

*Note: The following information is lifted from **Section V, Annex A of the 2024 Rockwell Land Corporation Sustainability Report**.*

## V. SOCIAL

### A. Employee Management

#### Management Approach:

Rockwell's compensation program is designed to improve employee productivity, motivation and engagement. The Company has also established policies and procedures for the administration of these benefits. Regular surveys and reviews of current practices are conducted to ensure effectiveness of the said programs.

#### Employee Hiring and Benefits

##### Employee data

| Disclosure   | Quantity |
|--|----------|
| Total number of employees                          | 1,188    |
| Number of female employees                         | 586      |
| Number of male employees                           | 602      |
| Attrition rate                                     | 15%      |
| Ratio of lowest paid employee against minimum wage | N/A      |

*\*Total number of employees includes individual workers, whether on a full-time or part-time basis*

##### Employee benefits

| List of Benefits                         | Y/N | % of female employees who availed for the year | % of male employees who availed for the year |
|--|-----|--|--|
| SSS                                      | Y   | 20%  | 17%  |
| PhilHealth                               | Y   | 7%   | 4%   |
| Pag-IBIG                                 | Y   | 8%   | 8%   |
| Parental leaves                          | Y   | 4%   | 2%   |
| Vacation leaves                          | Y   | 81%  | 75%  |
| Sick leaves                              | Y   | 66%  | 60%  |
| Medical benefits (aside from PhilHealth) | Y   | 61%  | 52%  |
| Housing assistance (aside from Pag-IBIG) | N   | 0%   | 0%   |
| Retirement fund (aside from SSS)         | Y   | 0%   | 0%   |
| Further education support                | N   | 0%   | 0%   |

|                        |   |     |     |
|------------------------|---|-----|-----|
| Company stock options  | N | 0%  | 0%  |
| Telecommuting          | Y | 65% | 44% |
| Flexible-working hours | N | 0%  | 0%  |

### Employee Training and Development

#### Management Approach:

The Company provides employees with training and development programs to boost productivity and efficiency. On average, each employee has received around 20 hours of training during the year.

| Disclosure Value (in hrs)                    | 2024            |
|--|-----------------|
| Total training hours provided to employees   | 57,064          |
| Female employees                             | 27,619          |
| Male employees                               | 29,445          |
| Average training hours provided to employees | 48 per employee |
| Female employees                             | 47 per employee |
| Male employees                               | 49 per employee |

### Diversity and Equal Opportunity

#### Management Approach:

Rockwell recognizes the talents of its employees, regardless of race, gender, and social status. In order to address risks on discrimination and harassment, the Company strictly implements its Code of Discipline and Whistleblower Policy. Lastly, Rockwell adheres to its parent company's policies on Gender Equality and Diversity.

| Disclosure  | 2024 |
|---|------|
| % of female workers in the workforce                                      | 49%  |
| % of male workers in the workforce  | 51%  |
| Number of employees from indigenous communities and/or vulnerable sector* | N/A  |

*Vulnerable sectors include elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, and the poor or the base of the pyramid (BOP; Class D and E).*

## B. Workplace Conditions, Labor Standards, and Human Rights

### Management Approach:

In order to protect and preserve the employees' health and well-being, the Company has an Occupational Safety and Health (OSH) Management System that is aligned with the Philippine Environmental Impact System. This also safeguards employees against practices that are contrary to Department of Labor and Employment and Department of Health regulations. Major efforts under the OSH system include annual safety drills across all properties managed, and various wellness programs to promote a healthy and sound work environment.

### Occupational Health and Safety

| Disclosure                     | Quantity            |
|--------------------------------|---------------------|
| Safe man-hours                 | 2,477,472 man-hours |
| No. of work-related injuries   | -                   |
| No. of work-related fatalities | -                   |
| No. of work-related ill-health | -                   |
| No. of safety drills           | -                   |

### Labor Laws and Human Rights

#### Management Approach:

Rockwell has a Code of Discipline in place with supplementary developmental programs. The Company also adheres to its parent company's policies on Human Rights, Gender Equality and Diversity, and all regulatory requirements of the Labor Code.

| Disclosure  | Quantity |
|---|----------|
| No. of legal actions or employee grievances involving forced or child labor | 0        |