



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

G-Able Public Company Limited

Fiscal Year End 31 December 2023



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	5
Corporate Governance	
Corporate Governance Policy	9
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	10
Performance Report on Corporate Governance	20

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : G-Able Public Company Limited

Symbol : GABLE

Address : 127/30 25th Floor, Panjathani Tower, Nonsi Road, Chong Nonsi,
Yan Nawa

Province : Bangkok

Postcode : 10120

Business : Information technology and digital solution provider,
software distributor and software platform provider

Registration Number : 0107565000549

Telephone : 0-2781-9000

Fax (if applicable) : 0-2681-0425

Website : www.g-able.com

Email : ir@g-able.com

Total Shares Sold (shares)

Common Stock : 700,021,420

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	4,939,070.00	4,731,340.00	5,337,990.00
Enterprise Solution and Services (Thousand baht)	3,232,413.00	3,607,225.00	3,969,220.00
Value-added Distribution (Thousand baht)	1,645,393.00	1,051,570.00	1,244,660.00
Software Platform (Thousand baht)	61,264.00	72,545.00	124,110.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Enterprise Solution and Services (%)	65.45	76.24	74.36
Value-added Distribution (%)	33.31	22.23	23.32
Software Platform (%)	1.24	1.53	2.33

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	4,939,070.00	4,731,340.00	5,337,990.00
Domestic (Thousand baht)	4,939,070.00	4,731,340.00	5,337,990.00
International (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	53,497.00	50,037.00	15,295.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	53,497.00	50,037.00	15,295.00

Information on Products and Services (1.2.2)**Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	10,230.00	24,710.00	52,420.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Pandemic Variant Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Pandemic risk

Operational Risk

- Pandemic risk

Risk from Technological Changes

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20220923-gable-sustainable-development-policy-th.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://investor.g-able.com/th/sustainability-and-corporate-governance/environmental-dimension/environment>

Company environmental guideline : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	1,030,855.00	801,156.00	632,564.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	3,641.00	2,916.00	3,014.00

Waste management

• Waste from operations

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	451,732.00
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	619,964.00	481,890.00	381,049.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	619,964.00	481,890.00	381,049.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20220923-gable-sustainable-development-policy-th.pdf>

Company human right guideline : Employee Rights, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2021	2022	2023
Number of male employees (Persons)	817	869	919
Number of female employees (Persons)	527	593	615
Total number of employees (Persons)	1,344	1,462	1,534

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	1,091,755,012.00	1,186,170,199.00	1,330,534,672.17

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	4.23	11.50	20.30
Employee development and training expenses (baht)	195,571.14	1,433,555.08	4,842,000.61

• Health, safety and work environment

	2021	2022	2023
--	------	------	------

Total number of lost time injury incidents by employees (Cases)	0	0	0
--	---	---	---

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	19.27	17.85	16.56

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor.g-able.com/storage/download/sustainability/cg/policy/20240129-gable-corporate-governance-policy-th.pdf>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	3	33.33

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. SUPAFADEE PHANTUMVANIT Gender: Female Age: 73 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	30 Jan 1989	Economics, Accounting, Finance, Marketing, Corporate Management, Risk Management, Information & Communication Technology, Governance/ Compliance

2.	<p>Mr. NART LIUCHAREON</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	30 Jan 1989	<p>Economics, Marketing, Accounting, Finance, Corporate Management, Risk Management, Information & Communication Technology, Governance/ Compliance</p>
3.	<p>Mr. CHIN HU LIM</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	15 Apr 2001	<p>Information & Communication Technology, Finance, Risk Management, Economics, Marketing, Corporate Management, Governance/ Compliance</p>
4.	<p>Mr. PRAPAS UAHWATANASAKUL</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	2 Apr 2021	<p>Economics, Marketing, Finance, Accounting, Corporate Management, Risk Management, Information & Communication Technology</p>
5.	<p>Dr. CHAIYUTH CHUNNAHACHA</p> <p>Gender: Male</p> <p>Age: 47 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	2 Apr 2021	<p>Economics, Marketing, Accounting, Finance, Corporate Management, Risk Management, Information & Communication Technology, Governance/ Compliance</p>

6.	Mr. WARAPONG NANDABHIWAT Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	8 Oct 2021	Economics, Marketing, Finance, Risk Management, Corporate Management, Accounting, Governance/ Compliance
7.	Mr. KAMPOL TATIYAKAVEE Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	8 Oct 2021	Economics, Marketing, Finance, Risk Management, Accounting, Corporate Management, Governance/ Compliance
8.	Mr. VIBUL TUANGSITTHISOMBAT Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	8 Oct 2021	Economics, Marketing, Finance, Accounting, Corporate Management, Risk Management, Governance/ Compliance
9.	Ms. PORAMA CHANSUE Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Interior Architecture Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	8 Oct 2021	Economics, Marketing, Risk Management, Corporate Management

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. WARAPONG NANDABHIWAT Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	8 Oct 2021	Economics, Marketing, Finance, Risk Management, Corporate Management, Accounting, Governance/ Compliance
2. Mr. KAMPOL TATIYAKAVEE Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	8 Oct 2021	Economics, Marketing, Finance, Risk Management, Accounting, Corporate Management, Governance/ Compliance

3.	Mr. VIBUL TUANGSITTHISOMBAT [1] Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	8 Oct 2021	Economics, Marketing, Finance, Accounting, Corporate Management, Risk Management, Governance/ Compliance
----	--	--	------------	--

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. NART LIUCHAREON Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	18 Aug 2022
2. Dr. CHAIYUTH CHUNNAHACHA Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Aug 2022
3. Mr. U-KRIT WONGSARAWIT Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Aug 2022

4.	<p>Mrs. NUANNIT HONGPRAPAWONG</p> <p>Gender: Female</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	18 Aug 2022
5.	<p>Mrs. Kitayanee Asavanich</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	18 Aug 2022
6.	<p>Ms. Raveeratana Satchavarodom</p> <p>Gender: Female</p> <p>Age: 43 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	16 May 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination, Sustainability, Remuneration and Corporate Governance Committee	Mr. VIBUL TUANGSITTHISOMBAT	Chairman
	Mr. NART LIUCHAREON	Member
	Mr. CHIN HU LIM	Member
Risk Management Committee	Mr. NART LIUCHAREON	Chairman
	Dr. CHAIYUTH CHUNNAHACHA	Member
	Mr. U-KRIT WONGSARAWIT	Member
	Mrs. NUANNIT HONGPRAPAWONG	Member
	Ms. Raveeratana Satchavarodom	Member
	Mrs. Kitayanee Asavanich	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination, Sustainability, Remuneration and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination, Sustainability, Remuneration and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nomination, Sustainability, Remuneration and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Nomination, Sustainability, Remuneration and Corporate Governance Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Dr. CHAIYUTH CHUNNAHACHA Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	2 Apr 2021	Economics, Marketing, Accounting, Finance, Corporate Management, Risk Management, Information & Communication Technology, Governance/ Compliance
2. Mr. U-KRIT WONGSARAWIT Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering	Chief Operating Officer and Chief Solution Management & Technology Officer	16 May 2023	IT Management, Data Management, Data Analysis, Risk Management
3. Mrs. NUANNIT HONGPRAPAWONG Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Management	Chief Go to Market Officer	1 May 2021	Marketing, Information & Communication Technology, IT Management, Data Management, Data Analysis, Risk Management
4. Ms. Raveeratana Satchavarodom [1] Gender: Female Age: 43 years old Highest level of education: Master's degree Major: Business Administration	Chief Finance and Strategy Officer	16 May 2023	Business Administration, Economics, Accounting, Finance, Marketing, Governance/ Compliance, Risk Management
5. Mrs. Kitayanee Asavanich Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President, Finance and Accounting	1 Nov 2020	Economics, Banking, Marketing, Accounting, Finance, Procurement, IT Management, Data Analysis, Risk Management

6.	Mrs. Thitikarn Krisanaviparkporn Gender: Female Age: 46 years old Highest level of education: Master's degree Major: Management	Senior Executive Vice President, Human Resource	1 Aug 2022	Business Administration, Economics, Human Resource Management
7.	Mrs. Kamonthip Subpasri Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Information technology management	Senior Executive Vice President, Digital & Technology Solutions	1 May 2021	IT Management, Project Management
8.	Mrs. Pimnara Athichotanan [2] Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Accounting	Senior Vice President, Accounting	16 Jun 2021	Business Administration, Accounting, Finance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	64.36	60.12	74.39

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : Yes

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons)	: 919
Number of female employees (persons)	: 615
Total number of employees (persons)	: 1,534

Employee Remuneration

Total employee remuneration	: 1,330,534,672.17
-----------------------------	--------------------

Provident fund

Total number of employees (persons)	: 1,534
Number of employees contributing to the PVD (persons)	: 880
Percentage of employees who are members (%)	: 57.37

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

Development of directors over the past year

List of directors	Position	Participated in director development program
Mrs. SUPAVADEE PHANTUMVANIT	Chairman of the board	Non-participating
Mr. NART LIUCHAREON	Vice Chairman	Non-participating
Mr. CHIN HU LIM	Director	Participating
Mr. PRAPAS UAHWATANASAKUL	Director	Non-participating
Dr. CHAIYUTH CHUNNAHACHA	Director	Participating
Mr. WARAPONG NANDABHIWAT	Director	Non-participating
Mr. KAMPOL TATIYAKAVEE	Director	Participating
Mr. VIBUL TUANGSITTHISOMBAT	Director	Non-participating
Ms. PORAMA CHANSUE	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 9

Date of AGM meeting : 29 Mar 2023

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mrs. SUPAFADEE PHANTUMVANIT (Chairman of the board)	-	9/9	Participating	Participating
2. Mr. NART LIUCHAREON (Vice Chairman)	-	9/9	Participating	Participating
3. Mr. CHIN HU LIM (Director)	-	9/9	Participating	Participating
4. Mr. PRAPAS UAHWATANASAKUL (Director)	-	6/9	Participating	Participating
5. Dr. CHAIYUTH CHUNNAHACHA (Director)	-	9/9	Participating	Participating
6. Mr. WARAPONG NANDABHIWAT (Director)	-	9/9	Participating	Participating
7. Mr. KAMPOL TATIYAKAVEE (Director)	-	9/9	Participating	Participating
8. Mr. VIBUL TUANGSITTHISOMBAT (Director)	-	8/9	Participating	Participating
9. Ms. PORAMA CHANSUE (Director)	-	9/9	Participating	Participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mrs. SUPAFADEE PHANTUMVANIT (Chairman of the board)	-	510,000.00	N/A	No
2. Mr. NART LIUCHAREON (Vice Chairman)	-	1,080,000.00	N/A	No
3. Mr. CHIN HU LIM (Director)	-	420,000.00	N/A	No
4. Mr. PRAPAS UAHWATANASAKUL (Director)	-	210,000.00	N/A	No
5. Dr. CHAIYUTH CHUNNAHACHA (Director)	-	N/A	N/A	No
6. Mr. WARAPONG NANDABHIWAT (Director)	-	555,000.00	N/A	No
7. Mr. KAMPOL TATIYAKAVEE (Director)	-	405,000.00	N/A	No
8. Mr. VIBUL TUANGSITTHISOMBAT (Director)	-	720,000.00	N/A	No

9.	Ms. PORAMA CHANSUE (Director)	-	255,000.00	N/A	No
----	----------------------------------	---	------------	-----	----

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. WARAPONG NANDABHIWAT (Chairman of the audit committee)	-	4/4
2.	Mr. KAMPOL TATIYAKAVEE (Audit committee)	-	4/4
3.	Mr. VIBUL TUANGSITTHISOMBAT (Audit committee)	-	4/4