

Rojukiss International Public Company Limited

Sustainability Policy

1. Purpose

This Policy serves as a strategic driver for **sustainable business growth** that creates positive social and environmental impact and supports the achievement of the **United Nations Sustainable Development Goals (SDGs)**.

It provides a framework for embedding sustainability across all business operations, decision-making, and stakeholder engagement to ensure long-term value creation for shareholders, employees, customers, partners, and society.

2. Policy Framework

The Company integrates sustainability across four key dimensions — **Environmental, Social, Governance, and Economic** — and commits to measurable performance, transparent reporting, and continuous improvement.

3. Environmental Dimension



1. Promote environmentally friendly business practices that contribute to sustainable development.
2. Conduct business with environmental responsibility by managing and reducing the environmental and climate change impacts of the Company's business activities.
3. Encourage efficient use of resources throughout the value chain (including sourcing, warehousing, transportation/logistics, and distribution) through collaboration and innovation with partners who share the same environmental and climate change objectives.

4. Social Dimension



1. Conduct business with respect for all stakeholders based on human rights principles, ensuring labor rights, workplace safety, hygiene, and a healthy working environment, while providing equitable employment opportunities regardless of race, religion, age, gender, or social status.
2. Promote customer relationship management and quality product assurance, with an emphasis on delivering high-quality products that prioritize customer health and safety.
3. Promote and support active engagement with communities and relevant stakeholders by maintaining transparent feedback channels, ensuring fairness, and contributing to the improvement of quality of life and social well-being.

5. Governance Dimension



1. Uphold transparency in business operations and comply with all applicable laws, regulations, rules, and requirements issued by relevant regulatory authorities.
2. Operate in accordance with the Company’s Code of Conduct, as well as relevant internal policies, regulations, announcements, and directives—covering good corporate governance, risk management, business continuity, accounting and finance policies, shareholder relations, employee practices, social and environmental responsibilities, anti-corruption, workplace safety, occupational health, and responsible use of network and computer systems.
3. Promote a strong culture of good corporate governance and risk management across all levels of the organization.

6. Economic Dimension



1. Develop and promote innovation and technology as part of the Company’s core business strategy to enhance organizational value and long-term growth, while delivering high-quality and safe innovations for all.
2. Commit to the continuous research and development of beauty and wellness products and services that meet consumer needs responsibly and inclusively.
3. Continuously improve operational efficiency by setting targets, implementing measurement and monitoring systems to ensure long-term sustainability.

7. Implementation and Review

- The CEO and Management Team are responsible for embedding this Policy across business functions and reporting progress to the Board.
- Annual sustainability performance reports to be presented to CGRS committee.
- This Policy will be reviewed annually or earlier in response to significant regulatory, environmental, or strategic changes.

Approved by:

Board of Directors

Rojukiss International Public Company Limited

Date: November 12, 2025