

## Document Revision History

No	Review Date	Effective Date	Description of Revision	Endorsed	Approved
1.	-	1 Sep 2024	First formal issuance of the Sustainability Policy	ESG & Risk Committee	Board of Directors
2.	10 Nov 2025	1 Sep 2024	Reviewed with no revisions required	ESG & Risk Committee	Board of Directors
3.	23 Feb 2026	23 Feb 2026	Streamlined the policy and enhanced environmental responsibility coverage including Circular Economy, waste-to-landfill reduction, climate change adaptation, and alignment with Thailand's Net Zero Emissions target by 2050.	ESG & Risk Committee	Board of Directors

## Sustainability Policy

Rockworth Public Company Limited recognizes the significant role businesses play in environmental, social, and governance (ESG) matters. We are committed to integrating ESG principles into our operations in a structured manner to support sustainable development and create long-term value for all stakeholders. Accordingly, Rockworth operates in full compliance with applicable laws, regulations, and relevant requirements, while actively encouraging ESG principles to become embedded in our corporate values and organizational culture.

As a leading provider of workplace furniture and technology solutions, Rockworth acknowledges that its operations have both direct and indirect impacts on the environment, employee well-being, communities, and society. Accordingly, we are dedicated to reducing environmental impacts, promoting responsible social practices, and conducting business with integrity across the organization. By aligning business operations with ESG principles in consideration of the Company's specific business characteristics and appropriately integrating environmental, social, and governance dimensions, we generate positive impacts for stakeholders, support sustainable long-term growth, and deliver meaningful value through its workplace furniture and technology portfolio, contributing to a better future for society and the planet.

### Environmental Responsibility

Rockworth is committed to conducting business with environmental responsibility throughout the supply chain, encompassing sustainable raw material sourcing, efficient use of resources and energy including renewable energy adoption, waste reduction in manufacturing processes, and support for product repurposing at end-of-life or use of recycled materials in accordance with circular economy principles. Additionally, Rockworth recognizes the importance of climate change adaptation and is committed to continuously reducing greenhouse gas emissions from business operations through the following approaches:

Sustainable Raw Material Sourcing – Collaborating with partners specialized in processing reclaimed wood, combined with design for reuse in furniture products, helping to reduce deforestation.

Energy Management in Manufacturing Processes – Energy conservation and renewable energy adoption through the implementation of modern technology and machinery for production planning and control.

Waste Management – Focusing on waste segregation and creating awareness among employees at all levels to cultivate an environmental management culture within the organization, promoting resource recovery and establishing appropriate partnerships with suppliers, leading to continuous reduction of waste sent to landfills.

Product Life Cycle Management – Applying circular economy principles by promoting relocation, installation, and refurbishment services for customer furniture, restoring it to like-new condition through collaboration with skilled craftsmen, thereby extending furniture lifespan and minimizing resource consumption and waste generation.

Climate Change Adaptation – Supporting the adoption of technologies and innovations that mitigate climate change impacts, including manufacturing process improvements and efficient use of resources and energy to continuously reduce greenhouse gas emissions from business operations. Rockworth has established operational guidelines aligned with Thailand's Net Zero Emissions target by 2050.

## Social Responsibility

Rockworth prioritizes employee well-being by providing a comprehensive system to enhance the quality of life for our employees. This includes on-site fitness facilities, learning centers for skill enhancement, access to professional counseling services, and regular health and wellness workshops. In addition, we have designated relaxation areas and meditation rooms to provide our employees with spaces for rest and rejuvenation. These initiatives promote a healthy work-life balance, leading to increased productivity and long-term job satisfaction.

Our company is a melting pot of diverse cultures, abilities, ideas, and core values. We implement a diverse recruitment strategy to attract and retain a diverse talent pool. Our hiring practices emphasize equality, non-discrimination, and opportunities for growth. We provide equal and fair training and development opportunities based on job responsibilities. We foster a positive attitude to ensure that our recruitment, selection, and development processes are fair and unbiased. Through our Human Resources division, various employee committees, and

diversity training programs, we promote an inclusive and supportive work environment where all employees feel valued and respected.

Ethical supply chain practices are a cornerstone of our company's corporate social responsibility efforts. We work closely with our suppliers and vendors to ensure that all business dealings align with our suppliers' and vendors' ethical standards, as well as our company's labor rights, health and safety standards, and responsible sourcing requirements. Regular audits and assessments are conducted to monitor performance and provide support and guidance to improve social and environmental practices.

Maintaining strong community relationships and engagement is an integral part of our company's commitment to meaningful and impactful corporate social responsibility initiatives. We actively seek out and pursue opportunities to contribute to our local communities. For example, we have partnered with local non-profit organizations to provide job training and skill development programs for disadvantaged individuals. Through this partnership, we offer internships and employment opportunities to program participants, providing them with valuable work experience and improving their employability.

These initiatives underscore our company's commitment to corporate social responsibility by prioritizing employee well-being, fostering diversity and inclusion, ensuring ethical supply chains, and actively engaging with our local communities. We believe that by creating a positive impact within our organization and beyond, we can contribute to a more sustainable and equitable society.

## Governance and Ethical Responsibility

Rockworth recognizes the importance of strong corporate governance alongside ethical business practices. We are committed to transparency, risk management, and maintaining high standards of corporate governance to build trust with all stakeholders. In order to foster sustainable business growth.

Rockworth is committed to conducting our business with transparency and in accordance with sound corporate governance principles. We strive to foster awareness and understanding among our employees at all levels by providing opportunities for them to express their opinions and offer suggestions. This enables us to make transparent decisions, communicate our

strategic direction, and disclose information about our business operations, including environmental, social, and governance matters in our annual report. We aim to comprehensively inform all of our company's stakeholders.

Rockworth is committed to conducting our business with integrity by upholding ethical practices, promoting fair competition, respecting human rights, and operating with transparency. We are resolute in our stance against bribery and corruption. Our goal is to assure our suppliers, customers, and stakeholders that we are committed to maintaining the highest standards of honesty and integrity as we strive for sustainable and long-term business success.

Rockworth committed to continuously improving our supply chain, working closely with our suppliers to manage environmental risks. Our company implements a risk management approach to identify, assess, and mitigate risks related to data, product quality, and occupational health and safety.

The board of directors is committed to fostering a culture of sustainability as an integral part of the organization's strategy. It is dedicated to providing ongoing support, encouragement, knowledge, and expertise to the sustainability committee. This is to ensure the achievement of sustainability objectives, review of key performance indicators, and refinement of sustainability strategies. The goal is to align all actions with the overall organizational objectives.

## Product Innovation and Design

To promote sustainability, we have developed a new line of office chairs made from recycled materials. These chairs are constructed using post-consumer recycled plastics and eco-friendly fabrics, reducing our reliance on virgin resources and promoting a circular economy. Our modular design allows for easy disassembly and repair, extending the product's lifespan and minimizing waste.

Rockworth places great importance on the well-being of our employees by developing ergonomic workstations that allow for height adjustments, promoting proper posture and reducing the risk of musculoskeletal disorders. The desks are designed with adjustable features, such as customizable work surfaces and built-in cable management systems, to enhance user comfort and work efficiency. We conduct thorough third - party testing and incorporate employee feedback to ensure that our products meet ergonomic needs effectively.

To ensure optimal indoor air quality, we have partnered with independent testing laboratories to certify our furniture products for low VOC emissions. Our manufacturing facilities adhere to strict quality control measures to minimize harmful emissions during production. By enforcing stringent material sourcing standards, we guarantee that all materials used in our furniture are environmentally and health certified. This not only promotes a healthier indoor environment for employees but also aligns with our commitment to environmental sustainability.

To foster a culture of sustainability, we've implemented a robust internal communication plan. Regular training sessions and company-wide meetings keep our employees informed about our ESG initiatives and encourage their active participation. Through an internal suggestion system, we're able to continuously improve our ESG practices based on employee feedback.

Rockworth annually publishes a sustainability report offering a transparent view of our ESG performance, highlighting key metrics like energy consumption, waste reduction, and social impact. By sharing this with our stakeholders, including customers, investors, and the broader community, we encourage dialogue and collaboration. We actively seek stakeholder feedback to ensure our sustainability initiatives meet their expectations.

Collaboration and partnerships are at the core of our operations. Rockworth actively engages with industry associations to stay informed about the latest sustainability trends and best practices. Furthermore, we collaborate with sustainability organizations to share knowledge and participate in industry-wide initiatives. Additionally, we seek to collaborate with partners who share our commitment to ESG principles. Together, we can exchange insights, collaborate on sustainable projects, and drive positive change in the workplace furniture industry.

In conclusion, our commitment to ESG principles within the workplace furniture industry is reflected in our sustainable product design, emphasis on ergonomics, adherence to indoor air quality standards, internal communication and reporting, and collaboration with stakeholders. The company remains dedicated to continuously improving practices and adapting to new sustainability challenges. By integrating ESG principles into our operations, we not only generate positive environmental and social impacts but also position ourselves as a responsible and sustainable leader in the workplace furniture industry.

## Continuous improvement and monitoring

Rockworth is committed to the continuous improvement of our sustainability performance across all business operations. We conduct comprehensive materiality assessments to identify issues critical to our business and stakeholders, utilizing analysis and prioritization in collaboration with relevant stakeholders. We prioritize listening to and considering stakeholder expectations and feedback, integrating these insights to define and refine our strategies, business directions, and ESG goals.

Furthermore, we promote internal communication, engagement, and ESG awareness to ensure that employees at all levels recognize their roles and responsibilities in driving corporate sustainability. Rockworth also implements regular monitoring, review, and evaluation of our ESG performance to ensure targets are met and to foster long-term sustainable growth for both the organization and the workplace furniture industry.

This sustainability policy shall be effective as of February 23, 2026.



Mr. Chatchawal Pongsuthimanus

Chairman

Rockworth Public Company Limited