

COMPANY PROFILE 2025

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DESIGN TEAM

SUSTAINABILITY PATH

Able

Able

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ABOUT *Us*



Since 1991, Able has stood at the forefront of modern furniture manufacturing in Southeastern Europe, specializing in refined residential and bespoke contract pieces. Originally rooted in upholstered furniture, the company has evolved into a multidisciplinary powerhouse, executing full-scale projects across hospitality, commercial, and luxury residential sectors.



Driven by innovation, Able has cultivated a reputation for cutting-edge production technologies and meticulous craftsmanship. Its team of artisans and engineers share a singular pursuit: to create high-quality pieces that fuse aesthetics with functionality, tailored for the world's most discerning spaces.



From private villas, offices, and yachts to boutique hotels, resorts, and exhibition spaces, each project is a testament to Able's dedication to detail, timeless design, and exceptional materials sourced from leading global suppliers. Whether producing for a luxury jet or a landmark resort, Able brings artistry and precision to every curve, finish, and silhouette.

A GLOBAL VISION, *Crafted in* ALBANIA



Able's headquarters and manufacturing facilities are based in Vlora, Albania, where tradition meets cutting-edge capability. The current operating campus covers approximately 35,000 m². A further 15,000 m² expansion is underway, bringing the planned total footprint to approximately 50,000 m². The site is an international hub for design collaboration, partnering with emerging and established architects and designers who seek to challenge convention and craft the future of contemporary living. With a strong commitment to sustainability, innovation, and excellence, Able is proud to contribute to shaping the modern design landscape, one bold concept at a time.

ABLE COMPANY HISTORY — KEY MILESTONES & *Global Growth*



- 1991 — Founded in Vlora, Albania, as a small artisan workshop focused on upholstered furniture.
- 1998 — Expanded production capabilities and formalized company operations under the name “Able.”
- 2004 — Introduced CNC machining for precision woodwork, marking the beginning of industrial scaling.
- 2010 — Signed first international contract with a boutique hotel group in Italy, marking the start of Able’s export journey.
- 2013 — Established dedicated divisions for metalwork and casegoods, enabling full-package solutions for hospitality and residential projects.
- 2015 — Formed an internal R&D and design department, laying the groundwork for proprietary collections and customization capacity.
- 2017 — Entered EU and GCC markets through key partnerships in Italy, France, and the UAE. Able furniture featured in villas, showrooms, and public spaces abroad.
- 2019 — Integrated marble, glass, and ceramic finishing into production; supported large-scale hotel projects in France, Switzerland, and Northern Africa.

- 2021 — Full tech upgrade: introduced European-grade machinery, IMOS-based production automation, and industry-aligned compliance systems.
- 2022 — Launched early-stage sustainability actions and strategic partnerships with design firms in the UK, USA, and MENA region.
- 2023 — Expanded design network globally; participated in international trade events; opened direct B2B relationships with architects and developers in London, Dubai, and Paris.
- 2024 — Formalized Sustainability Plan and launched #ReDesignNature. Solar energy implementation and environmental KPIs shared with international clients.
- 2025 — Increased production capacity by approximately 20% based on internal management records. Active B2B relationships across more than 12 countries, including United Kingdom, France, Italy, Austria, the UAE, the United States, and newly established collaboration in Israel. Total electricity use for 2024 is reported on page 45.





Headquarters
& Flagship Showroom



Upholstery Factory



Aluminum Factory

FACTORY OVERVIEW



Cabinetry & Architectural Millwork Factory



ENGINEERING BEAUTY

At Scale



At Able, precision, technology, and artistry converge under one roof. Our vertically integrated 35,000 m² manufacturing hub in Vlora, Albania serves as a leading production campus equipped with European-grade industrial technology. Operating through the IMOS program, all machinery systems are interconnected, allowing us to streamline every stage of production—from raw material to finished piece.

With specialized facilities for upholstery, metal, resin, outdoor aluminum, marble, and full interior fit-outs, Able is built to deliver large-scale volume without compromising craftsmanship.

Manufacturing **LINES & MONTHLY PRODUCTION Capacity**



1. Upholstery & Seating Division

Home to both hand-finished and automated precision seating systems.

Seating Units: 1,000-1,200/month

Armchairs: 1,000-1,200 month

Steel Chairs: 1,500-2,000/month

Upholstered Chairs: 2,000-2,200/
month



Figures show the maximum monthly output of each line when that line runs at full allocation. They are not concurrent totals: capacity is shared across lines according to project mix. Lead times are confirmed in writing at order stage.

2. Outdoor & Aluminum Division

Dedicated to lightweight yet durable collections using advanced aluminum welding and coating systems.

Outdoor Units: 1000-1200/month



3. Casegoods & Interior Fit-Out Division

Capable of producing full hotel room packages and custom residential interiors.

Hotel Rooms: Up to 300/month

Wardrobes: 3000/month

Kitchens: 220/month





4. Resin, Metal & Structural Division

Custom fabrication with an emphasis on form, structure, and resilience.

Advanced resin casting stations

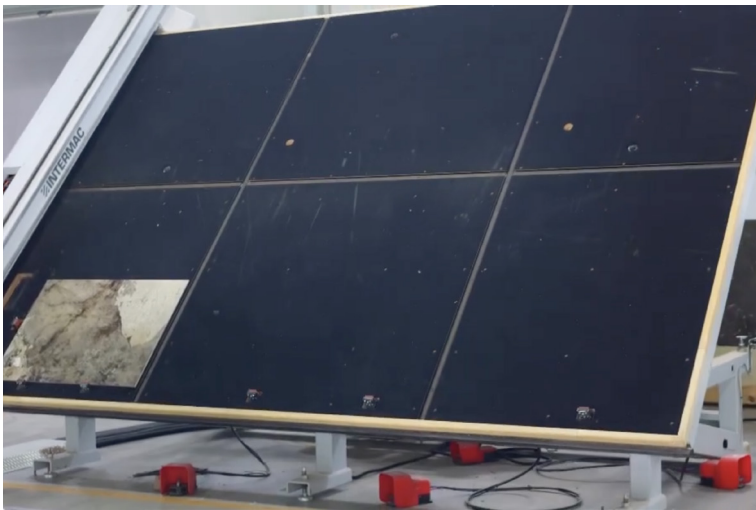
Steel and aluminum metalwork lines



5. Finishing: Marble, Glass & Ceramic

Where material meets precision, this line completes products with premium surface finishes.

Custom stone, glass, and ceramic integration



INDUSTRIAL MACHINERY & *Technology Infrastructure*

Our operations are supported by a comprehensive suite of high-performance industrial machinery, including:



Wood & Furniture Division

- CNC Machining Centers
- Beam Saws
- Edge Banders & Sizing Banders
- Drilling Solutions
- Hydraulic Presses
- Wide Belt Sanders
- Laser Cutting Machines
- Throughfeed Molders
- Finishing Systems



Aluminum & Outdoor Division

- State-of-the-art Laser Cutting Systems
- Nanotechnology Modules
- Latest-Generation Powder Coating Systems
- Manual Steps: cutting, molding, deformation, boring/ threading, punching, welding, cleaning, painting

Glass, Marble & Ceramic Facility

- Horizontal CNC Machining Centers
- CNC Waterjet Cutting Robots for Marble
- Cutting Tables & Cutting Lines
- Double Edgers
- Manipulators
- Waterjet Intensifier Pumps
- Vertical CNC Machining Centers

The machinery fleet was substantially upgraded during the 2021 modernization program and is operated with full integration via IMOS software, supporting design-to-manufacture coordination and production accuracy.



OUR PHILOSOPHY

Able is more than a production facility; it is the evolution of modern technology and artistic tradition. We blend advanced manufacturing with artistic discipline, honoring a brand culture built on creativity, manual mastery, and constant innovation. From signature design pieces to full-scale projects, we bring visions to life at industrial speed with artisanal integrity.



DESIGN TEAM



SPARTAK MËCAJ, AL



ROBERTO FELICETTI, IT



RICCARDO GIOVANNETTI, IT



ENRICO FERGNANI, UAE



SETION BRANKO, WA, USA



ALTIN NELAJ, AL



EDLIR ZENULLARI, AL



ERMAL MURATAJ, AL

A GLOBAL VISION ROOTED *in Albanian Soul*



At Able, design is not simply a matter of style; it is the embodiment of philosophy, culture, and purpose. Our team is a vibrant mix of international and Albanian designers, whose expertise spans across interior, product, and architectural disciplines. This multicultural synergy allows us to draw on diverse influences while remaining deeply anchored in the values and artistry of our homeland.

We are especially proud to celebrate our Albanian design heritage, as some of our most iconic collections have been shaped by the creativity of local designers whose work is inspired by the landscape, textures, and elegance of Albania. Their design philosophies mirror the country's quiet strength, where tradition meets modern minimalism, and where nature's geometry becomes form and function.

A TEAM THAT DEFINES *Tomorrow*

Our design network includes visionary creatives from Albania, Italy, UK, the United States, and the UAE. This international mindset ensures that every product we create resonates with contemporary living trends while remaining timeless in appeal.



OUR PHILOSOPHY

Since 1991, we have stayed committed to design excellence, rooted in premium materials, sustainability, and innovation. At the core of every Able product lies a dedication to:

- **Craftsmanship:** A blend of tradition and modern precision
- **Authenticity:** Original designs tailored for evolving lifestyles
- **Adaptability:** Pieces made to complement homes, hotels, clubs, and commercial settings worldwide

From handcrafted sofas to sculptural tables, each item is conceived not just to be seen—but to be lived with, remembered, and passed on.

Able – Be modern. Be rooted. Be visionary.



Why CHOOSE ABLE?

In an industry where complexity often leads to delays and inflated costs, Able stands out as the partner that simplifies the process, without ever compromising on quality.

We don't just manufacture; we integrate. Through our vertically structured production system, we offer full A-Z solutions, handling your entire project, from initial design to final installation, in one place, under one roof. This ensures precision, reduces lead times, and maximizes cost efficiency for every client.

Time Efficiency

With our in-house capabilities and direct control over every production phase, we significantly shorten the traditional timeframe. Clients can expect faster turnarounds and projects that stay on schedule.

Competitive Pricing

Thanks to our integrated model, we eliminate intermediaries and external markups. That means premium quality at highly competitive rates, enabling clients to receive elevated value at every stage.

One Partner. One Process. One Solution.

No more coordinating across multiple vendors. From hospitality fit-outs to bespoke private residences, Able becomes your single point of contact, offering seamless design, engineering, fabrication, and delivery.



OUR CORE *Values*



Our foundation is built upon principles that ensure excellence, longevity, and innovation in every project we touch:

Industrial Expertise

Years of experience and robust infrastructure define our strength as a trusted European manufacturer.

Tradition

Honoring the heritage and craft of fine furniture production, blended with modern execution.

Design

Collaborating with visionary, multi-national designers to create tailored, refined pieces.

Research & Innovation

Constant investment in new technologies, sustainable materials, and smarter production methods.

Quality & Reliability

A commitment to consistency, durability, and the kind of craftsmanship that stands the test of time.

Durability

Built to endure, both structurally and aesthetically; our furniture is made to last for generations.

CERTIFICATION & *Compliance*

SUMMARY *For* ABLE

Company Registration & Legality

Able is a fully registered and operational Albanian company (NUIS K36608219N), headquartered in Vlora. Founded as a workshop in 1991; incorporated in present form 2003.

Primary Supplier Certifications (Musola Metalli S.p.A. – Italy):

- **ISO 9001:2015** – Quality Management System for sale of non-ferrous materials, semi-finished and finished products.
- **ISO 45001:2018** – Occupational Health & Safety standards.
- **EU Regulation 333/2011** – Compliance on when metal scraps cease to be waste.
- **EU Regulation 715/2013** – Specific compliance on copper and its alloys. (Certifications valid until 2026–2027 under Bureau Veritas.)

Materials & Sustainability Certifications:

EGGER

- **ISO 38200:2018** – Chain of custody for wood and wood-based materials.
- **ECC Sustainability Standard (CPA 4-19)** – For particleboard: certified for recycled content and sustainable fiber use.

- **Timberpak Ltd (UK)** – Certified under ISO 9001 & 14001 for waste timber reuse and recycling.
- **Kronospan Bulgaria** – FSC Chain of Custody and Controlled Wood certification.
- **NEW PEL Company (Italy)** – ISO 14001:2015 for bovine leather production with sustainable processing management.
- **ICA Spa (Italy)** – Certified fire-retardant coatings conforming to BS476, UNI 9796, and EN 13501-1.

Fabric Testing & Upholstery Compliance:

All upholstery fabrics used by Able undergo extensive testing based on BS EN ISO standards:

- **Physical Tests** – Martindale abrasion, tensile/tear strength, seam slippage.
- **Flammability** – Certified under BS 5852 (Source 0, 1, 5), EN 1021-1/-2, DIN 4102, and NFPA 260.
- **Cleanability & Antibacterial/Antiviral Tests** – Certified repellency, bleach cleanability, and antiviral resistance under standards such as ISO 18184, AATCC 193, and ASTM.



Our SUPPLIERS

European Excellence. Trusted Partnerships. Tailored Flexibility.

At Able, we take pride in working with a carefully selected network of long-term European suppliers, known for their consistency, craftsmanship, and adherence to the highest quality standards. These trusted partnerships are the foundation of our production process, allowing us to deliver exceptional results across residential, commercial, and bespoke projects.

Many of our suppliers hold relevant industry certifications that attest to their commitment to durability, safety, and

environmental responsibility. While these are not always advertised, they reflect the integrity of our supply chain.

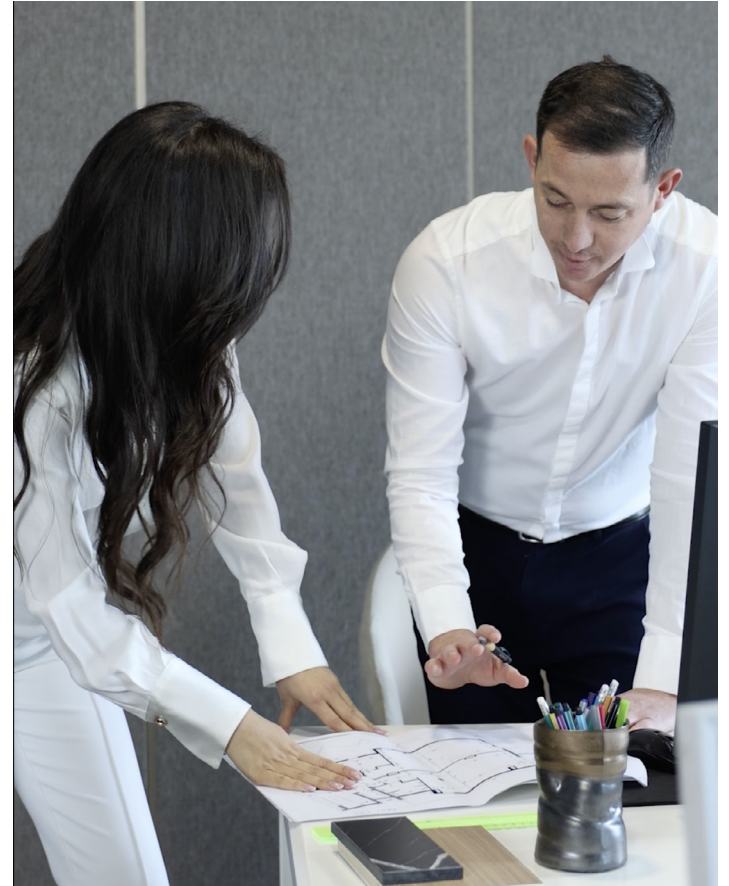
When it comes to hospitality projects, we understand that each client may have specific requirements. That's why we are more than happy to collaborate with any hospitality-approved or project-specific suppliers, ensuring complete alignment with the design vision, compliance standards, and operational needs of each project.

By maintaining strong, adaptable supplier relationships, we ensure quality without compromise, delivered on time, and with precision.

CLIENT *Recommendations* & INDUSTRY *Feedback*

Clients across the Middle East and Europe have consistently highlighted Able's strengths in:

- **Reliability & Delivery Excellence**
 - On-time delivery and efficient coordination, even across complex, large-scale hospitality and residential projects.
- **Creative Problem-Solving**
 - Design flexibility, rapid prototyping, and smart customization for made-to-measure needs.
- **Professionalism & Support**
 - Clear communication, transparency in project stages, and a proactive approach throughout fabrication and installation.
- **Trusted Long-Term Partner**
 - Recommended by interior studios, architects, and developers as a go-to resource for custom furnishing solutions with guaranteed quality.



CLIENT RECOMMENDATION

Recaps

"A trustworthy partner for complex projects, responsive, detail-oriented, and highly committed to client satisfaction from start to finish."

— *Interior Architecture Studio, KSA*

"Able delivered beautifully crafted custom pieces ahead of schedule, with constant follow-up and excellent material quality."

— *Private Client, Italy*

"Proactive, creative, and extremely professional, Able supported us through fabrication and delivery, always respecting deadlines and adding value throughout."

— *Enrico Fegnani, Director, DGW Trading & Consulting (Dubai, UAE)*

"We are very satisfied with the collaboration with Able. The products were of high quality and modern design, delivered on time, and the team was very cooperative. We highly recommend them."

— *Moncafe Hotel, Tirana (Albania)*

"Able was a reliable partner throughout the furnishing of our Maritim Resort in Vlora. Their dedication, production quality, and timeline respect make them one of the best collaborators we've worked with."

— *Maritim Resort Collection, Vlora (Albania)*

"The furnishings delivered for Hotel Butrinti were crafted with precision and quality. The team at Able offered support from design to installation. Their professionalism was evident in every detail."

— *Hotel Butrinti, Saranda (Albania)*

"From planning to delivery, Able was extremely efficient and responsive. The quality and style of the furnishings elevated the entire space. We would gladly work with them again."

— *Magic Palace Restaurant & Casino, Canada*



WARRANTY TERMS

The following warranty terms outline our commitment to quality and durability for both residential and commercial (hospitality) furniture applications. These terms are designed to protect the interests of both our valued clients and ABLE.

Residential Projects Warranty

Component	Warranty Period
Frame	10 Years
Suspensions	5 Years
Leather Upholstery	3 Years
Fabric Upholstery	2 Years
Cores (Foam)	2 Years
Stitching	2 Years
Mechanism (if applicable)	2 Years

Warranty covers manufacturing defects under normal residential use. Natural variations in leather or fabric, softening of cushions, and wear from regular use are not covered.

Commercial & Hospitality Projects Warranty

Component	Warranty Period
Frame	24 Months
Suspensions	24 Months
Leather Upholstery	24 Months
Fabric Upholstery	24 Months
Cores (Foam)	24 Months
Stitching	24 Months
Mechanism (if applicable)	24 Months

This warranty covers manufacturing defects under regular hospitality use. Any misuse, alterations, unauthorized repairs, or exposure to harmful conditions voids the warranty.

GENERAL WARRANTY

Conditions

The warranty period begins on documented delivery or signed ha

- Claims must include the order reference, proof of delivery and clear supporting evidence.
- Able may repair, replace or provide another proportionate remedy after technical assessment.
- Natural materials (such as leather or wood) may vary in tone or texture and are not considered defects.
- Cushion and foam softening over time is normal and not a sign of defect.
- Customizations made at client request are excluded from warranty unless specified in writing.
- Misuse, improper maintenance, unauthorized repairs or unsui conditions may void coverage.
- After warranty expiration, repairs will incur a service charge.



LIMITATION *of Liability*

To the maximum extent permitted by applicable law and subject to the signed project contract, Able's aggregate liability is limited to the purchase value of the affected product or scope. Nothing in these terms excludes liability that cannot legally be limited.



ABLE SUSTAINABILITY PATH

ABLE BE MODERN'S SUSTAINABILITY *Path*

Able Be Modern has always recognized the importance of environmental, social, and corporate sustainability. As a contemporary furniture and interiors company, Able has implemented a comprehensive Management and Ethics Framework aligned with modern European standards. Since 2021, Able has integrated health, safety, and sustainability measures into its operations, ensuring ethical production, responsible sourcing, and community engagement.

In 2024, Able Be Modern formalized this journey by initiating a Sustainability Program, focused on transparent reporting and long-term goals. This initiative reflects the company's commitment to innovation, responsible design, and cultural preservation. It positions sustainability not only as a core value but also as a business driver and creative force.

In the coming years, Able will implement a formal Sustainability Plan to set medium-term targets that address its most material impacts, from resource use and supplier relations to design longevity and community investment. As a growing manufacturing group, Able Be Modern is progressively strengthening its data collection and measurement systems to support future quantitative targets.

IDENTIFICATION OF STAKEHOLDERS

To build a relevant and effective sustainability plan, Able conducted a thorough internal and industry-context analysis. This included best practices from national and international sustainability frameworks.

ABLE BE MODERN STAKEHOLDER MAP



METHODS OF STAKEHOLDER INVOLVEMENT AND DIALOGUE

Stakeholder	Methods of dialogue and involvement
Employees	• Internal communications • Company meetings • Training and development activities
Customers and end users	• Website, social media and publications • Newsletters • Direct contacts and trade shows
Suppliers	• Donations and sponsorships • Support for education, especially technical training • Collaborations
Local community	• Support for education in technical and architectural training • Collaborations
Investors	• Presentations of business and financial data • One-on-one meetings
Associations	• Active participation in trade associations

ABLE BE MODERN'S SUSTAINABILITY *Path*

SUSTAINABILITY PLAN

Since 2020, Able Be Modern has embraced a structured sustainability journey, introducing a dedicated Sustainability Plan focused on integrating responsible practices into both strategic decision-making and daily operations. While our reporting methods are continuously refined each year, the core of our Plan remains closely aligned with key material topics and measurable impacts, ensuring we stay focused on our long-term commitment to enhancing environmental, social, and economic performance across all aspects of our business.

This Plan also reflects our commitment to contributing meaningfully to the United Nations Sustainable Development Goals (SDGs), which are at the heart of the 2030 Agenda for Sustainable Development. By aligning with the SDGs, Able Be Modern supports global efforts toward inclusive, sustainable, and equitable progress. As a company, we have chosen to focus on 10 of the 17 Goals, selecting those most relevant to our sector and value chain, and we continuously evaluate our contributions to each target.

Beyond its strategic framework, the Plan serves as a transparent tool for strengthening dialogue with our stakeholders. It communicates our medium- to long-term priorities, our progress toward defined goals, and our broader vision of responsible, forward-looking growth in the design and manufacturing industry.

3 GOOD HEALTH AND WELL-BEING  Creating safe production environments and supporting mental and physical well-being through thoughtful design and responsible material selection.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  Advancing design-led manufacturing by investing in modern technology and infrastructure.
4 QUALITY EDUCATION  Providing technical training and collaborating with local institutions to enhance youth employment and skill development.	10 REDUCED INEQUALITIES  Ensuring equal employment access for all individuals, regardless of their background.
5 GENDER EQUALITY  Promoting equal opportunities across design, management, and factory roles, with a focus on empowering women in leadership.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION  Focusing on the use of sustainably sourced European materials and reducing production waste.
7 AFFORDABLE AND CLEAN ENERGY  Adopting energy-efficient practices and exploring clean energy alternatives for manufacturing operations.	15 LIFE ON LAND  Promoting environmental sustainability by choosing certified wood and other low-impact materials.
8 DECENT WORK AND ECONOMIC GROWTH  Fostering job creation in Albania by encouraging ethical employment practices and contributing to sustainable economic growth.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS  Maintaining ethical governance, fair labor standards, and transparency in operations.





THE ABLE GROUP'S SUSTAINABILITY *Path*

Able, through the formalization of its Sustainability Plan, is committed to setting clear objectives aligned with the Sustainable Development Goals (SDGs) previously identified. In particular, the internal assessments to be conducted during the first year of reporting will enable a focused definition of qualitative and quantitative targets to be achieved in the coming years, along with related key performance indicators (KPIs) for consistent monitoring. All operations and performance metrics across Able's ecosystem will be evaluated under this framework, and appropriate strategies will be developed to continuously improve these results. Able is aware of the direct and indirect effects of its activities and uses these insights to define strategic priorities across its Sustainability Plan. These include:

- Impacts on governance and business ethics, through the evolution of transparent practices, structured internal policies, and ethical guidelines that ensure integrity across all business functions.
- Impacts on employment, local economy, and sustainable growth, by promoting inclusive hiring practices and supporting the personal and professional development of individuals.
- Impacts on the environment during sourcing, through the conscious selection of certified, sustainably sourced materials—especially natural resources like wood—and the support of responsible suppliers.
- Impacts on environmental efficiency, through efforts to optimize energy use, reduce emissions, minimize production waste, and adopt circular economy principles throughout the manufacturing process.

RESPONSIBILITY TOWARDS *People*

At Able Be Modern, we recognize that our people are at the heart of our business success. Every day, we are committed to upholding the core values of diversity, inclusion, and equality, cultivating a work environment where each individual's unique contribution is valued and nurtured. We stand firmly against all forms of discrimination and workplace violence, and we strive to ensure equal opportunities for both professional development and personal growth within a safe, respectful, and supportive environment. Job stability and talent development are essential pillars of our people strategy. We are committed to maintaining steady employment levels and actively investing in the growth of local talent within the communities in which we operate. To strengthen our employee dialogue and engagement, Able Be Modern has introduced an internal Employee Engagement and Well-being Panel, made up of team representatives, health and safety delegates, and management. This group meets at least annually, or as needed, to collaboratively review and provide guidance on the following key areas:

- Overall business performance and outlook
- Strategic investments in team structure and capabilities
- Environmental responsibility, workplace safety, and ongoing training
- Employee role classification and development
- Transparency on production-related responsibilities and workflows
- Introduction and evolution of employee benefits and support programs

To facilitate informed and transparent dialogue, the company shares relevant data with the panel, including:

- Employment structure and workforce composition
- Trends in health, safety, and workplace well-being
- Key operational insights linked to business and production activities

This initiative reinforces our belief in collaborative, inclusive decision-making, ensuring that our people remain active participants in shaping the future of Able Be Modern.

All employees are engaged under written contracts in accordance with the Albanian Labour Code (Law 7961/1995).



DIVERSITY AND EQUAL OPPORTUNITY

As of 30 April 2025, Able employed 150 people and worked with 20 external collaborators, for a combined workforce of 170. Across the combined workforce, 112 are men and 58 are women, representing 66% and 34% respectively.

Total workforce	2025		
	Men	Women	Total
Employees	96	54	150
Other workers	16	4	20
Total	112	58	170

Able’s operations remain rooted in Albania where the majority of its production, assembly and design teams are located. A portion of the workforce operates across selected international markets through foreign partnerships and collaborations.

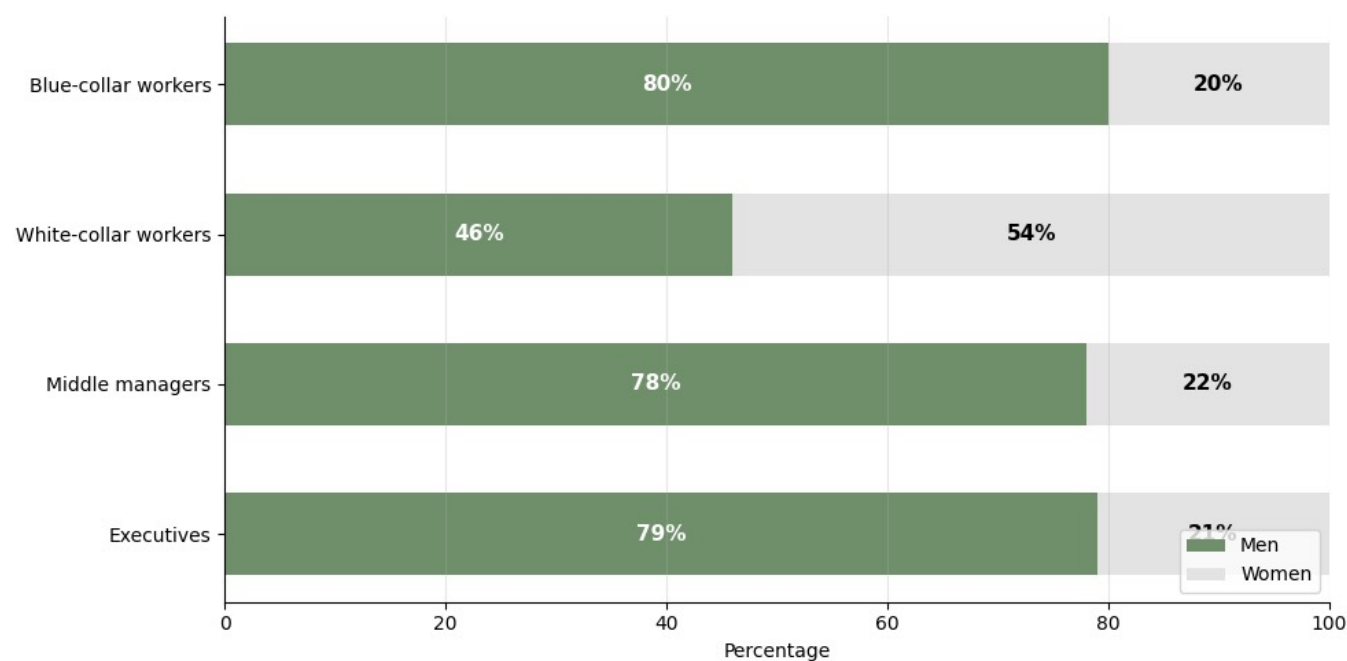
The company maintains a commitment to ethical labor practices and long-term employment. Contract-type figures are reported as at 30 April 2025 and use employees, not external collaborators, as the denominator.

Diversity information is reported only in aggregate. Able does not publish identifiable sensitive personal information in this profile. Workforce figures are drawn from internal HR records and are unaudited.

Aligned with its code of ethics, Able applies equal opportunity principles across recruitment, employment, and career development and operates in compliance with applicable labor and non-discrimination regulations, with due consideration for protected categories and workforce stability.

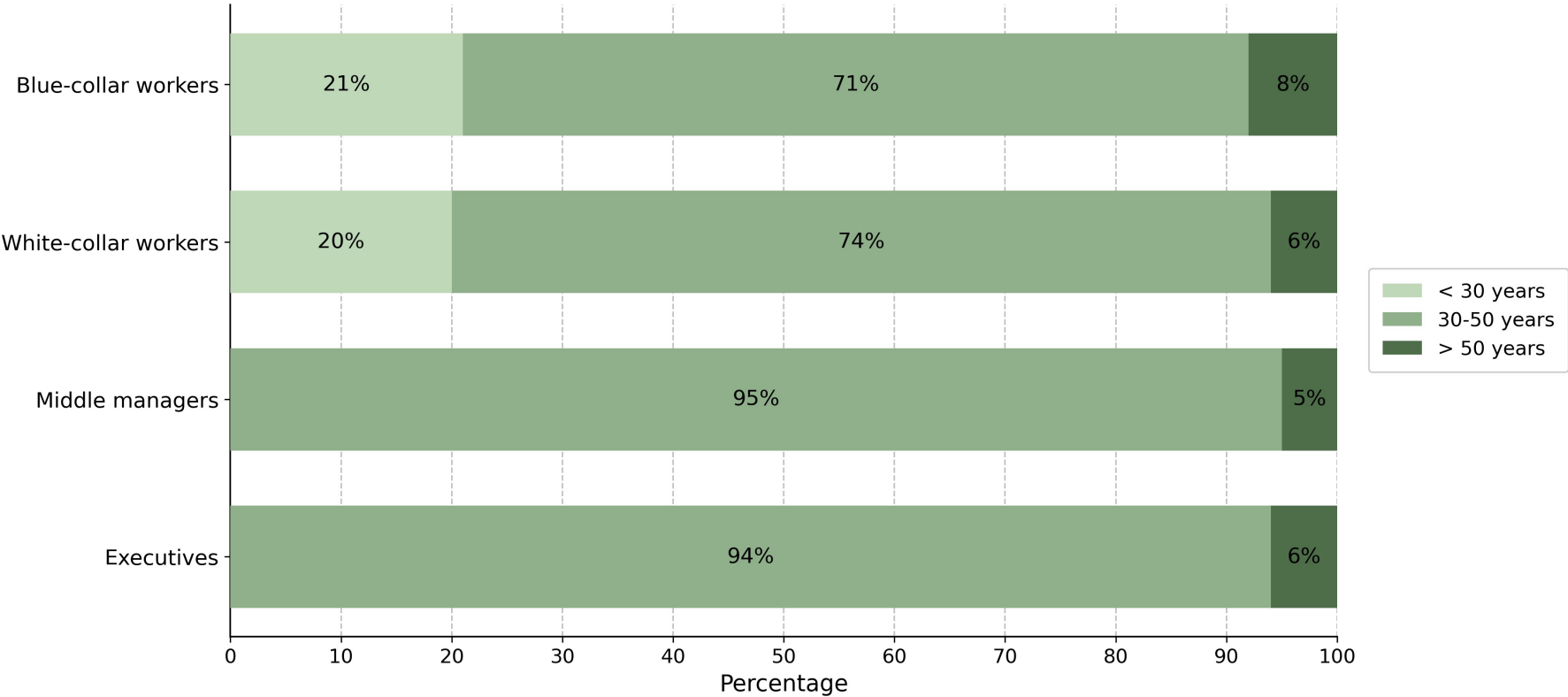
RESPONSIBILITY TOWARDS *People*

WORKFORCE CLASSIFICATION BY GENDER AS AT 30 APRIL 2025



Workforce classification by function and seniority highlights the structural characteristics of Able’ s operations. Blue-collar roles are predominantly male (80% men / 20% women), consistent with production and assembly activities, while white-collar functions show a balanced gender profile with 54% women, primarily across design, finance, commercial, and coordination roles. Middle management positions comprise 78% men and 22% women, while executive roles reflect a distribution of 79% men and 21% women, aligned with leadership structures shaped by technical expertise, operational continuity, and long-term internal development.

EMPLOYEES AGE CLASSIFICATION AS OF 30 APRIL 2025



The age distribution of employees across job categories reflects a balanced and sustainable workforce structure. Blue-collar and white-collar roles are primarily staffed by employees aged 30–50, representing the core operational and professional backbone of the company, while younger employees under 30 provide early-career talent and support workforce renewal.

Middle management and executive positions are predominantly held by employees aged 30–50, with a smaller proportion over 50, indicating strong managerial continuity, accumulated expertise, and leadership stability. The presence of experienced senior employees supports knowledge retention, mentoring, and long-term strategic decision-making.

Overall, this distribution demonstrates a healthy mix of experience and generational succession. It supports operational resilience, effective leadership development, and responsible human-capital management, in line with the company’s ESG commitments to workforce sustainability, inclusiveness, and long-term value creation.

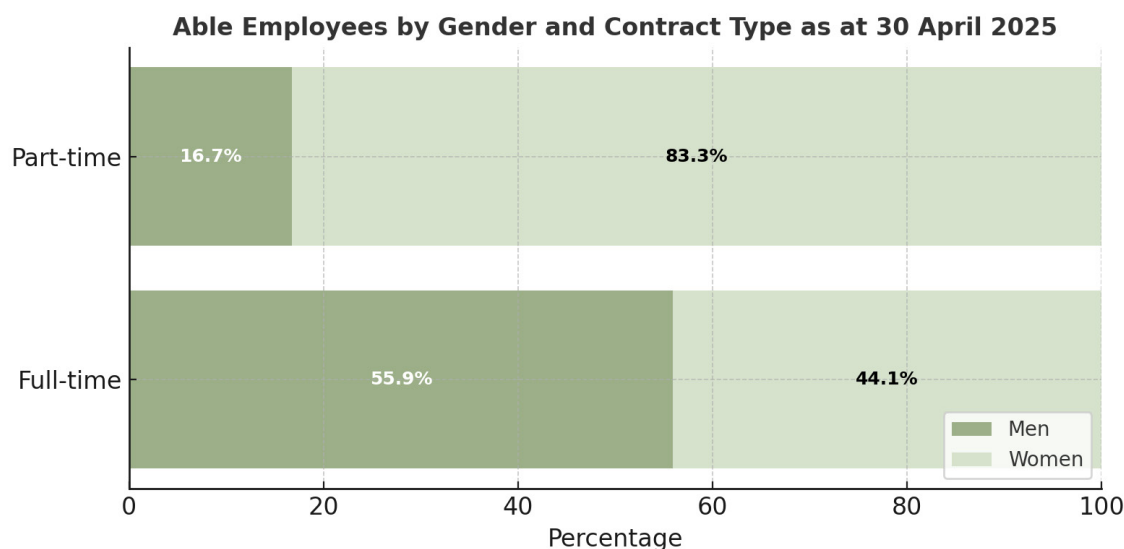


RESPONSIBILITY TOWARDS *People*

WELFARE, WELLNESS AND WORK-LIFE BALANCE

At Able, we prioritize the well-being of our team by fostering a safe, empowering, and inclusive work environment where every individual is encouraged to contribute their skills and grow professionally. To ensure a high standard of workplace comfort, we regularly review our office and production spaces, focusing on both physical safety and daily well-being. Our facilities include two dedicated lounge areas, one in the office and another in the production site, equipped for meals, relaxation, and informal connection among colleagues. We support work-life balance through flexible scheduling, the option for remote work arrangements when applicable, and adherence to health and safety measures such as personal protective equipment, regular sanitization, and spatial adjustments when needed. As at 30 April 2025, Able had 6 part-time contracts in place, representing approximately 4% of our 150 employees. Of these, 1 was held by a male employee and 5 by female employees, reflecting our openness to adaptable work models across all roles.

ABLE EMPLOYEES BY GENDER AND CONTRACT TYPE AS AT 30 APRIL 2025



Recognizing the importance of long-term employee care, we are committed to expanding our welfare initiatives in the years ahead. This includes enhancing access to supplementary health coverage, available to all employees, whether full-time, part-time, or on fixed-term contracts, at no cost to them. Additional healthcare and retirement benefit options are also extended to senior roles, with costs shared between Able and the individual, underscoring our holistic approach to people-first management.

RESPONSIBILITY TOWARDS *People*

OCCUPATIONAL HEALTH AND SAFETY

At Able Be Modern, we believe that investing in the growth of our people is essential, not only for individual development but for the sustainable success of our company. With craftsmanship and innovation at the heart of our identity, the skills and well-being of our team remain a top priority in our value chain.

Our approach to training is twofold: to enhance practical know-how and to reinforce our brand values across every department. From advanced design software (CAD, 3D rendering) to soft-skill development such as language and client communication workshops, we offer targeted training across all roles, including our design studio, production team, and sales network.

Training needs are regularly assessed by our internal People & Development Division, which also curates and delivers specialized programs directly to our staff, ensuring consistency in quality, safety, and long-term vision.

A strong emphasis is placed on health and safety education. Our team undergoes regular instruction in safety protocols, including emergency response, machinery operation, and onsite maintenance, in line with applicable Albanian safety requirements.

In 2024, internal records show more than 900 hours of training delivered. The figure is unaudited and a per-employee average is not reported, as the participant denominator was not maintained on a consistent basis.

We also believe in mentoring the next generation. Given our dedication to refined craftsmanship, maintaining a skilled and evolving workforce is essential. We actively collaborate with regional technical institutes and design academies, offering students first-hand learning experiences and apprenticeships within our workshops and showrooms.

Through our ongoing partnerships with institutions in Albania, Italy, Egypt, the UAE, UK, USA several apprentices and interns have since joined Able as full-time team members, bringing fresh energy and perspectives to our craft.

To ensure continuous growth, we have also introduced a structured performance evaluation system, which includes regular one-on-one development conversations. This initiative supports transparency, encourages personal accountability, and ensures every team member has a clear path toward growth.

At Able Be Modern, we are building more than furniture; we are shaping futures.



RESPONSIBILITY TOWARDS *People*

OCCUPATIONAL HEALTH AND SAFETY

At Able Be Modern, safeguarding the health and safety of our team, collaborators, and visiting partners is a core pillar of our operations. We are deeply committed to creating a safe, reliable, and mindful work environment, where prevention is not only a legal duty but a cultural value shared by the entire company.

We recognize that a safe workplace fosters not just productivity and peace of mind, but also positions Able as a responsible and trustworthy business partner. To this end, we continuously allocate organizational and financial resources toward preventing workplace accidents and improving working conditions across all of our departments, from manufacturing and logistics to showroom and administration.

Our Health & Safety Program follows a structured approach:

- 1. Risk Assessment** – We regularly review potential exposure to physical, ergonomic, and environmental risks using internationally recognized methods (e.g., NIOSH for manual handling, OCRA for repetitive strain).
- 2. Prevention & Tools** – We implement safety systems, signage, and protective barriers where needed. All employees receive Personal Protective Equipment (PPE), which can be easily accessed on site.
- 3. Training & Awareness** – New team members undergo safety training based on their operational risk level. Mandatory updates and refreshers are scheduled under applicable Albanian requirements and internal procedures.

In 2024, we enhanced our prevention protocol by:

- Installing ergonomic seating and foot support platforms at relevant workstations to improve posture and prevent musculoskeletal issues.
- Conducting on-site audits across our production and logistics zones to identify new safety needs in line with growing operational output.
- Implementing weekly coordination briefings between department heads and our Safety Coordinators.

We also schedule quarterly health and safety meetings involving management, our appointed Occupational Health and Safety Specialist, our occupational physician, and elected employee representatives, where issues are openly reviewed.

Our Training and Communication strategy includes:

- Regular updates via internal notice boards and digital communication channels.
- Certified safety training for work at height, electrical equipment, and material handling.
- Clear emergency and equipment-use protocols displayed on all machinery.

We ensure all subcontractors and on-site collaborators comply with our safety standards through a written site coordination arrangement that identifies overlapping activities and assigns responsibility for shared risks before works commence.

Additionally, Able Be Modern monitors:

- Air quality and emissions in our workshops and finishing areas;
- Fire prevention systems and evacuation readiness;
- Workplace hygiene conditions, including temperature, ventilation, and lighting.

Our goal is continuous improvement. In early 2025, we introduced an upgraded digital tracking system for reporting incidents, near-misses, and safety suggestions anonymously, encouraging proactive employee participation.

For the 12 months ended 30 April 2025, internal incident records did not identify a serious occupational injury or a confirmed occupational disease. This statement is based on internal records and is unaudited.

In alignment with our Code of Conduct and Ethical Operations Protocol, we reaffirm our duty to uphold safety standards with transparency, responsibility, and care.

At Able Be Modern, the health and integrity of our people is not a policy; it's a promise.

Able operates under applicable Albanian occupational health and safety legislation. Albania's legal framework is progressively aligning with the EU occupational safety acquis; this profile does not claim full legal equivalence with EU Member States. Operations are subject to inspection by the State Labour Inspectorate.



ENVIRONMENTAL *Responsibility*

At Able Be Modern, environmental responsibility is more than an ethical choice; it's a fundamental value that reflects our deep respect for the communities we operate in and the ecosystems that support our craft. As a company rooted in design, craftsmanship, and culture, we are committed to protecting the natural resources that inspire and sustain our work.

In alignment with our Code of Ethics and internal operational standards, we are actively pursuing practices that minimize environmental impact and support long-term ecological balance. Our strategy includes adopting low-emission technologies, reducing waste in production, and selecting suppliers that align with our sustainability values.

We continuously monitor the key environmental impacts of our operations, including:

- Dust and airborne particles from woodworking;
- Emissions from coating and finishing processes;
- Noise levels from machinery within production zones.

Monitoring and controls are managed against applicable Albanian permits and legal requirements. Our environmental monitoring systems ensure early detection and fast corrective action when needed, reinforcing a culture of accountability and improvement.

Our current priorities are:

- Reducing material waste through advanced digital production planning;
- Switching to water-based finishes where applicable;
- Sourcing materials from suppliers holding relevant certification for timber, textiles, and metals.

In 2024, we strengthened our commitment by increasing procurement from FSC®-certified suppliers, ensuring our wood materials are traceable to suppliers holding FSC® chain-of-custody documentation. Certificates are held by the named suppliers. This supports our commitment to responsible forestry and biodiversity.

in our production chain. Newly onboarded suppliers are reviewed on their environmental certifications, waste management policies, and carbon reduction initiatives. Able Be Modern has also launched its own local initiative, #ReDesignNature, a small but growing reforestation and land enrichment program. In collaboration with regional environmental groups, we've begun planting native trees and shrubs in underutilized zones near our workshop facilities, a symbolic and tangible gesture to regenerate the land we draw from.

Finally, we are proud to report that as of mid-2025, no violations or non-compliance issues related to environmental regulations have occurred across any of our operations. At Able, design and nature walk hand in hand. Every material we select, every supplier we work with, and every decision we make reflects our commitment to a more beautiful and sustainable future.



ENVIRONMENTAL *Responsibility*

MANAGEMENT OF ENVIRONMENTAL IMPACTS: ENERGY CONSUMPTION AND EMISSIONS

At Able Be Modern, we take a conscious and structured approach to reducing our environmental footprint across every stage of production and operations. We regularly assess our practices to identify high-impact processes and introduce corrective, low-emission alternatives, often in collaboration with independent sustainability consultants. In line with our internal Ethical Governance and Operations Code, we follow strict EU-aligned environmental protocols that define both our impact reduction targets and the responsibilities of each operational unit. This model ensures that all employees receive environmental training and are aware of the sustainability implications of their daily work, ranging from material use to waste handling and energy consumption.

The highest environmental load in our operations comes from painting and surface finishing, a process where protective layers are applied to wood and metal furniture components. We have taken concrete steps to reduce its impact, including:

- Transitioning to low-VOC, water-based finishes in 2024;
- Enhancing filtration and ventilation systems in our painting booths;
- Increasing routine maintenance to ensure equipment operates at optimal environmental efficiency.



Since 2022, Able has operated photovoltaic generation across its production facilities in Vlora. The installations produced 1,276.10 MWh of renewable electricity in 2024, of which approximately 4% was exported to the national grid.

Self-consumed solar covers approximately 97% of the company’s electricity demand, with the remaining 3% drawn from the grid. Across total energy consumption, including heating and transport, renewable sources account for approximately 83%.

2024 energy use

Energy source	GJ	Share
Solar generated, gross	4,594	–
of which self-consumed	4,410	97% of electricity
Grid electricity imported	136	3% of electricity
Total electricity	4,546	71% of total
Biomass heating	903	14% of total
Transport fuel	950	15% of total
Total energy consumption	6,399	100%
Renewable, solar and biomass	5,313	83% of total

Total consumption fell 18% against 7,805 GJ in 2023. Figures are internally measured, rounded to the nearest GJ and unaudited.

Additional efficiency measures

- Biomass heating, fueled by virgin wood offcuts recovered from our own production, heats the main warehouse and selected administrative areas.
- Automated lighting controls and LED replacement have been completed across all locations. The resulting reduction in lighting electricity consumption is not separately metered and is therefore not quantified here.

2025 commitments

- Phasing out diesel delivery vehicles in favor of hybrid and electric alternatives.
- Strengthening local supplier partnerships to reduce transport emissions.
- Launching a Green Manufacturing Audit Program with quarterly energy and waste reviews.

Environmental awareness and internal engagement

- Company-wide training on waste sorting, plastic reduction and energy conservation.
- Elimination of single-use plastics from offices and packaging.
- Use of recycled or FSC®-certified paper for all in-house printed materials.

Long-term environmental vision

Able’s ambition is to create beautiful, long-lasting products while preserving the environments that inspire them.

All figures are internally measured from utility records and inverter output data and are not yet externally verified. Able intends to bring energy and emissions reporting within the scope of third-party assurance.



ENVIRONMENTAL *Responsibility*

SUSTAINABLE USE OF RESOURCES: MATERIALS AND WASTE

From its foundation, Able Be Modern has stood out in the world of contemporary furniture for its refined craftsmanship and deep respect for the materials it works with. We view material selection not just as a technical choice, but as a reflection of our values—balancing beauty, quality, and responsibility.

Our collections are shaped by carefully sourced materials such as ash, maple, beech, ebony, walnut, and birch, alongside premium textiles, leather, metal, ceramic, marble, and glass. Each is chosen for its durability, visual appeal, and environmental performance. We believe that responsible sourcing and mindful material use are essential to reducing environmental impact and responding to the growing awareness of sustainability among our clients and collaborators.

Even within large-scale contract and hospitality projects, where specifications are often driven by client requirements, we actively guide partners toward resource-conscious solutions, ensuring no compromise in quality or design integrity. This collaborative approach strengthens long-term value for all stakeholders while honoring environmental standards.

Our woodworking department, supported by modern manufacturing technologies, continues to lead our material innovation. Wood remains central to our identity, not only for its natural elegance but also for its ability to be transformed through precise detailing and modern finishes. We are committed to optimizing yield during cutting and machining processes, and continuously improving waste reduction across all phases of production.

To ensure ethical sourcing, we procure timber exclusively from certified European and sustainably managed forests. All suppliers are evaluated based on traceability, environmental compliance, and replanting practices.

This responsible use of resources plays a key role in Able Be Modern's contribution to climate-conscious design. We see it as our responsibility to advocate for ethical material flows, supporting biodiversity, combating deforestation, and maintaining transparency throughout our supply chain.

By combining heritage techniques with progressive environmental thinking, we continue to craft pieces that respect both the people who use them and the planet we share.

ENVIRONMENTAL *Responsibility*

Able recognizes the fundamental importance of establishing a direct, continuous relationship of trust and knowledge exchange with its suppliers to create long-term shared value. The company also manages the disposal of its waste in a timely and efficient manner, ensuring full compliance with current legislation and minimizing environmental impact. In accordance with legal requirements, Able annually prepares all required environmental documentation detailing waste management by category and lot. To facilitate proper disposal of materials such as paper, cardboard, wood, plastic, glass, and electronic equipment, special containers for separate waste collection are installed throughout offices and production spaces, allowing materials to be disposed of or recycled in the most effective way. For all wood-origin materials and derivatives, Able has implemented a disposal system in collaboration with a certified external partner. This partner also manages the disposal of packaging, plastics, and general waste for the entire production plant. Since the beginning of 2024, this system has been fully integrated, contributing to improved environmental performance across operations. Thanks to the efficiency of this process, Able has achieved a notable reduction in local waste taxes, as its regional impact remains minimal.

As part of its commitment to continuous improvement, bimonthly meetings are held with the waste management provider to evaluate current practices and identify further optimization opportunities. These sessions are intended to ensure strategic alignment and operational excellence in all waste-related procedures.

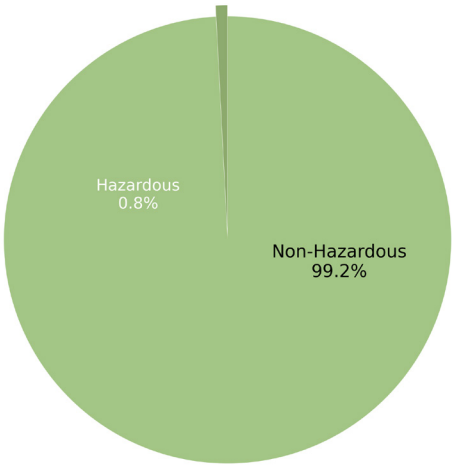


ABLE - WASTE GENERATED (12 MONTHS ENDED 30 APRIL 2025)

In the 12 months ended 30 April 2025, Able recorded 387 metric tons of waste: 3.2 metric tons hazardous and 383.8 metric tons non-hazardous. The categories reconcile to the reported total. No prior-period baseline is presented in this profile.

The company actively invests in projects aimed at promoting waste reduction and employee awareness, sharing internal guidelines and encouraging responsible habits such as waste separation, paper use reduction, and energy-saving practices across all departments.

Hazardous waste is managed in accordance with applicable local regulations and handled exclusively by licensed waste management providers.



PRODUCT *Responsibility*

Sustainability means, above all, product longevity. In this sense, Able has always focused on the development of pieces designed for constant and lasting use over time—furniture that can be passed down through generations, increasing in both emotional and material value.

Timeless yet contemporary, Able collections reflect a precise stylistic identity: bold in essence, balanced in design, and free from trends. Our products combine the richness of woodworking heritage with advanced manufacturing techniques, offering environments that are never sterile but warm, elegant, and expressive. The result is an aesthetic known simply as “the Able signature”, recognizable for its quiet strength and thoughtful contrasts.

Each creation aims to transcend the ordinary, resulting in compositions that feel exclusive, versatile, and emotionally resonant. The distinctive character of our pieces lies in the tension between precision and softness, tradition and innovation, an approach that transforms every item into a lasting statement.



Able's design philosophy is built around innovation and long-term value creation. For this reason, the company consistently invests in product development and innovation, dedicating approximately 2% of annual turnover to research and prototyping. In the first half of 2025, Able developed eight new models, expanding its offering across both core and accessory collections.

This research effort is reflected in the introduction of new lines, including architectural complements and modular elements, broadening our presence from individual objects to complete project solutions. This strategic direction strengthens our ability to respond to complex spatial needs and continues to define our approach to integrated custom furnishing, particularly in the Contract sector.

Attention to detail, material excellence, and refined execution allow Able's products to exist without formal boundaries, fitting effortlessly into diverse environments, bridging generations, cultures, and styles.

Product development occurs through our internal R&D team, comprising skilled technicians and prototypists, as well as through partnerships with internationally acclaimed designers and architects. These collaborators view Able's R&D division not only as a technical resource but as a vital co-creator of form and function.

Material selection is guided by the continuous pursuit of strength, beauty, and usability, while also considering environmental impact. We prioritize the use of natural and recyclable materials, eco-conscious packaging alternatives to polystyrene, low-emission wood panels, and have begun testing organic coatings with promising results. Research into these solutions is ongoing, ensuring future collections meet both performance and sustainability criteria.

Since 2022, Able has also launched a company-wide quality awareness initiative involving all production personnel, aimed at reinforcing quality as a core value at every stage of creation. This effort continues to evolve, integrating results-based assessments to refine and elevate output.

Able employs a structured quality control system that includes internal diagnostics and response procedures for any customer-reported issues. This includes detailed monitoring indicators and expedited resolution processes to address any disruptions in production cycles efficiently.

Each Able product reflects the essence of Made and Manufactured in Europe, with the full production chain, from concept to execution, handled by specialized teams with deep industry experience. Our commitment to craftsmanship ensures durability, customisation, and precision while embracing modern technologies that respect both people and the planet.

PRODUCT *Responsibility*

CUSTOMER RELATIONS AND SATISFACTION

Able's collections are designed for a refined, discerning, and globally minded clientele, individuals who expect substance, sophistication, and originality without compromise. Customer focus is at the heart of Able's strategic direction, placing client satisfaction and long-term loyalty at the core of every operation. For this reason, particular attention is given to all services and processes that ensure the development of exceptional products and the delivery of responsive, professional customer support. Listening to our clients is considered a key element in building enduring relationships and drawing inspiration for future offerings. Regular market analysis and sales data monitoring allow Able to continuously evolve and respond to changing demands.

The centrality of the customer is further reinforced through their role as brand ambassadors, sharing feedback, insights, and testimonials that increase awareness and elevate brand perception. For this reason, both internal and external client interactions are prioritized, including personalised presentations, one-on-one consultations, and curated events held at showrooms, project sites, and select retail spaces.

Able has also expanded its presence across digital platforms, showcasing curated collections through premium online design networks and preparing the groundwork for future partnerships with leading marketplaces focused on high-end European furniture. This strategy bridges offline craftsmanship with modern visibility.

Our CRM system, integrated into our digital tools since 2023, enables direct tracking of customer satisfaction through a combination of quantitative and qualitative KPIs, including complaint rates and issue resolution metrics. In the same year, Able introduced a dedicated resource for customer experience and non-conformity tracking, helping refine our processes and formalise quality control across both the direct and wholesale channels.

In parallel, we have focused heavily on the offline experience, building a curated distribution network, investing in internal and partner training, and cultivating collaborative design initiatives that feed into our "open innovation" strategy. Aware of the importance of context, Able has expanded its network of account managers, both at headquarters and regionally, with a specific division dedicated to the growth of mono-brand showrooms and architectural project channels.

Key to our communication are our resellers and partners, who serve as the bridge between our brand and the end consumer. These collaborators receive specialized training to help them convey Able’s values, design ethos, and product integrity.

This structure is supported by two additional roles: one responsible for overseeing the retail, digital, and bespoke-project divisions; the other leading trade marketing efforts, ensuring continuous support and communication with key stakeholders, sales teams, distributors, and design professionals, through tools and initiatives tailored to strengthen every sales channel.

Based on Able’s internal quality register, no cases of product-related noncompliance regarding health or safety standards were recorded during 2025. This statement is unaudited.

Online, our active social media strategy provides real-time insights into customer sentiment and helps reinforce the emotional, aspirational, and relational dimensions of the Able experience.



Able