



Sustainability Development Policy

Reviewed on 17 January 2024

G-Able Public Company Limited (the “Company”) has established this Sustainability Development Policy to serve as a guideline for the Company’s business operations toward sustainable growth, covering the dimensions of environment, society and economic under robust corporate governance, by applying the Sufficiency Economy Philosophy and contemplating the expectations of all groups of stakeholders of the Company. Therefore, the Company conducts its business processes with transparency at all stages and complies with all applicable laws, regulations, and rules, while maintaining a balance in environmental and social aspects. The Company also strives to minimize the impacts of its operations throughout the value chain, leveraging the organization's strengths and applying technology to drive innovation and business growth with society and community. Additionally, there is a continual commitment to environmental conservation.

Corporate Sustainability Framework

1. Corporate Governance

The Company is an organization committed to conducting business under the principles of good corporate governance, with excellent management, in integrity, transparency and verifiable manners, without corruption. The Company focuses on maximizing benefits for shareholders, taking into account the role and importance of all stakeholders in overall. The Company has established corporate governance guidelines to drive competitiveness and excellent operating results, considering the long-term impact, fair and ethical business practices, respecting rights and being responsible to society and environment, treating all stakeholders equally, including the ability to adapt under changing factors.

2. Being a Good Organization for Society

The Company believes that building a resilient and sustainable society requires cooperation and support from partners and organizational networks involved in contributing to societal well-being, along with cultivating employees with volunteer spirit, public consciousness, and social responsibility. The Company encourages its employees to participate in social activities since the Company realizes that employees play a crucial role in driving the Company’s societal initiatives forward consistently. In this respect, the Company’s approach to social activities aligns with its commitment to being a socially responsible organization, developing a wide range of social activities with the expectation that Thai society will develop in all dimensions of sustainability.

3. Fair Business Practice

The Company emphasizes conducting business based on honesty, fairness, verifiability and adherence to the principles of good corporate governance, ethical standards, business ethics, and sustainability management framework. The Company is aware that conducting business with integrity, transparency, and ethics, builds confidence to all group of stakeholders as well as supports the Company’s sustainable growth. The Company, therefore, places importance in business operations by respecting fair competition within the framework of legal and business ethics, abiding by competition laws and to the complying to rules of fair competition for fair returns for both parties.

4. Human Rights Principles

The Company places importance on and is conscious of respecting human rights by giving importance to individuality, human dignity, liberty and equality, as well as complying with applicable laws and international principles to ensure that the Company's business operations are free from human rights violations in all business activities, both within the Company and stakeholders throughout the entire value chain. The Company supports and encourages partners and business associates to participate in business operations with respect to human rights and to integrate human rights principles into their processes.

5. Stakeholders Management

The Company focuses on the management of stakeholders, which refers to individuals, units or organizations associated with the Company. In this regard, clear stakeholder identification will enable the Company to manage stakeholder expectations appropriately. This aims to build trust, positive relationships, and commitment with stakeholders while minimizing adverse impacts. Ultimately, this approach benefits both society and the Company's business operations.

6. Supply Chain Management

The Company places importance on supply chain management to reduce business risks associated with various business aspects. These include cost-related risks in the supply chain, risks of raw material shortages, risks of business interruptions, as well as environmental, social, and governance risks that may arise from the operations of partners. In addition, in order to promote sustainable business growth, the Company has a comprehensive supply chain management approach, covering processes of partner selection, quality control of partners' raw materials and services, and the annual performance appraisal. The Company also maintains good relationships with stakeholders throughout the supply chain, consistent with the Company's commitment to doing business with partners transparently.

7. Personnel

Employees are a crucial factor in driving the Company's operations. Organizational sustainable growth requires support and drive from efficient personnel. Therefore, the Company is dedicated to treating all employees equally without discrimination. The Company emphasizes the processes of manpower planning and recruitment, compensation management, employee retention, career advancement management, including creating a safe and conducive environment, promoting a quality work-life balance and fostering work motivation. All of these are to respond to the needs and expectations of all employees to be happy at work, foster organizational commitment and support the sustainable growth and development. In doing so, the Company by internal communication unit communicates the Company's business goal to provide clear direction for all employees as well as goals related to sustainable development to make employees aware and participate in various activities to achieve the expectations of stakeholders.

8. Innovation, Product Development and Excellent Service

Rapid disruptive technology and changing consumer behavior makes the business determined to innovate and develop products and services that can reach consumers quickly and respond to current lifestyle patterns. The concept is that if the business is well prepared and effectively manages technology and innovation, it can gain a competitive advantage in increasing market share and a leading position in the industry. The Company is aware of the risks and opportunities from technological changes, therefore, it (i) places importance on innovation development and management to adapt and support changes as well as to step into a global leader, and (ii) emphasizes the use of digitalization to enhance efficiency, add value, sustain continuous growth, maintain flexibility and transparency, and adhere to good corporate governance. Additionally, this will lead to opportunities in new business development. Consequently, guidelines for developing products and services to foster digital innovation, conducting market and business research to gather diverse information for strategic business planning, product development, service improvement are then established for efficiently responding to the customer's needs, and supporting research on safe and environmentally friendly high-quality products and services.

9. Safety, Occupational Health and Environment

The Company aims to raise the standards of excellence in management in line with the Sustainability Development Policy, with an emphasis on social responsibility, safety, occupational health and environment protection. In addition, the Company emphasizes the conservation of resources, reduction of losses, compliance with laws, rules and regulations, therefore, the Company has established policies on safety, occupational health and environment, which are considered as the direct responsibilities of all executives and employees.

Driving the Company's Sustainability Growth

Environmental Development Dimension

The Company believes that the success of its business depends on the sustainable development in environmental, community, and social aspects, where the Company is well aware that business operations have direct and indirect impacts on the environment. Therefore, the Company commits to conduct its business operations in an environmentally friendly manner, utilizing resources appreciatively and efficiently through the management of environmental impacts, risks, and opportunities to reduce costs and unnecessary processes. Additionally, the Company raises awareness among its personnel to take responsibility for the environment. This is to enhance returns for shareholders and ensure the preservation of the environment for future generations. The Company is determined to maintain environmental sustainability and actively contribute to the communities where it operates by conducting business with honesty, integrity, and adherence to relevant laws, regulations, and good governance principles.

Social Development Dimension

The Company is committed to creating stability for society, communities, and all groups of stakeholders fairly and equally. This begins with developing knowledge, skills and potential of its employees to create quality people for society and offering employment and career opportunities, thereby distributing income within communities for sustainable society, all while adhering to the principles of human rights. Below are the key practices:

- Treating all employees with regard to the principles of human rights as a priority.
- Implementing employee engagement development plans and regularly evaluating the result.
- Creating a good relationship with the society and community, and sharing knowledge on technology and business, which are the cornerstones for the effective growth of the society.
- Serving the community through various corporate social responsibility (CSR) programs.

Economic Development Dimension under Robust Corporate Governance

The Company aims to be an organization with good corporate governance, conducting business with ethics, fairness, transparency and accountability, including providing an efficient risk management system to create added value to the business by recognizing all groups of stakeholders. The Company prioritizes the development of product and service quality, recognizing the needs of its customers, by developing sustainable growth with its partners through efficient supply chain management, creating and continually developing innovations. All of these will support business strength and competitiveness to serve diverse needs and create customer satisfaction.