity Treats**

Related risk factors : Strategic Risk  
• Damage to company image and reputation

Operational Risk  
• Information security and cyber-attack  
• System disruption risk

ESG risk factors : Yes

### **Risk characteristics**

The current business operations increasingly rely on information technology systems, whether for internal communication within the organization or transactions with customers. Simultaneously, the rates of cybercrimes and data breaches, such as phishing, malware, and viruses, have become more diverse and complex. Therefore, cyber threats can have wide-ranging impacts on businesses, including business interruptions and loss of intellectual property or trade secrets.

### **Risk-related consequences**

This risk may result in reputational damage, service disruptions, a loss of stakeholder confidence, and adverse impacts on the performance of the Group.

## Risk management measures

The Company is aware of the risk associated with cybersecurity threats. The policies regarding IT and data securities incorporating (a) restricted access controls based on employees roles and responsibilities and (b) identity verification and authentication by utilizing two-factor authentication as key guidelines have been established. These policies are regularly reviewed by the Board of Directors. In addition, the Company has taken steps to enhance cybersecurity measures throughout the organization. This includes engaging external experts to conduct detailed cybersecurity system audits; establishing a dedicated Security Operations Center (SOC) with a 24/7 operational support plan to handle and prevent cybersecurity threats across computer systems, user accounts, and data; and deploying daily cybersecurity risk assessment software to evaluate security performance. Online cybersecurity awareness training is also provided for employees. In 2025, the Group conducted two penetration tests to assess the robustness of its computer systems. Furthermore, the Group has obtained ISO 27001 certification, the international standard for Information Security Management Systems (ISMS), which reinforces data security, reduces risks, and safeguards information from unauthorized access, thereby strengthening confidence in the Groups information technology systems.

### Risk 7 Risk from Fluctuation of Currency Exchange Rate

Related risk factors :

#### Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : No

### Risk characteristics

The Group is exposed to currency exchange rate risk as some of its products need to be purchased from manufacturers or distributors in U.S. dollars, while, most revenue from sales and service is denominated in Thai Baht (although the Group generates some revenue in U.S. Dollars from the operations). As a result, the Group has obligations to make payments in foreign currencies. Meanwhile, the re-election of Mr. Donald Trump as President of the United States and the U.S. foreign trade policies have heightened global trade tensions, causing increased volatility in foreign exchange rates, particularly U.S. Dollar.

### Risk-related consequences

Fluctuations in exchange rates, especially if U.S. Dollar strengthens, may impact on the costs of the Group, potentially affecting the Companys operations.

### Risk management measures

The Group recognizes the importance of the risk and has a policy in place to set prices, considering the risk from currency exchange rate fluctuations. This allows the Group to appropriately set prices aligned with project costs to some extent. Additionally, the Group closely monitors economic conditions, foreign trade policies, and economic policies (particularly the policies of the Thai government on negotiating international trade agreements), as well as movements in currency exchange rates. The Group will also consider hedging its exposure through forward contracts as necessity based on circumstances. As of 31 December 2025, the Group has a total forward contract amount of THB 1,118.51 million (based on the average selling exchange rate on the last day of the year, as of 31 December 2025, as announced by the Revenue Department, at THB 32.9494 per U.S. Dollar). Excluding gains or losses from the fair value adjustment of forward contracts, the Group recorded losses from exchange rate fluctuations of THB 2.43 million in 2023 and THB 4.82 million in 2025, while profit of THB 2.18 million in 2024.

### Risk 8 Risk from Late Delivery of Deliverables

Related risk factors :

#### Operational Risk

- Other : Failure to execute customer projects as

planned

Financial Risk

- Other : Returns that fall short of projections

ESG risk factors : No

**Risk characteristics**

Most of the work for which customers engage or procure services from the Group has clearly defined and firm delivery timelines. The duration for each engagement depends on the size and complexity of the project.

**Risk-related consequences**

If the Group is unable to perform in accordance with the required standards, deliver work within the contractual timeline, or meet the agreed-upon contractual obligations, it may undermine customers confidence in the quality of products and services, as well as project management effectiveness. The Group may also be liable for penalty charges imposed by customers, which could adversely affect its performance.

**Risk management measures**

The Group always prioritizes delivery of deliverables with standards and meeting the customer requirements. In project operations, there are the Project Management Department responsible for closely overseeing and controlling the project's progress throughout its duration. This includes managing and scheduling project timelines to align with the specified deadlines and ensuring the systematic and continuous delivery of work to customers. This approach enables the Company to address any issues swiftly and on time without adversely affecting the overall project. In this respect, from 2023 to 2025, the Group incurred penalty fees totaling THB 0.31 million, THB 0.96 million, and THB 0.08 million, respectively.

**Risk 9 Risk from Climate Change (emerging risk)**

Related risk factors :

Operational Risk

- Human error in business operations
- Climate change and disasters
- Other : Environmental-related risks

Compliance Risk

- Other : Enforcement of environmental laws

ESG risk factors : Yes

**Risk characteristics**

(a) Global boiling and natural disaster, including heat waves, floods, landslides, soil erosion, and air pollution caused by human activities, such as PM 2.5; and (b) uncertainty and risk associated with regulatory changes, including the Thailand Climate Change Act, currently under consideration by the relevant authorities, which aims to achieve net-zero greenhouse gas emissions as its core objective

**Risk-related consequences**

Employee health and well-being, deterioration of electronic devices due to extreme heat, delays in the transportation of goods and equipment within the supply chain leading to project delivery falling behind schedule, and cost increases if the Group continues to operate without a decarbonization strategy when the Climate Change Act comes fully into effect

**Risk management measures**

The Group (a) continuously implements hybrid workplace model to help reduce pollution generated from employee commuting, while also safeguarding employee health and well-being from potential air pollution exposure during travel; (b) establishes systematic guidelines for the maintenance of electronic equipment storage facilities to slow the

deterioration of electronic devices; (c) demonstrates its commitment to reducing greenhouse gas emissions in accordance with carbon footprint standards and the requirements of the Thailand Greenhouse Gas Management Organization (Public Organization) by setting clear targets and communicating them to stakeholders; and (d) closely monitors developments, assesses evolving situations, and considers additional regulations and measures related to greenhouse gas emission reduction.

Remark: ESG risk - Risk in environmental aspect

### **Risk 10 Risk from Global Geopolitical Conflicts**

Related risk factors : Strategic Risk

- Other : Global geopolitical conflicts and economic uncertainties

ESG risk factors : No

#### **Risk characteristics**

Political polarization between powerful countries and tensions in regions

#### **Risk-related consequences**

Economic stability which may influence or delay investment decisions in the Groups products and services, exchange rate fluctuations, uncertainty in cost increases driven by various factors such as supply chain changes and tax burdens, and delays in sourcing or repairing goods and equipment due to transportation constraints and supply chain disruptions

#### **Risk management measures**

The Group monitors global changes and analyzes potential impacts comprehensively to develop strategic plans that minimize risks and adverse effects on the Groups operations and financial performance to the lowest possible level.

Remark: ESG risk - Risk in economic aspect

### **Information on business continuity plan (BCP)**

#### **Business Continuity Plan (BCP)**

Business Continuity Plan (BCP) : Yes

The Company has established a Business Continuity Plan (BCP) as a framework for managing operational continuity during crisis. This plan ensures that departments are well-prepared in advance to respond to emergencies or critical situations, minimizing disruptions to operations and services while mitigating potential damages to an acceptable level. The Company's Business Continuity Plan has been developed in accordance with the international standard ISO 22301:2019 (Business Continuity Management Systems).

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management : Yes  
policy and guidelines

Link for company's sustainable supply chain : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20250115-gable-sustainable-development-policy-en.pdf>  
management policy and guidelines

Page number of the reference link : 3

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management : Yes  
plan

The Company places importance on supply chain management to mitigate business risks, including supply chain cost fluctuations, raw material shortages, business disruptions, and environmental, social, and corporate governance (ESG) risks associated with its suppliers. To promote sustainable business growth, the Company has a comprehensive supply chain management approach, encompassing the selection process of suppliers, quality control of raw materials and products of suppliers, and an annual performance evaluation process. Additionally, the Company fosters strong relationships with stakeholders across the supply chain, reinforcing its commitment to conducting business with transparency and integrity. Supply chain management plan includes the establishment of Supplier Code of Conduct, the selection and registration of new suppliers, critical supplier analysis, supplier sustainability risk analysis and management, on-site ESG audit and developing sustainable business operations for suppliers.

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : No  
criteria with new suppliers?

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <https://investor.g-able.com>

## Information on key suppliers acknowledging compliance with the supplier code of conduct

### Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to : Yes  
acknowledge compliance with the supplier code of  
conduct?

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	45.90	44.44

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : No

#### Research and development (R&D) expenses over the past 3 years

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	52.42	26.23	19.54

#### Additional explanation for research and development (R&D) expenses over the past 3 years

Over the past 3 year, the Group has developed various programs and solutions, including data analytics, AI-based tools for internal organizational data, chatbot solutions, social media management systems, digital finance solutions, personal data management systems, digital platforms for educational administration, and centralized procurement systems.

### Information on organizations innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes  
innovation culture

The Company has a product and service development process that covers products and services developed under the Company's business framework, which are products and services under the name of Own IP of the Group of Companies, with a Product Development Committee to provide advice and suggestions to Product Owners, give approval and follow on the performance of products and services.

G-Able has invited all employees across all functions to submit ideas and accomplishments to enter a Generative AI competition under the theme of 'AI Shift your works for better ways,' empowering non-IT employees to live up to G-Able's position as a tech enabler. Through this competition, employees will learn how to optimize digital tools and technologies in their jobs by, for example, improving performance, streamlining work processes, solving issues with on-point solutions, and creating new working styles.

### Information on innovation development benefits and research and development (R&D) expenses

#### Benefits of innovation development

Financial benefits

Does the company measure the financial benefits : Yes  
from innovation development?

	2023	2024	2025
Revenue or sales generated from the innovations development of product, service, or process (Baht)	124,107,837.49	128,450,279.03	142,957,746.19

Non-financial benefits

Does the company measure the non-financial : No  
benefits from innovation development?

---

**Remarks** - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.