



## Human Resources Management Policy

Approved on 13 January 2026

## Human Resources Management Policy

G-Able Public Company Limited (the “**Company**”) believes that human resources are a key factor in driving sustainable business growth; therefore, employee care is a fundamental priority. The Company is committed to complying with all applicable labor laws in Thailand and in other jurisdictions where it operates. Furthermore, the Company manages its human resources in alignment with the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which represents international standards. The Company establishes its human resources management practices based on equality, respect for human rights, diversity and inclusion, suitable working environment, compensation and benefits management, career development and advancement, respect for employee rights, freedoms and voices, and work-life balance — all aimed at enhancing employee well-being, fostering motivation, improving human resources management efficiency, and ensuring long-term employee retention.

### 1. Non-discrimination, Diversity and Inclusion

The Company promotes fair, equitable, and inclusive recruitment, selection, and employment practices. It prohibits discrimination based on age, race, nationality, skin color, gender identity, sexual orientation, language, religion, political opinion, physical condition, or disability. At the same time, the Company fosters a culture of diversity and inclusion, requiring all employees to work together with mutual respect and dignity, while encouraging employees to have confidence in their own value and to reach their full potential.

### 2. Employment

The Company is committed to fair and transparent employment practices in compliance with labor laws and international standards. It upholds the principles of non-discrimination, promotes diversity and equal opportunity, and supports career development. The Company also provides appropriate benefits and fosters work-life balance to enhance employee well-being and ensure long-term commitment.

The Company applies zero-tolerance for illegal employment of migrant workers, human trafficking, forced labor, and the unlawful use of child and female labor, as well as any form of violence, abuse, intimidation, or harassment. The Company strictly complies with all applicable labor laws in Thailand and in other jurisdictions where it operates, including prohibiting the employment of child labor below the legal minimum age, restricting child and female labor from hazardous duties to health and safety.

### 3. Suitable Working Environment

The Company is committed to creating and maintaining a safe, suitable, and healthy working environment for all employees, in strict compliance with applicable laws, regulations, and international standards on occupational safety, health, and working environment. The Company prioritizes the prevention of accidents and injuries in the workplace through the implementation of risk control measures, regular safety assessments, and training programs to enhance safety awareness and

knowledge at all levels of the organization. In addition, the Company provides comprehensive health and hygiene benefits, including annual health check-ups, preventive health programs, and mental health support, to enable employees to work efficiently and sustainably.

#### 4. Compensation and Benefits Management

The Company manages compensation based on the principles of fairness, equality, transparency, and non-discrimination. Its compensation management system is designed appropriately with consideration of job position, roles and responsibilities, qualifications, experience, and skills. Compensation is linked to performance, defined targets, the Company's operating results, and individual performance through clearly defined KPIs set in consultation with supervisors. Compensation decisions also take into account minimum wage requirements and cost of living. In addition, the Company provides comprehensive employee benefits to enhance quality of life, including provident funds, group health insurance, and life and accident insurance.

#### 5. Training and Career Development

The Company places strong emphasis on equipping employees with the skills, knowledge, and capabilities necessary to perform effectively and support the Company's strategies, business plans, and growth. All employees are provided with equal opportunities for personal development and career advancement. The Company promotes continuous training, particularly in business management, leadership skills, and job-specific professional competencies, all of which align with the Company's core competencies. Career advancement is managed based on the principles of fairness and integrity, taking into account an employee's qualifications, performance, knowledge, and suitability. It is a part of both short-term and long-term human resources management planning, aimed at supporting employees' growth along their anticipated career paths. The Company also maintains regular internal communications to ensure employees understand the organizational direction and goal.

#### 6. Respect for Employee Rights, Freedoms and Voices

The Company respects the rights and freedoms of its employees and values their feedback. Accordingly, annual employee surveys are conducted, and a workplace welfare committee, comprised of employee representatives, is established with meetings at least quarterly to serve as a formal channel for employee voice and feedback. In addition, the Company provides employees with accessible grievance mechanisms, with clearly defined written processes and timelines — from submitting grievances to supervisors, through investigation, adjudication, response, and resolution. Employees may also seek guidance from department managers on grievance procedures. The Company is committed to protecting complainants and related parties on a fair and equal basis, with the goal of fostering positive workplace relations and maintaining a constructive labor relations environment.

## 7. Work-life Balance

The Company supports flexible working arrangements that align with employees' lifestyles as well as encouraging a healthy work-life balance. It adopts a hybrid workplace model to help employees manage their time effectively according to individual work styles, while ensuring compliance with labor laws regarding working hours and overtime. Employees are also entitled to paid leave in accordance with applicable laws. Additionally, the Company organizes various programs and activities to support employees' physical and mental well-being.