



## Human Rights Policy

Approved on 13 January 2026

G-Able Public Company Limited (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 Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work, as well as applicable laws and regulations. To this end, the Company has established this 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.

## 1. Scope

This Human Rights Policy applies to all business activities conducted by the Company, its subsidiaries, and joint ventures under the Company’s control.

## 2. Definition of Human Rights

Human rights refer to the inherent dignity and fundamental rights to which all individuals are equally entitled, without discrimination based on differences such as age, race, nationality, skin color, gender identity, sexual orientation, language, religion, political opinion, or physical condition.

## 3. Policy Terms and Guidelines

- 3.1 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.
- 3.2 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.
- 3.3 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.
- 3.4 The Company supports and encourages all parties involved in its business operations, both directly and indirectly, including but not limited to the board members, executives, employees, and suppliers, to conduct their business activities in compliance with applicable laws and with respect for human rights by (a) communicating the business ethics, including respect for and adherence to principles of human rights, and (b) providing necessary training. This is to raise

awareness and understanding, as well as to strengthen the capability to prevent and appropriately respond to related incidents.

- 3.5 The Company manages human rights issues through a comprehensive Human Rights Due Diligence process, in line with the UNGPs, on an ongoing basis. This includes identifying and assessing actual and potential human rights risks and impacts, covering, in particular, risks affecting vulnerable and disadvantaged groups (e.g., women, persons with disabilities, children, migrant workers, individuals with diverse gender identities and expressions, suppliers' workers, and those with limited access to education or employment opportunities), implementing measures to prevent and mitigate human rights risks, monitoring and reviewing human rights risks, and establishing mechanisms to remediate and address impacts if human rights violations are found.
- 3.6 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 Policy.
- 3.7 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.

#### **4. Management Approach**

The Company has established human rights management approaches for four key stakeholder groups: employees, suppliers, customers, and the community and society. These approaches cover, at a minimum but not limited to, the following areas:

- 4.1 Employees – protecting labor rights, preventing all forms of discrimination, promoting a culture of diversity and inclusion, providing fair and appropriate employment conditions including a safe and violence-free working environment, prohibiting sexual harassment, physical or psychological threats, or verbal abuse, providing fair compensation and appropriate welfare benefits, respecting employees' rights and freedoms, encouraging open dialogue and feedback, and providing clear and structured grievance mechanisms for employees
- 4.2 Suppliers – supporting and encouraging its suppliers to uphold human rights principles by communicating and integrating such into the Supplier Code of Conduct and within its supply chain management system
- 4.3 Customers – conducting business in a responsible manner, without discrimination, and with a strong commitment to protecting customer rights, particularly regarding data protection and

privacy, and valuing customer feedback, alongside conducting regular satisfaction surveys, to drive continuous improvement

- 4.4 Community and Society – conducting business with respect for local customs, cultures, and laws in all areas where the Company conducts business, while actively participating in and/or initiating projects for the benefit of communities and society, particularly commitment to youth capacity development and strengthening community resilience to achieve sustainable self-reliance through providing local employment opportunities under a hybrid workplace model and promoting volunteerism within the organization

## 5. Disclosure

The Company commits to disclosing the Company's human rights performance in its 56-1 One Report or other appropriate disclosure channels.

## 6. Monitoring and Review

- 6.1 The Company shall review the Human Rights Policy on a regular basis at least once a year and propose to the relevant sub-committee (if any) for endorsement and the Board of Directors for approval.
- 6.2 The Company shall establish an internal audit department to regularly assess the adequacy of its internal control systems and related processes, to ensure that such systems are effective in supporting the Company's operations in accordance with human rights principles.