



2021 Highlight





Dividend
Policy

≥50% of net
profit



Revenues

1,487

Million USD



Gross Profit

884

Million USD



Operating Profit

810

Million USD



Net Profit

741

Million USD



Income Tax Payment

68

Million USD



Debt to Equity

0.34

Times



Net Debt to Equity

(0.3)

Times



Dividend Payout Ratio

55%



Effective Tax Rate

8.4%



Our Approach



Our commitment to the UN SDGs



Environmental Management Systems (EMS)

100% of factories certified with **ISO 14001:2015**



GHG Emissions

Total GHG Emissions (Scope 1 & 2)

215,982
Tonnes CO₂e

GHG Emissions Intensity

7.42
tCO₂e/Mpcs.

Direct GHG Emissions (Scope 1)

87,553
tCO₂e

Indirect GHG Emissions (Scope 2)

128,429
tCO₂e



ENERGY Consumption

Energy Consumption Intensity

648
GJ/Mpcs.

Electricity Consumption Intensity

8,754
kWh/Mpcs.

Percentage of Renewable Energy Consumption

94%
of total energy consumption



WATER Management

Water withdrawal Intensity

0.36
m³/Mpcs.

Water Consumption Intensity

102
m³/Mpcs.

Water Discharge Intensity

258
m³/Mpcs.

Percentage of Water Recycled & Reused

25%



WASTE Management

Waste Generated Intensity

0.65
tons/Mpcs.

Percentage of Hazardous Waste

5%
of total waste generated

Percentage of Waste Management (Reduce, Reuse & Recycle)

14%
of total waste generated





Our Approach



Our commitment to the UN SDGs



EMPLOYEE

No. of Employees **9,752** Persons

BY GENDER BY NATIONALITY

Male **49%**
Female **51%**

Thai **71%**
Other **29%**



OCCUPATIONAL HEALTH & SAFETY

Certified ISO 45001:2018 Occupational Health & Safety Management for **STGT-HY**

Rate of high consequence work - related injuries **0%**

Lost time injury frequency rate (LTIFR) **2.1**
Number/million hours worked

Fatalities case **1**

HUMAN CAPITAL DEVELOPMENT

Total training hours **405,509** hours

Average training hours **44** hours/person/year

HUMAN RIGHTS

No. of significant human right issues **0** Cases

Total turnover rate **2.4%**
Disable Employees **90** Persons

Porpotion of employees that return to work after parental leave **81%**

Employee engagement SCORE **89%**



STGT Hat Yai

A

STGT Surat Thani

B

STGT Trang

A

Fully Vaccinated Company

We have completed

our 1st dose July 2021

our 2nd dose Sept 2021

our 3rd dose Feb 2022

COMMUNITY & SOCIAL DEVELOPMENT

Total hours of volunteer work: **859** hr



G OVERNANCE & ECONOMIC

Performance Highlight

Our Approach



Our commitment to the UN SDGs



Corporate Governance

BOARD SIZE

12



Directors

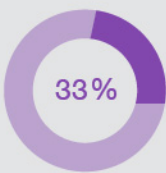
Avg Age

54

4



Independent Directors



33%

3



No. of Women Board Member



25%

Director Meeting Attendance

96%

Code of Business Conduct

Reporting on confirmed breaches associated with code of conduct/ethics

0 case

Anti-Corruption

% of executives and employees acknowledging and passing the anti-corruption policy and test

100%



SUPPLY CHAIN MANAGEMENT

Total numbers of tier-1 suppliers:

1,529 suppliers

Total numbers critical of tier-1 suppliers:

191 suppliers



The mark of responsible forestry

Certified FSC COC (Chain-of-Custody)

No. Suppliers agreed to conform SCOC

112 (91%) suppliers

Proportion of spending to local suppliers

93%



CUSTOMER MANAGEMENT

Customer Satisfaction Score

87%



C Sustainability CERTIFICATES & Awards Highlight

10 TIMES WINNER Thailand FDA Quality Award



Certificates



ISO 14001:2015
Environmental Management System



Business Social Compliance Initiative
Supply Chain management system international labour standards protecting workers' rights



Environmental Good Governance
Sustainable Business Certificate From Thai Ministry of Industry



Forest Stewardship Council™
Traces the path of products from forests through the supply chain, verifying that FSC™ - certified material is identified or kept separated from non-certified material throughout the chain. (Chain-of-Custody)



Green Industry
Sustainability development for Manufacturer network From Thai Ministry of Industry (STGT receive LEVEL 4)

Awards



Thailand Sustainability Investment
2021



CSR-DIW Award
2020-2021



CSR-DIW Continuous Award
2017-2021



Sustainability Disclosure recognition
2021



Disability Employment Award
2017-2021



Environmental Governance Award
2019



Outstanding Social Activity Award
2020



Gold level plaque of honor waste water management
2019

OUR APPROACH



Our priority is to deliver 「Touch Of Life」, and sustainable world

We are committed to conducting business with transparency and fairness to produce quality and environmentally friendly products that deserve to be call the 「Touch Of Life」, and we care about all stakeholders in the supply chain, from upstream to downstream. Not just for the people but for every life in this beautiful world.

UN SUSTAINABLE DEVELOPMENT GOALS

Our commitment to the UN SDGs

Our Approach ESG Coverage

Sustainability
for supply chain and fair trade

Responsibility Sourcing

Low carbon raw materials

Environmental Impact

Sustainable supply chain management

Economic & Social responsibility



human rights

Health & Safety work place

Employee Care & Happy Workplaces

Engagement & Recognition

Talent development & Career

Responsibility Employment



animal welfare

Ecosystem Preservation

Improve welfare of Stray animal



responsibility & sharing

Economy & Social responsible

Communities relation management

Education

Customer Management

Business Ethics



environmentally friendly technologies

Low Carbon Production

Waste & Hazardou material management

Energy management

Water management

sustainability production technology

Clean World Clean Gloves

Air Quality management

