



ESG Performance Report for Listed Companies in 2024

ROCKWORTH PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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ESG Performance

Company Name : ROCKWORTH PUBLIC COMPANY LIMITED Symbol : ROCK
Market : SET Industry Group : Consumer Products Sector : Home & Office Products

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes
Environmental guidelines : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

Policies:

Utilize resources responsibly and efficiently, aiming to minimize impacts from climate change.

Reduce energy usage, hazardous waste, and overall waste; increase reuse and recycling of packaging materials.

Promote the use of clean/renewable energy.

Protect the environment and prevent impacts caused by company activities.

Encourage employee involvement and raise awareness about environmental preservation, leading to the creation of environmental and social activities.

Comply with relevant laws, regulations, and requirements.

Guidelines:

Electricity Management: Use international energy management systems to conserve energy, improve efficiency across processes, and promote the use of renewable/clean energy.

Fuel Management: Utilize GPS logistics systems to minimize fuel consumption in transportation and maintain fuel systems regularly.

Renewable/Clean Energy Management: Expand and maximize the use of renewable/clean energy.

Water Resources and Quality Management: Control and improve operations to reduce water usage and increase water reuse ratios.

Waste and Scrap Management: Increase the reuse of packaging materials and reduce production process waste.

Biodiversity Management: Implement projects to restore green areas in factories and communities, and support green space conservation activities.

Greenhouse Gas and Climate Change Management: Set targets to reduce greenhouse gas emissions using internationally recognized systems.

Air Quality Management: Continuously monitor air quality to prevent impacts on employees and communities; implement internal air circulation systems to mitigate global temperature rise effects.

Noise Pollution Management: Continuously monitor noise quality to ensure employee and community safety.

Support Environmental Research and Development: Encourage the development of eco-friendly technologies and promote environmental education within the organization to foster awareness at all levels.

Information on review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes
over the past year

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management, Other : -

Electricity Management

Rockworth Public Company Limited emphasizes energy conservation by continuously improving production processes and energy

usage to reduce consumption per unit and enhance overall efficiency within the organization.

Guidelines:

Review Policy and Energy Management Structure: Regularly reassess energy management policies and the responsibilities of related departments.

Set Measures and Targets: Establish annual energy conservation measures and consumption targets, prioritizing significant actions.

Monitoring and Communication: Develop a system for tracking and evaluating operations, and communicate energy conservation outcomes to employees.

Audit and Certification: Conduct annual energy management audits following ISO 50001 principles and the Department of Alternative Energy Development and Efficiency standards.

Fuel and Oil Management

Rockworth Public Company Limited recognizes the importance of efficient fuel and oil management as key factors in operations and production. Measures are implemented to control consumption, reduce environmental impacts, and enhance energy efficiency.

Guidelines:

Burner Efficiency in Paint Rooms: Measure and optimize the efficiency of LPG-fueled burners to minimize gas use and maximize performance.

Promote Efficient Fuel Usage: Initiate campaigns encouraging fuel-efficient and safe driving practices for employees.

Autonomous Maintenance: Focus on preventive maintenance to improve equipment performance and reduce fuel wastage.

Renewable/Clean Energy Management

Rockworth Public Company Limited is committed to reducing greenhouse gas emissions sustainably. The base year for data collection and action plans is set as 2024, with ISO 14064 certification targeted by 2025, ensuring efficient and transparent greenhouse gas management.

Guidelines:

Install Solar Rooftops: Use solar power to reduce dependency on fossil fuels.

Improve Production Processes: Implement high-efficiency machinery and equipment to lower emissions.

Measurement and Reporting Systems: Develop systems for measuring and reporting greenhouse gas emissions in compliance with ISO 14064-1 standards.

Annual Energy Conservation Measures: Follow ISO 50001 standards to improve energy usage efficiency and reduce greenhouse gas emissions annually.

Water Resource and Quality Management

Rockworth Public Company Limited focuses on efficient water use by implementing measures that maximize benefits in both consumption and production, while continuously raising employee awareness about conservation.

Guidelines:

Water Quality Measurement: Conduct weekly water quality checks and monthly wastewater quality assessments as per industrial standards.

Wastewater Treatment: Manage wastewater treatment systems effectively before releasing it externally.

System Maintenance: Regularly inspect water distribution systems to prevent loss due to leaks or faulty connections.

Waste and Scrap Management

Rockworth Public Company Limited is dedicated to environmental preservation as part of its organizational culture.

Efforts are focused on preventing pollution and optimizing resource use to reduce waste from raw materials, such as wood, steel, and aluminum.

Guidelines:

Source Separation of Waste: Establish a waste segregation system across departments to enable recycling and reuse.

Hazardous Waste Management: Handle and dispose of hazardous waste according to standards to prevent environmental and community impacts.

Modern Production Technology: Use advanced machinery to minimize waste from raw materials.

Reduce Packaging Material Use: Opt for biodegradable packaging and encourage reuse.

Biodiversity Management

Rockworth Public Company Limited emphasizes biodiversity conservation in factory areas and surrounding communities through various initiatives and awareness campaigns.

Guidelines:

Green Area Development: Maintain and expand green spaces to support local ecosystems.

Promote Local Planting: Organize activities for planting native species suitable for the environment.

Greenhouse Gas and Climate Change Management

The company maintains a sustainable commitment to reducing greenhouse gas emissions, targeting ISO 14064 certification by 2025 to ensure transparent management practices.

Guidelines:

Install Solar Rooftops: Leverage solar energy to reduce fossil fuel dependency.

Optimize Production Processes: Use efficient machinery to lower emissions.

Support Training Programs: Educate employees on greenhouse gas reduction techniques in production.

Air Quality Management

The company prioritizes air quality to safeguard employees and nearby communities by regularly updating and improving internal ventilation systems.

Guidelines:

Ventilation Systems Installation: Install air circulation systems to improve air quality and reduce heat accumulation.

Air Quality Monitoring: Measure air quality, temperature, and dust levels regularly and plan continuous improvements in compliance with ISO 14001.

Noise Pollution Management

Rockworth Public Company Limited adheres to noise pollution standards to protect the health of employees and nearby communities by controlling noise levels and conducting regular assessments.

Guidelines:

Equipment Maintenance: Conduct regular maintenance to ensure noise levels stay within legal limits.

Other Green Activities

The company actively promotes sustainability through environmentally friendly initiatives across dimensions.

Guidelines:

Internal Green Activities: Organize tree planting in factory and community areas to expand green spaces.

Resource Reduction Campaigns: Encourage employees to reduce paper and plastic use in offices.

Community Engagement: Collaborate with industrial zones on projects like natural area restoration.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), ISO 14064 - Greenhouse gases

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

The Company's Commitment to Sustainable Materials: Rockworth Public Company Limited is dedicated to sustainable material sourcing by collaborating with knowledgeable and experienced suppliers who specialize in utilizing plantation-grown wood. The wood is carefully selected and processed, combined with designs to incorporate it into furniture products. This cooperation helps reduce deforestation.

Waste and Recycling Management: The company emphasizes waste management and recycling, initiating projects across all areas. These begin with clearly classifying waste into categories such as general waste, recyclable waste, hazardous waste, and production scraps. Proper facilities are provided to enhance accessibility, and employees at all levels are educated to foster a green culture within the organization. Waste and scrap are managed appropriately for each category in subsequent processes, in collaboration with waste disposal partners. These measures significantly reduce landfill waste that cannot be reused.

Product Life Cycle Management: The company promotes services for disassembly, installation, and refurbishment of furniture to provide customers with products that appear as good as new. This is achieved through collaboration with skilled technicians to extend furniture lifespans. Additionally, the company has established programs to refurbish old furniture, enabling customers to extend product usage periods at the end of their lifecycle. Refurbished products are redesigned and improved to minimize waste and resource usage.

Environmental Responsibility Initiatives: These initiatives demonstrate the company's commitment to environmental

responsibility through sustainable sourcing of materials, energy-efficient production processes, waste reduction, durable product promotion, and support for reuse and repurposing at the end of a product's life.

Recognition and Achievements: The company aims to lead sustainable furniture manufacturing and inspire positive change in the green furniture production industry. This commitment has been recognized by the following awards from government bodies in 2024:

Green Industry Level 4: Awarded by the Ministry of Industry.

Eco-Excellence Industrial Estate City: The company was invited as one of five organizations to participate in activities supporting the upgrade of Bang Pa-in Industrial Estate to Eco-Excellence level.

Environmental Governance Flag (White-Green Flag): Received recognition from the Industrial Estate Authority of Thailand with the White-Green Flag for environmental governance in 2024. The award ceremony will take place in January 2025.

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	-
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	-

Information on energy management

Energy management plan

The company's energy management plan : Yes

Energy Efficiency in Production: Integrating energy-efficient and cost-effective production into the company's culture, Rockworth Public Company Limited has established the following operational measures to achieve its goals:

Solar Rooftop Installation:

The company completed the installation of a 654.36 kW Solar Rooftop system at the Bang Pa-in factory in December 2023.

Electricity generation using this renewable energy source commenced in January 2024.

Annual Energy Conservation Measures:

The company has declared a clear energy management policy, regularly reviewing structures and responsibilities.

Annual energy plans are formulated based on ISO 50001:2018 principles, with budget allocation focused on critical energy conservation projects and yearly energy usage targets.

The company promotes awareness of energy conservation's value and shares performance results with employees.

Comprehensive tracking, control systems, and energy-saving technologies are implemented organization-wide.

Energy management audits are conducted annually to comply with guidelines from the Department of Alternative Energy Development and Efficiency.

Greenhouse Gas Emissions Data Compilation:

The company is developing data on greenhouse gas emissions and aims to achieve ISO 14064-1:2018 certification for organizational carbon footprint management by 2025.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	2024 : energy consumption 33.67 MJ	2025 : Reduced by 2% or 33.00 MJ
Increase of electricity consumption from renewable energy sources	2023 : electricity consumption from renewable sources 0.00 Kilowatt-Hours	2025 : Increased by 800,000.00 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Energy-Efficient Production: Key Indicators and Performance

Solar Rooftop Energy Utilization:

Since January 2024, the company has been utilizing renewable energy from the 654.36 kW Solar Rooftop system for factory production. This system generates up to 759,060 kilowatts of renewable energy.

2024 Annual Energy Conservation Measures:

The energy intensity (energy consumption per unit) faced challenges due to a surge in product demand and accelerated production at the end of the year to meet customer requirements. As a result, energy intensity in 2024 slightly increased compared to 2023.

This rise was attributed to temporary activation of the primary energy systems during the night in the fourth quarter of 2024 to support machinery needed for production.

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,987,530.00	2,165,453.00	1,592,720.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	1,987,530.00	2,165,453.00	1,592,720.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	2,835.28	4,070.40	2,779.62

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	6,254,955.66	11,331,348.36	7,846,964.50
Percentage of total electricity expense to total expenses (%) ^(**)	1.01	1.86	1.14
Percentage of total electricity expense to total revenues (%) ^(**)	1.01	1.74	1.05
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	8,922.90	21,299.53	13,694.53

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	37,665.17	46,008.31	63,176.61
Gasoline (Litres)	10,955.73	6,909.08	7,715.53
LPG (Kilograms)	162,614.42	126,392.90	128,016.85

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	4,234,514.17	4,455,545.00	4,929,050.29
Percentage of total fuel expense to total expenses (%) ^(**)	0.69	0.73	0.72
Percentage of total fuel expense to total revenues (%) ^(**)	0.68	0.68	0.66

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	N/A	3,137.13

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	N/A	N/A	0.00421326

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	-
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	-

Information on water management plan

Water management plan

The Company's water management plan : Yes

Water Resource Management: Rockworth Public Company Limited values water resources by managing their use for maximum efficiency, whether for consumption or production processes. The company actively promotes water conservation through awareness campaigns directed at employees, using various channels such as public notices, departmental meetings, and annual assemblies.

In production processes, water used for cleaning workpieces before painting has transitioned from the traditional zinc phosphate system to a bio-cleaner system, reducing water consumption by over 30%. The company conducts weekly water quality checks and monthly wastewater quality assessments, adhering to industrial estate regulations. A high-efficiency wastewater treatment system is used before releasing treated water into public channels. Approximately 80% of the total monthly water usage is treated and sent to the industrial estate for further processing.

Action Plan:

Maintenance and Replacement: Replace and maintain main water pipes around the factory in 2025 to minimize water loss due to leaks or damage.

Quality Inspection: Regularly inspect and address faults in water joints and secondary water pipes as part of a monthly plan.

Restroom Improvements: Redesign restrooms in production lines to reuse discharged water from the RO (Reverse Osmosis) system for urinals, aiming to reduce water consumption by 2025.

Water Efficiency Goals: Achieve a 2% reduction in water consumption per production unit by 2026, using 2023 as the baseline year.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2023 : Water withdrawal 0.07 Cubic meters	2026 : Reduced by 2%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Water Consumption Performance in 2024:The water consumption per production unit in 2024 was 0.068 cubic meters, which is lower than the 0.073 cubic meters per unit recorded in 2023. This improvement resulted from continuous maintenance and replacement of main water pipes to prevent water loss due to leaks or pipe damage.

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	29,533.00	20,706.00	22,842.00
Water withdrawal by third-party water (cubic meters)	29,533.00	20,706.00	22,842.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	42.13	38.92	39.86
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.05	0.03	0.03

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	N/A	N/A	11,057.00
Wastewater discharged to third-party water (cubic meters)	N/A	N/A	11,057.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	29,533.00	20,706.00	11,785.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.04773622	0.03178122	0.01582762

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	730,941.75	576,511.93	498,935.58
Total water withdrawal expense from third-party water (Baht)	730,941.75	576,511.93	498,935.58
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.12	0.09	0.07

	2022	2023	2024
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.12	0.09	0.07
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,042.71	1,083.67	870.74

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	-
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	-

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Waste and Scrap Management:

The company manages waste and scrap systematically according to international principles, aiming to reduce waste generated from business operations and value chain processes in production. The types of waste and scrap are categorized into two groups as follows:

Hazardous Waste:

Hazardous waste is handled by external agencies under the company's supervision, ensuring compliance with laws to prevent environmental, social, and community impacts.

Non-Hazardous Waste or General Waste:

As the company operates in an industrial estate's controlled area, waste management is conducted by estate authorities following their system. The waste is clearly segregated into reusable and/or recyclable categories.

External agencies manage the waste under company supervision, ensuring alignment with organizational objectives.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2022 : non-hazardous waste 4,066.00 Kilograms	2025 : Increased by 53,000.00 Kilograms	• Reuse
Reduction of waste generation Waste type: Non-hazardous waste	2022 : non-hazardous waste 0.00 Kilograms	2025 : Reduced by 90,000.00 Kilograms	• Other : -

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

Reducing Waste from Raw Materials Used in Furniture Production:

The company has established key performance indicators and achieved the following successes:

Reuse of Packaging Paper:

In 2024, 31.22% of packaging paper was reused, an increase from 27.25% in 2023 (using 2022 as the baseline year).

Reduction in Raw Material Loss:

The loss of raw materials continued to improve, decreasing to 8.1% in 2024 from 10.4% in 2023. This was achieved through the use of modern technology and machinery in the production process.

Use of Recycled Packaging Materials:

In 2024, the company used packaging materials containing over 95.5% recycled content.

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	873,162.00	833,950.00	1,015,226.48
Total non-hazardous waste (kilograms)	845,418.00	808,290.00	981,616.48
Non-hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste – Others (kilograms)	845,418.00	808,290.00	981,616.48
Total hazardous waste (kilograms)	27,744.00	25,660.00	33,610.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	70.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	32,700.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste – Others (kilograms)	27,744.00	25,660.00	840.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	1.41	1.28	1.36
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	1.37	1.24	1.32
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.04	0.04	0.05

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	4,066.00	23,700.66	53,050.00
Reused/Recycled non-hazardous waste (Kilograms)	4,066.00	23,700.66	53,050.00

	2022	2023	2024
Reused non-hazardous waste (Kilograms)	4,066.00	23,700.66	53,050.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	0.47	2.84	5.23
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	0.48	2.93	5.40
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	0.00	0.00

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	: -
Total number of disclosure boundaries	: -
Actual number of disclosure boundaries	: -
Data disclosure coverage (%)	: -

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Commitment to Greenhouse Gas Reduction and Net Zero Emissions:

The company is dedicated to playing a significant role in reducing greenhouse gas emissions, with a clear goal of achieving net zero emissions and sustainable organizational development. This commitment is reflected in various projects and targets, including:

Carbon Emission Reduction: Reduce carbon emissions by 400 TonCO₂e annually through the installation of a 654.36 kW Solar Rooftop system at the Bang Pa-in factory and energy conservation measures, to be completed by 2025.

ISO Certification: Obtain ISO 14064-1:2018 certification in 2025.

Carbon Neutrality: Achieve carbon neutrality by 2050.

Net Zero Emissions: Attain net zero greenhouse gas emissions by 2065.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Carbon Neutrality

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1	2024 : Greenhouse gas emissions 872.78 tCO ₂ e	2030 : Reduced by 4.58% or 40.00 tCO ₂ e in comparison to the base year	2065 : Reduced by 100% or 0.00 tCO ₂ e in comparison to the base year	<ul style="list-style-type: none"> Thailand Greenhouse Gas Management Organization (TGO) : Net zero Science-based Targets (SBTi) : None
Scope 2	2024 : Greenhouse gas emissions 796.20 tCO ₂ e	2030 : Reduced by 7.54% or 60.00 tCO ₂ e in comparison to the base year	2065 : Reduced by 100% or 0.00 tCO ₂ e in comparison to the base year	<ul style="list-style-type: none"> Thailand Greenhouse Gas Management Organization (TGO) : Net zero Science-based Targets (SBTi) : None
Scope 3	2024 : Greenhouse gas emissions 5,091.21 tCO ₂ e	-	2065 : Reduced by 100% or 0.00 tCO ₂ e in comparison to the base year	<ul style="list-style-type: none"> Thailand Greenhouse Gas Management Organization (TGO) : Net zero Science-based Targets (SBTi) : None

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1	2024 : Greenhouse gas emissions 872.78 tCO ₂ e	2050	None
Scope 2	2030 : Greenhouse gas emissions 796.20 tCO ₂ e	2050	None
Scope 3	2030 : Greenhouse gas emissions 5,091.21 tCO ₂ e	2050	None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

As per the attached table below.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	N/A	N/A	6,760.19
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	872.78
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	796.20
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	5,091.21

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	N/A	N/A	0.009079
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	N/A	N/A	11.80
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	N/A	N/A	0.19900000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00

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ESG Performance

Company Name : ROCKWORTH PUBLIC COMPANY LIMITED Symbol : ROCK
Market : SET Industry Group : Consumer Products Sector : Home & Office Products

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes
Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

Rockworth Public Company Limited and Human Rights:

Rockworth Public Company Limited regards the enforcement of human rights as a fundamental right and freedom every individual is entitled to. This encompasses people in society, communities, and suppliers within the company's supply chain. These rights also extend to natural resources, including land, water, air, forests, wildlife, and a pollution-free environment.

The company operates on the basis of respecting the rights of its employees, partners, stakeholders, and individuals' inherent and equal rights, which cannot be revoked or violated. Rockworth aligns its actions with international human rights principles and agreements, including:

United Nations Global Compact (UNGC)

United Nations Universal Declaration of Human Rights (UNUDHR)

To demonstrate its commitment, the company has established policies and key practices as outlined below:

Human Rights in the Workplace:

Rockworth Public Company Limited respects the rights of all employees, personnel, and stakeholders without discrimination based on race, color, religion, gender, sexual orientation, nationality, age, disability, or any other status. The company applies reasonable and fair human rights practices and works to eliminate injustice, discrimination, intimidation, and rights violations.

Employees at all levels must thoroughly understand relevant laws and adhere strictly to them. For clarification, they should consult Human Resources and management.

The company organizes laws, rules, and government regulations into categorized formats for employee reference and provides appropriate legal training.

The company strictly complies with global human rights principles and educates employees to integrate these principles into their work. It does not support activities that violate human rights.

Employees working abroad must study the laws, customs, and cultures of destination countries. They must ensure their belongings, travel documents, and purpose of travel comply with laws and customs of the destination.

Business and Human Rights for Partners:

Rockworth adheres to international human rights principles, ensuring dignity, freedom, and equality. The company avoids and discourages any involvement in human rights violations through the following practices:

Comply with international and national human rights principles, including labor laws of the countries where the company operates. This involves:

Providing safe and hygienic work environments that meet international standards.

Maintaining drug-free workplaces.

Treating all personnel equally without discrimination based on origin, gender, age, color, nationality, religion, political opinion, or disability.

Respecting personal freedom and protecting personal data.

Ensure that the company's operations do not participate in human rights violations and support beneficial global human rights practices, such as the United Nations principles.

Educate employees about human rights to integrate these principles into company operations and avoid supporting activities that violate human rights.

These policies reinforce the company's dedication to respecting human rights within its operations, ensuring all individuals are treated with dignity and mutual respect. This commitment extends across group companies and affiliates,

establishing a foundation of respect for human rights in workplace policies and partner practices.

Supplier Code of Conduct – Business Policies:

Rockworth's Supplier Code of Conduct sets minimum, non-negotiable standards. Partners must respect and adhere to these principles when doing business with the company. This document ensures continuous compliance with international standards in alignment with the company's obligations.

Governance:

The company's human rights policies apply to all employees, personnel, and officers, including joint ventures. In cases where Rockworth does not have managerial authority, the company works to ensure that its joint ventures adhere to proper governance.

The company maintains records and reports of human rights violations and impacts, in line with its policies, and provides annual reports to shareholders and stakeholders regarding the implementation of its human rights policies.

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : No

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

Steps for Monitoring Human Rights Processes at Rockworth Public Company Limited

With respect for and commitment to supporting human rights principles, the company has implemented a comprehensive **Human Rights Due Diligence** process to establish guidelines for preventing, mitigating, and reviewing human rights impacts in all potential cases and incidents.

The company's due diligence process includes a seven-step action plan:

Integration of Human Rights: Incorporate human rights principles into new and existing company policies.

Stakeholder Consultation: Engage stakeholders in discussions on human rights frameworks and issues.

Training and Development: Provide employees with knowledge, skills, and capacity-building related to human rights.

Risk Assessment: Evaluate risks within business activities and operations.

Impact Assessment: Conduct evaluations of high-risk operational impacts.

Coordination of Human Rights Activities: Align activities through the Sustainability and Risk Management Committee or designated representatives.

Monitoring and Reporting: Continuously track work plans and report progress to management.

Since the company initiated its human rights practices in 2024, this year has focused on communicating guidelines, legal requirements, and work procedures internally and to relevant working groups. The company has developed work plans and begun exploring operational standards based on the **Thai Labor Standard: Corporate Social Responsibility of Thai Business (TLS 8001-2020)** from the Ministry of Labor.

In 2025, the company plans to evaluate compliance, aiming for certification under **TLS 8001-2020** in 2026. These efforts align with the implementation of various operational aspects.

Information on other social management

Plans, performance, and outcomes related to other social management

The Company's Social Management Activities:

- Donated bicycles to the Khlong Chik Municipality, Bang Pa-in District, Phra Nakhon Si Ayutthaya, for use in organizing

Children's Day activities in the community.

- Organized Children's Day activities at Wat Wiwek School, Bang Pa-in District, Phra Nakhon Si Ayutthaya.
- Conducted a "Clean Canals, Clear Water" activity at Wat Khlong Phutsa, Bang Pa-in District, Phra Nakhon Si Ayutthaya.
- Held a candle offering event at Wat Khlong Phutsa, Bang Pa-in District, Phra Nakhon Si Ayutthaya.
- Hosted a blood donation activity at the Riverside Hall, Bang Pa-in District, Phra Nakhon Si Ayutthaya.
- Collaborated with Bang Pa-in Industrial Estate to plant trees within the estate.
- Provided scholarships to underprivileged students at Wat Khlong Phutsa School.

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Occupational health and safety in workplace

Commitment to Diversity and Employee Policies

The company is committed to creating processes that meet diverse needs without bias, ensuring transparency in recruitment, selection, remuneration, skill development, promotions, and fair working conditions. This commitment seeks to leverage diversity positively, enhancing work efficiency and adding value to the organization's human resources.

Fair Treatment of Employees and Labor

The company ensures fairness in employment management, compensation, and benefits.

Health and safety standards are maintained in accordance with Thai labor laws.

Employees are provided with opportunities to develop specialized skills to enhance their capabilities and quality of life.

The company fosters employee engagement and harmonious relationships among colleagues, creating a family-like environment.

Employees are encouraged to share common goals and uphold the company's core values as a foundation for success.

Human Resource Management Policies

Recruitment and Labor Management: Employees are recruited from target sources based on manpower plans and job specifications to meet business needs.

Employee Development: Appropriate training and skill development are provided systematically to enhance individual and organizational performance.

Compensation and Benefits Management: Direct and indirect income is determined fairly, considering budgets, performance, market trends, and growth.

Work Environment and Facilities: Essential resources are provided to support daily work activities, ensuring quality of life and overall business efficiency.

Occupational Health, Safety, and Environment: Facilities and procedures are adjusted to eliminate risks and hazards, adhering to legal safety guidelines.

Employee Relations and Motivation: Positive practices and behaviors are encouraged through activities such as:

Organic vegetable planting for discounted sales.

Birthday celebrations.

Songkran festival events.

Annual company trips.

Employee Plans for 2024

1. Employee Retention (Voluntary Resignation Reduction Project)

Collect and verify data on resignation reasons for accurate analysis.

Develop improvement measures with input from supervisors, HR, and management.

Provide tailored training for various employee levels.

Evaluate and report activities and outcomes to management.

2. Individual Development Toward a Learning Organization

Create standard training programs and skill enhancement courses.

Use Competency Management and Skill Matrix tools for annual development plans.

Implement classroom and self-learning opportunities.

Link training with HR systems and performance evaluations.

3. Employee Engagement and Happiness at Work (Happy Workplace)

Conduct employee engagement surveys and analyze results to develop improvement plans.

Use "Happy Workplace" principles as a foundation for activities.

Foster behavior aligned with the company's core values.

4. Zero Accident Organization Initiative

Identify risks and promote safe work environments.

Activities include 5S practices, safety patrols, readiness assessments, and safety communication. Periodically review and evaluate activities with management.

5. Human Rights and Legal Compliance Promotion

Develop policies and training to educate employees on human rights and relevant laws. Establish communication systems to disseminate legal updates.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : Yes
and labor management goals?

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Others : -	-	2024: -	2025: -
• Others : -	-	2024: -	2025: -
• Others : -	-	2021: -	2025: -
• Employee training and development	-	2024: -	2025: -
• Promoting employee relations and participation	-	2024: -	2025: -
• Occupational health and safety in workplace	-	2024: -	2025: -
• Employee training and development	-	2024: -	2025: -
• Employee training and development	-	2024: -	2025: -
• Employee training and development	-	2024: -	2025: -

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	701	532	573
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	701	532	573

	2022	2023	2024
Male employees (persons)	461	352	366
Percentage of male employees (%)	65.76	66.17	63.87
Female employees (persons)	240	180	207
Percentage of female employees (%)	34.24	33.83	36.13

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	216	169	218
Percentage of employees under 30 years old (%)	30.81	31.77	38.05
Total number of employees 30-50 years old (Persons)	382	279	275
Percentage of employees 30-50 years old (%)	54.49	52.44	47.99
Total number of employees over 50 years old (Persons)	103	84	80
Percentage of employees over 50 years old (%)	14.69	15.79	13.96

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	153	113	136
Percentage of male employees under 30 years old (%)	33.19	32.10	37.16
Total number of male employees 30-50 years old (Persons)	243	185	180
Percentage of male employees 30-50 years old (%)	52.71	52.56	49.18
Total number of male employees over 50 years old (Persons)	65	54	50
Percentage of male employees over 50 years old (%)	14.10	15.34	13.66

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	63	56	82
Percentage of female employees under 30 years old (%)	26.25	31.11	39.61

	2022	2023	2024
Total number of female employees 30-50 years old (Persons)	139	94	95
Percentage of female employees 30-50 years old (%)	57.92	52.22	45.89
Total number of female employees over 50 years old (Persons)	38	30	30
Percentage of female employees over 50 years old (%)	15.83	16.67	14.49

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	672	498	534
Percentage of employees in operational level (%)	95.86	93.61	93.19
Total number of employees in management level (Persons)	24	29	34
Percentage of employees in management level (%)	3.42	5.45	5.93
Total number of employees in executive level (Persons)	5	5	5
Percentage of employees in executive level (%)	0.71	0.94	0.87

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	446	335	345
Percentage of male employees in operational level (%)	96.75	95.17	94.26
Total number of male employees in management level (Persons)	10	12	16
Percentage of male employees in management level (%)	2.17	3.41	4.37
Total number of male employees in executive level (Persons)	5	5	5
Percentage of male employees in executive level (%)	1.08	1.42	1.37

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	226	163	189

	2022	2023	2024
Percentage of female employees in operational level (%)	94.17	90.56	91.30
Total number of female employees in management level (Persons)	14	17	18
Percentage of female employees in management level (%)	5.83	9.44	8.70
Total number of female employees in executive level (Persons)	0	0	0
Percentage of female employees in executive level (%)	0.00	0.00	0.00

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : Yes
Years

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	7	5	5
Percentage of disabled workers to total employment (%)	1.00	0.94	0.87
Total number of employees with disabilities (Persons)	7	5	5
Total male employees with disabilities (persons)	7	5	5
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	1.00	0.94	0.87
Total number of workers who are not employees with disabilities (persons)	0	0	0
Contributions to empowerment for persons with disabilities fund	No	No	Yes

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	120,066,320.00	143,596,780.00	153,552,540.00
Total male employee remuneration (baht)	80,444,434.00	93,249,657.49	98,834,109.00
Percentage of remuneration in male employees (%)	67.00	64.94	64.37

	2022	2023	2024
Total female employee remuneration (baht)	39,621,886.00	50,347,122.51	54,718,431.00
Percentage of remuneration in female employees (%)	33.00	35.06	35.63
Average remuneration of employees (Baht / Person)	171,278.63	269,918.76	267,980.00
Average remuneration of male employees (Baht / Person)	174,499.86	264,913.80	270,038.55
Average remuneration of female employees (Baht / Person)	165,091.19	279,706.23	264,340.25
Ratio of average remuneration of female employees to male employees	0.95	1.06	0.98

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	232	201	197
Proportion of employees who are PVD members (%)	33.10	37.78	34.38
Total amount of provident fund contributed by the company (baht)	1,014,104.00	1,247,872.00	1,613,867.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.84	0.87	1.05

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	4.05	11.12	7.41
Total amount spent on employee training and development (Baht)	198,400.47	384,720.32	666,462.48
Percentage of training and development expenses to total expenses (%) ^(*)	0.000321	0.000632	0.000968
Percentage of training and development expenses to total revenue (%) ^(*)	0.000321	0.000590	0.000895

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	1,180,872.00	1,108,704.00	946,776.00
Total number of hours worked by employees (Hours)	1,180,872.00	1,108,704.00	946,776.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	11	1	5
Total number of employees that lost time injuries for 1 day or more (Persons)	4	1	4
Percentage of employees that lost time injuries for 1 day or more (%)	0.57	0.19	0.70
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	191	101	98
Total number of male employee turnover leaving the company voluntarily (persons)	138	61	58
Total number of female employee turnover leaving the company voluntarily (persons)	53	40	40
Proportion of voluntary resignations (%)	27.25	18.98	17.10
Percentage of male employee turnover leaving the Company voluntarily (%)	19.69	11.47	10.12
Percentage of female employee turnover leaving the Company voluntarily (%)	7.56	7.52	6.98

	2022	2023	2024
Evaluation result of employee engagement	No	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines : No

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : No

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers : No

Information on customer management plan

Customer management plan

Company's customer management plan : Yes

Customer management plan implemented by the company in the past year : Development of customer satisfaction and customer relationship

Customer Relationship Promotion and Development

Before Sales: The company conducts quarterly satisfaction surveys for designer clients to analyze and identify areas for improvement.

After Sales:

Monthly customer satisfaction evaluations are conducted on after-sales services, with the data analyzed for further enhancement.

Training programs are provided on product usage to ensure safety, maximize efficiency, and guide product maintenance to extend lifespan. This initiative has already been implemented for over 10 project clients, with plans under consideration for expanding these efforts in 2025.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	-	2024: -	2030: -

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

The company has implemented a product usage training plan for its clients, having already provided training to over 10 project clients.

Additionally, the company will utilize evaluation results across various dimensions to plan improvements aimed at

continuously enhancing customer satisfaction.

Diagram of performance and outcomes of customer management



Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	No	No	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers
Telephone : 021238888
Fax : -
Email : -
Company's website : -
Address : -

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : No

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Water and sanitation management

Building Relationships and Sharing Kindness Project to Promote a Strong Society and Community

1. Develop project plans and budgets for various activities.
2. Present the project and budget to management, outlining the following activities:
 - 2.1 Donate a motorcycle to Khlong Chik Municipality for Children's Day activities.
 - 2.2 Organize Children's Day activities and provide education on waste segregation.
 - 2.3 Tree-planting activity within Bang Pa-in Industrial Estate.
 - 2.4 Blood donation activity.
 - 2.5 Candle offering activity during Buddhist Lent.
 - 2.6 Furniture donation to various organizations.
3. Coordinate with relevant agencies for the various projects.
4. Execute the planned project activities.
5. Summarize and evaluate the outcomes of the activities.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

Target	Indicators	Base year	Target year
<ul style="list-style-type: none">• Education• Religion and culture• Forests and natural resources• Sports and recreation• Water and sanitation management	-	2024: -	2025: -
<ul style="list-style-type: none">• Others : -	-	2024: -	2025: -

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

No.1

Indicator: Social and community activities

Target: 5 activities

Result: 7 activities

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social : No
development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
social development?

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ESG Performance

Company Name : ROCKWORTH PUBLIC COMPANY LIMITED Symbol : ROCK
Market : SET Industry Group : Consumer Products Sector : Home & Office Products

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Rockworth Public Company Limited (“The Company”) is committed to conducting its operations in accordance with the principles of Good Corporate Governance (GCG). The Board of Directors recognizes the importance of GCG as a fundamental cornerstone for sustainable business growth. Operations are conducted with transparency and accountability to build trust among shareholders and all stakeholders while delivering value to society and the nation.

The company considers it a key mission to uphold good corporate governance, ethical business practices, and sustainable development, emphasizing environmental, social, economic, and governance dimensions (ESG). The Board and management firmly believe that adhering to GCG principles will drive sustainable business growth.

The Board of Directors reviews the corporate governance policy at least once annually, in line with the scope and authority outlined in the Board Charter, ensuring the policy remains current, appropriate for the business environment, and aligned with the guidelines of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), and other relevant regulatory bodies. This continuous improvement elevates corporate governance standards to meet international norms.

These policies are communicated to all directors, executives, and employees for their understanding and adherence. They are expected to perform their duties responsibly, transparently, honestly, and ethically. The governance policies are also published on the company’s website at <https://www.rockworth.com>, providing shareholders, investors, and stakeholders with insights into the company’s practices under GCG principles.

The Board of Directors is dedicated to ensuring strict compliance with the corporate governance policies, code of conduct, and guidelines. The ongoing development of these governance standards aims to achieve the company’s goals for stable and sustainable growth, benefiting all stakeholders and contributing positively to the nation.

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Other guidelines regarding the board of directors

Nomination of Directors

Nomination and Appointment of Directors and Senior Executives

1. Independent Director Nomination

The Board of Directors nominates and selects independent directors in alignment with the company’s needs, relevant regulations, company bylaws, rules, and the requirements of the Stock Exchange of Thailand (SET). These nominees are recommended to the Board of Directors for consideration. Independent director qualifications align with the definition provided in the Capital Market Supervisory Board Notification No. TorJor. 39/2559 on the Application and Approval of Offering Newly Issued Shares (including amendments). The key criteria include:

1.1 Ownership of no more than 1% of the total voting shares of the company, parent company, subsidiaries, associates, major shareholders, or controlling entities, including shares held by related persons of the independent director.

1.2 Not currently, or within the past two years, serving as an executive director, employee, consultant with a regular salary, or person with controlling authority at the company, parent company, subsidiaries, associates, or major shareholders, unless they were government officials or advisors to government agencies holding major shares or control over the company.

1.3 No legal or blood relation to executives, major shareholders, or controlling persons, including spouses, parents, siblings, or children (including spouses of children) of such persons.

1.4 No significant business relationship or conflict of interest with the company, its affiliates, major shareholders, or controlling authorities, and no prior association in the past two years.

1.5 Not an auditor or partner of an audit firm associated with the company or its related entities in the past two years.

1.6 Not a professional service provider (e.g., legal or financial advisor) receiving fees exceeding 2 million baht per year from the company or its affiliates in the past two years.

1.7 Not a representative of the company's directors, major shareholders, or related shareholders.

1.8 Not engaged in competitive business activities or holding significant shares in competitors' operations.

1.9 Free from any other characteristics that may impair independent judgment on the company's operations.

2. Nomination and Appointment of Directors

Criteria: The Board nominates individuals to replace directors who vacate their positions, either due to term expiration or resignation, based on:

Compliance with company bylaws, the Public Limited Company Act, the Securities and Exchange Act, and other relevant laws. Knowledge, skills, and experience beneficial to the company's operations, considering Board diversity (e.g., ethnicity, gender, and skills).

Process:

Identifying qualified candidates for vacant positions.

Presenting nominations to the Board for interim positions.

Seeking shareholder approval during the Annual General Meeting (AGM) for term-end appointments.

Directors serve a term of two years and may be re-elected without term limits. Shareholders vote based on "one share, one vote," with the highest vote-receivers being appointed.

3. Nomination of Senior Executives

Senior executive positions, such as the Chairman of the Executive Board and the Managing Director, are filled based on the Board's assessment of qualified candidates with knowledge, skills, and experience aligned with corporate objectives and strategies. Nominees must demonstrate a strong understanding of the company's business to fulfill organizational goals.

Independence of the Board of Directors from the Management

Independence of the Board from Management

The company clearly separates the roles, authority, responsibilities, and duties of the Board of Directors, subcommittees, and management. These are explicitly documented in the charters for the Board and subcommittees to maintain a balance of power and transparency in operations. The Board is responsible for setting policies and overseeing management at the policy level, while management handles day-to-day operations to align with the established policies. Additionally, to safeguard shareholder interests, the roles of the Chairman of the Board, Chairman of the Executive Board, and Chief Executive Officer are held by separate individuals.

Roles, Authority, Duties, and Responsibilities of the Chairman of the Board

The Chairman of the Board acts as the leader of the Board with the following responsibilities:

Overseeing and ensuring the Board performs effectively and achieves the organization's core objectives and goals.

Encouraging Board members to foster an ethical corporate culture and good governance.

Presiding over Board meetings and shareholder meetings.

Collaborating with independent directors, such as the Chairman of the Audit Committee, to set meeting agendas.

Ensuring Board members receive timely and necessary information for discussions, promoting independent and thorough deliberation of key issues.

Encouraging positive relationships between directors and management.

Fulfilling additional responsibilities as required by law.

Roles, Authority, Duties, and Responsibilities of the Chairman of the Executive Board

Supervising the company's operations in accordance with the policies set by the Board of Directors or the Executive Committee.

Providing guidance to executives and employees to benefit the company's operations.

Participating in the formulation of business policies, plans, goals, strategies, annual budgets, and management authority for submission to the Executive Committee and the Board of Directors.

Translating the Board's policies into directions, strategies, and business goals to establish missions for management to execute.

Performing other duties assigned by the Executive Committee and/or subcommittees or the Board of Directors.

Roles, Authority, Duties, and Responsibilities of the Chief Executive Officer

Overseeing and managing daily operations to benefit the company, in alignment with the company's objectives, regulations, plans, budgets, and relevant laws as determined by the Board of Directors or shareholder meetings.

Supporting and working alongside the Chairman of the Executive Board to develop strategies and missions and communicating

these to employees for effective execution.

Monitoring, reviewing, and controlling operations to achieve target results, providing quarterly reports to the Board of Directors, and seeking ways to improve and enhance business performance.

Identifying new business opportunities and investments related to the company's core and new businesses to increase revenue.

Performing other duties as assigned and authorized by the Chairman of the Executive Board, subcommittees, and the Board of Directors.

Director Development

Development of Knowledge and Skills of the Board of Directors

The company actively encourages and supports the Board of Directors and management in participating in training courses, seminars, and activities organized by the Thai Institute of Directors Association (IOD), the Stock Exchange of Thailand, and the Securities and Exchange Commission. These initiatives aim to enhance and develop their knowledge while providing opportunities to exchange experiences on various topics relevant to the roles and responsibilities of the Board of Directors and subcommittees, on an ongoing and consistent basis.

Board Performance Evaluation

Self-Evaluation of the Board's Performance

The Board of Directors conducts an annual performance evaluation of the Board to ensure that the assessment reflects the effectiveness of their operations in alignment with good corporate governance principles. This process allows the Board to collectively review achievements and challenges for future improvement. The key principles are as follows:

The Board and its subcommittees conduct self-evaluations at least once per year. This process enables the Board to collectively review performance and identify areas for improvement to enhance the effectiveness of the Board and its subcommittees.

The evaluations are conducted by committee, including the Chairman of the Board. The evaluation criteria, process, and overall results are disclosed in the company's annual report.

Development of Knowledge and Skills for Directors

The company promotes and supports its board of directors and management team to attend training courses, seminars, and activities organized by the Thai Institute of Directors Association (IOD), the Stock Exchange of Thailand, and the Securities and Exchange Commission. This initiative aims to continuously and consistently enhance and develop their knowledge, as well as exchange experiences on various aspects related to the roles and responsibilities of the board of directors and subcommittees.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Other guidelines regarding shareholders and stakeholders

Shareholder

1) Shareholder's Rights

The company respects fundamental rights and treats all shareholders equally. It encourages every group of shareholders to exercise their basic rights and actively supports shareholder participation and communication. These rights include:

Buying and selling shares.

Receiving dividends.

Attending and voting at shareholder meetings independently and equally.

Making important decisions for the company, such as appointing or removing directors, setting director and auditor remuneration, approving the appointment of auditors, declaring or withholding dividends, and approving capital increases.

Proposing agenda items for the Annual General Meeting, nominating individuals for directorships, and asking questions or providing feedback on issues reported or presented by the Board.

The company ensures shareholders have sufficient information via the Stock Exchange of Thailand's website, the company's website, or other easily accessible channels. It encourages shareholders to fully exercise their rights during shareholder meetings while respecting their rights and avoiding actions that could violate or diminish them.

Shareholder Meeting Protocols:

Meeting Arrangements: The Board schedules the Annual General Meeting (AGM) in compliance with legal requirements. Meetings are held at the company's headquarters or another convenient location for shareholders.

Notice of Meeting: The company provides a notice of the meeting, agenda details, and the Board's opinions, accompanied by all necessary documents. This notice is sent at least seven days prior to the meeting and is also available on the company's website (www.rockworth.com). Shareholders are informed of their voting rights and meeting participation details.

Participation and Registration: All shareholders have the right to attend and vote. Shareholders who cannot attend may appoint a proxy, including directors or independent directors proposed by the company. Proxy forms are included with the meeting notice and are available for download on the company's website. For institutional or foreign investors using custodians, the company coordinates in advance to streamline the registration process. Registration opens ahead of the meeting for convenience.

Meeting Proceedings: The company ensures a seamless experience by having staff assist with registration and inviting the Chairman of the Board, Committee Chairs, executives, and auditors to address shareholder queries. The meeting follows the predetermined agenda without last-minute changes or additions. Shareholders can ask questions, provide feedback, and vote on each agenda item. Voting results, including approvals, objections, and abstentions, are disclosed via the SETLink system and the company's website the next business day. Meeting minutes are prepared and sent to the Stock Exchange of Thailand within 14 days and made available on the company's website for review.

2) Equitable Treatment of Shareholders

The company prioritizes and respects the rights of all shareholders equally, without favoring any specific group. The practices include:

Voting rights are based on the number of shares held, with one share equal to one vote.

Shareholders unable to attend may appoint proxies (including independent directors) to represent them using proxy forms provided by the company.

Minority shareholders are encouraged to propose meeting agendas and nominate directors in advance, subject to company guidelines.

The company strictly protects insider information to prevent misuse by directors, executives, or employees. It requires disclosure of personal interests, potential conflicts, or related transactions to safeguard shareholder interests.

Stakeholder's Right

The company recognizes the rights of all stakeholders equally, including employees, customers, business partners, shareholders, and the community/society. It has a management policy to ensure that all stakeholders are treated appropriately, honestly, and fairly by strictly adhering to all commitments made to each group of stakeholders.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

What is the Rockworth Code of Conduct? The Rockworth Code of Conduct refers to a set of good business practices based on Rockworth's core values. It serves as a guideline for employees to follow and use in their work, forming part of the company's employee regulations.

Who Must Follow the Rockworth Code of Conduct?

All Rockworth employees are obligated to adhere to the principles and practices outlined in the Code of Conduct, with the company's Board of Directors serving as exemplary role models.

What Should You Do with the Rockworth Code of Conduct?

Understand the principles and guidelines, particularly those relevant to your duties and responsibilities.

Consult your supervisor or use the ethics advisory system if you are unsure whether your actions comply with the Code.

Communicate the Code of Conduct to colleagues or other stakeholders to ensure everyone follows Rockworth's guidelines.

Report misconduct observed or suspected to violate the Code through the channels provided by Rockworth. Cooperate fully in the investigation process.

Consequences of Non-Compliance

Failure to adhere to the principles or guidelines may lead to disciplinary or legal consequences, depending on the case, and penalties will be assessed based on defined criteria.

Non-compliance also includes supporting others in violating the Code, ignoring violations, obstructing investigations, or unfairly treating those who provide information.

What Should You Do When You Observe Code Violations?

Rockworth operates a **Whistleblower System** aligned with global standards. If you become aware of, witness, or are affected by corruption or violations of laws, regulations, company policies, or the Code of Conduct, you can report it as follows: Notify the designated recipient using official reporting channels. False accusations or malicious complaints are treated as disciplinary violations.

The company ensures that any complaints are addressed and protects the employees who report violations.

How Are Whistleblowers Protected?

Rockworth has established policies to ensure fairness and protection for employees who report or provide information on misconduct. The process includes:

If a whistleblower discloses their identity, the company can provide progress updates, clarify facts, or resolve issues more efficiently.

All information provided is treated as confidential and disclosed only as necessary, ensuring the safety of the reporter and related parties.

If the whistleblower feels unsafe or anticipates harm, they may request appropriate protection measures, or the company may implement such measures proactively if deemed necessary.

Those affected by misconduct will have damages addressed in a fair and appropriate manner.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Information and IT system security, Human rights, Other guidelines related to business code of conduct

Prevention of Conflicts of Interest

Rockworth operates with a commitment to excellence, ensuring that employees prioritize the best interests of Rockworth while adhering to the law and ethical standards. Employees are expected to avoid any actions that may create conflicts of interest, which could influence decision-making.

Definition: A conflict of interest refers to situations where employees have personal interests that may conflict with their responsibilities to act in Rockworth's best interests. Such conflicts may arise from various circumstances, including investments, outside employment, personal relationships, or other commitments that could lead employees to use their position or influence within the company for personal or others' benefit, rather than for Rockworth's best interests.

Guidelines:

All employees must act with honesty and integrity, striving to prioritize Rockworth's best interests without allowing personal interests to interfere or influence decisions related to the company's operations.

Key Conflict of Interest Areas to Avoid:

Personal Relationships: Employees must avoid personal relationships, such as romantic or other personal ties, within supervisory chains that may compromise independence or judgment at work.

Financial Interests: Employees must not have direct or indirect financial interests with suppliers, customers, or competitors that could conflict with Rockworth's interests. Employees holding shares in other companies must not have management rights or responsibilities that conflict with Rockworth's interests.

Outside Employment: Employees should avoid providing services or working for other organizations that negatively impact Rockworth's interests.

Gifts and Solicitation: Employees must follow the company's policies on accepting or seeking gifts from individuals conducting or seeking business with Rockworth.

Comply with antitrust laws in all jurisdictions where the company operates, both domestically and internationally. Employees are prohibited from engaging in agreements involving the exchange of benefits with suppliers for goods or services.

Employees must report any situation that might present a conflict of interest to their supervisors or Human Resources representatives immediately. Any identified or suspected conflict will be thoroughly investigated and addressed appropriately.

Encourage directors, officers, and employees with political rights to participate in political processes, including voting and engaging in political activities, as long as they comply with applicable laws and company policies related to political and governmental involvement.

Anti-corruption

Anti-Corruption Policy

Rockworth Public Company Limited conducts its business with integrity, responsibility to all stakeholders, society, and the environment, operating under the framework of good corporate governance.

To this end, the company has established an Anti-Corruption Policy as a guideline for the company, its directors, executives, employees, and any persons acting for the company's benefit. This policy serves as a standard for appropriate conduct to prevent corruption at all levels, promote transparency in operations with integrity, and ensure compliance with the law.

Definitions

Corruption: Any act to seek improper benefits through dishonest or illegal methods for personal gain or for others.

Bribery: Any act, in any form, involving the offering, promising, giving, demanding, or accepting money, property, or any dishonest benefits to/from government officials, state agencies, private entities, or individuals conducting business with the company, directly or indirectly, to influence actions or decisions.

Gift Giving: Providing money, items, compensation, or any benefits.

Entertainment and Hospitality: Spending on business-related hospitality, such as food, beverages, sports events, or other direct business-related activities.

Donations and Sponsorships: Supporting money, products, or services to applicants for donations or support for public benefit or to promote business and goodwill.

Political Support: Providing assets, money, items, rights, or other benefits to support political parties, politicians, or politically involved persons, directly or indirectly.

Conflict of Interest: Any actions creating personal benefit or conflict with company interests.

Policy

Personnel are prohibited from engaging in corruption, directly or indirectly, for the benefit of the organization, themselves, or others. The company will annually review its policy to align with changes in business operations, regulations, and laws. Any violations will result in disciplinary actions according to company rules.

Roles and Responsibilities

Company Board of Directors: Approve and monitor the effectiveness of anti-corruption practices, ensuring the policy becomes part of the organizational culture.

Sustainability and Risk Management Committee: Supervise policy implementation, evaluate its effectiveness, and review necessary practices.

Audit Committee: Review financial reporting systems, internal controls, and risk assessments to minimize corruption opportunities.

Executives: Establish systems, promote policy awareness, and ensure compliance across all levels.

Internal Audit Unit: Conduct internal audits, assess risks, and report findings related to corruption.

All Personnel: Comply with the policy, report violations, and promote anti-corruption practices internally and externally.

Guidelines

Actions under the Anti-Corruption Policy must align with the company's code of business ethics, corporate governance principles, and other related policies and manuals.

3.1 Political Contributions

All activities must comply with applicable laws and regulations.

Employees are prohibited from using company resources for political activities. Any involvement must be reported and documented.

The company supports employees' personal rights to participate in political activities, provided they do not use company assets or interfere with work responsibilities.

3.2 Community Involvement

3.2.1 Donations

Donations may pose a risk to the company as these activities involve spending money without tangible returns and could be exploited as a pretext for corruption. To ensure that donations for charity are genuine and without hidden purposes, the company must consider donations as part of charitable projects. These activities should support the success of the project's objectives, bring real benefits to society, or align with the company's social responsibility goals (Corporate Social Responsibility: CSR).

Approval requests and criteria for donations must comply with the company's established donation guidelines.

3.2.2 Sponsorships

Sponsorships are a form of business promotion distinct from charitable donations, aimed at advancing business objectives, branding, or reputation. However, sponsorships pose risks as they involve payments for benefits that are often difficult to measure or trace. They may also be associated with bribery. Therefore, the company has established policies, criteria,

review processes, and control details as follows:

Applicants for sponsorship must provide proof that the sponsored activity has been genuinely conducted to support the project's objectives, bring true benefits to society, or align with CSR goals.

Approval requests and criteria for sponsorships must adhere to the company's sponsorship guidelines.

3.3 Gifts and Other Expenses

The company recognizes the importance of maintaining strong relationships with business partners for continued success.

Employees may give or receive gifts, hospitality, or other expenses under the following conditions:

Meals and beverages provided during duties.

Entertainment during business travel worth no more than 5,000 THB, such as sports tickets or event passes. The valuation of gifts is capped at 5,000 THB per individual per occasion.

Business gifts valued at no more than 3,000 THB.

Gifts must be given transparently on behalf of the company and comply with laws and regulations.

Suitable occasions for gifts include small tokens during festivals like Chinese New Year or New Year celebrations.

Gifts to family members related to business must comply with the policy.

Any gift valued over 1,000 THB must be reported to the central department in writing, specifying its origin.

Prohibitions include offering or giving gifts to government clients responsible for procurement, or vendors giving gifts as goodwill to influence outcomes. For any queries, please contact the HR department.

3.6 Control of Internal Information

To mitigate risks from unauthorized access and protect the company's intellectual property:

Employees must use company information cautiously and safeguard confidential data.

Disclosure of confidential information is prohibited unless:

- Approved in writing by management.

- Connected to legitimate business needs under clearly defined legal requirements.

- Covered by an approved written confidentiality agreement.

Responsibilities also include protecting physical and intangible company assets, ensuring document accuracy, adhering to reporting standards, and avoiding illegal deposits.

4. Whistleblowing and Complaints

The company has established secure and independent channels for reporting corruption and ensures protection for whistleblowers. If any unethical acts or suspected corruption occur, personnel may report through the following:

Postal Address Chairman of the Board or Audit Committee Rockworth Public Company Limited 294-300 Asoke-Dindaeng Rd., Huaykwang, Bangkapi, Bangkok 10310

Email Channels

Governance@rockworth.com (Sustainability Committee)

Internalaudit@rockworth.com (Internal Audit)

The company guarantees impartiality and confidentiality in handling complaints, ensuring the safety of whistleblowers.

Independent committees will investigate and report findings directly.

8. Whistleblower Protection

Whistleblowers are not required to reveal their identity if they feel unsafe but must provide clear evidence.

If identities are disclosed, their information is kept confidential, and precautions are taken to ensure their safety during investigations.

Only responsible personnel are granted access to investigation details.

Whistleblowing and Protection of Whistleblowers

Whistleblowing and Complaints

Rockworth has established a system for reporting whistleblowing or complaints in cases where misconduct is observed or experienced, such as corruption or violations of laws, regulations, company policies, and ethics. Information regarding such cases can be provided as follows:

Report to the designated complaint recipients via the following channels. It is important that the information provided is truthful and not false or intended for malice, as false reporting is considered a disciplinary violation under the company's personnel management regulations.

Recipients include:

Postal Mail: Addressed to the Chairman of the Board or the Chairman of the Audit Committee Rockworth Public Company Limited 294-300 Asoke-Dindaeng Rd., Huaykwang, Bangkapi, Bangkok 10310

Email:

Sustainability and Risk Management Committee: Governance@rockworth.com

Internal Audit Department: Internalaudit@rockworth.com

Company Website: www.rockworth.com

Fact-finding and investigation will be conducted confidentially to protect whistleblowers and ensure fairness to those involved in the complaint.

For cases with a likelihood of policy/ethics violations or corruption, a fact-finding committee will be formed to gather information and evidence from various internal and external sources, summarizing findings and recommending disciplinary actions.

Approval for disciplinary actions will follow the conclusions presented by the fact-finding committee.

Reporting of investigation results will be provided to the Board of Directors, Audit Committee, Executive Committee, and Directors.

Protection for Whistleblowers or Informants

Rockworth ensures protection and fairness for whistleblowers or informants regarding corruption or non-compliance with laws, regulations, and ethics as follows:

Related information will be kept confidential and disclosed only as necessary, considering potential harm to reporters, sources, or involved parties.

Prevention of Misuse of Inside Information

Use of Internal Information and Resources

Information used in business operations must be carefully selected and disclosed. Misuse of internal information could lead to harm for Rockworth or the data owner.

Rockworth ensures efficient use of assets to maximize benefits while encouraging employees to maintain and safeguard company assets, preventing damage, loss, or misuse for personal or third-party benefits.

Definitions

Confidential Information: Refers to any business-related information, including customer, vendor, business partner, or third-party data, that is confidential, sensitive in nature, or protected by copyright.

Rockworth Assets: Refers to all types of assets, whether tangible or intangible, owned or managed by Rockworth.

Guidelines

Protection of Confidential Information: Employees are responsible for safeguarding Rockworth's and its business partners' confidential information. When using internal information, employees should assume it is confidential unless explicitly stated as public.

Proper Use of Information: Employees must exercise caution and reason when handling confidential business information. Disclosure of such information to external parties, including family members, is prohibited unless:

- Written permission is obtained.

- It is legally required for business purposes.

- Protected under an approved confidentiality agreement.

Even within Rockworth, employees may only share essential information as necessary.

Resource Protection: Employees must protect and responsibly use Rockworth's resources, which include:

- Physical Assets:** Buildings, materials, tools, machinery, parts, raw materials, finished goods, vehicles, etc.

- Intangible Assets:** Time, confidential information, intellectual property, and IT systems.

Responsibility Across All Levels: Directors, officers, and employees are responsible for using and protecting Rockworth's resources, including premises and equipment. Managers must establish and communicate necessary policies and regulations.

Intellectual Property Protection: Employees are responsible for using and safeguarding intellectual property, such as inventions, business data, technical information, product designs, and expertise, in line with relevant agreements and policies.

Document Accuracy: Business communications and records must meet standards, obtain appropriate approvals, and be accurately maintained in financial and accounting records following accepted principles. No secret accounts are permitted. Record retention or destruction must comply with company policies and legal regulations.

Shareholder Communication: All communications with shareholders must comply with laws, rules, and disclosure regulations. Public statements, whether written or verbal, must be comprehensive, accurate, timely, and clear, avoiding omission of relevant information.

Gift giving or receiving, entertainment, or business hospitality

Giving and Receiving Business Gifts

Rockworth emphasizes conducting business in a way that avoids risks associated with giving or receiving gifts, whether monetary or non-monetary, that could influence business benefits. To ensure fairness, equity, and to prevent risky

situations, the following guidelines have been established:

Definition

"**Business Gift**" refers to any item of value given or received as a result of a business relationship, for which the recipient does not pay the market value. Gifts may include items such as food, movie tickets, concert or theater tickets, sports events, discounts, fully-paid travel, promotional giveaways, or golf fees.

Guidelines

Giving or Receiving Business Gifts Customs regarding business gifts vary across the regions where Rockworth operates. The company permits giving and receiving business gifts as part of customary business etiquette, provided the value and frequency are appropriate. Basic principles such as traditions, etiquette, value, and frequency must be considered.

Restrictions on Giving and Receiving Business Gifts Giving and receiving gifts or tokens are prohibited if:

The gift is of excessive value or may influence business decisions.

The intent of the gift is to secure unfair benefits in any transaction.

The gift violates any relevant laws or regulations.

Handling Received Business Gifts Employees must report received business gifts to their supervisors and store them in a central department, except in the following cases:

Meals and beverages during duties.

Entertainment received during business trips within the country or abroad, valued at no more than 5,000 THB (e.g., sports tickets or performance passes).

Business gifts valued at no more than 3,000 THB per person, with a maximum of 5,000 THB for combined events (e.g., dinner and entertainment in a single evening).

Gifts to Family Members Gifts provided to a spouse or family member are considered business gifts if motivated by or related to business relations. Such gifts must comply with this policy.

Reporting Received Gifts Employees must report received gifts in writing, specifying details such as the source and department involved. Gifts are managed as follows:

Bang Pa-in Factory: Handled by the Purchasing Department.

Asoke Office: Handled by the Secretariat Department.

Human Resources and Administrative Director: Determines appropriate actions for business gifts exceeding 3,000 THB, such as returning the gift, donating it to charity, or using it as prizes for internal events.

Gifts Involving Government Clients Strict controls apply to business relationships with government agencies. Offering gifts, money, or any items of value to government officials responsible for procurement is prohibited. Such actions are considered criminal offenses. For any doubts, contact the HR department.

Information and IT system security

Cybersecurity Policy

1. Objectives

1.1 To provide a framework for maintaining security in accessing and using the company's information systems. 1.2 To ensure that responsible parties, including executives, users, system administrators, and external individuals working for the company, understand the guidelines for maintaining information system security and cooperate in adhering to these strict standards.

2. Responsible Parties

The Chief Executive Officer, IT Director, and personnel appointed by the company to oversee its information systems.

3. Definitions

Information Systems: Includes ERP Systems (Infor LN), Intranet Website, PDM Storage Systems, Payroll System, Central File System, Email, Internet Website, Active Directory, CCTV, Printers, Wi-Fi, and Access Control.

Data Communication Networks: Includes internet connections via cable or wireless networks and external connections through VPN.

Servers: Computers dedicated to hosting and managing information systems.

Network Devices: Includes routers, switches, firewalls, Wi-Fi access points, and cables.

Computers: Refers to desktops or laptops, comprising CPU, mainboard, memory, hard disk, power supply, monitor, mouse, and keyboard.

Operating System: Software managing computer resources and user interface (e.g., Microsoft Windows, Linux, Mac OS).

Applications: Software for use on computers or browsers (e.g., Microsoft Office, Line).

Database Management Systems: Software managing databases (e.g., Microsoft SQL Server, MySQL).

Peripherals: Input/output devices like printers, scanners, etc.

System Administrator: Personnel managing the information system, including user registration, data backup, and addressing issues.

4. Access and Usage Controls

4.1 **Key Systems:** Includes ERP, Payroll, Intranet, PDM, Share Drive, and VPN. Employees are assigned unique usernames and passwords. 4.2 **Password Policies:**

Maximum password age of 90 days.

Minimum 8-character length.

Use numbers, uppercase, lowercase, and special characters. 4.3 Approvals and record-keeping are required for access requests, changes, terminations, or restrictions. 4.4 Use group accounts where appropriate (e.g., by branch or department). 4.5 Usernames must align with HR records.

5. User Duties and Etiquette

Change temporary passwords immediately and every 90 days.

Use company computers properly and avoid prohibited activities like accessing inappropriate websites or installing unverified software.

Protect the integrity of systems and avoid overloading resources with non-work-related activities.

Address device or system issues with the System Administrator promptly.

6. System Administrator Responsibilities

Provide suitable hardware and software for employees.

Control system access levels according to responsibilities.

Regularly back up and test data recovery procedures.

Monitor and maintain system stability and security.

7. Usage of Communication Networks

7.1 Assign static IP addresses to all network devices, servers, printers, and shared equipment on the company's communication network, and maintain an IP address registry. 7.2 Assign dynamic IP addresses (DHCP) to all computers connected to the company's network. 7.3 Enable firewalls and limit port usage to only what is necessary. Maintain a registry of all opened ports. 7.4 Employees are prohibited from installing network devices (e.g., routers, Wi-Fi routers, access points, switches) without authorization from the system administrator to prevent potential damage to the network.

8. Data Confidentiality

8.1 Employees must not disclose, publish, copy, or transfer confidential information from the company's information systems to unauthorized individuals or external parties. 8.2 Confidential information includes:

Accounting and financial reports

Budgets

Employee records and salaries

Unapproved policies or directives

Business strategies and plans

Customer personal data and credit histories

Any related analytical data

8.3 When sharing confidential information electronically, encrypt files, provide the decryption key to the recipient, and remove the files from shared locations once they have been accessed.

9. Server Rooms and Equipment Installation

9.1 Servers and network equipment must be installed in designated server rooms or specific locations accessible only to authorized personnel. 9.2 Access to server rooms must be logged, including names, times of entry and exit, tasks performed, and signatures. For external individuals, the supervisor's signature is also required. 9.3 Maintain appropriate temperature, humidity, and dust control in server rooms, along with monitoring systems for irregularities.

9.4 Install servers and network equipment neatly in racks with clearly labeled cables, diagrams, and device connections.

9.5 Label servers, network devices, and cables, using color differentiation to avoid incorrect connections.

10. System Fault Tolerance

10.1 Servers must have at least two hard drives configured redundantly (e.g., RAID 1, 5, 6, 10). 10.2 Information systems should have at least two servers in Active/Active or Active/Standby configurations, or a backup server available within two hours. 10.3 Servers must have dual power supplies connected to separate UPS systems to prevent power failure. 10.4 UPS devices must provide power for at least 30 minutes, allowing for orderly system shutdowns during power outages. 10.5 Configure automatic server shutdown if UPS power lasts beyond 30 minutes. 10.6 Provide backup internet connections in case the primary connection fails.

11. Backup and Recovery

11.1 Systems with daily updates must have daily backups. 11.2 Systems with weekly or monthly updates must be backed up accordingly. 11.3 Backups should include user data, configuration files, and other related information stored separately from active servers. 11.4 In case of sudden system failure, ensure restoration is possible within two hours. 11.5 Review and test backup and recovery systems annually. For outsourced systems, maintain backup databases.

12. Logging

12.1 Maintain logs of login history and usage activities for critical systems, in compliance with legal requirements.

13. Monitoring

13.1 Implement monitoring systems for network and server operations, with remote access for administrators.

14. Documentation

14.1 Prepare manuals for operation, installation, maintenance, backup, and recovery processes, ensuring clarity and completeness. 14.2 Maintain an information system registry including system names, service descriptions, user groups, server specifications, configurations, and system diagrams. 14.3 Review and update the registry annually. 14.4 Store specifications and manuals for hardware and software in electronic format, with at least one copy retained.

15. Maintenance and Spare Parts Management

15.1 Assess the suitability of servers, computers, network devices, peripherals, operating systems, software, and applications in use, considering performance, lifespan, usage relevance, maintenance costs, and spare parts availability. Establish an annual budget for procuring replacements at least once a year.

16. User Account Management Procedures

16.1 Procedures for Adding/Modifying/Disabling System Access Rights

16.1.1 Granting Access to New Employees

IT Department receives authorization for new hires from HR, approved by the CEO.

IT adds employee details (name, position, department) to the system.

Usernames, passwords, and access rights are assigned according to job roles.

The IT Director reviews and verifies employee accounts and access permissions.

Employees are informed of their login credentials on their first working day.

16.1.2 Modifying Access for Job Transfers or Promotions

IT Department receives authorization from HR for job transfers, approved by the CEO.

IT updates employee roles and access permissions based on the new position.

Department heads review and verify changes in access rights.

16.1.3 Disabling Accounts for Resignation or Dismissal

IT receives notices of resignation, suspension, or termination from HR, approved by the CEO.

Employee accounts are disabled, and department heads ensure compliance.

16.1.4 Requesting Access Changes

Managers submit a Service Request for adding/removing menu access.

IT implements the changes and notifies the requester upon completion.

17. Procedures for System Modifications, Updates, and Development

17.1 Annual Plans and Projects

IT Department prepares annual development plans, which are submitted to the CEO for approval.

Approved changes are documented and implemented by system developers in a testing environment (Development System).

IT and users verify data in the test system. Upon confirmation, the system is updated (Production System).

17.2 Changes Based on Policies or Meeting Resolutions

IT receives update requests from meeting resolutions.

Relevant departments obtain approval for program modifications.

Changes are implemented, tested, and validated before deployment.

IT monitors and evaluates post-deployment performance.

Human rights

Respect for Human Rights

Rockworth recognizes the importance of maintaining and promoting fundamental human rights in its business operations. The company has established codes of conduct, values, strategies, and policies covering the following aspects:

Rockworth provides fair and equitable wages, benefits, and employment conditions, in compliance with Thai laws.

The right to freedom of association is respected, allowing employees to join various organizations.

Humane and safe working conditions are ensured.

Forced labor and child labor are strictly prohibited in business operations.

Rockworth fosters a workplace free from harassment and all forms of discrimination.

Community support and political activities."

"Community Support and Political Activities"

Rockworth emphasizes conducting business within the framework of good practices, playing the role of a responsible corporate citizen. It supports community organizations and activities to foster understanding and promote sustainable coexistence between businesses and communities.

Guidelines

Community Engagement

Encourage all employees to participate in beneficial and charitable community activities to foster good relationships with the community and create a positive working environment.

Provide financial and resource support for community activities as appropriate to ensure their success and maximize benefits for the community.

Collaborate with local community organizations to improve the well-being of residents and ensure that activities align with the community's needs and expectations.

Political Activity Participation

Comply with all laws and regulations related to donations to political parties or election candidates, ensuring transparency and responsibility in such contributions.

Prohibit the use of resources or assets to support political activities unless explicitly approved in writing by senior management.

Encourage employees to exercise their voting rights in accordance with laws and regulations.

Allow employees to voluntarily participate in political activities, such as dedicating time to support political parties or election candidates, provided it does not interfere with their duties and responsibilities.

Ensure that executives, officers, employees, representatives, consultants, or distributors assigned by Rockworth or its affiliates comply with the law.

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

As the company has announced the policy on "Rockworth Code of Conduct," it is the responsibility of all employees at every level to thoroughly understand and adhere to the specified guidelines.

To ensure that all employees at every level fully comprehend the objectives of this policy, the HRD department has created the "Rockworth Code of Conduct Knowledge Assessment" for everyone to evaluate their understanding of these principles.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : No

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : No

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

In 2024, the company remains focused on adapting and developing the organization to address potential risks and opportunities in the future. The goal is to ensure steady and sustainable growth by emphasizing sustainable business planning across Environmental (E), Social (S), and Governance (G) dimensions (ESG).

The Board of Directors and management have initiated reviews of policies, practices, and the good corporate governance system. Efforts are underway to further enhance these areas, aiming to improve efficiency and elevate the company's

governance standards for the future.

Other corporate governance performance and outcomes

The company has enrolled in the assessment of shareholder meeting quality conducted by the Thai Investors Association. Efforts are ongoing to enhance performance and aim for better evaluation results in the future.

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	7	
	7	0
Executive directors	4	
	4	0
Non-executive directors	3	
	3	0
Independent directors	3	
	3	0
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	100.00	0.00
Executive directors	57.14	
	57.14	0.00
Non-executive directors	42.86	
	42.86	0.00
Independent directors	42.86	
	42.86	0.00
Non-executive directors who have no position in independent directors	0.00	
	0.00	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average director age	70	
	70	0

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. CHATCHAWAL PONGSUTHIMANUS Gender: Male Age : 81 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,461,406 Shares (12.307030 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 200,000 Shares (1.000000 %) 	<p>Chairman of the Board of Directors (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	26 Jul 2012	Strategic Management, Leadership, Business Administration, Home & Office Products, Design
<p>2. Mr. SURAPOCH SUWONPANICH Gender: Male Age : 82 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	18 Jul 1994	Accounting, Audit, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. DUSDEE PONGSUTHIMANUS Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 200,000 Shares (1.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	29 Apr 2004	Home & Office Products, Strategic Management, Corporate Social Responsibility, Sustainability, Business Administration
<p>4. Mr. CHAIRAT DEJKRAISAK Gender: Male Age : 74 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	25 Apr 2008	Accounting, Audit, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SURAPONG SITHANUKUL Gender: Male Age : 76 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,150,039 Shares (5.750195 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	26 Jul 2012	Home & Office Products, Business Administration, Marketing, Strategic Management
<p>6. Mr. MANOON SUNKUNAKORN Gender: Male Age : 73 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Aug 2021	Human Resource Management, Sustainability, Risk Management, Audit, Corporate Social Responsibility

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. CHARKIT VORACHACREYANAN Gender: Male Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 100,000 Shares (0.500000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 200,000 Shares (1.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	29 Apr 2024	Business Administration, Marketing, Sustainability, Strategic Management, Risk Management

Additional explanation:

() Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:*

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

*(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.*

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. CHATCHAWAL PONGSUTHIMANUS	Chairman of the Board of Directors	✓				✓
2. Mr. SURAPOCH SUWONPANICH	Director		✓	✓		
3. Mr. DUSDEE PONGSUTHIMANUS	Director	✓				✓
4. Mr. CHAIRAT DEJKRAISAK	Director		✓	✓		
5. Mr. SURAPONG SITHANUKUL	Director	✓				✓
6. Mr. MANOON SUNKUNAKORN	Director		✓	✓		
7. Mr. CHARKIT VORACHACREYANAN	Director	✓				✓
Total (persons)		4	3	3	0	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Home & Office Products	3	42.86
2. Marketing	2	28.57
3. Accounting	2	28.57
4. Corporate Social Responsibility	2	28.57
5. Human Resource Management	1	14.29
6. Sustainability	3	42.86
7. Design	1	14.29
8. Leadership	1	14.29
9. Strategic Management	4	57.14
10. Risk Management	2	28.57
11. Audit	3	42.86
12. Business Administration	6	85.71

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	Yes

	2024
The chairman of the board is an independent director	No
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	Yes
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Doesn't Have

Information on the roles and duties of the board of directors

Board charter : Have

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit Subcommittee
- Other
- -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Committee

Role

- Other
- -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Sustainability and Risk Management Committee

Role

- Risk Management Subcommittee
- Sustainability Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. SURAPOCH SUWONPANICH^(*) Gender: Male Age : 82 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	9 Aug 2021	Accounting, Audit, Business Administration
<p>2. Mr. CHAIRAT DEJKRAISAK^(*) Gender: Male Age : 74 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	25 Apr 2008	Accounting, Audit, Business Administration
<p>3. Mr. MANOON SUNKUNAKORN^(*) Gender: Male Age : 73 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	9 Aug 2021	Human Resource Management, Sustainability, Risk Management, Audit, Corporate Social Responsibility

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. CHATCHAWAL PONGSUTHIMANUS Gender: Male Age : 81 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	29 Apr 2004
<p>2. Mr. DUSDEE PONGSUTHIMANUS Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	29 Apr 2004
<p>3. Mr. SURAPONG SITHANUKUL Gender: Male Age : 76 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	29 Apr 2004
<p>4. Mr. CHARKIT VORACHACREYANAN Gender: Male Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	14 Feb 2024

Other Subcommittees

Subcommittee name	Name list	Position
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Subcommittee name	Name list	Position
Sustainability and Risk Management Committee	Mr. MANOON SUNKUNAKORN	The chairman of the subcommittee (Independent director)
	Mr. DUSDEE PONGSUTHIMANUS	Member of the subcommittee
	Mr. CHARKIT VORACHACREYANAN	Member of the subcommittee
	Mr. Chart Khlavong	Member of the subcommittee
	Ms. Apiradee Varachacreyanan	Member of the subcommittee
	Mr. Tux Watcharakornsakul	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. DUSDEE PONGSUTHIMANUS Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>CEO (The highest-ranking executive)</p>	14 Feb 2024	Home & Office Products, Strategic Management, Corporate Social Responsibility, Sustainability, Business Administration
<p>2. Mr. CHATCHAWAL PONGSUTHIMANUS Gender: Male Age : 81 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Executive Director (The highest-ranking executive)</p>	29 Mar 2004	Strategic Management, Leadership, Business Administration, Home & Office Products, Design
<p>3. Mr. SURAPONG SITHANUKUL Gender: Male Age : 76 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Executive Director (The highest-ranking executive)</p>	29 Mar 2004	Home & Office Products, Business Administration, Marketing, Strategic Management
<p>4. Mr. CHARKIT VORACHACREYANAN Gender: Male Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Executive Director (The highest-ranking executive)</p>	14 Feb 2024	Business Administration, Marketing, Sustainability, Strategic Management, Risk Management

List of executives	Position	First appointment date	Skills and expertise
<p>5. Ms. Nutthikar Pongsuthimanus Gender: Female Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Marketing Vice President	1 Oct 2022	Marketing
<p>6. Mr. Niran Chainoysanga Gender: Male Age : 49 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Sales Vice President	2 May 2024	Home & Office Products, Leadership, Business Administration
<p>7. Mr. Papat Phuvaseth Gender: Male Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Sales Operation Vice President	1 Jul 2020	Finance, Business Administration
<p>8. Ms. Apiradee Varachacreyanan^(*) Gender: Female Age : 51 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	Finance & Accounting Vice President	16 Apr 2013	Commerce, Accounting

List of executives	Position	First appointment date	Skills and expertise
9. Mr. Chart Khlavong Gender: Male Age : 58 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Manufacturing Senior Vice President	1 Jun 2021	Industrial Materials & Machinery, Steel
10. Mr. Varintorn Pongsuthimanus Gender: Male Age : 40 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Business Development Vice President	15 May 2024	Marketing
11. Mr. Prompratan Nakajakkawan Gender: Male Age : 46 years Highest level of education : Bachelor's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Information Technology Vice President	1 Jun 2024	Information & Communication Technology

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

*(***) Appointed after the fiscal year end of the reporting year*

Remuneration policy for executive directors and executives

Criteria for Determining Compensation for Directors and Executives

Director Compensation: The company has established a clear and transparent policy for director compensation. The compensation level is aligned with industry standards and is sufficient to attract and retain qualified directors. It is subject to approval by the shareholders' meeting. Directors assigned additional duties and responsibilities are compensated appropriately in proportion to the increased responsibilities.

Executive Compensation: Executive compensation adheres to the principles and policies set by the Board of Directors, linking it to the company's performance and the individual performance of each executive. The proposed compensation amounts are reviewed and approved by the Board of Directors as the final step.

Does the board of directors or the remuneration committee : No
 have an opinion on the remuneration policy for executive
 directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	38,162,410.00	41,109,457.00	47,470,278.00

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	2,211,860.00	2,287,400.00	2,389,512.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 3,393,091.00
 and executives in the past year
 Estimated remuneration of executive directors and executives : 0.00
 in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Apiradee Vorachacreyanan	apiradee.v@rockworth.com	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Benchaporn Pholla	benchaporn.p@rockworth.com	02-1238888 ต่อ 1010

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Vilaiphan Phaopongjan	vilaiphan.p@rockworth.com	02-1238888 ต่อ 1202

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Dusdee Pongsuthimanus	dusdee@rockworth.com	-

Head of investor relations

Does the Company have an appointed head of investor relations : Doesn't Have relations

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone +66 2264 9090	1,680,000.00	-	1. Mrs. CHONLAROS SONTIASVARAPORN Email: chonlaros.suntiasvaraporn@th.ey.com License number: 4523 2. Ms. KRONGKAEW LIMKITTIKUL Email: krongkaew.limkittikul@th.ey.com License number: 5874 3. Mr. CHATCHAI KASEMSRITHANAWAT Email: chatchai.kasemsrithanawat@th.ey.com License number: 5813

Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees
25,000.00	-

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be representatives in Thailand : Yes

List of designated individuals as representatives in Thailand

General information	Email	Telephone number	Address / Location
1. Chakrit Vorachacreyanan	chakrit@rockworth.com	-	Bangkok 10310

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Summary of duty performance of the board of directors over the past year

In 2024, the Board of Directors undertook their roles, powers, and responsibilities with diligence, care, and integrity. They adhered to legal regulations, objectives, bylaws, and resolutions of shareholder meetings. Information was disclosed accurately, comprehensively, and transparently for the utmost benefit of shareholders, in accordance with the principles of good corporate governance.

Key areas addressed by the Board of Directors in 2024 included:

Approving the review and refinement of the organization's vision to make it concise, clear, and aligned with the company's business goals.

Approving the review and update of the company's business code of conduct and supplier code of conduct.

Approving the annual business plan and budget.

Overseeing the company's joint ventures to ensure compliance with approval regulations and providing management with guidance on sustainable business practices, corporate governance, environmental concerns, and social impact to enhance the company's competitive capabilities.

Regularly monitoring the performance of the company and its subsidiaries while providing valuable recommendations to support operations. Additionally, ensuring that management adheres to established policies, strategies, and plans.

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SURAPONG SITHANUKUL	Director	26 Jul 2012	Home & Office Products, Business Administration, Marketing, Strategic Management

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. CHARKIT VORACHACREYANAN	Director	29 Apr 2024	Business Administration, Marketing, Sustainability, Strategic Management, Risk Management

Selection of independent directors

Criteria for selecting independent directors

(1) Independent Directors

The Board of Directors has established the qualifications for "Independent Directors" in accordance with the regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), as follows:

Must hold no more than 1% of the total voting shares of the company, its subsidiaries, associates, or entities that may have conflicts of interest. This includes shares held by related persons.

Must not currently be, nor have previously been, an executive director, employee, staff member, salaried advisor, or

person with controlling authority of the company, subsidiaries, associates, or entities that may have conflicts of interest, unless they have been free of such positions for at least two years.

Must not have kinship or legal relationships, such as being a parent, spouse, sibling, child, or spouse of a child of executives, major shareholders, persons with controlling authority, or individuals proposed to assume these roles in the company or its subsidiaries.

Must have no business relationships with the company, subsidiaries, associates, or entities that may create conflicts of interest, in a way that could impede independent judgment.

Must not be appointed as a representative of the company's directors, major shareholders, or shareholders connected to major shareholders of the company.

Must have no other characteristics that prevent them from expressing independent opinions on the company's operations. Independent directors meeting qualifications 1 to 6 may be authorized by the Board of Directors to make decisions on the company's operations, including those of the parent company, subsidiaries, associates, entities under the same level of management, major shareholders, or individuals with controlling authority, provided the decisions are made collectively as a board.

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : No
through the nomination committee

Method for selecting persons to be appointed as the highest- : No
ranking executive through the nomination committee

Number of directors from major shareholders

Number of directors from each group of major shareholders : 0
over the past year (persons)

Rights of minority shareholders on director appointment

1. Qualifications of Shareholders Eligible to Propose Agenda Items for the Annual General Meeting and Nominate Individuals as Directors

1.1 Must be a shareholder of the company, either as a single shareholder or a group of shareholders, collectively holding no less than 5% of the total voting shares of the company.

1.2 Must have held shares in the company, as specified in 1.1, for no less than six consecutive months and must continue to hold shares on the date of proposing the meeting agenda and/or nominating individuals for consideration as company directors.

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. CHATCHAWAL PONGSUTHIMANUS (Chairman of the Board of Directors)	Non-participating	-
2. Mr. SURAPOCH SUWONPANICH (Director)	Participating	Other • 2024: • หลักสูตร Key Concern of Audit Committees – In the age of great transformation / บริษัท สำนักงานสอบบัญชี อี วาย จำกัด (Display information in Thai language only)
3. Mr. DUSDEE PONGSUTHIMANUS (Director)	Participating	Other • 2024: • ฝึกใช้ ChatGPT Plus เพื่อพร้อมทำงานร่วมกับ A.I. / บริษัท เอไอ วิสตอม เอ็ดดูเคชั่น จำกัด (Display information in Thai language only)
4. Mr. CHAIRAT DEJKRAISAK (Director)	Participating	Other • 2024: หลักสูตร Key Concern of Audit Committees – In the age of great transformation / บริษัท สำนักงานสอบบัญชี อี วาย จำกัด (Display information in Thai language only)
5. Mr. SURAPONG SITHANUKUL (Director)	Non-participating	-
6. Mr. MANOON SUNKUNAKORN (Director)	Non-participating	-
7. Mr. CHARKIT VORACHACREYANAN (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

To comply with the principles of good corporate governance, the Board of Directors has implemented performance evaluations for the Board of Directors.

These evaluations include self-assessments conducted collectively by the Board, as well as self-assessments for all subcommittees. The assessment process utilizes evaluation tools adapted from the guidelines of the Thai Institute of Directors Association and the Stock Exchange of Thailand. These tools serve as a framework for the Board's operations and promote joint reflection on performance and activities conducted over the year.

Evaluation of the duty performance of the board of directors over the past year

Evaluation Process

For the evaluation of the Board of Directors' performance, the Board collectively reviews the self-assessment forms for the Board and its subcommittees. The Company Secretary distributes the self-assessment forms (by committee) to all board members for evaluating the performance of the Board of Directors and subcommittees in which they hold positions.

Afterward, the Company Secretary summarizes the results and presents them to the Board for acknowledgment.

In 2024, the Board of Directors considered the performance evaluation forms, which included the following assessment criteria:

By Committee Evaluation:

Structure and qualifications of the Board.

Roles, powers, duties, and responsibilities of the Board.

Board meetings.

Dynamics in the Board's performance of duties.

Relationship with management.

Director development.

Scoring Methodology: Each board member provides their opinion by marking () a score from 0 to 4 in the assessment form.

The scoring criteria are as follows:

0 = Strongly disagree / No actions taken on the matter.

1 = Disagree / Minimal actions taken on the matter.

2 = Agree / Moderate actions taken on the matter.

3 = Strongly agree / Adequate actions taken on the matter.

4 = Strongly agree / Excellent actions taken on the matter.

The total scores are averaged and calculated as a percentage of the maximum score, with the following rating scale:

90% or above = Excellent.

81%–90% = Very Good.

71%–80% = Good.

60%–70% = Fair.

60% or below = Needs Improvement.

Evaluation Results: The overall evaluation of the Board of Directors' performance resulted in an average score of 88.09%, which falls within the "Very Good" category.

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	-	-
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	-	-
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Sustainability and Risk Management Committee	Group assessment	-	-
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	-	-
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Board of Directors is responsible for appointing and removing the Chairman of the Executive Board and the Chief Executive Officer, and monitoring their management of the company's routine business operations.

The goal is to ensure that the company's objectives and targets, as defined by the Board, are achieved within the prescribed scope of authority. The company conducts annual performance evaluations for senior executives (as defined by the Securities and Exchange Commission, SEC). Each year, senior executives are assigned Key Performance Indicators (KPIs) linked to the achievement of their objectives.

The Chairman of the Executive Board and the Chief Executive Officer propose these KPIs to the Executive Committee for review and approval annually. These proposals are then submitted to the Board of Directors, which determines the criteria, guidelines for compensation allocation, and performance evaluations for senior executives. The evaluation process is aligned with strategic plans and annual work plans, ensuring appropriate compensation and incentive measures are implemented.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 11
(times)

Date of AGM meeting : 29 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. CHATCHAWAL PONGSUTHIMANUS (Chairman of the Board of Directors)	11	/	11	1	/	1	N/A	/	N/A
2. Mr. SURAPOCH SUWONPANICH (Director, Independent director)	11	/	11	1	/	1	N/A	/	N/A
3. Mr. DUSDEE PONGSUTHIMANUS (Director)	11	/	11	1	/	1	N/A	/	N/A
4. Mr. CHAIRAT DEJKRAISAK (Director, Independent director)	10	/	11	1	/	1	N/A	/	N/A
5. Mr. SURAPONG SITHANUKUL (Director)	10	/	11	1	/	1	N/A	/	N/A
6. Mr. MANOON SUNKUNAKORN (Director, Independent director)	9	/	11	1	/	1	N/A	/	N/A
7. Mr. CHARKIT VORACHACREYANAN (Director)	3	/	4	1	/	1	N/A	/	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Mr. Chakrit Vorachacreyanan was appointed as a member of the Board of Directors by resolution of the Board of Directors' Meeting No. 6/2024 on March 4, 2024, replacing Mr. Chaiyong Pongsuthimanus, who resigned from the position on May 31, 2023.

Remuneration of the board of directors

Types of remuneration of the board of directors

Compensation for Directors, Audit Committee Members, and Subcommittee Members (Excluding the Chief Executive Officer)

Compensation includes annual remuneration and meeting allowances. In 2024, the Annual General Meeting of Shareholders held on April 29, 2024, approved the total compensation for directors, audit committee members, and subcommittee members (excluding the Chief Executive Officer) at a maximum amount of 1.58 million baht.

Compensation for the Board of Directors and subcommittees is determined as follows:

Compensation for the Board of Directors, Audit Committee, and Subcommittees Serving as Company Directors (Excluding the Chief Executive Officer):

1.1 Annual Remuneration: Reflects the roles and responsibilities of the Board, Audit Committee, and subcommittees.

1.2 Annual Meeting Allowances

Compensation for Subcommittee Members Serving as Executives and Salaried Employees: Members receiving fixed regular salaries are not eligible for meeting allowances or other forms of compensation beyond their regular salaries.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. CHATCHAWAL PONGSUTHIMANUS (Chairman of the Board of Directors)			240,000.00		0.00
Board of Directors	40,000.00	200,000.00	240,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
2. Mr. SURAPOCH SUWONPANICH (Director)			340,000.00		N/A
Board of Directors	40,000.00	100,000.00	140,000.00	No	
Audit Committee	0.00	200,000.00	200,000.00	No	
3. Mr. DUSDEE PONGSUTHIMANUS (Director)			140,000.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	40,000.00	100,000.00	140,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Sustainability and Risk Management Committee	0.00	0.00	0.00	No	
4. Mr. CHAIRAT DEJKRAISAK (Director)			290,000.00		N/A
Board of Directors	40,000.00	100,000.00	140,000.00	No	
Audit Committee	0.00	150,000.00	150,000.00	No	
5. Mr. SURAPONG SITHANUKUL (Director)			140,000.00		N/A
Board of Directors	40,000.00	100,000.00	140,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
6. Mr. MANOON SUNKUNAKORN (Director)			290,000.00		N/A
Board of Directors	40,000.00	100,000.00	140,000.00	No	
Audit Committee	0.00	150,000.00	150,000.00	No	
Sustainability and Risk Management Committee	0.00	0.00	0.00	No	
7. Mr. CHARKIT VORACHACREYANAN (Director)			140,000.00		0.00
Board of Directors	40,000.00	100,000.00	140,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Sustainability and Risk Management Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
8. Mr. Chart Khlavong (Member of the subcommittee)			0.00		N/A
Sustainability and Risk Management Committee	0.00	0.00	0.00	No	
9. Ms. Apiradee Varachacreyanan (Member of the subcommittee)			0.00		N/A
Sustainability and Risk Management Committee	0.00	0.00	0.00	No	
10. Mr. Tux Watcharakornsakul (Member of the subcommittee)			0.00		N/A
Sustainability and Risk Management Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	280,000.00	800,000.00	1,080,000.00
2. Audit Committee	0.00	500,000.00	500,000.00
3. Executive Committee	0.00	0.00	0.00
4. Sustainability and Risk Management Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	280,000.00
Other monetary remuneration (Baht)	1,300,000.00
Total (Baht)	1,580,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 0.00
directors over the past year
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and associated : Yes
companies

Mechanism for overseeing management and taking : The appointment of representatives as directors, executives, or
responsibility for operations in subsidiaries and associated controlling persons in proportion to shareholding
companies approved by the board of directors

The company has a policy to oversee and take responsibility for the management of its subsidiaries, including measures to monitor their operations to safeguard the company's investment interests as follows:

The Board of Directors appoints representatives to serve as directors and/or executives in subsidiaries, at least in proportion to the company's shareholding. The Board also considers the structure of the subsidiary's board and management to ensure representation by the company.

If the appointment of representatives as directors and/or executives in subsidiaries falls below the proportion of the company's shareholding, approval must be obtained from the Board of Directors.

In cases (1) and (2), representatives serving as directors and/or executives in subsidiaries oversee management and are responsible for their operations, including implementing measures to monitor subsidiary management. This ensures safeguarding the company's investments without undermining the company's authority to set significant policies and decisions that may impact the subsidiary's financial position and operations. Appropriate checks and balances are implemented within the subsidiary to maintain proper oversight.

Representatives of the company serving as directors and/or executives of subsidiaries must perform their duties responsibly, ensuring that the subsidiary's business complies with laws, regulations, corporate governance policies, codes of conduct, anti-corruption policies, and other company policies.

The company's management ensures that subsidiaries comply with approval authorities, regulations, and operations aligned with the rules of the Securities and Exchange Commission, the Stock Exchange of Thailand, and related disclosures for connected transactions or asset acquisitions/disposals.

Subsidiaries are required to report their operational and management performance to the Board of Directors quarterly. Any significant matters, such as capital increases/decreases or company liquidation, must be submitted for approval following governance principles.

The scope of authority, duties, and responsibilities of subsidiary and associate boards include:

Performing duties in compliance with laws, objectives, articles of association, Board resolutions, and shareholder meeting resolutions with loyalty (Duty of Loyalty), care (Duty of Care), accountability, and ethical conduct.

Monitoring and providing necessary guidance to ensure subsidiaries and associates operate per relevant contracts and regulations.

Regularly tracking performance to ensure that subsidiaries and associates meet their objectives and address obstacles and issues promptly and appropriately.

Reviewing and providing necessary guidance to establish effective and efficient internal control systems for subsidiaries and associates.

Ensuring regular updates and reviews of significant policies and business plans to align with the current business environment.

Subsidiary or associate boards may delegate specific tasks to one or more directors or individuals, provided that such delegation does not allow the authorized person to approve transactions involving conflicts of interest or benefit misalignment with the company, subsidiaries, or associates.

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes
over the past year

The company operates with a commitment to excellence, emphasizing the highest benefits for Rockworth while adhering to legality and ethics. Employees are expected to avoid actions that create conflicts of interest that could impact decision-making. The company has clearly defined measures to prevent conflicts of interest under the "Rockworth Code of Conduct" concerning conflicts of interest, with the following guidelines:

Integrity in Duties: All employees must perform their duties with honesty and prioritize the best interests of Rockworth, avoiding personal interests that could interfere with or influence decisions related to operations.

Key Conflict of Interest Issues:

Personal Relationships: Employees must avoid personal relationships that may affect independence or judgment, such as romantic or personal relationships within the chain of command, which could create workplace challenges.

Financial Interests: Employees should not have direct or indirect financial interests with suppliers, customers, or competitors that could conflict with Rockworth's interests. Employees holding shares in other companies should not have management rights or duties that conflict with Rockworth's interests.

Outside Employment: Employees must avoid taking on work or providing services for other organizations that could adversely impact Rockworth's interests.

Gifts and Solicitations: Employees must adhere to the company's policy regarding receiving or soliciting gifts from individuals conducting or seeking business with Rockworth.

Compliance with Antitrust Laws: Employees must comply with antitrust laws across all jurisdictions where the company operates, domestically and internationally. They are prohibited from entering into agreements with sellers to exchange benefits related to the purchase of goods and services.

Reporting Potential Conflicts: Employees must immediately report potential or actual conflicts of interest to their supervisors or Human Resources representatives. Any conflicts will be appropriately investigated and managed.

Participation in Political Processes: Directors, officers, and employees are encouraged to exercise their political rights, including voting and participating in political activities. However, all actions must comply with relevant laws and company policies regarding political and governmental involvement.

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside : Yes
information to seek benefits over the past year

Clear measures to prevent the improper use of insider information are defined under the "Business Code of Conduct," addressing the use and preservation of internal information and resources. This serves as a guideline for handling confidential information, with responsibilities extending to directors, executives, auditors, financial advisors, legal consultants, property appraisers, or any individuals involved with insider information. It also includes employees or associates whose positions or roles require handling sensitive company information, ensuring compliance with legal requirements.

Guidelines for Conduct:

Responsibility to Protect Confidential Information: Employees must safeguard confidential information related to Rockworth and its business partners. When using internal information, employees should assume it is confidential and competitively sensitive unless it has been explicitly made public.

Prudent Use of Information: Employees must always handle confidential information related to Rockworth or other companies

with care. Disclosure of confidential business information to outsiders, including family members, is prohibited unless:

Written authorization has been granted.

It is required for legitimate business purposes clearly defined in advance.

A written confidentiality agreement approved by Rockworth’s authorized personnel is in place.

Even within Rockworth, employees are permitted to share only the necessary basic information.

Protection of Company Resources: Employees are entrusted to use resources honestly and efficiently. Rockworth's resources include:

Physical assets, such as buildings, equipment, machinery, spare parts, raw materials, finished products, and vehicles.

Intangible assets, such as time, confidential information, intellectual property, and IT systems.

Obligation to Conserve and Safeguard Resources: Directors, officers, and employees must responsibly use, conserve, and protect Rockworth’s assets. Managers are responsible for setting and communicating policies and procedures to ensure compliance.

Protection of Intellectual Property: Employees must understand and safeguard Rockworth’s intellectual property, such as inventions, confidential business and technical information, software, product designs, and manufacturing expertise, adhering to relevant policies and agreements.

Accuracy of Records and Documentation: Business negotiations and communications must adhere to standards, be appropriately approved, and be fully and accurately recorded in Rockworth’s accounting and records per accepted accounting principles and financial policies. Budget proposals and economic evaluations must present all relevant information for decision-making and avoid secret accounts for any purpose. Recordkeeping or destruction must comply with policy guidelines and legal regulations.

Communication with Shareholders: The company adheres to all laws, regulations, and rules regarding the disclosure of business information to the public. Public statements, whether verbal or written, must be complete, straightforward, accurate, timely, and easily understandable, without omissions or concealments.

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Communication and training for employees on anti-corruption policy and guidelines

The company is committed to conducting business with integrity, transparency, fairness, and in compliance with good corporate governance principles. It does not tolerate corruption in any form, either direct or indirect. The company has initiated and continuously developed the following measures:

Review, Update, and Enhance Policies and Procedures: Revise and enhance the content and procedures of the Anti-Corruption Policy and the Whistleblowing Procedure.

Promote Awareness and Understanding: Communicate the company’s business code of conduct, Anti-Corruption Policy, and Whistleblowing Procedure through various channels. This communication is aimed at both internal personnel and the general public utilizing the company’s services.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes
over the past year

The company has established reliable and independent channels for reporting corruption, along with protective measures to safeguard whistleblowers against harm or threats. This initiative fosters confidence and a sense of security among employees in reporting misconduct or suspected acts of corruption. Employees who observe improper actions or suspect corruption are encouraged to seek information or report incidents through the following channels:

Postal Mail: Send to:

Chairman of the Board of Directors

Chairman of the Audit Committee

Address: Rockworth Public Company Limited 294-300 Asoke-Dindaeng Rd., Huaykwang, Bangkok, Bangkok 10310

Email Channels:

Sustainability and Risk Management Committee: Governance@rockworth.com

Internal Audit Department: Internalaudit@rockworth.com

The company is committed to listening to all complaints and acting equitably and transparently. It ensures fairness for all parties, adheres to reasonable timelines, and protects whistleblower confidentiality to ensure their safety.

Investigations and reporting responsibilities are handled directly by independent directors or the Audit Committee, who report findings to the Board of Directors.

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. SURAPOCH SUWONPANICH (Chairman of the audit committee)	4	/	4
2 Mr. CHAIRAT DEJKRAISAK (Member of the audit committee)	4	/	4
3 Mr. MANOON SUNKUNAKORN (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 13

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. CHATCHAWAL PONGSUTHIMANUS (Member of the executive committee)	13	/	13
2 Mr. DUSDEE PONGSUTHIMANUS (Member of the executive committee)	13	/	13
3 Mr. SURAPONG SITHANUKUL (Member of the executive committee)	13	/	13
4 Mr. CHARKIT VORACHACREYANAN (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

Meeting attendance Sustainability and Risk Management Committee

Meeting Sustainability and Risk Management Committee (times) : 4

List of Directors	Meeting attendance Sustainability and Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. MANOON SUNKUNAKORN (The chairman of the subcommittee)	4	/	4
2 Mr. DUSDEE PONGSUTHIMANUS (Member of the subcommittee)	4	/	4
3 Mr. CHARKIT VORACHACREYANAN (Member of the subcommittee)	4	/	4
4 Mr. Chart Khlavong (Member of the subcommittee)	4	/	4
5 Ms. Apiradee Varachacreyanan (Member of the subcommittee)	4	/	4
6 Mr. Tux Watcharakornsakul (Member of the subcommittee)	3	/	4

The results of duty performance of Sustainability and Risk Management Committee

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Rockworth Public Company Limited's Commitment to ESG (Environment, Social, and Governance):

Rockworth Public Company Limited recognizes the important role businesses play in environmental, social, and governance (ESG) responsibilities. The company is committed to integrating ESG principles into its business operations to continuously and sustainably create value for all stakeholders while strengthening its business stability responsibly.

Environmental Responsibility:

The company is dedicated to reducing environmental impacts by emphasizing the use of sustainable materials. For instance, it collaborates with raw material suppliers skilled in repurposing leftover wood into new products. Additionally, the company prioritizes renewable energy and energy conservation, utilizing modern technology to optimize production processes. This approach has improved production efficiency and reduced costs by 10% compared to industry averages, leading to sustainable reductions in carbon dioxide emissions.

In waste management, the company implements waste and scrap management programs, focusing on segregation, reuse, and minimizing landfill waste. These efforts promote an eco-friendly organizational culture.

Social Responsibility:

The company is committed to improving employees' quality of life through initiatives such as comprehensive welfare programs, creating spaces to support work-life balance, and fostering diversity and equality in the workplace. Furthermore, the company actively engages with the community through development and social assistance projects, such as donating furniture to schools in flood-affected areas and supporting internship programs to help underprivileged groups develop skills and opportunities.

Governance and Ethics:

The company emphasizes transparent and ethical business operations. It is committed to adhering to good corporate governance principles, anti-corruption measures, and respecting human rights to build trust with stakeholders. The company continuously manages risks and evaluates its ESG performance to ensure transparency and alignment with international standards.

Rockworth is dedicated to being a sustainable organization in all dimensions by conducting business responsibly with respect to the environment, society, and governance. This commitment not only builds investor confidence but also positively impacts communities and society, advancing the company toward becoming a leader in the sustainable office furniture industry.

Sustainability management goals

Does the company set sustainability management goals : Yes

Key Sustainability Issues: Energy-Efficient Production

Indicators (Units) / Targets (2025 / 2030)

Greenhouse gas emission reduction (TonCO₂e) / (400 / 500)

Energy consumption reduction (kWh) / (60,000 / 100,000)

Renewable energy use (kWh) / (800,000 / 900,000)

Key Sustainability Issues: Waste Reduction and Recycling

Indicators (Units) / Targets (2025 / 2030)

Reduction in raw material loss (Percentage %) / (8.5 / 7.5)

Reduction and reuse of packaging (Percentage %) / (30 / 35)

Packaging with recycled materials (Percentage %) / (95 / 100)

Key Sustainability Issues: Production Cycle Management

Indicators (Units) / Targets (2025 / 2030)

Develop relocation/refurbish furniture business (Number of projects) / (30 / 80)

Environmental Product Declarations (Number/year) / (4 / 3)

Key Sustainability Issues: Sustainable Sourcing

Indicators (Units) / Targets (2025 / 2030)

New supplier assessment through environmental and safety standards (Percentage %) / (90 / 98)

Procurement value from domestic producers (Percentage %) / (85 / 90)

Compliance of key raw materials with criteria (Percentage %) / (99 / 99.9)

Key Sustainability Issues: Diversity and Inclusion

Indicators (Units) / Targets (2025 / 2030)

Human rights violations of employees and suppliers (Number of cases) / (0 / 0)

Turnover rate (Percentage %) / (17 / 12)

Compliance with laws and regulations (Number of cases) / (0 / 0)

Key Sustainability Issues: Employee Welfare and Development

Indicators (Units) / Targets (2025 / 2030)

Employee training (Hours) / (8 / 16)

Organizational engagement rate (Percentage %) / (83 / 88)

Work-related accidents (Number of cases) / (0 / 0)

Key Sustainability Issues: Community Engagement

Indicators (Units) / Targets (2025 / 2030)

Community and social promotion activities (Number of cases) / (7 / 12)

Community complaints (Number of cases) / (0 / 0)

Key Sustainability Issues: Governance and Transparency

Indicators (Units) / Targets (2025 / 2030)

Awareness of business ethics (CG) (Percentage %) / (100 / 100)

Awareness of anti-corruption and bribery policies (Percentage %) / (100 / 100)

Awareness of conflict of interest policies (Percentage %) / (100 / 100)

Key Sustainability Issues: Supply Chain Management

Indicators (Units) / Targets (2025 / 2030)

Supplier sustainability self-assessment (Percentage %) / (80 / 100)

Awareness of sustainability among suppliers and employees (Percentage %) / (100 / 100)

Supplier evaluations and audits (Percentage %) / (70 / 100)

Key Sustainability Issues: Risk Management

Indicators (Units) / Targets (2025 / 2030)

Risk policy reviews (Number of times/year) / (1 / 1)

Risk management reporting (Number of times/year) / (4 / 4)

Business continuity plan reviews for risks and threats (Number of times/year) / (1 / 2)

Key Sustainability Issues: Innovation

Indicators (Units) / Targets (2025 / 2030)

Green products (Number of products) / (5 / 10)

New products certified by BIFMA LEVEL or WELL (Percentage %) / (40 / 100)

Disclosure of the source of key raw materials (Percentage %) / (60 / 100)

United Nations SDGs that align with the organization's sustainability management goals	:	Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals
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Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

The Sustainability and Risk Management Committee's Review of Organizational Sustainability Policies:

The Sustainability and Risk Management Committee has conducted a thorough review of the organization's sustainability policies, resolving to maintain its previously established long-term objectives. This decision ensures that operations continue to align with the organization's strategic goals and sustainability vision.

Development of Key Sustainability Management Goals:

The organization has set and developed critical sustainability management goals to reinforce its commitment to sustainable product development and business operations. The long-term and short-term goals include:

Increasing the Number of New Products Certified as Green Label or Eco Products:

Long-term Goal: Achieve certification for a total of 10 new products as Green Label or Eco Products by 2030.

Short-term Goal: Obtain Green Label certification for 5 products by 2025.

Certification of New Products to BIFMA LEVEL, WELL, or ISO Standards:

Long-term Goal: Ensure 100% of new products meet BIFMA LEVEL, WELL, or relevant ISO standards by 2030.

Short-term Goal: Achieve certification for 40% of new products by 2025.

Disclosure of Key Raw Material Sources for New Products:

Long-term Goal: Disclose the source of 100% of key raw materials used in new product manufacturing by 2030.

Short-term Goal: Disclose the source of 60% of key raw materials by 2025.

These goals and indicators reflect the organization's commitment to creating positive impacts across environmental, social, and economic dimensions. They also aim to assure stakeholders that the organization operates transparently and is genuinely dedicated to long-term sustainability.

Information on impacts on stakeholder management in business value chain

Business value chain

Core Activities

Management of Production Factors or Inbound Logistics

Raw Material Procurement: The company manages the procurement of raw materials under international standards, including ISO9001 (Quality) and ISO14001 (Environment). The process includes specifying material specifications and performing quality checks during every purchase to ensure and maintain quality assurance.

Operations

Standardized Production: The company adheres to internationally recognized standards, including ISO9001 (Quality), ISO14001 (Environment), ISO45001 (Occupational Health and Safety), and ISO50001 (Energy). Automated machinery and Business Intelligence Systems are used to manage production costs and deliver high-quality products on time as per customer requirements.

Custom-Made Furniture Services: The company offers on-site inspections to design products tailored to specific customer needs and constraints.

Quality Assurance and Control: Quality assurance ensures that the company's products or services meet specified standards. This process involves tools and techniques to inspect all levels of production or service delivery, identifying errors or inconsistencies for improvement and ensuring higher quality in future products or services.

Installation Services: The company prioritizes customer satisfaction by ensuring timely delivery and high-quality installation services. The installation team is certified by labor development institutions to provide confidence to both employees and clients.

Product Distribution or Outbound Logistics

Distribution Channels: The company has diverse distribution channels, both domestic and international, including direct representatives, foreign distributors, and online platforms. Each channel complies with applicable regulations.

Product Delivery: The company utilizes an ERP system for effective supply chain management, covering planning, production, and storage to meet customer demands.

Marketing and Sales

Product Sales to Various Customer Groups: The company serves diverse clients, including private companies, educational institutions, government entities, designers, contractors, and individual customers. Customers are provided with updated product information and recommendations.

Customer Communication Through Representatives: The company ensures consistent communication with clients via domestic and international representatives and online platforms, enhancing customer confidence in its brand.

Product Demonstrations: Customers can see and test real products (mock-ups) before making purchase decisions, either at the company's headquarters or at customer-specified locations.

After-Sales Services

The company emphasizes providing excellent after-sales services to maintain customer satisfaction through various channels, such as call centers, websites, and social media. Services include:

Repairs and Maintenance: Assistance with maintaining or repairing furniture post-delivery, offering guidance on proper usage and care to extend product lifespans.

Technical Consultation and Support: Help with product installation, configurations, and other technical support after purchase.

Customer Satisfaction Surveys: Customer feedback is collected to improve products and services.

Quality Assurance and Warranty: The company ensures product quality and offers warranty policies to build trust in its products and services.

Supporting Activities

Procurement

Supplier Evaluation: Suppliers are selected through transparent and fair evaluation processes, with regular assessments.

Service Outsourcing: Service providers, like transportation, are chosen based on strict criteria (e.g., vehicles not older than three years, proper maintenance, and compliance with Thai laws).

Machinery and Tool Procurement: Machinery and tools are procured based on specifications and assessed for quality, safety, environmental impact, and potential risks.

Technology Development

Product Management Systems: Continuous improvement in product development, installation, and delivery systems using automation and GPS technology.

Data Management and Reporting: The company implements a single ERP system covering sales, production, inventory, delivery, and accounting, integrating IT to support a data-driven organization.

Data Security Systems: Robust systems include firewalls, two-factor authentication (2FA), and access control to protect sensitive information.

Program Development: Custom programs are developed internally for efficient data analysis and reporting aligned with organizational goals.

IT Support: Issues with hardware or software are promptly addressed to optimize employee productivity.

Human Resource Management

Recruitment: Employees are recruited according to predefined job specifications.

Employee Development: Training programs enhance employee knowledge, skills, and career growth systematically.

Compensation and Benefits: The company offers competitive compensation and benefits based on performance, market trends, and organizational growth.

Work Environment and Facilities: Adequate facilities ensure employee well-being and operational efficiency.

Health, Safety, and Environment: The company provides safe working conditions and has preventive plans for both man-made and natural risks.

Relationships and Motivation: Programs and activities foster positive interpersonal and organizational relationships.

Infrastructure

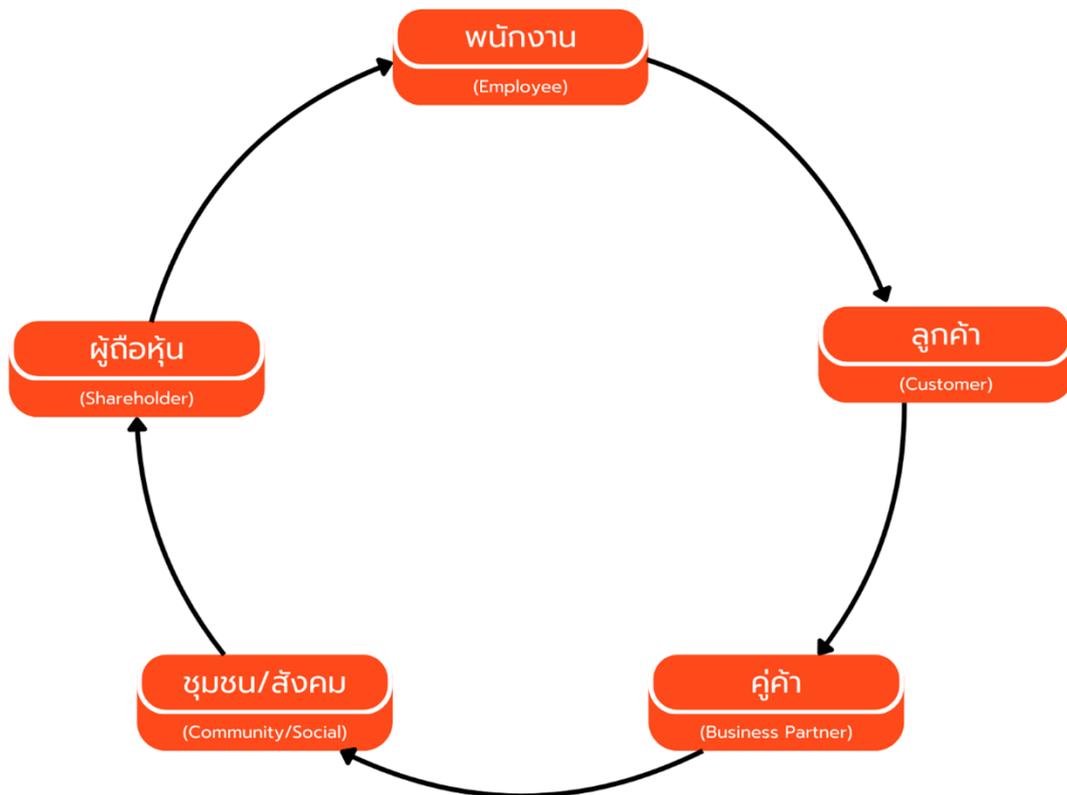
Energy and Water Supply: The company sources electricity and water from certified providers in industrial estates.

Sustainable Utility Usage: Energy management is aligned with international standards, reducing consumption using methods like PDCA (Plan-Do-Check-Act). Solar rooftop energy systems were implemented in 2024.

Data Storage Systems: Data is securely stored and managed on-premises.

Waste Management: Waste generated from production activities is properly segregated, controlled, and disposed of in compliance with legal requirements.

Business value chain diagram



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
• Employees	-	-	• Others • - • - • - • -
• Shareholders	-	-	• Others • -
<u>External stakeholders</u>			
• Customers	-	-	• Others • -
• Suppliers	-	-	• Others • -
• Others • -	-	-	• Others • - • - • -

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Establish sustainability and risk management policies	• Environmental Management Standards Policy and Compliance

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Rockworth's Risk Management Approach:

Rockworth Public Company Limited places great importance on risk management that may impact business operations. In 2024, the Board of Directors established the Sustainability and Risk Management Committee to define policies and frameworks for systematic risk assessment in alignment with international best practices. This committee is responsible for developing control measures at the strategic and operational levels while promoting risk management awareness across the organization.

The risk management system is integrated into strategic planning to achieve objectives and goals, focusing on preventative measures to mitigate risks and minimize potential losses. The Sustainability and Risk Management Committee conducts risk oversight, which is further reviewed by the Audit Committee to ensure systematic, efficient, and effective risk management. An internal audit team also verifies that internal controls and risk management systems are adequate and offers recommendations for improvement.

The company promotes and develops IT systems for risk management processes and ensures access to comprehensive management information for all personnel levels.

Determining Risk Levels Impacting Business Goals:

The company carefully assesses significant risk factors that may affect operations by evaluating five key risk areas:

Strategic Risks

Operational Risks

Financial Risks

Legal and Compliance Risks

Emerging and Sustainability Risks

The company sets clear objectives and acceptable risk levels, aligning risk management efforts consistently throughout the organization to mitigate adverse effects on business operations.

Risk Management Process:

Rockworth applies a four-step risk management framework:

Identifying business risks or opportunities

Evaluating and ranking risks

Establishing control measures and mitigation plans

Reporting risks to the Board of Directors

Tools like Risk Maps, Key Risk Indicators (KRIs), and Key Management Indicators are employed to analyze and assess risks.

External factors are monitored for changes to proactively manage new risks (Emerging Risks).

Organizational Culture Development:

With leadership setting the tone at the top, the company fosters a risk-aware culture by integrating risk management into roles and responsibilities at all levels. Various communication methods and external audits are utilized to ensure effective risk management practices are in place.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1

Related risk topics : Strategic Risk
• Competition risk

ESG risks : No

Risk 2

Related risk topics : Strategic Risk
• Economic risk
ESG risks : No

Risk 3

Related risk topics : Strategic Risk
• Economic risk
ESG risks : No

Risk 4

Related risk topics : Strategic Risk
• Reliance on large partners / distributors or few
partners / distributors
ESG risks : Yes

Risk 5

Related risk topics : Operational Risk
• Shortage or reliance on skilled workers
ESG risks : Yes

Risk 6

Related risk topics : Strategic Risk
• Other : -
ESG risks : No

Risk 7

Related risk topics : Financial Risk
• Fluctuation in exchange rates, interest rates, or the
inflation rate
ESG risks : No

Risk 8

Related risk topics : Financial Risk
• Liquidity risk
ESG risks : No

Risk 9

Related risk topics : Operational Risk
• Climate change and disasters
ESG risks : Yes

Risk 10

Related risk topics : Strategic Risk
• Climate change and disasters
ESG risks : Yes

Risk 11

Related risk topics : Strategic Risk
• Pandemic risk
ESG risks : Yes

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines : No

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : No

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : No

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : Yes

R&D expenses in the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	7,300,000.00	8,120,000.00	10,549,733.00

Additional explanation about R&D expenses in the past 3 years

The company has established a sustainability policy focusing on innovation and design as guiding principles for operations, both internally and externally. The goal is to expand the regional market further and set performance targets in the company's KPIs for evaluation and monitoring, to accelerate the development of departments and new products.

The organization's process for cultivating a culture of innovation specifies that product innovation stems from three key development factors:

- SUSTAINABLE
- ERGONOMICS AND WELL-BEING
- INDOOR AIR QUALITY

Products must align with all three factors, in addition to their original functionality. Presently, the company has achieved the Indoor Air Quality Certification (SCS-EC10.3-2014 v4.0) from SCS Global Services (2000 Powell Street, Ste. 600, Emeryville, CA 94608, USA). The company holds the Indoor Advantage™ Gold certification for Workstation Systems (SCS-IAQ-08743) and Seating (SCS-IAQ-08744).

Additionally, plans are underway to ensure core products sold obtain relevant certifications such as BIFMA LEVEL, WELL, or ISO by 2025.

Information on process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes
innovation culture

- To support the department responsible for the company's product design and innovation with a budget of no less than 1% of total sales.
- To ensure new products can increase sales by 10% compared to current sales figures.

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : Yes
innovation development?

	2022	2023	2024
Revenue or sales generated from the innovations development of product, service, or process (Baht)	0.00	0.00	86,026,337.66

Non-financial benefits

Does the company measure the non-financial benefits from : No
innovation development?

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