



「Touch Of Life™」

SUSTAINABILITY REPORT 2024

Sri Trang Gloves (Thailand) Public Company Limited





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Message from the Board of Directors to Stakeholders

To all stakeholders,

“Sustainable Intelligence”

2024 was another year full of challenges in business operations and competition in the industry. The Company is committed to operating strategically to achieve the mission of “Sustainable Intelligence” to create sustainability and learning capabilities for the organization and its personnel so that the Group can grow sustainably, be ready to cope with all challenges that arise, and remain a leader in the global industry. **The Company had a net profit of THB 995.3 million, an increase of 551.9 percent, and continued to set a new record with a record sales volume of 38,549 million pieces, growing in all products,** as well as having operating results and financial status that remain strong.


The Company has enhanced internal management, reduced costs, reduced losses, and increased efficiency in the production process by using technology and artificial intelligence (AI) to further develop products through research to encompass and meet all user needs, as well as accelerating development to enhance the sustainability of the supply chain with effective traceability to create a competitive advantage in trade and stability in quality raw materials, including setting business development goals for sustainable growth and taking into account climate change.

Production process for a sustainable world, sustainable organization

The Company has clear goals, strategies and operational plans to achieve Carbon Neutrality by 2030 and Net Zero by 2050,

which has set a target to reduce greenhouse gas emissions in line with scientific principles (Science Base Target: SBTi) with 3 strategies for success: 1) Increase energy efficiency, 2) Switch to low-carbon technologies such as renewable energy, and 3) Sequestration or storage of greenhouse gases through such activities as reforestation. The Sri Trang Group has registered the sequestration and reduction of greenhouse gas emissions of rubber and teak plantations in the Voluntary Greenhouse Gas Reduction Project according to the standard of Thailand (Standard T-VER) with the Greenhouse Gas Management (Public) Organization (“TGO”) to be able to use carbon credits from the said project to offset greenhouse gas emissions from business activities. In 2024, the Company was able to reduce greenhouse gas emissions per unit of product by 25 percent from the base year of 2021, which is considered a success and in line with the plan. In addition, all branches of the Company have been verified for greenhouse gas emissions in accordance with the requirements for calculating and reporting the organization’s carbon footprint in order to register the organization’s carbon footprint (Carbon Footprint for Organization: CFO) with the NBTC in 2025.

In addition, the Company has installed a solar power generation system on the roof of the Hat Yai branch factory, Sadao P.S. branch factory and Chumphon branch factory, which have an installed capacity of 1 megawatt each. Each branch can produce an average of 1,215 megawatt-hours of electricity per year. If the Trang branch factory is included, all 4 branches will produce a total of 4,982 megawatt-hours of electricity per year, which can



Ms. Jarinya Jirojkul
Chief Executive Officer

reduce Scope 2 greenhouse gas emissions by a total of 2,491 tons of carbon dioxide equivalent per year.

For the important achievements in terms of energy management targets, in 2024, the Company was able to reduce electricity consumption per unit of product by 14 percent from the base year of 2019, which was 10 percent better than the target set. As for waste and unused materials management, the Company continues to collaborate with SRIC (a subsidiary of SCG) in the Waste Former to Refractory project, which is an important circular economy project whereby expired ceramic glove molds (Formers) are sent to be substituted raw materials in the production of refractory cement to SRIC. In 2024, the Company was able to reduce the landfill of Formers by 1,200.87 tons per year and reduce disposal costs by up to THB 2.14 million per year.

In terms of investment, the Company issued and offered Green Bonds worth a total of THB 1.5 billion in 2022. As of 31 December 2024, the Company has used a total of THB 1.258 billion to invest in environmental conservation projects, including renewable energy and improvement of energy efficiency, pollution prevention and management, and sustainable water and wastewater management. With the Green Bond funds, the Company is able to drive its operations in line with its goals and strategies to become a sustainable organization. The Company has been assessed by TRIS Rating Co., Ltd. as having an “A-” credit rating with a “stable” outlook.

“Clean World Clean Gloves”

In terms of product development, the Company has conducted research and developed products that meet the needs of users and are environmentally friendly in order to create competitiveness in the global market that is starting to place more emphasis on sustainability. Currently, the Company has more than 71 types of products. The Company’s natural rubber gloves are biodegradable and have a production process that

reduces greenhouse gas emissions from the use of biomass energy. The Company has registered the Carbon Footprint of Product (CFP) for 27 product groups with the TGO. It also sources concentrated latex raw materials that comply with the requirements of the European Union on the prevention of deforestation (EU Deforestation Regulation: EUDR) and FSC, which are concentrated latex that can be traced back to its origin and have passed the ESG risk assessment from the plantation to create confidence for customers in terms of compliance with legal requirements and transparency of the supply chain. In 2024, the Company was able to set a new record with the highest sales volume of gloves ever, with all products achieving growth.

Knowledge Management for Sustainable Growth

In 2024, the Company developed employees by promoting and increasing skills in artificial intelligence (AI) and the use of various technologies and programs, as well as supporting knowledge in ESG and EUDR to develop the organization towards sustainability and digital transformation and greater automation, in line with the Company’s mission and development strategy to achieve the set goals. The Company has promoted and organized 2,523 training courses, at a cost of THB 10.36 million. As a result of the development and investment in applying knowledge and various technologies within the organization, production has been carried out efficiently and limited resources have been used most effectively, reducing labor use and production costs. Currently, the Company has transitioned its database from documents to digitization, accounting for 92 percent, and uses a data platform to centralize information using data from such sources to make decisions on business operations efficiently. In addition, the use of Vision Camera to detect defective gloves has found the production efficiency and glove quality inspection to be 99 percent, and the use of Sensors to collect data and inspect energy usage in real time is up to 99 percent, allowing the production department to have retrospective data to make decisions quickly when problems occur.



Professor Dr. Weerakorn Ongsakul
Chairman

In terms of knowledge and support for research and development, in 2024, the Company had expenses for research and innovation development of THB 74 million, which focused on developing a variety of products to meet consumer needs covering both the medical and industrial sectors. The Company has developed products and further developed Surgical Gloves, adjusting them to be more convenient for medical personnel to wear, which are available both domestically and internationally. Domestically, the market share grew by 10 percent in 2024 from the start of production and distribution in late 2023. In addition, the research and innovation development project to promote sustainability in business operations and being environmentally friendly also helped reduce the cost of using chemicals in the production process by a total of THB 50 million.

Sustainable Business Value Chain Management

The Company has been certified by various international standards, such as amfori BSCI which the Company has been continuously assessed at A level, as well as the certification of social and labor ethics standards from Sedex SMETA and ILO 11 Indicators of Forced Labor for all 6 branches of the Company. This is because the Company has adopted a fair employment system, including social responsibility in the supply chain by protecting labor rights, not using child labor, forced labor, and respecting human rights. In addition, the Company has policies and activities that promote sustainable coexistence with the community. The Company has created knowledge, jobs, and income distribution for the community to meet the expectations of stakeholders, such as the project to produce bee hives from wooden pallets, which allows beekeepers to reduce costs and generate income for their members. In addition, the Company can reduce the storage area of wooden pallets and reduce the cost of disposal. This project has a social return on investment (SROI) of 2.76 percent. From its performance in various social activities, the Company has received the CSR-DIW Continuous Award and the CSR-DIW Award from the Ministry of Industry. The Company believes that creating a good life for employees and the community will allow the organization to grow sustainably, reduce risks, and create continuity in the business process, including being accepted and trusted by business partners and customers, both nationally and internationally, as evident from various standards and certifications.

In addition, the Company conducts business with integrity and has good cooperation with its business partners, which has led the Company to receive the Platinum Business Partner Award 2024 for the second consecutive year from Thai Beverage Public Company Limited

and the SX TSCN Sustainability Award from Thailand Supply Chain Network (TSCN), which is an award of honor for business partners with outstanding performance in terms of product quality, price, delivery, service, innovation, and operations that prioritize and are mindful of sustainability. This award reflects the confidence and acceptance from business partners in cooperating to deliver value to consumers and sustainably elevate the industry. It also received the Outstanding Climate Action Leading Organization (CALO) award from the Ministry of Natural Resources and Environment, reflecting cooperation and the importance of participation in driving and taking responsibility for reducing greenhouse gas emissions to mitigate the impact of global warming in accordance with government policy.

From the effective management of corporate governance and corporate sustainability, the Company has received many awards and recognition at both the national and international levels, such as the SET ESG Ratings for 2024 at the highest level of AAA for the second consecutive year and the SET Awards 2024 in the Sustainability Excellence category (Highly Commended Sustainability Awards) for the second consecutive year from the Stock Exchange of Thailand. The ESG assessment by FTSE Russell has an average score of 4.4 out of 5, including being ranked as a Sustainability Yearbook Member and Industry Mover by S&P Global Sustainability Yearbook 2024 and the ESG Risk Rating assessment by Morningstar Sustainalytics, which received a risk assessment result at the “Low” risk level.

The Company stands ready for every challenge with its commitment to continuous development. In 2025, the Company is committed to further development with the mission of **“TRACEABILITY”** to enhance the sustainability of the supply chain with effective traceability, to environmental and social responsibility obligations, and to never stop developing innovations and research in both production processes and products to respond to the market.

On behalf of the Board of Directors, I would like to thank all shareholders, customers, business partners and stakeholders for their trust and unflinching support of the Company. I would also like to thank all employees who have worked together to achieve the mission and goals to pivot the organization into becoming a leader in the industry. The Company is dedicated to being an organization that creates both value and worth with its potential and continuous development, so as to bring opportunities and good performance to the organization, stakeholders and society as a whole, in order that we may achieve sustainable growth together.

Getting to Know Sri Trang Gloves

Company name (GRI 2-1) : Sri Trang Gloves (Thailand) Public Company Limited

Listed name : STGT

Business (GRI 2-6) : Manufacturing and exporting natural rubber gloves and synthetic rubber gloves that used in medical and used in industry

Established : January 9, 1989

Headquarter (GRI 2-1) : 110, Kanjanavanit Road, Pahtong, Hatyai, Songkhla, 90230 Thailand

Tel. : 074-471-471

Number of employee (GRI 2-6) : 10,929 person

Registered capital : 1,432,589,955 baht



Vision

Deliver the 'Touch of Life' on a Global Scale

Core value

SPECIALIST



WE ARE THE BEST
IN WHAT WE DO.

TEAMWORK



WE WORK WITH TIRELESS
DETERMINATION TOGETHER
AS A TEAM.

ACCOUNTABILITY

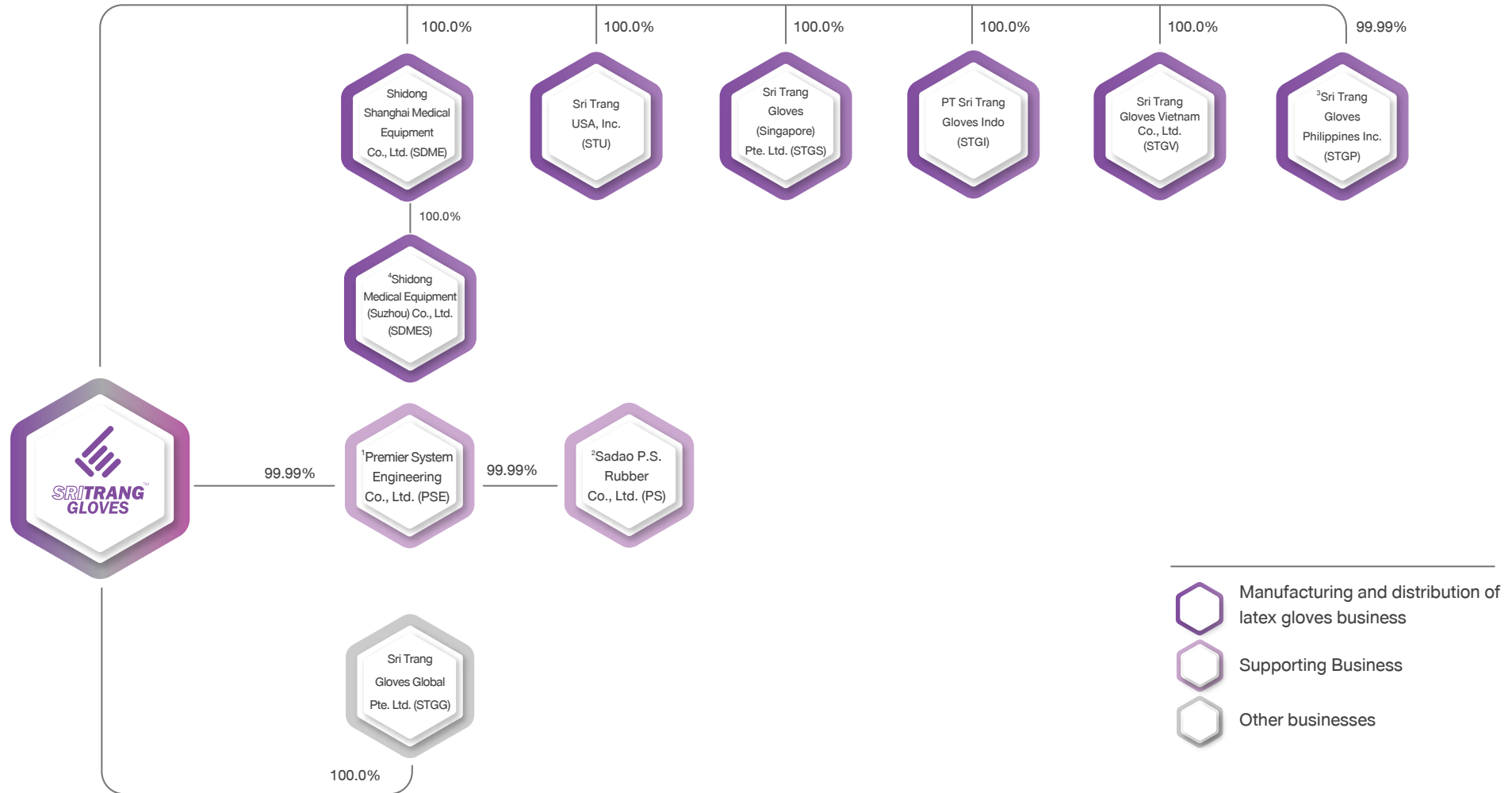


WE VALUE HONESTY AND
HAVE A STRONG SENSE
OF RESPONSIBILITY.



Shareholding Structure of the Group

The Company mainly engages in the business of manufacturing and distributing rubber gloves for medical and industrial purposes consisting of Natural Rubber Powdered (NRPD), Natural Rubber Powdered-Free (NRPF), and Nitrile Butadiene Rubber (NBR) gloves, as well as other businesses to support core business. As of 31 December 2024, the Company has 10 subsidiaries in total. The shareholding structure is as follows:



Remarks:

1. The total shares of PSE are held by the Company of 99.9992 percent shares, Mr. Panlert Eangsupadilok (3 shares) and Mr. Aram Sirisuwat (1 share).
2. The total shares of PS are held by the Company of 99.9985 percent shares, Mr. Anek Pruksanusak (1 share), Mr. Chaiyadech Pruksanusak (1 share), Mr. Viyavood Sincharoenkul (1 share), Mr. Somwang Sincharoenkul (1 share), Mrs. Promsuk Sincharoenkul (1 share) and Mr. Kitichai Sincharoenkul (1 share).
3. The total shares of STGP are held by the Company of 99.99 percent shares, Mr. Veerasith Sinchareonkul (1 share), Mr. Kitichai Sincharoenkul (1 share), Ms. Thanawan Sa-ngiamsak (1 share), Mr. Chia Chee Ping (1 share).
4. The Board of Directors Meeting No. 4/2024 on 14 August 2024 resolved to approve the establishment of SDMES as a wholly owned subsidiary of SDME in the People's Republic of China.



Products and Services

The business operation of the Company can be divided into 2 businesses according to the product type as follows:

Manufacturing and distribution of natural rubber gloves

Natural Rubber Glove (NR) is a type of rubber glove which is produced by concentrated natural rubber latex. NR gloves have a characteristic of flexibility, comfort in wearing (Relaxation) as well as being biodegradable that is considered to be better than nitrile butadiene gloves. The NR gloves that the Company produces and sells can be divided into 2 main types as follows:

- Natural Rubber Powdered Glove (NRPD): These are NR gloves that are coated with powder on the inside for donning comfort. In most cases, corn flour is used as the raw material as it does not contain any harmful substance and is food safe. In addition, the production process for NRPD is less complex than NRPF and NBR, resulting in NRPD having lower production costs than the other types of rubber gloves.
- Natural Rubber Powder Free Glove (NRPF): It is an alternative product developed for individuals who prefer to avoid the use of powder. It uses technology to coat the contact surfaces inside the rubber gloves to provide ease in wearing without cornstarch. It is particularly suitable for individuals with potential powder allergies or applications that require avoiding powder residues.

Manufacturing and distribution of nitrile butadiene rubber gloves

NBR glove is a rubber glove which is produced using Nitrile Butadiene Rubber or NBR latex, a synthetic type of latex, as the main raw material. The NBR are strong, tearing and puncture resistant, and better resistant to chemicals and temperature changes than NR

gloves. It is also an alternative product for who are prone to proteins allergy from natural rubber. The only form of NBR gloves that the Company produces is powder-free NBR.

NR gloves and NBR gloves that the Company produces and sells can be classified according to the nature of use into 3 main categories: rubber gloves for use in general medical examination (Examination Glove), rubber gloves for surgical use (Surgical Gloves) and rubber gloves for industrial use (Industrial Glove) such as in the food industry, beauty industry, electronic industry and agriculture industry etc. Each type of rubber gloves may have different properties depending on the nature of use. The rubber gloves the Company manufactures and distributes are mainly latex gloves for medical use.

In 2024, the Company produces NR gloves and NBR in the form of OEM accounted for 81.8 percent of total revenue from the production and distribution of rubber gloves as well as under the trademarks owned by the Company and its subsidiaries and companies in the STA group to both domestic and foreign customers accounted for 18.2 percent of total revenue from the production and distribution of rubber gloves. The Company has produced and distributed natural rubber gloves and NBR gloves under the trademarks (both registered and under registration) of the Company and its subsidiaries such as Sri Trang Gloves, SRI TRANG GLOVES, Satory, I'M GLOVE, Fin, Super Care, S-Gloves, Sriex, SRITECH, Shi-Rui-Kang and Ventyv etc. The Company has the capability to produce NR and NBR gloves with a wide range of properties, ranging from size, weight, thickness, length, contact surface and other special properties such as surgical gloves, low-protein gloves, extra-long cuff gloves, and diamond-textured gloves that are used in the industrial sector in order to meet the diverse demands of customers worldwide.

Examples of NR glove products

under the trademarks of the Company and its subsidiaries can be presented as follows:



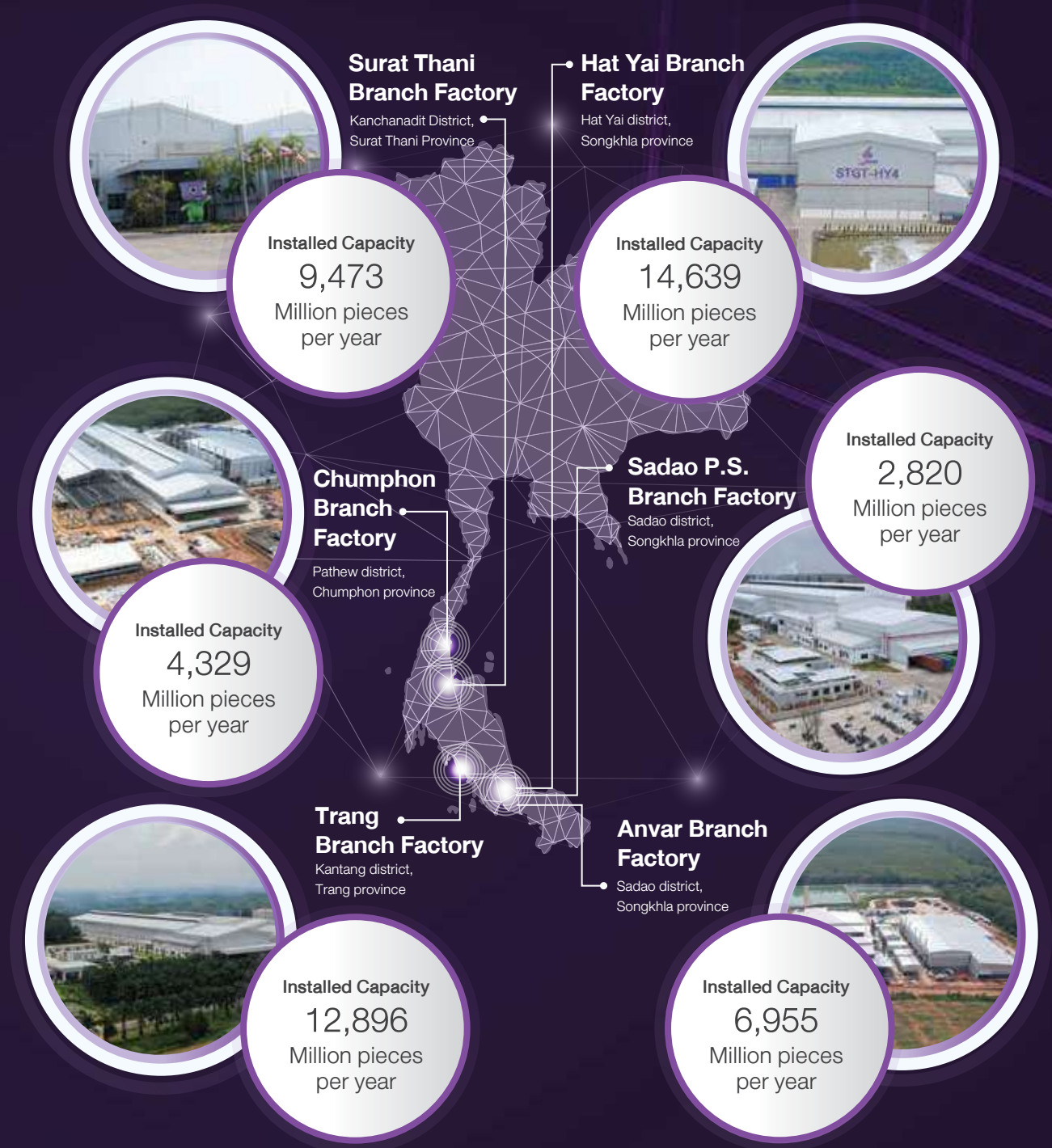
Examples of NBR glove products

under the trademarks of the Company and its subsidiaries can be presented as follows:



Nature of Business

The Company operates the business of manufacturing and distributing rubber gloves for medical use and in other industries. The main products are natural rubber powdered gloves (NRPD), natural rubber powder free gloves (NRPF) and nitrile butadiene rubber gloves (NBR). Most of the rubber gloves that the Company manufacture and distribute are under medical specifications. As of 31 December 2024, the Company has a total installed capacity of approximately 51,112 million pieces per year, which the Company believes it is the largest rubber glove manufacturer in Thailand and the world's third largest manufacturer of rubber gloves with details as follows.



Multi-Nation Platform



Engaging business across the world
Thailand's Largest
and 1 of 5 largest glove
producer in the world

Since
1989

Export to
more than
175
countries

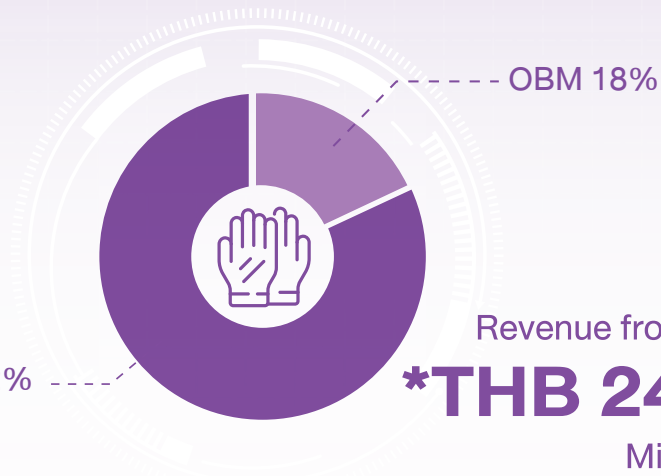
Installed Capacity
51,112
million pieces
per year

6 Factory
locations

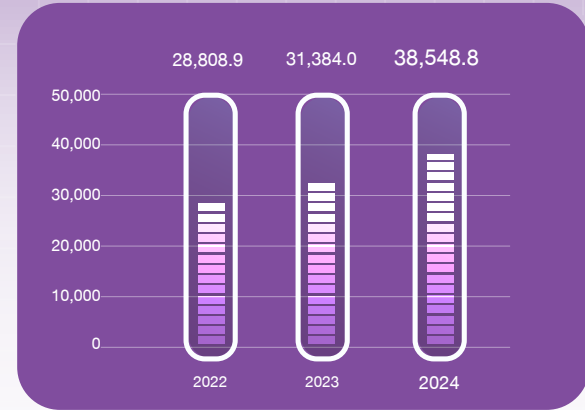
Sales volume
38,549
million pieces
in 2024

Financial Highlights

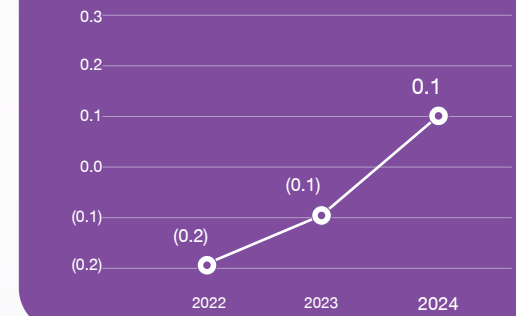
- OBM
- OEM



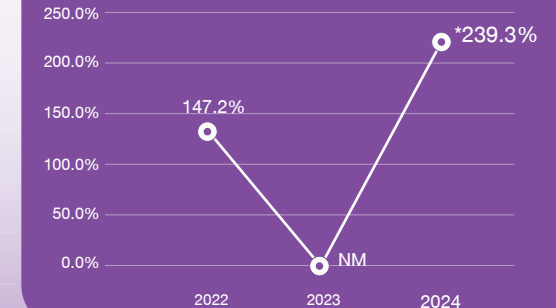
*Revenue excluding value from Cash flow hedge



Net Interest Bearing Debt to Equity Ratio (times)



Dividend Payout Ratio (%)



*Propose a dividend payment at the rate of THB 0.50 per share from the unappropriated retained earnings at the 2025 Annual General Meeting of Shareholders.

STATEMENT OF COMPREHENSIVE INCOME

(UNIT: THB million)

	FY 2022	FY 2023	FY 2024
Revenue from Sale of Goods and Services	23,304.8	19,665.2	25,002.1
EBITDA	3,519.9	2,333.0	3,416.9
Profit (Loss) Before Tax	1,883.5	170.7	1,079.9
Profit (Loss) for the Year	1,652.1	152.7	995.3

STATEMENT OF FINANCIAL POSITION

(UNIT: THB million)

	FY 2022	FY 2023	FY 2024
Total Assets	48,528.5	46,582.1	48,918.9
Total Liabilities	11,717.8	9,745.2	10,397.4
Total Equities	36,810.7	36,837.0	38,521.5

Achievements of ESG Towards Sustainable Business

International



FTSE Russell

The Company has been assessed for its business potential according to sustainable development guidelines in environmental, social, and governance (ESG) aspects by the global sustainability index FTSE Russell, receiving a score of 4.4.



Industry Mover 2024 and Sustainability Yearbook Member 2024

The Company has been ranked in The Sustainability Yearbook 2025 of the Health Care Equipment & Supplies sector for the second consecutive year based on the **2024 Corporate Sustainability Assessment (CSA)**.



MSCI ESG RATINGS

The Company received the MSCI ESG sustainability assessment rating at **BBB level in the Health Care Equipment business** from Morgan Stanley Capital International (MSCI), the world's leading stock price index company.



ESG Book

The company has received a sustainability performance score of 69.14 from ESG Book.



Sustainalytic

The company has been assessed with an ESG Risk Rating by Morningstar Sustainalytics in the Healthcare sector, receiving a rating of "Low."

Last Full Update: Oct 14, 2024



Refinitiv

The Company has been assessed for its sustainability performance by Refinitiv in the Healthcare Equipment & Supplies sector, receiving a score of 80.32. This score falls within the range of 75 to 100, which is Level 4, indicating excellent ESG performance and a high level of transparency in ESG reporting to the public.

National

Governance



SET ESG Ratings (AAA) 2024

The company received the highest “AAA” rating in the SET ESG Ratings (formerly known as THSI) for the year 2024 in the Consumer Products sector from the Stock Exchange of Thailand. This marks the second consecutive year of achieving this rating, reinforcing the company’s commitment to sustainable business practices that consider environmental, social, and governance (ESG) factors.



SET Awards 2024

The Company received the SET Awards 2024 for Sustainability Excellence (Highly Commended Sustainability Awards) for the second consecutive year from the Stock Exchange of Thailand, as an exemplary sustainable organization with outstanding sustainable business operations, good corporate governance which takes into consideration all stakeholders, rendering economic growth along with participation in creating positive impacts on society and the environment.



Corporate Governance Rating for the year 2024, with an “Excellent” level (5-stars level)

The Company received the results of the corporate governance assessment at the level of ‘Excellent’ (Excellent CG Scoring) or 5-stars for the third consecutive year.



SUSTAINABILITY DISCLOSURE AWARD 2024

The Company received the 2024 Sustainability Disclosure Award for the third year in a row as a member of the Sustainability Disclosure Community (SDC) established by Thaiptat Institute to encourage listed companies and business organizations that are SDC members to be aware of and give importance to the dissemination of operational information which covers economic, social, environmental operations or ESG issues and responds to the Sustainable Development Goals (SDGs) together.



Business Partner Award 2024 and SX TSCN Sustainability Award

The company received the Business Partner Award 2024 at the Platinum level for the second consecutive year from Thai Beverage Public Company Limited and the special SX TSCN Sustainability Award from the Thailand Supply Chain Network (TSCN). These awards were presented at the SX Partnerships for the Goals: TSCN Business Partner Conference 2024, recognizing partners with outstanding performance in product quality, pricing, delivery, service, innovation, and operations that prioritize and emphasize sustainability. These awards reflect the trust and recognition from business partners, the collaboration to deliver value to consumers, and the elevation of the industry towards sustainability.



Outstanding CEO & IR

The company has received the Outstanding CEO Award and the Outstanding IR Award in the Consumer Products sector at the IAA Awards: Awards for Listed Companies 2024, organized by the Investment Analysts Association. These awards reflect the company’s exceptional leadership, expertise, ethics, and corporate governance. Additionally, they highlight the company’s commitment to providing high-quality, timely, and comprehensive information, reinforcing its dedication to enhancing its capabilities and effective investor relations. This recognition underscores the company’s efforts to deliver valuable and sustainable performance for the organization, stakeholders, and society.



Honorary Shield Award for Good People Who Love the Earth 2024

The company received the ‘Honorary Shield Award for Good People Who Love the Earth 2024’ from the Senate Committee on Religion, Morality, Ethics, Arts, and Culture. This award recognizes organizations that have good principles and practices in driving and raising awareness about the importance of natural resource conservation.



CSR-DIW Continuous Award and CSR-DIW Award 2024

Hat Yai, Trang and Surat Thani branches received the CSR-DIW Continuous Award, and the Sadao P.S., Chumphon Branch received the 2024 CSR-DIW Award from the Ministry of Industry, in recognition of commitment to operating with social responsibility, environmental awareness and promotion of sustainable living with the community.

National

Social



Award (at excellent level) for outstanding organization of 2024 that promotes employment of people with disability

The Company received an award (at excellent level) for outstanding organization of 2024, for the third consecutive year, that promotes employment of people with disability from the Ministry of Social Development and Human Security.



The 'Co-creator of the Pharmaceutical and Medical Supply Security Network' award

The company received the 'Co-creator of the Pharmaceutical and Medical Supply Security Network' award from the Food and Drug Administration (FDA) at the National Health Product Consumer Protection Conference 2024. This reflects the company's continuous emphasis and dedication to producing high-quality products that meet international standards.

National

Environment



Level 4 Green Industry (Green Culture)

Hat Yai, Surat Thani and Trang branches have received Level 4 Green Industry Certification from the Ministry of Industry.



Outstanding Greenhouse Gas Management Organization of the Year 2024, "Excellent" Level

The company received awarded the "Outstanding Greenhouse Gas Management Organization of the Year 2024" plaque, or Climate Action Leading Organization (CALO), by the Ministry of Natural Resources and Environment. This recognition reflects the collective efforts of the Sri Trang Group in driving and taking responsibility for reducing greenhouse gas emissions to mitigate the impacts of global warming. It also demonstrates the company's leadership in managing and being accountable for its greenhouse gas emissions.



The project to promote the setting of greenhouse gas emission targets for the industrial sector towards achieving Net Zero through the Science Based Target method

The company received a certificate of recognition for participating in the project "Promoting the Setting of Greenhouse Gas Emission Targets for the Industrial Sector Towards Achieving Net Zero through the Science Based Target Method." This project was organized by the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO) in collaboration with the Center of Excellence in Eco-Energy Engineering (CEEE), Faculty of Engineering, Thammasat University.

The value chain of Sri Trang Gloves (GRI 2-6)

The company emphasizes engaging with stakeholders throughout the entire business value chain, from upstream to downstream. This includes fostering collaboration to enhance the business and social value chain for sustainable growth together, under the SHARE strategy as follows:

Primary Activities

1. Procurement of Raw Materials and Services

- Green procurement of environmentally friendly materials and substances with no harmful chemicals
- Procurement of goods and services from trading partners which acquire quality raw materials, as well as having shared values in terms of social and environmental responsibility with the Company
- Provision of knowledge, developing the potential and upgrading production and services capability of partners to meet the required standards, as well as promoting the creation of new suppliers to reduce the risk from having a limited number of trading partners
- Conducting annual supplier assessment to improve the quality and delivery of raw materials in line with the needs of the Company, including conducting ESG risk assessment
- Promoting the use of local raw materials to generate income for farmers and communities.

3. Storage and Transport of Goods

- Warehouse management using automation and various programs to help facilitate maximum efficiency in the use of factory space that is limited while also reducing the process of waiting for loading on to container and increasing the turnover of products in the warehouse
- Logistics management for maximum efficiency to reduce empty running and energy consumption
- Procurement of new ports and transport routes that can deliver goods to customers quickly and efficiently

2. Production

- Establishing environmentally friendly production processes such as the use of biomass fuel and the use of sustainable materials
- Reduction of energy consumption, promoting the use of renewable energy by installing solar panels to reduce greenhouse gas emissions
- Installation of efficient wastewater and air pollution treatment systems
- Efficient waste management using the 3Rs principle, Reduce, Reuse, Recycle and utilizing waste according to the Circular Economy approach)
- Implementing traceable production and work redundancy reduction processes

4. Sale

- Provision of accurate product information to customers and consumers through various communication channels
- Compliance with the Customer Relations Code of Conduct, including customer confidentiality
- Establishment of channels for receiving complaints and procedures for handling complaints in order to respond quickly and efficiently to problems from customers or consumers
- Having in place protocols for the measurement and analysis of customer needs, including taking suggestions from customers to improve products and services to create even more customer satisfaction
- Having multiple sales channels for customers and consumers, including those which can be accessed by underprivileged groups



Research and Development

- Eco-friendly product design aimed at reducing the use of chemicals and eliminating the use of harmful chemicals to meet international quality standards and specific quality standards of each country
- Ensuring that products are safe for consumers and development of natural latex gloves that are free from allergenic proteins
- Development of rubber gloves to meet the needs of consumers in various industries both in terms of quality and appearance, such as the use of different colors to increase variety

Support Activities

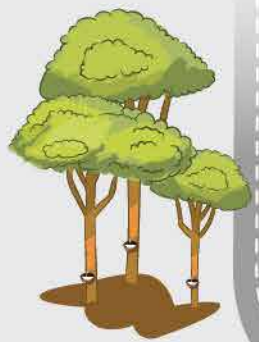




「Touch Of Life™」

“Clean World Clean Gloves”

is Sri Trang Gloves brand promise of sustainable business operations which places the great importance on responsible operations and the manufacturing of high-quality and clean glove products.



Sustainable Sourcing

Traceable (GPS) Natural Rubber



Environmentally Friendly Manufacturing



Human Dignity And Social Responsibility



Clean Natural Product



Sustainable Logistics Management



Clean Optimization



Made with **100%** (Boiler) Renewable Energy

Commitment to Sustainable Development Goals



Governance

Material Topics

Target

Performance

Good Corporate Governance and Anti-Corruption

- The Company conducts business with the principles of good governance and business code of conduct. It has consistently been evaluated as “Excellent” (5 stars) for good governance with an overall average score equals to or higher than the preceding year.



The Company has received corporate governance evaluation results at the level of “Excellent” (5-star symbol) with The overall average score 106% (2023: 105%)

- The employees have learned the principles of business ethics and anti-corruption and passed the e-testing with a 100%.
- The Company has continuous received certification in anti-corruption.

- 100%



Risk Management and Business Continuity

- The Company conducts practicing on business continuity management systems at least once per year.
- The Company has continuous received ISO 22301:2019.
- Zero number of business interruption

- once/year

- The Company has received ISO 22301:2019.
- 0

Sustainable Management of Supply Chain

- 100% of Suppliers were communicated Supplier Code of Conduct and Guideline
- 100% of Suppliers signed acknowledgement Supplier Code of Conduct and Guideline
- 100% of Suppliers completed the Environmental, Social and Governance (ESG) self-assessment questionnaire
- 100% of Suppliers were assessed for environment, social and governance (ESG) risk in their operating sites

- 100%
- 100%
- 100%
- 100%

Research, Development and Innovation

- There is at least one innovation project of all 3 objectives per year has been successfully implemented and continuously advancing over the year.

- 31 Projects



Social

Material Topics	Target	Performance
Occupational Health and Safety in the Workplace	<ul style="list-style-type: none"> • Zero number of fatal accidents from work • Zero number of occupational illnesses for all workers 	<ul style="list-style-type: none"> • 0 • 0
Customers and Consumers Responsibility and Product Quality and Safety	<ul style="list-style-type: none"> • The customers and consumers satisfaction equals 80%. 	<ul style="list-style-type: none"> • 86%
Caring for Employee	<ul style="list-style-type: none"> • The employees satisfaction greater than 85% • The proportion of employees who respond to the assessment greater than or equals 85% of all employees 	<ul style="list-style-type: none"> • 86% • The proportion of employees who respond to the assessment is 95% of all employees
Developing Employees' Skills	<ul style="list-style-type: none"> • 35 hr/person/year of training hours average 	<ul style="list-style-type: none"> • 46 hr/person/year*
Support and Participation with the Community	<ul style="list-style-type: none"> • The number of projects linked to business activities that result in improved well-being is at least 5 projects/year • Community satisfaction from participating in the company's projects is more than 85% • Community engagement projects can be measured under Social Return on Investment (SROI) 	<ul style="list-style-type: none"> • 5 Projects • 85% • 5 Projects
Human Rights and Non-Discrimination	<ul style="list-style-type: none"> • 100% of the Company's business operations have been evaluated for risks and human rights impacts. • Zero number of human rights complaints and the violations that occur within organization and supply chain resulting from the company's operations • The number of female employees is greater than or equal to 50% of the total employees. 	<ul style="list-style-type: none"> • 100% • 0 • 53.31% of the total employees

Remark: * Due to the adjustment in the format of training hour counting, the Human Resources department has communicated this to all branches. This communication aims to ensure consistency in recording training data.



Environment

Material Topics	Target	Performance
Reducing Greenhouse Gas Emissions	<ul style="list-style-type: none"> Reducing greenhouse gas emissions per product unit by 40% within 2026 compared to 2021 (base year) Carbon Neutrality by 2030 Net Zero by 2050 	<ul style="list-style-type: none"> Reduce 25% compared to 2021 (base year)
Energy Management	<ul style="list-style-type: none"> Reducing total energy consumption per product unit by 5.5 % within 2024 compared to 2019 (base year) Reducing electricity consumption per product unit by 10% within 2024 compared to 2019 (base year) 	<ul style="list-style-type: none"> Reduce 0.5% compared to 2019 (base year) Reduce 14% compared to 2019 (base year)
Water and Effluent Management	<ul style="list-style-type: none"> Reducing water consumption per product unit by 10% within 2024 compared to 2019 (base year) 	<ul style="list-style-type: none"> Reduce (-15%)* compared to 2019 (base year)
Management of Waste and Unused Materials	<ul style="list-style-type: none"> Reducing waste per product unit by 20% within 2024 compared to 2019 (base year) Reducing the amount of non-hazardous waste from the production process that is disposed in landfills to 0 by 2030 	<ul style="list-style-type: none"> Reduce 40% The amount of non-hazardous waste from the production process that is disposed in landfills is 9,094 tons**
Environmental Management Systems	<ul style="list-style-type: none"> The Company has received ISO 14001 environmental management standard certification for 100% of its factories in Thailand. 	<ul style="list-style-type: none"> 100%
Consideration of Ecosystems and Biodiversity	<ul style="list-style-type: none"> 100% of the operational areas have been assessed for preliminary biodiversity risk 	<ul style="list-style-type: none"> 100%
Air Quality Management	<ul style="list-style-type: none"> Zero number of non-compliance with environmental laws and regulations case 	<ul style="list-style-type: none"> 0

Remark:

* Due to product quality control, the company used a significant amount of water in production in 2024. This led to an increase in water usage. Additionally, the variety of products increased, resulting in more water usage during testing and adjustments. Consequently, the overall water usage increased.

** The amount of non-hazardous waste from production that is sent to landfill has increased because in 2024, there will be reports on the operating results of 1 additional factory branches, namely Anwar branch.



About This Report

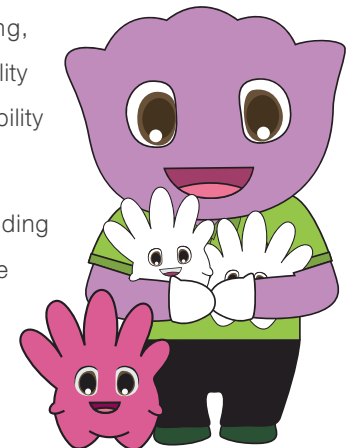
Sri Trang Gloves (Thailand) Public Company Limited has prepared this 5th edition of the Sustainability Report to communicate and present the company's annual sustainability performance, covering economic, social, and environmental dimensions to stakeholders. The company discloses sustainability information by referencing the reporting guidelines according to GRI Standards 2021. The reporting period is from January 1, 2024, to December 31, 2024 (GRI 2-3).

Additionally, the company has analyzed and aligned its operations with the Sustainable Development Goals (SDGs) and the United Nations Global Compact principles, which emphasize adherence to the ten principles in the areas of human rights, labor, environment, and anti-corruption. This is complemented by the application of some UN Global and IFRS (International Financial Reporting Standards) standards to demonstrate the company's commitment to conducting business alongside social and environmental stewardship, as well as appropriately meeting the expectations of all stakeholders.

Sustainability reporting

The Company reports its performance on key sustainability issues covering business operations and the Company's rubber glove factories operating in Thailand. Corporate governance and economic information covers the performance of subsidiaries, associates, and other companies both domestically and internationally, in alignment with the annual report. Environmental, health, and safety information reports the performance of all six branches: Hat Yai, Surat Thani, Trang, Chumphon, Sadao P.S., and Anwar (GRI 2-2). For the company's key sustainability issues (GRI 3-2) that have changed, they are presented in the key sustainability issues section (page 37-42).

Critical sustainability issues, sustainability goals, and performance, including climate change management, have been reviewed by the Corporate Governance and Sustainability Development Committee and approved by the Board of Directors.



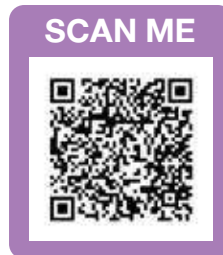
Assurance of the report (GRI 2-5)

In this report, the economic performance data is obtained from the same accounting systems as the Annual Report which has been audited by a licensed auditor. Regarding environmental and social information in 2024, the Corporate Governance and Sustainable Development Committee (Disclosure 2-14) has agreed to arrange for independent assurance of sustainability information disclosure in accordance with GRI Standards 2021 at a limited level of assurance by LRQA (Thailand) Limited with recognized performance to enhance the confidence of the Company's sustainability reporting and disclosure.

Details of the external assurance can be found at the end of the 2024 Annual Sustainability Report.

The Company has published this report to shareholders on 1 April 2025 via QR Code and also made this available for download from the Company's website

<https://www.sritranggloves.com/en/downloads/sd-report>



For more information, please contact (GRI 2-3)

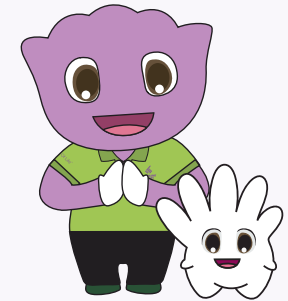
Corporate Sustainability Dept., Sri Trang Group

Park Ventures Ecoplex Unit 1701, 17th Floor,
57 Wireless Road, Lumpini, Pathumwan,
Bangkok 10330, Thailand

Phone: (66) 0-2207-4500 ext. 3811

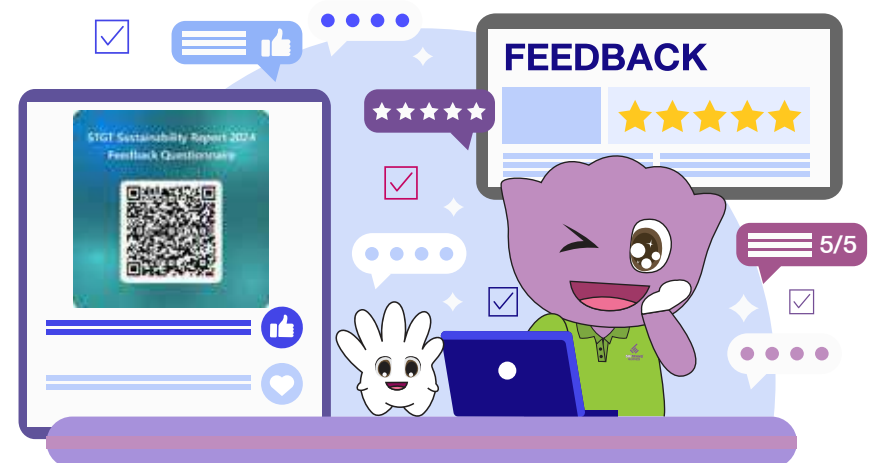
Fax: (66) 0-2108-2241-44

E-mail: sustainability@sritranggroup.com



STGT Sustainability Report 2024 Feedback Questionnaire

You can share your opinions on the Sustainability Report 2024 disclosure by scanning this QR Code.



Sustainable Responsibility Management

Corporate Social Responsibility Policy

The Company and its subsidiaries operate business in accordance with the principle of good corporate governance, transparency and accountability. The Company strives towards the balance between business development and the economy, the society and the environment. The Company and its subsidiaries are committed to being the role model for the society in sustainability and to manage the business to achieve a strong growth and social recognition based on ethics and the principle of good corporate governance. The Company aims to efficiently generate returns for its shareholders taking into consideration the impact of its business operations on stakeholders of the Company and its subsidiaries. The Company issues the following Corporate Social Responsibility Policy to provide guidelines on various aspects of business operations for the Company and its subsidiaries.

1. Business operations based on integrity

The Company and its subsidiaries incorporate guideline on treatment for stakeholders in the Code of Conduct to include responsibilities towards all stakeholders including shareholders, employees, customers, business partners, contractual parties, communities, society and environment. The Company and its subsidiaries also promote the free and fair trade competition and avoid transactions that could give rise to possible conflict of interests and the infringement of intellectual property. The Company and its subsidiaries promote anticorruption efforts to combat all forms of corruption. Details are as follows:

(1) Corporate governance

The Company and its subsidiaries are committed to conducting businesses in good faith, with integrity, transparency and accountability and to making disclosures of material information. The principle of good corporate governance is adopted and adhered to as a guideline on business operation of the Company and its subsidiaries

taking into consideration the interests of and impact on shareholders, customers, business partners, employees and all stakeholders. Sharing of interests shall be appropriate and fair.

(2) Social responsibility

The Company and its subsidiaries adhere to the Corporate Social Responsibility (CSR) Policy which is based on the principle of ethics and fair treatment for all interested parties with the aim to achieve in between business operations in the aspects of the economy, the society and the environment, which in turn will lead to sustainable success for the business.

(3) Compliance with the law, rules and regulations

The Company and its subsidiaries recognize the importance of compliance with the law, rules and regulations relating to the environment, occupational health and safety, and with the international code of business ethics. Directors, executives and employees are required to comply with the law, rules and regulations, and shall refrain from being involved in, assisting or committing any act that contravene the law, rules and regulations.

(4) Compliance with the law on intellectual property

The Company and its subsidiaries do not support transactions which infringe intellectual property. Directors, executives and employees are required to comply with the law, rules and regulations, and shall refrain from being involved in, assisting or committing any act that contravene the law, rules and regulations relating to intellectual property.

(5) Efficient use of resources

The Company and its subsidiaries encourage directors, executives and all levels of employees within the organization to efficiently use resources for maximized benefits. There will be provision for communication with, education and promotion of awareness for employees and all relevant parties in relation to resources management for maximized benefits of the organization.



2. Anti-corruption

The Company and its subsidiaries put in place an Anti-corruption Policy with focus on promoting the corporate culture where all levels of personnel are aware of the harm of corruption, and on creating the right value and building up trust for all stakeholders. The Company and its subsidiaries adopt a specific guideline on anti-corruption to ensure that the anti-corruption efforts are efficient.



3. Respect for human rights

The Company and its subsidiaries adhere to the policy to promote and respect human rights by treating all stakeholders including employees, the neighboring community and society with respect for the human dignity, equality and freedom. There shall be no violation of fundamental rights or discrimination based on race, nationality, religion, language, ethnicity, colors, gender, age, educational background, physical conditions or social status. The Company and its subsidiaries will ensure that the businesses are involved in the violation of human rights, either directly or indirectly. This shall include the use of child labor and forced labor.



5. Responsibilities for customers and consumers

The Company and its subsidiaries manufacture and sell products of good quality to create the greatest satisfaction for customers and consumers who will be provided with accurate and sufficient information on products and services. Customers' demand are met with efficiently and on a timely basis. Systems and channels are put in place to allow customers to conveniently and effectively lodge their complaints regarding products and services.

In addition, the Company and its subsidiaries will treat all customers with fairness without discrimination. Confidentiality of customers shall be protected. Customers' satisfaction and trust are created using safe and appropriate technology to achieve international standards of quality and to continuously raise such quality standards.



4. Fair treatment for labor

The Company and its subsidiaries recognize the importance of human capital development and fair treatment for labor because this is a factor which can contribute to added value of the business and the enhanced competitiveness and sustainable growth of the Company and its subsidiaries in the future. The Company and its subsidiaries also recognize the importance of the respect for the rights of employees based on the human rights and compliance with labor protection law. Employment of labor and conditions of employment shall be fair. This includes fair remunerations for employees that are commensurate with the potentials of relevant employees. The performance assessment shall also be fair. Appropriate welfare benefits shall be provided to employees.

The Company and its subsidiaries promote human capital development for all levels of personnel by providing academic trainings to develop knowledge, capability and potential of personnel, and to instill positive attitude, morality and ethics including teamwork. The Company and its subsidiaries encourage positive working environment where workers have respect for each other and all levels of employees are treated with fairness.

In addition, employees are provided with an opportunity to express their opinions or lodge complaints regarding any unfair treatment or malpractice within the Company and its subsidiaries. Relevant whistleblowers will have the necessary protection. Safety, occupational health and working environment are taken into consideration with safety being taken as an important issue.



6. Preservation of environment

The Company and its subsidiaries recognizes the importance of preservation of national resources. Efficient use of resources is promoted taking into consideration safety for the society, the community and the environment. Work system that meets relevant standards and control system are adopted to promote sustainable development for the society and the environment. The Company and its subsidiaries regularly promote internal awareness about responsibilities towards the society, the community and the environment for all levels of employees. Environment preservation activities are also promoted.



7. Participation in community or social development

The Company and its subsidiaries have the policy to conduct business that contribute to the economy and the society and to be a good citizen complying with all applicable laws and regulations. There is a policy to promote education, employment and distribution of income for the community for improved quality of life of the general public and the sustainable development for the society and the country. The Company and its subsidiaries support activities for the concrete promotion of awareness of social responsibility and aim to be part of the driving force of the Thai society for sustainable development for the society and the environment.

In addition, the Company and its subsidiaries provide opportunity to the community, the society or stakeholders who have been, in fact, significantly affected by operations of the Company and/or its subsidiaries to communicate with, give recommendations to or lodge complaints with the Company and/or its subsidiaries using the available channels.



8. Innovations and dissemination

The Company and its subsidiaries will promote creation of innovations at organizational and interorganizational level. Innovation for this purpose means the creation of things using new methods and may also mean the change of ideas or improvement to work procedures for added value of the business. The objective of an innovation is to cause a positive change for better and for the maximized benefit of the society. The Company adopts the following guidelines on innovation:

- (1) Business procedures of the Company and its subsidiaries will be reviewed to identify any possible risks or negative impact on the society or the environment. Then a solution for the reduction of such impact will be identified. The Company and its subsidiaries will also thoroughly study, review and analyze all aspects of work procedures to improve the chance of developing a business innovation.
- (2) New innovations that are beneficial for the society and the environment are disclosed to the public to encourage other business operators to follow.
- (3) The solution will be analyzed, and innovations will be regularly and continuously studied to increase the chances of developing new innovations that respond to the needs of customers and promote business growth.

It is the social responsibility of the Company and its subsidiaries to disseminate innovations by directly and indirectly communicating with all stakeholders using various communication channels to ensure that information of the Company and its subsidiaries reach all groups of stakeholders.

Sustainability Management System

The Company has applied for certification of the management systems of companies in the business group according to various international standards to ensure that the Company has effective sustainability management systems throughout the organization. In 2024, the Company was certified



for ISO 9001–Quality Management System



for ISO 14001–Environmental Management System



for ISO 45001– Occupational Health and Safety Management System



for Amfori BSCI standards regarding good working environment



for SMETA Supplier Ethical Auditing System standards (Sedex Members Ethical Trade Audit)



Forced Labour verification Report (International Labour Organization)

The Company has established operational guidelines in each area to support the organization’s strategy in alignment with the material issues, the United Nations Sustainable Development Goals (SDGs) and the United Nations Global Compact Principles, as follows:

*sustainability
for supply chain
and fair trade*

*animal
welfare*

*environmentally
friendly technologies*



S **h** **a** **r** **e**

human rights *responsibility & sharing*

S: Sustainability for Supply Chain and Fair Trade



STGT, we have high standards of practices and collaborate with our suppliers to comply with our own principles on sustainable business operations, human rights, environment awareness and business integrity. As part of our Touch Of Life™, our business starts from a sustainable and fair trade of raw material through delivery of highest products quality to customers.

H: Human Rights



STGT, we value our employees as part of STGT family. We are committed to no child labor and no forced labor policy. Not only being against all kinds of abusive workplace, we commit to our human rights protection. It is our pride to earn top grade of workplace standards by the Business Social Compliance Initiative or amfori BSCI.

A: Animal Welfare



STGT, we are dedicated to a development of animal welfare. We deliver our giving and sharing of loves under our Touch Of Life™ to stray animals and other wild lives in Thailand by ways of charities and varieties of CSR activities.

R: Responsibility & Sharing



STGT, we produce highest quality gloves and deliver our products under Touch Of Life™ mindset for customers throughout the world. We cherish and promote our sharing engagement to our society and a better world via activities such as developing the skills of people with disability under upcycling wood pallets project, enhancing the skill of prisoners through the delivery of surplus metal materials, etc.

E: The Environmentally Friendly Technologies

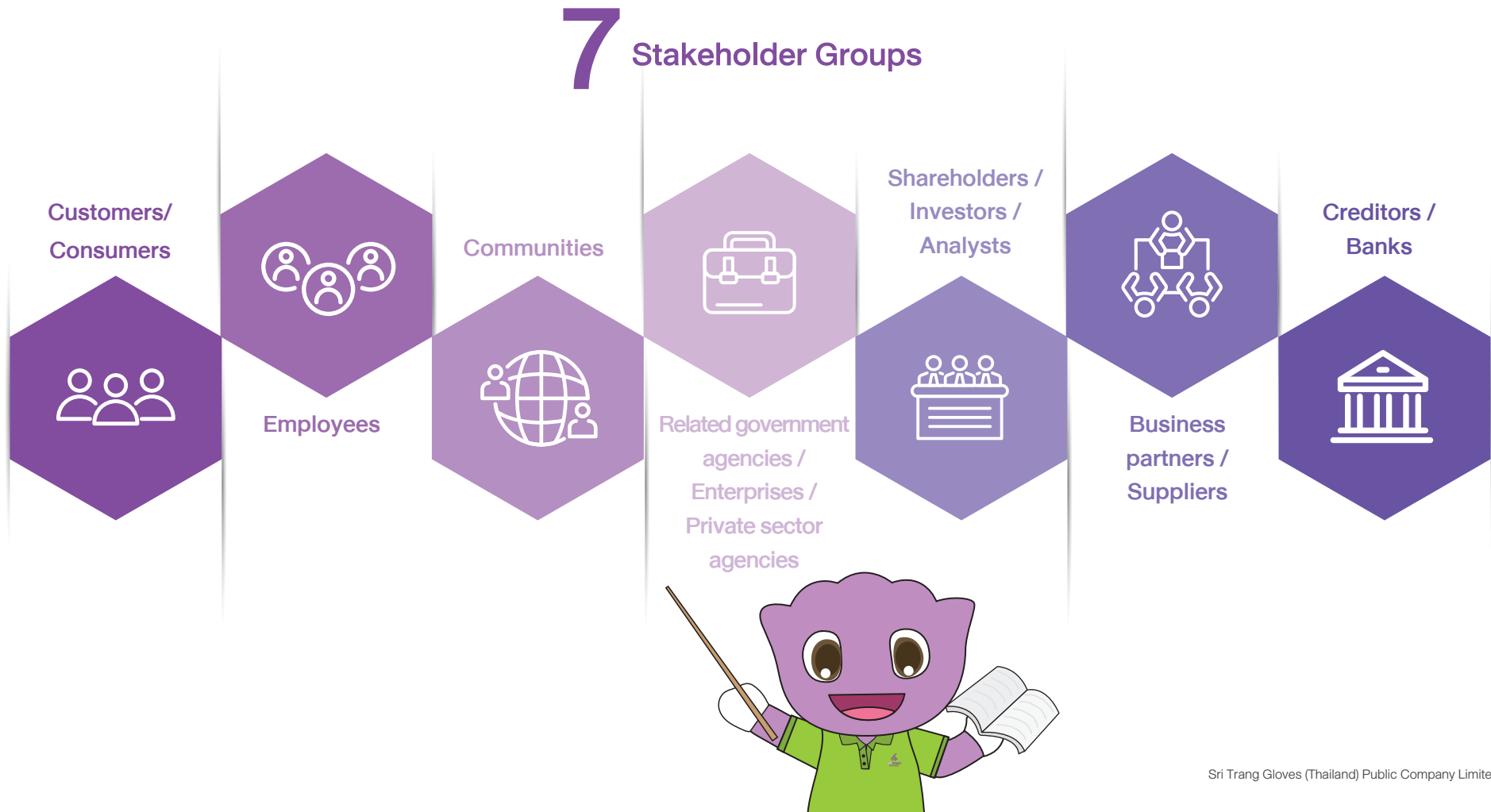



Apart from the production process of quality products according to international standards, STGT, we also prioritize addressing climate change. The Company involves using 100% biomass fuel to generate heat energy in boilers, improving energy efficiency, promoting the using of low-carbon technology and renewable energy, along with effective management of resource utilization to prevent environmental impacts, including air pollutions. Additionally, the Company manages used water and wastewater, handles and utilizes waste and unused materials based on Circular Economy principles. The Company is committed to no deforestation and the conservation of biodiversity and ecosystems to mitigate the risk of environmental deterioration and moving towards green factory which is friendly to environment as well as communities around us.


Stakeholders Engagement (GRI 2-12)



The Company has identified stakeholders involved in operations throughout the value chain, analyzed and ranked the stakeholders by considering the criteria of the impact of the Company's operations on the stakeholders and the criteria of the influence of the stakeholders on the business operations (GRI 2-29). To appropriately and effectively respond to the stakeholders' expectations of the Company's business operations, the Company has designated responsible units, defined obligations, and operations in accordance with the guidelines set by the Company.


The needs expectations of the stakeholders and the suitable response thereof are annually reviewed and improved as appropriate. In 2024, the Company classified stakeholders into 7 groups, in order of importance as follows:





Stakeholder Groups	Communication Channels/ Participation	Needs/Expectations	Response to Expectation	Indicators/Results for 2024
 Customers/Consumers	<ul style="list-style-type: none"> • Online communication system, phone, email, website, Facebook and Line@SriTrangGloves • Customers and consumers satisfaction survey • Factory visits • Meeting • Doing activities with customers and consumers • Meeting with customers and consumers • Product exhibitions • Questionnaire 	<ul style="list-style-type: none"> • Receive quality products and services in timely manner • Follow the terms of the trading agreement • Protecting customer confidentiality • Collaboration in product development • Support ESG data • Reduce Greenhouse Gas Emissions 	<ul style="list-style-type: none"> • Compliance with the Code of Ethics and Code of Conduct regarding customer relations • International standard systems such as ISO 9001, GMP, ISO 13485, ISO 14001, ISO 45001, FSC™- COC (License code FSC™ - C149260), BSCI, SMETA, ILO Force Labor etc. and Country requirements and control systems for medical device products, for example, MDSAP (Medical Device Single Audit Program), etc. • Research and development • Improving production processes in order to obtain quality products according to customer requirements • Presentation of ESG data • Preparation of carbon footprint of the organization and carbon footprint of products 	<ul style="list-style-type: none"> • Customer satisfaction score 86% • Increased sales volume 22.8% compared with 2023 • 15 New Products

Stakeholder Groups	Communication Channels/ Participation	Needs/Expectations	Response to Expectation	Indicators/Results for 2024
 Employees	<ul style="list-style-type: none"> • Monthly Company meetings • Activities such as KAIZEN, QCC, 5S., Safety talk, KYT, etc. • Communications systems such as intranet sta-family, email, website, Facebook, Line@ SriTrangGloves, etc. • Suggestion box • Complaint channels • Organizing activities 	<ul style="list-style-type: none"> • Reasonable compensation and good benefits • Respect for human rights, fair and non-discrimination • Safe and good working environment • Promotion of good health care • Career stability and opportunities for career advancement • Competency development 	<ul style="list-style-type: none"> • Compliance with ethics and code of conduct responsibilities to employees • Implementing human rights and non- discrimination policy • Whistleblowing policy • Implementation of standard system ISO 14001, ISO 45001, amfori BSCI, SMETA and ILO, etc. • Annual health check and health and accident insurance • Human resources training and development plan • Organizing various activities such as Happy workplace / Activity Prize, Annual meeting, etc. 	<ul style="list-style-type: none"> • The number of employee's grievances in all areas is zero • The turnover rate is 16.55%

Stakeholder Groups	Communication Channels/ Participation	Needs/Expectations	Response to Expectation	Indicators/Results for 2024
 Communities	<ul style="list-style-type: none"> Participating in various activities with the community Community outreach / Annual community survey Publications and signboards Meeting through the forum of local government organization and community Communications systems such as line application, phone, etc. 	<ul style="list-style-type: none"> Received appropriate and sufficient promotion and development Received support for community activities No impacts on the community Having social and environment responsibility Adhering to human rights and anti-corruption principles Control the air quality to prevent adverse effects on the community 	<ul style="list-style-type: none"> Budgeting for community involvement, promotion, and development Initiate community and social development projects Providing support for community activities Hiring employees of the community Participating in community activities Assessment of impacts on the community ex. environmental impacts such as air pollution (further details can be found on page 115 and 172). Moreover, the company conducts Open house for the community 	<ul style="list-style-type: none"> Participation in community development according to the CSR-DIW project More than 200 community involvement and development projects with a budget of 1.46 MB Value of local procurement of goods and services: 1,408 MB (including support for community products: 70,700 baht) Hiring local employees totaling 4,871 persons Atisfaction from community project surveys: 95.9% Annual environmental measurement results (further details can be found on page 170-178) The number of complaints is zero Corrections and improvements according to complaints
 Related government agencies / Enterprises / Private sector agencies	<ul style="list-style-type: none"> Meeting, discussion, clarification Site visit Participation in various projects Participation in a working group, committee on issues requested by government agencies Attending meetings which requested by organizations for cooperation Communication via line application 	<ul style="list-style-type: none"> Compliance with relevant regulations, laws Not create any impact on the community and the environment There is a management system for environmental, social, and good governance according to the standards Cooperation and support for various projects Conduct business with good governance and consideration for sustainability 	<ul style="list-style-type: none"> Compliance with all relevant legal and regulatory requirement Provide accurate and timely information Cooperation and participation in various government projects Participation in a working group or committee on issues requested by government agencies 	<ul style="list-style-type: none"> Being permitted to operate continuously Green industry level 4 certification (Green culture) Awards / certificates for participation in activities / projects There are no allegations, fines, or legal proceedings from regulatory agencies related to the stock exchange and capital market

Stakeholder Groups	Communication Channels/ Participation	Needs/Expectations	Response to Expectation	Indicators/Results for 2024
 <p>Shareholders / Investors / Analysts</p>	<ul style="list-style-type: none"> Annual general meeting Answering inquiries by phone and email The Company's annual report and sustainability report The Company's website Analyst Meeting Engaging domestic and international investors in various activities, for example Thailand Focus and roadshows organized by securities companies 	<ul style="list-style-type: none"> The Company has had good operating results and continued business growth The Company pays dividends to shareholders regularly Shareholders receive correct, complete, timely and sufficient information for making decisions The Company operates its business with transparency and has a good internal control system 	<ul style="list-style-type: none"> The company conducts its business strategically, in alignment with good corporate governance. Moreover, it has set goals and business plans for sustainable growth The Company has an appropriate dividend policy The Company adheres to the ethics and code of conduct on the responsibility of shareholders The company discloses information accurately, sufficiently, and timely The company has a comprehensive, up-to-date website that is easy to use. It also communicates information through various two-way channels, such as responding to inquiries via telephone and email, or meetings with analysts, etc The company has established an audit committee and internal audit department, as well as policies and systems to ensure checks and balances, a good internal control system, and a business risk management system 	<ul style="list-style-type: none"> The Company sets a policy for Dividend payment at 50% of net profit according to separate financial statement. As for the Company has paid a dividend of 0.50 baht per share from the accumulated profits that have not yet been allocated from the portion of net profits subject to corporate income tax at a rate of 20 percent (according to the financial statements)*. The company received the SET Awards 2024 in the category of Sustainability Excellence with a Highly Recommended rating for the second consecutive year. It also achieved the highest level of AAA in the SET ESG Ratings for 2024, maintaining this rating for four consecutive years (formerly known as THSI) The company received awards from the Investment Analysts Association (IAA) for the year 2024 in the categories of OUTSTANDING CEO and OUTSTANDING IR, with a total of 2 awards in the consumer goods sector The Company was selected to assessed S&P Global MSCI Refinitiv FTSE Russel Ecovadis and SET ESG Ratings The Company participated in 24 activities to meet investors, analysts, fund managers, the press, both domestic and foreign media. Number of visits through Company website in the part of investor relations was a total of 15,971 times **.

Stakeholder Groups	Communication Channels/ Participation	Needs/Expectations	Response to Expectation	Indicators/Results for 2024
 Business partners / Suppliers	<ul style="list-style-type: none"> • Online communication system, phone, email and website • Annual visit and assessment of business partner • Joint meetings • Participating in various activities with partners • Questionnaire 	<ul style="list-style-type: none"> • Having a standard, transparent, verifiable procurement system • Getting clear information of the products and services to be procured • Having appropriate income from amount of work • Receiving payments for goods and services on time • Collaborate in product quality development 	<ul style="list-style-type: none"> • Compliance with procurement policies • Announcement of anti-corruption policy • Whistleblowing policy and complaint channel • Collaborate in development of business partner in terms of quality, society and environment • Credit term with suppliers 	<ul style="list-style-type: none"> • Deliver work or products as required and on time • Annual assessment results of • 2,074 of business partners who have expressed their intentions against anti-corruption • Number of activities/projects done together
 Creditors / Banks	<ul style="list-style-type: none"> • Meeting / discussion • Telephone and email • Website • Annual questionnaire 	<ul style="list-style-type: none"> • Being able to comply with the conditions and terms of the contract 	<ul style="list-style-type: none"> • Adherence to the terms and conditions of the contract • Answer financial inquiries which may arise accurately and quickly 	<ul style="list-style-type: none"> • Financial institutions have confidence in doing business

Remark:

1. Business partners / Suppliers cover suppliers, outsourcing, and contractors

2. *On February 17, 2025, the Board of Directors resolved to approve the dividend payment for the year 2024 at the rate of 0.50 baht per share. However, the right to receive such dividend remains uncertain until it is approved by the Annual General Meeting of Shareholders for the year 2025, which will be held on April 9, 2025

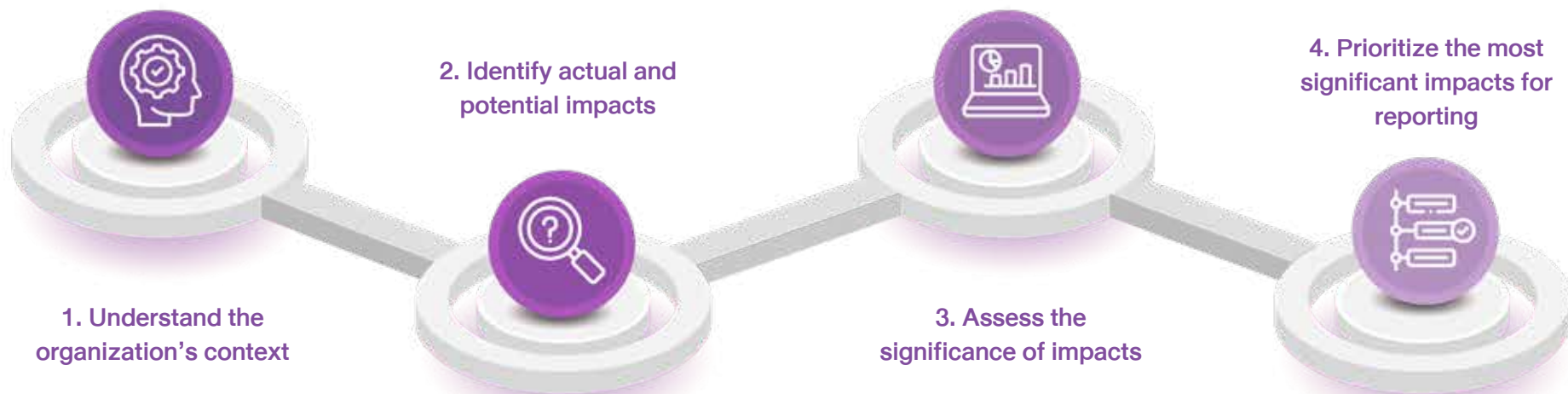
3. **The number of visitors to the company's website related to investor relations is counted using Google Analytics 4 (GA4)

Materiality Assessment

To ensure that the Company's operations are economically viable based on social, environmental and good corporate governance principles; achieving goals according to sustainable development guidelines which would allow the Company to meet the expectations of stakeholders appropriately and measurably, the Company has therefore identified, evaluated and prioritized material issues affecting business operations through the undertaking of various relevant departments in order that management of said material issues can be effective and appropriate.

Process for evaluating materiality topics (GRI 3-1)

The Company has selected material sustainability issues according to the principles of the international guidelines on sustainability information disclosure (GRI 3: Material Topics 2021), This is the reporting standard related to the disclosure of risks and impacts associated with sustainability factors in an organization which consist of 4 steps as follows.



1. Understand the organization's context

The Company compiles the list of issues that may affect the sustainability of its business operations and stakeholders from internal factors, taking into account the direction and sustainability goals of the Company, strategy preparation as well as risks and opportunities regarding sustainability in business operations. Consideration is also given to external factors, through such undertakings including surveying the needs and expectations of stakeholders, keeping informed of trends and directions in global sustainability matters, comparing the key sustainability issues of companies in the same industry group and accessing sustainability assessment/ranking topics of various institutions such as S&P Global (DJSI), SET ESG Ratings, SASB, WEF Risk Report, CDP, Ecovadis, MSCI FTSE Russell and Refinitiv to determine preliminary material issues.

2. Identify actual and potential impacts

The Company takes the preliminary sustainability issues gathered and identifies the actual and potential impacts of the issues on the economic viability of the business, the environment and the Company's stakeholders, as well as the impact on human rights. However, the impacts of actual and potential issues must be considered in both positive and negative terms, as well as both in the short term and in the long term that covers all activities of the Company's business operations throughout the value chain by listening, collecting and understanding the interests, expectations, concerns and opinions of stakeholders obtained from the Company's survey findings. This is done by sending surveys via online channels (Microsoft Forms) to relevant stakeholders for their response.



3. Assess the significance of impacts

The Company assesses the importance of and prioritizes impacts by conducting quantitative and qualitative analysis, both positive and negative. The results from the analysis are then used to show the level of impact. The level of impacts will be different due to the severity, scale, scope and remediability and the level of likelihood thereof that are taken into account, rendering different scores. The impact levels to the Company are then prioritized by the Sustainability Development Working Group using the negative impact score as a proxy in order to prioritize the significant impacts.

4. Prioritize the most significant impacts for reporting

The key issues the Company obtains from the analysis and prioritization of the results of the survey of stakeholders as well as the level of said impacts are passed on to the Sustainability Development Working Group for review and then presented to the Corporate Governance and Sustainability Development Committee (GRI 2-14) for consideration as to the consistency of the results of the assessment of the material issues with the context, goals, and strategies of the Company, for further submission and approval to disclose such information.

The company has not undergone any changes yet, but two key issues have been brought up: cybersecurity and personal data protection, and sustainable artificial intelligence technology. These were presented at the Corporate Governance and Sustainability Committee meeting. The Risk Management Department has also evaluated these two issues during the Enterprise Risk Management Working Group meeting to guide operations in 2025.

However, the priority of each issue in terms of corporate governance and economic viability, social and environmental is as follows



16 Material Topics (GRI 3-2)

Governance Dimension



Good Corporate Governance and Anti-Corruption (G1)



Sustainable Management of Supply Chain (G2)



Research, Development and Innovation (G3)



Risk Management and Business Continuity (G4)

Social Dimension



Occupational Health and Safety in the Workplace (S1)



Caring for and Developing Employees' Skills (S2)



Quality and Safety of Products (S3)



Human Rights and Non-Discrimination (S4)



Support and Participation with the Community (S5)



Customers and Consumers Responsibility (S6)

Environment Dimension



Water and Effluent Management (E1)



Reducing Greenhouse Gas Emissions and Energy Management (E2)



Management of Waste and Unused Materials (E3)







Environmental Management Systems (E4)









Air Quality Management (E5)









Consideration of Ecosystems and Biodiversity (E6)

Material Topics	Stakeholders	Risks and Opportunities of Material Topics to the Company	Topic Disclosures	Page
<p>Good Corporate Governance and Anti-Corruption</p> 	<ul style="list-style-type: none"> • Employees • Business partners/Suppliers • Customers/Consumers • Related government agencies/enterprises/private sector agencies • Shareholders/Investors/Analysts 	<p>Strictly comply with laws, regulations, statutes and various requirements related to business operations. To prevent legal and business ethics disputes, including building confidence in the Company's business operations among stakeholders in order for the Company to create business growth and operational continuity</p> <hr/> <p>Create confidence and transparency in business operations through combating all forms of fraud and corruption and expand the anti-corruption network to trading partners in the supply chain</p>	<ul style="list-style-type: none"> • Good Corporate Governance • Code of Conduct <hr/> <ul style="list-style-type: none"> • Anti-Corruption • Whistleblowing 	<p>44-62</p> <p>46-50</p> <hr/> <p>64-66</p> <p>67-68</p>
<p>Risk Management and Business Continuity</p> 	<ul style="list-style-type: none"> • Shareholders/Investors/Analysts • Customers/Consumers • Business partners/Suppliers • Creditors/Banks 	<p>Manage the business risks and opportunities, including preparing for emerging risks that may affect business operations</p>	<ul style="list-style-type: none"> • Risk Management and Business Continuity 	<p>69-77</p>
<p>Sustainable Management of Supply Chain</p> 	<ul style="list-style-type: none"> • Business partners/Suppliers • Communities • Customers/Consumers 	<p>Develop a framework for suppliers' sustainability and sustainable practices to manage and reduce risks from business partners' operations that may affect the Company as well as promoting the operations of trading partners to achieve sustainable growth together with the Company</p>	<ul style="list-style-type: none"> • Sustainable Management of Supply Chain • Governance Performance 	<p>78-82</p> <p>155-156</p>
<p>Research, Development and Innovation</p> 	<ul style="list-style-type: none"> • Customers/Consumers • Shareholders/Investors/Analysts 	<p>Improve the operational processes to reduce time and costs, including developing business innovations to create added value for the product and increase competitiveness</p>	<ul style="list-style-type: none"> • Research, Development and Innovation 	<p>83-84</p>



Material Topics	Stakeholders	Risks and Opportunities of Material Topics to the Company	Topic Disclosures	Page
Occupational Health and Safety in the Workplace 	<ul style="list-style-type: none"> • Employees • Business partners/Suppliers • Related government agencies/enterprises/private sector agencies • Communities 	Prevent and mitigate impacts on occupational health and safety at work both prevent loss of life and/or property, including complaints from stakeholders and build confidence to stakeholders in safety management	<ul style="list-style-type: none"> • Occupational Health and Safety in the Workplace • Social Performance 	103-111 167-169
Product Quality and Safety 	<ul style="list-style-type: none"> • Customers/Consumers 	Develop products and services that meet the needs of customers and consumers to maintain important customers of the company and attract new customers, including preventing the impact of complaints about products and services from customers	<ul style="list-style-type: none"> • Customers and Consumers Responsibility 	112-114
Customers and Consumers Responsibility 	<ul style="list-style-type: none"> • Customers/Consumers 	Build customer satisfaction and confidence in product use so as to continually generate return patronage (as brand loyalty)	<ul style="list-style-type: none"> • Customers and Consumers Responsibility 	112-114
Caring for and Developing Employees' Skills 	<ul style="list-style-type: none"> • Employees • Business partners/Suppliers 	Retain high-potential employees and develop their knowledge and abilities to be able to design, improve work processes, reduce costs or generate additional income for the Company Furthermore, this will attract new talented employees to join the Company	<ul style="list-style-type: none"> • Caring for and Developing Employees' Skills • Social Performance 	93-102 157-166
Human Rights and Non-Discrimination 	<ul style="list-style-type: none"> • Employees • Business partners/Suppliers • Customers/Consumers • Communities 	Assess Human Rights Due Diligence (HRDD) in business processes to prevent impacts that may affect the business operations and reputation of the Company, including providing methods to prevent and mitigate human rights risks	<ul style="list-style-type: none"> • Human Rights and Non-Discrimination 	85-92
Support and Participation with the Community 	<ul style="list-style-type: none"> • Communities 	Support and participate in community development to create shared values, as well as generate confidence, friendliness and mutual benefits, including obtaining a social license to operate in sustainable coexistence with the community and preventing complaints from the community	<ul style="list-style-type: none"> • Support and Participation with the Community 	115-128

Material Topics	Stakeholders	Risks and Opportunities of Material Topics to the Company	Topic Disclosures	Page
Reducing Greenhouse Gas Emissions and Energy Management 	<ul style="list-style-type: none"> • Communities • Related government agencies/enterprises/private sector agencies • Business partners/Suppliers • Customers/Consumers 	<p>Reduce greenhouse gas emissions while managing energy consumption from business operations for maximum efficiency in line with the Company's targets and goals for reducing greenhouse gas emissions in Thailand and the world. Manage the risks and impacts of climate change on business operations and increase competitiveness in the market, including managing the air quality from ventilation shafts to be at a better standard than what is required by law to prevent complaints about air quality from stakeholders that may affect business operations and to enable the Company to live in harmony with the community sustainably</p>	<ul style="list-style-type: none"> • Reducing Greenhouse Gas Emissions and Energy Management • Reducing Greenhouse Gas Emissions • Energy Management • Environmental Performance 	<p>134</p> <p>134-140</p> <p>142-143</p> <p>170-172</p>
Water and Effluent Management 	<ul style="list-style-type: none"> • Communities • Related government agencies/enterprises/private sector agencies 	<p>Manage water use for maximum efficiency in production so as to reduce the impact and risk from increased water demand and manage wastewater to have a better quality than the standard required by law to prevent complaints from the community and noncompliance with water and wastewater laws</p>	<ul style="list-style-type: none"> • Water and Effluent Management • Water Management • Effluent Management • Environmental Performance 	<p>144</p> <p>144-146</p> <p>146</p> <p>173-175</p>
Management of Waste and Unused Materials 	<ul style="list-style-type: none"> • Communities • Related government agencies/enterprises/private sector agencies 	<p>Efficiently manage waste and unused materials as required by law, also focus on waste management in accordance with the 3Rs principle and the BCG Economy Model to create added value to waste and reduce disposal costs</p>	<ul style="list-style-type: none"> • Management of Waste and Unused Materials • Environmental Performance 	<p>148-150</p> <p>175-178</p>
Environmental Management Systems 	<ul style="list-style-type: none"> • Communities • Related government agencies/enterprises/private sector agencies 	<p>Establish stakeholder confidence through the implementation of a standardized environmental management system and the continual enhancement of environmental performance, thereby promoting eco-friendly production processes</p>	<ul style="list-style-type: none"> • Environmental Management Systems • Building a Green Culture 	<p>129-130</p> <p>131</p>
Consideration of Ecosystems and Biodiversity 	<ul style="list-style-type: none"> • Communities • Related government agencies/enterprises/private sector agencies • Business partners/Suppliers • Customers/Consumers 	<p>Conserve and protect ecosystems and biodiversity by managing biomass fuel for maximum benefits, and do not accept wood from conserved forests or any kinds of illegal wood to be used as biomass fuel</p>	<ul style="list-style-type: none"> • Consideration of Ecosystems and Biodiversity 	<p>151-152</p>
Air Quality Management 	<ul style="list-style-type: none"> • Communities • Related government agencies/enterprises/private sector agencies • Business partners/Suppliers • Customers/Consumers 	<p>Reduce conflicts or complaints from surrounding communities due to odour and smoke, resulting in there not being any such legal dispute or complaints that is because the air quality from the ventilation shafts meets legal standards which safeguard the good health of stakeholders surrounding the factory area</p>	<ul style="list-style-type: none"> • Air Quality Management • Environmental Performance 	<p>153</p> <p>172</p>

Membership of Organizations for Governance, Social and Environmental Development (GRI 2-28)

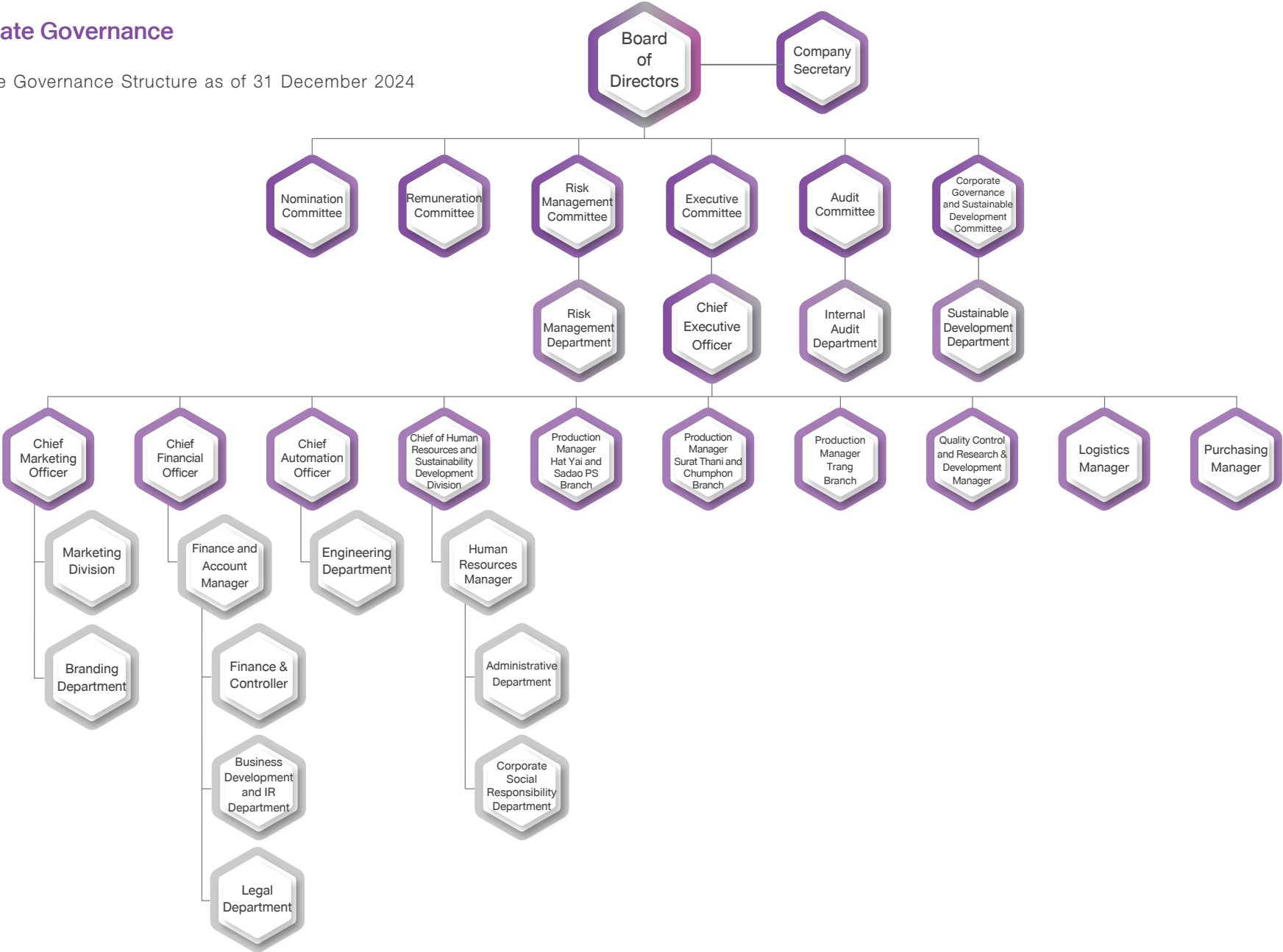
The Company has become members of various public and private organizations that contribute to the governance, social and environmental development of the natural rubber industry, and has joined working groups and participated in various activities and projects that support the implementation of the guidelines for sustainable development



Good Corporate Governance and Anti-Corruption (GRI 3-3)

Corporate Governance

Corporate Governance Structure as of 31 December 2024



Overview of corporate governance policies and practices

The Company recognizes the importance of good corporate governance as a key mechanism to help promote the Company's operations to achieve efficiency and sustainable growth which will, in turn, render highest benefit to all concerned whether they are employees, investors, shareholders, and all stakeholders. The content of the Company's good corporate governance policy covers important principles in recruiting and determining remuneration for directors, sub-committees and executives; independence of the Board of Directors, Director development and evaluation of the performance of duties of directors and sub-committees, including supervision of subsidiaries. In addition, it also contains policies and guidelines regarding shareholders and stakeholders, encompassing care and fair treatment of shareholders, promoting the exercising of shareholders' rights, prevention of use of inside information, preventing conflicts of interest, promoting responsibility to stakeholders and anti-corruption, and providing a mechanism for receiving complaints and taking action in the event of whistleblowing. There are also principles for managing the work of executives in a transparent, clear and accountable manner.

In order for the Company to be reliable to shareholders and all stakeholders, and for the benefit of creating sustainable value for the business to meet the expectations of the business sector, investors, as well as the capital market and society as a whole, the Board of Directors has therefore created a good corporate governance policy based on the Principles of Good Corporate Governance for Listed Companies of 2017, which was prepared by the SEC Office as a guideline for corporate governance. The Board of Directors has designated the Corporate Governance and Sustainable Development Committee to review the policy annually to ensure alignment with both national and international good corporate governance principles. This policy has been continuously developed and updated, such as in accordance with the evaluation criteria of the Corporate Governance Report (CGR) by the Thai Institute of Directors (IOD) and the ASEAN Corporate Governance Scorecard (ACGS), as well as the disclosure standards for ESG, including FTSE Russell ESG Scores and IFRS S1 and IFRS S2. These updates were presented to the Board of Directors for approval.

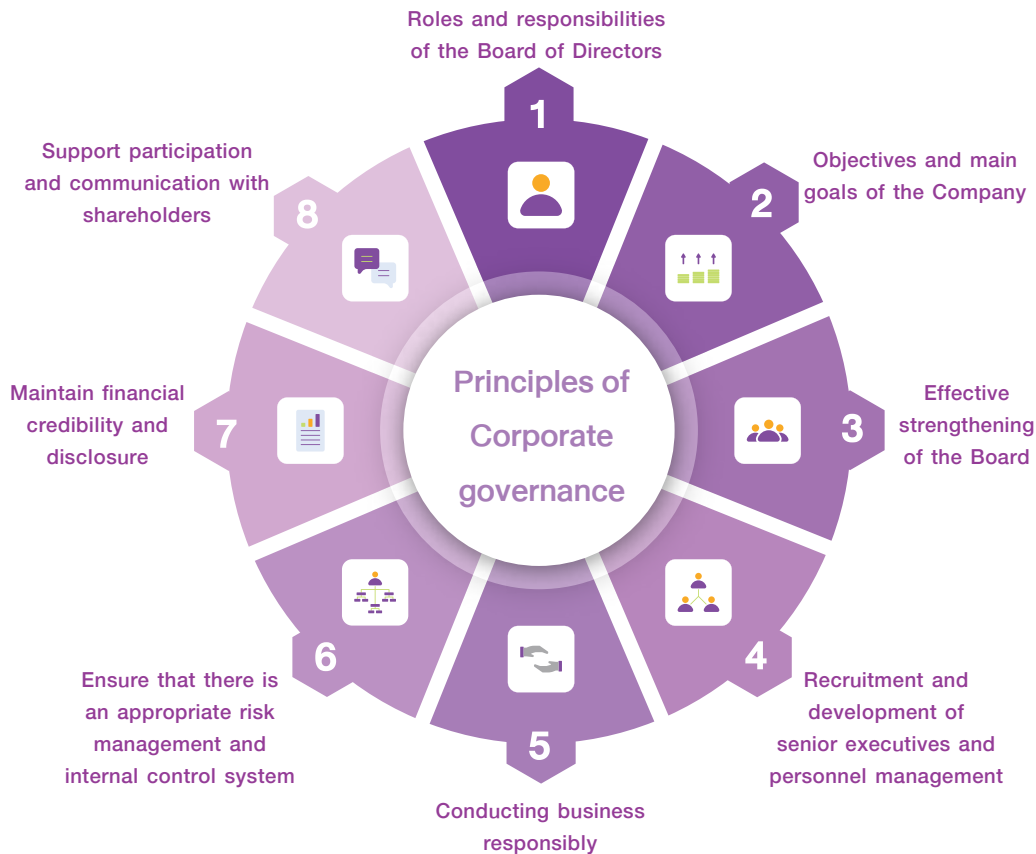
In 2024, the Board of Directors approved the review of the Corporate Governance Policy and related practices. As a result, the policy and practices have been revised as follows:

Updates in 2024	Objectives
<p>Principle 3: Strengthened Board Effectiveness</p> <ul style="list-style-type: none"> Sub-Principle 3.2 <p>3.2.3 Chairman shall have the role of leading the Board of Directors. Duties of Chairman shall include the followings: ...etc...</p> <p>(6) Chairman of the Board of Directors will preside over the meeting and ensure that the meetings are conducted in accordance with relevant laws and regulations, as well as the Articles of Association of the Company. Including, time for consideration and discussion will be appropriately allocated for each agenda item sufficiently and properly. Furthermore, directors will be provided with the opportunity to express their opinion and ask questions.</p>	<p>To clearly define the roles and responsibilities of the Chairman in alignment with current operations and in accordance with good corporate governance principles.</p>

In addition, the Board of Directors has determined the mechanisms to monitor compliance with the good corporate governance policy, including communication to all directors, executives, and employees through various channels such as orientation for new employee orientation, E-Learning training with an assessment to evaluate understanding, announcements via the internal communication system (Intranet), external Communication through the Company's website, acknowledgment by signing, vinyl banners at branch factories and Infographic Communication by Email.

Principles and policies of corporate governance

The Board of Directors places importance on following the 8 principles of corporate governance, which can be briefly summarized as follows and the details of which can be found under “Corporate Governance Policy” on the Company’s website at <https://www.sritranggloves.com/en/corporate-info/corporate-governance/corporate-policy>



Business ethics

The Company has created a code of ethics for conducting business to demonstrate its intention to conduct business according to the principles of good corporate governance by adhering to the legal, moral and ethical norms, managing business operation with transparency and responsibility to stakeholders to create business sustainability and confidence to shareholders, investors, and all stakeholders. Those required to follow this code of ethics include directors, executives and employees, as well as consultants, agents, or those assigned to act on behalf of the Company, or on behalf of the person(s) mentioned above.

The Board of Directors has assigned the Corporate Governance and Sustainable Development Committee to review the Code of Conduct annually to ensure its alignment with the company’s principles and business objectives, and to submit it to the Board of Directors for consideration and approval.

In 2024, the Business Code of Conduct was reviewed and revised as follows:

Updates in 2024	Objectives
<p>Complaint Channels The key updates are as follows:</p> <p>Expanded channels for receiving complaints, allowing whistleblowers to submit complaints directly or by hand with the company secretary and the secretary to the Audit Committee.</p>	<p>To expand channels for receiving complaints and feedback while ensuring trust and confidence among whistleblowers, in line with the revision of the Whistle blowing Policy in 2024.</p>

In addition, the Board of Directors also promotes the practice of the code and regularly follows up on the results of compliance with these guidelines, including communicating and promoting awareness of said business ethics to directors, executives, and employees. Furthermore, the Board has overseen production of teaching media on business ethics, complete with a testing component, which is disseminated to executives and employees

at all levels of the Company and its subsidiaries so as to enhance their knowledge and understanding of the business ethics of the corporate group as follows:

- Organizing training on business ethics through the E-Learning system complete with comprehension testing, taken annually, for directors, executives and employees at all levels, as well as orientation for new employees. The 2024 training and assessment results covered 100 percent of executives and employees at all levels.
- In 2024, there were no violations regarding the organization's business ethics.

In addition, the Company has prepared a code of ethics and guidelines for business partners aimed at promoting sustainability in conducting business among its partners in line with the Company's business operations model, as well as promoting participation between the Company and its business partners in social and environmental development to create growth and sustainability with the entire supply chain.

Further details are available under "Business Ethics" and "Business Partner Ethics and Guidelines" on the Company's website at <https://www.sritranggloves.com/en/corporate-info/corporate-governance/corporate-policy>

In 2024, the company has operated in accordance with its business ethics as follows:




Code of Ethics on Responsibility to Shareholders

The Company respected the basic rights of shareholders as defined by the law, regulations and the Company's code of conduct and treated all shareholders equally. There are no policies or practices that hinder communication or consultation among shareholders. The Company has in place a mechanism that provide confidence to shareholders that they will receive accurate and appropriate information, as well as fair compensation according to the Company's dividend payment policy, internal control measures governing connected transactions, measures to prevent conflicts of interest and the use of inside information whereby directors, executives and employees who receive such confidential information are prohibited from using said information of the Company

and its subsidiaries for personal benefit. They (directors, executives and employees) are also prohibited from acquiring or disposing of the Company's securities during the period of 1 month prior to the releasing of the Company's financial statements to the public and not less than 24 hours after the publishing of the financial statements.

In addition, the Company also reports the operating results of the business on a quarterly basis. and discloses transactions with related persons on the same terms as with outsiders through the news system of the Stock Exchange, Singapore Exchange (SGX), and the Company's website as well.



Code of Ethics on Customer Relations

In 2024, complaints and suggestions from customers were analyzed to identify the causes and appropriate corrective actions to be undertaken, followed up on and adapted so that similar occurrences can be prevented. Best efforts are also made to provide customers with a quick response. In evaluating customer satisfaction, the Company has set goals to improve and develop products and services in the future, including engagement in sustainable business operations in environmental dimensions, social dimensions, and corporate governance (ESG) dimensions. Details of goal setting and customer satisfaction assessment results appear in the Sustainability Report, Section "Social Operations", under the topic "Responsibility towards Customers and Consumers" at the company website <https://www.sritranggloves.com/en>

Moreover, the Company places importance on maintaining customer confidentiality whereby customer information is not unlawfully used for personal gain or for the benefit of others who may have access or are involved in handling such information. The Company has formalized a policy to protect the personal information of external parties which covers the protection of customer personal information in accordance with the Personal Data Protection Act, whereby the purpose of processing personal data is clearly specified, such as to carry out transactions, to be used as information for preparing contracts, to process

payments, to process orders/payments and use them as supporting evidence of receipt/ payment of money, etc., as well as stipulating the legal rights of customers as owners of their personal data. Throughout the past years, there have been no cases or incidents in which the company has received complaints regarding customers' personal data.

The Company is also aware of and places great importance on information security, establishing policies and practices to safeguard information security. A strategic security plan is in place, including systems for protecting customer data and ensuring cybersecurity. Access to information and the installation of software and security systems are regulated. The Company also conducts reviews of information systems and communication processes, as well as evaluating and manages IT-related risks. Additionally, the Company has implemented Business Continuity Management (BCM) and provides E-learning training on Cyber Risk Management for executives and employees at all levels to raise awareness and prepare them for potential incidents. For more details, please refer to Section 9.1 Internal Control, specifically under item 4) Information and Communication Systems, and Section 2 on Risk Management, regarding IT system-related risks.

Further details are available under "Personal Data Protection Policy for Third Parties" on the Company's website at <https://www.sriranggloves.com/en/corporate-info/corporate-governance/corporate-policy>

business sustainably in line with the Company's business methods, through promotion of knowledge and understanding for trading partners to be socially responsible and willing to work together to care for the environment. The Company has implemented a supplier assessment form in the BSCI Code of Conduct, SMETA system that covers both social and environmental aspects which is also applied to the annual performance assessment of important trading partners. The Company focuses on building good relationships and understanding with its trading partners, including not soliciting or accepting property, or any other benefits which is outside of the trade agreement, resulting in there being no complaints or findings of any audit that the Company had breached the anti-corruption policy in 2024.

(2) Relationship with Trade Competitors

The Company has a policy to promote free and fair trade competition within the framework of fair competition rules. The Company has no agreement with competitors or other business operators that monopolize or reduce market competition, nor does it seek confidential trade information of business rivals through unlawful, dishonest, or inappropriate means. Furthermore, the Company never attempts to destroy the reputation of business competitors by making false and unfair accusations. *In the past year, there were no legal disputes between the Company and any of its competitors.*



Code of Ethics on Relationships with Trade Partners and Competitors

(1) Relationship with Trade Partners

In 2024, the Company complied with the trade terms and conditions and provided accurate information thereof, including where procurement is concerned whereby all transactions were transparent, fair and non-discriminatory with consideration given to the quality, standards, and prices of products and services, including other important procurement criteria. The Company also has in place a procurement process that emphasizes Green Procurement, whereby trading partners are encouraged to conduct



Code of ethics regarding treatment of creditors

The Company adheres to guidelines on fair treatment of creditors which emphasizes being responsible, transparent and equitable by strictly adhering to the terms and conditions of contracts and financial obligations, in terms of making correct, complete and timely payments of both principal and interest; management of capital and taking care of various collaterals under related contracts; including not using the loan in a way that is contrary to the purpose of the loan and not concealing information or facts that may cause damage to creditors.

In 2024, the Company complied with the conditions required by trade creditors and financial institution creditors as agreed in the respective contract. In fact, the Company has no history of any dispute regarding creditors.



Code of Ethics on Responsibility to Employees

The Company recognizes that human resource management is of utmost importance to the success and sustainable growth of the business. This includes ensuring the safety and occupational health of employees, developing their potential and capabilities from the management level to the operational level, and providing equal and consistent opportunities. The Company offers fair compensation and appropriate benefits to employees based on performance evaluations. Additionally, considerations for appointments, transfers, rewards, and disciplinary actions must be conducted with equality, integrity, and in strict compliance with relevant laws and regulations, without discrimination and with respect for human dignity. Furthermore, the Company supports and promotes the adoption of modern innovations and technologies in the workplace.

In 2024, the Company successfully achieved its objectives through assessment criteria and received certification for social and labor ethics standards from amfori BSCI, Sedex SMETA, and ILO 11 Indicators of Forced Labor, covering all 6 factories. The Company has carried out various tasks related to the treatment of employees, the details of which are available in Section 7, Corporate Governance Structure, Section 7.5, Information about Employees. and in the Sustainability Report, in the section "Social Operations", topic "Employee Care and Development" at <https://www.sriranggloves.com/en>



Code of Ethics on Social and Environmental Responsibility

The Company has a policy to conduct business with social and environmental responsibility whereby operations are conducted and cooperation is given or control provided to ensure strict compliance with the intent of the law and regulations issued by regulatory authorities, as well as various statutes and standards related to the environment, occupational health and safety, taking into consideration available options for utilizing natural resources which will have minimal impact in terms of damage to society, the environment and the quality of life of the people

In 2024, the Company continued its environmental operations according to the plan, particularly in response to climate change. The Company participated in the project to promote the setting of greenhouse gas emission targets for the industrial sector to achieve Net Zero through the Science Based Target method of the Thailand Greenhouse Gas Management Organization (Public Organization). Details can be found in the Sustainability Report, in the section "Environmental Operations", topic "Greenhouse Gas Emission Reduction and Energy Management" at <https://www.sriranggloves.com/en>



Code of Ethics on Treatment of the Political Sector

The Company's Board of Directors, executives, and employees should exercise their rights as citizens in accordance with the Constitution and related laws. Everyone has the right to participate in political activities on their own behalf outside of work hours and not on behalf of the Company. The Company has regulations prohibiting directors, executives and employees from participating in any activities that may create the perception that the Company is involved with or supports a certain political party and it is prohibited to use the Company's property to support any political party.

In 2024, the Company conducted E-learning training on the Code of Ethics on Treatment of the Political Sector, as well as the Political Action and Participation Policy. This training was provided to directors, executives, and employees to ensure proper and appropriate compliance.



Code of Ethics on Respect for Human Rights

The Company places importance on respect for human rights. The Company and employees will treat each other with politeness, mutual respect and equal treatment. Everyone has the opportunity to learn and develop their full potential, as well as having the freedom to express opinions to the extent that it does not infringe on the freedom of others. Directors, executives and employees have duties and responsibilities to promote rights in accordance with social and international norms wherever the Company conducts business and to ensure that the said business operations do not involve any acts or omissions that violate human rights.

In 2024, the Company reviewed its human rights and non-discrimination policies, as well as social and labor policies, to align with international human rights principles and standards. This was done in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPR), which include the principles of Protect, Respect, and Remedy. The Company also adhered to the Universal Declaration of Human Rights (UDHR) and communicated these practices to all personnel within the organization to ensure strict compliance. Additionally, the Company followed international human rights standards in labor welfare and conducted comprehensive Human Rights Due Diligence (HRDD) The Group's performance in these areas is disclosed in the Sustainability Report, section "Social Operations", under the topic "Human Rights Operations". <https://www.sriranggloves.com/en>



Code of Ethics on Interests and Conflicts of Interest

The Company has regulations prohibiting directors, executives, and employees from using their time during work hours or using the Company's resources for personal business benefits. Furthermore, they must also refrain from situations that might influence work or decision-making or may affect the honesty that such person should have towards the Company, such as using a position in the Company to purchase goods or services, or hiring a family member, friend or acquaintance, including the use of positions in the Company to create influence for personal business gains, etc.

The Corporate Group requires employees at all levels to review and answer the electronic Conflict of Interest Report form every year. In 2024, 100 percent of all directors and executives (according to the definition of the Capital Market Supervisory Board) of the Company responded to the form. Furthermore, every director and executive has also prepared their own Interest Report form as part of the annual review as well.



Code of Ethics on Intellectual Property and Copyrighted Works

Directors and executives have a duty to create awareness for all personnel in the organization to honor and respect the intellectual property rights of others. The Company must legally obtain permission from the person who owns the intellectual property before using said intellectual property. The Company also promotes and supports all employees to create innovations related to the business that are not similar to works that have trademarks, copyrights, or patents of others. Employees are required to be careful not to reveal information and company secrets to outsiders, including not using the Company's intellectual property for personal gain or disclosure without permission from the Company.

The Board of Directors

The Board of Directors consists of the members who have knowledge, capability, experience beneficial to the Company and diversified skills necessary for the Company's business, being loyal, honest, and having the integrity in business operations, including devoting sufficient time to perform their duties for the Company, as well as to possess all qualifications and do not have the prohibited characteristics under the laws.

As of 31 December 2024, the Board of Directors comprised of 12 members that is suitable for the size and business strategy of the Company as follows. In the past year, no independent directors and non-executive directors resigned due to corporate governance issues, and neither the entire group of independent directors nor audit committee resigned. Furthermore, no director committed any misconduct due to ethical difficulties, and there was no news or case of being penalized, accused, or taking civil action by regulatory agencies against corruption.

Name of directors	Age	Gender	Position	Executive Director	Non-Executive Director	Independent Director	Date of Appointment
1. Professor Dr. Weerakorn Ongsakul	57	Male	Chairman (Independent Director) / Chairman of Audit Committee / Chairman of Remuneration Committee / Member of Nomination Committee/Member of Risk Management Committee		✓	✓	31 May 2019
2. Mr. Kitichai Sincharoenkul	65	Male	Vice Chairman/Member of Nomination Committee / Member of Remuneration Committee / Member of Executive Committee		✓		1 April 2019
3. Dr. Viyavood Sincharoenkul	69	Male	Director / Chairman of Executive Committee		✓		1 April 2019
4. Mr. Anan Pruksanusak	70	Male	Director / Member of Executive Committee		✓		1 April 2019
5. Mr. Veerasith Sinchareonkul	40	Male	Director / Chairman of Risk Management Committee / Member of Executive Committee		✓		1 April 2019
6. Mr. Vitanath Sincharoenkul	34	Male	Director / Member of Executive Committee /Chairman of Corporate Governance and Sustainable Development Committee / Chief Branding Officer / Chief People Development Officer and Chief Sustainability Officer	✓			1 April 2019

Name of directors	Age	Gender	Position	Executive Director	Non-Executive Director	Independent Director	Date of Appointment
7. Ms. Jarinya Jirojkul	53	Female	Director / Member of Risk Management Committee / Member of Corporate Governance and Sustainable Development Committee / Member of Executive Committee / Chief Executive Officer (CEO)	✓			1 April 2019
8. Ms. Thanawan Sa-ngiamsak	46	Female	Director / Member of Risk Management Committee / Member of Corporate Governance and Sustainable Development Committee / Chief Financial Officer (CFO)	✓			1 April 2019
9. Mr. Chia Chee Ping	56	Male	Director / Chief Marketing Officer	✓			1 April 2019
10. Mrs. Unakorn Phruithithada	67	Female	Independent Director / Member of Audit Committee		✓	✓	31 May 2019
11. Gen. Bundit Boonyapan	66	Male	Independent Director / Member of Audit Committee / Chairman of Corporate Governance and Sustainable Development Committee / Chairman of Nomination Committee / Member of Remuneration Committee		✓	✓	25 December 2020
12. Mr. Thanatip Upatising	64	Male	Independent Director		✓	✓	7 April 2022

Remarks:

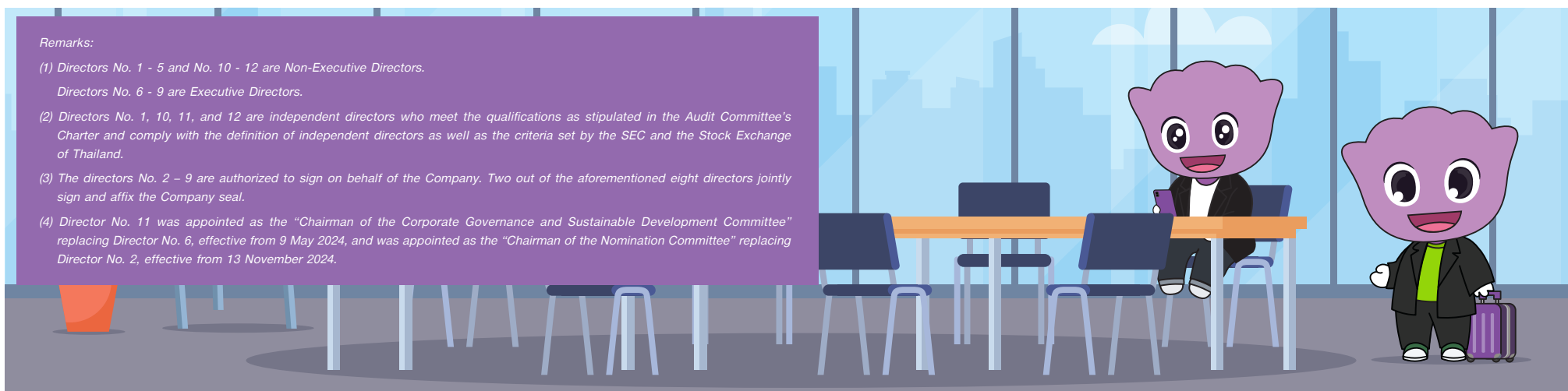
(1) Directors No. 1 - 5 and No. 10 - 12 are Non-Executive Directors.

Directors No. 6 - 9 are Executive Directors.

(2) Directors No. 1, 10, 11, and 12 are independent directors who meet the qualifications as stipulated in the Audit Committee's Charter and comply with the definition of independent directors as well as the criteria set by the SEC and the Stock Exchange of Thailand.

(3) The directors No. 2 - 9 are authorized to sign on behalf of the Company. Two out of the aforementioned eight directors jointly sign and affix the Company seal.

(4) Director No. 11 was appointed as the "Chairman of the Corporate Governance and Sustainable Development Committee" replacing Director No. 6, effective from 9 May 2024, and was appointed as the "Chairman of the Nomination Committee" replacing Director No. 2, effective from 13 November 2024.



Board Skill Matrix and Board Diversity

In 2024, the Board of Directors reviewed the structure, size and composition of the Board of Directors to best suit the purpose of the Company. The Board of Directors reviewed and updated the information in the Board Skill Matrix and Board Diversity tables to ensure the information is current with regards to knowledge and experience, as well as considering whether the qualifications of the selected directors are still consistent with the Company's business strategies and goals, which aim to further develop the

business, develop cutting-edge technology and apply AI, as well as to conduct business in accordance with ESG principles. 75.0 percent of the independent directors have more than 4 years of knowledge and experience in the rubber glove business. In addition, there are directors who are experts in technology and engineering, including sustainable development. The 8th director is a member of the SET ESG Experts Pool of the Stock Exchange of Thailand, etc., with details as follows:

Types of directors

12 Board Members



4 Executive

directors,
33 percent

8 Non-executive

directors,
67 percent

4 Independent

directors,
33 percent

Age

(Demographic Segmentation: Generation)

59-70

6 directors,

50 percent

44-58

4 directors,

33 percent

26-43

2 directors,

17 percent

Gender

Male



9,

75 percent

Female



3,

25 percent

(1 female independent director)

Nationality

Thai,

11 directors

91.67 percent

Foreign,

1 director

8.33 percent

Average Tenure of Directors

In 2024, The Average tenure of directors is

5.45 years.



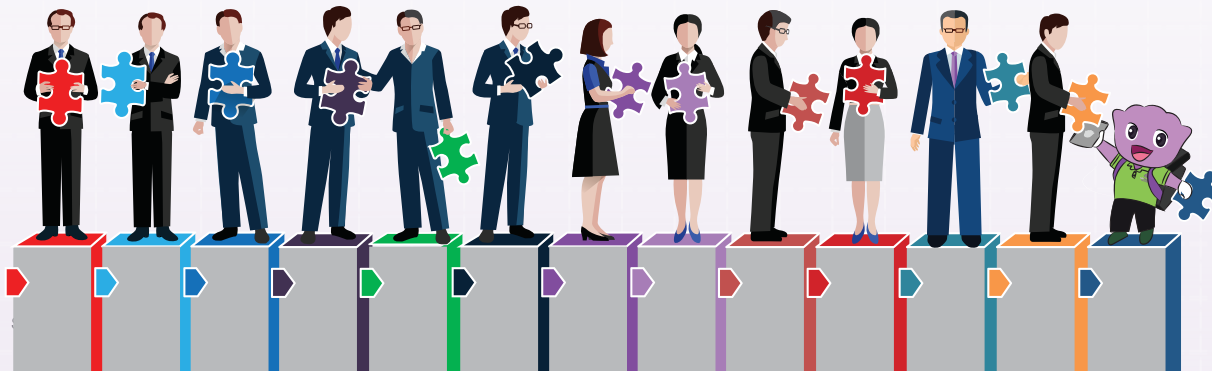
In addition, the Company places importance on the diversity in the structure of the Board of Directors (Board Diversity), including but not limited to, race, religion, national origin, gender, the expertise and experience are useful and consistent with the Company's business operations. The Company believes that

a diverse structure will broaden perspectives and increase efficiency in the Board of Directors' performance and supports the contribution of women on the board of directors. Thus, the Company set the target for the composition of Board of Directors that the board should consist of at least 2 female directors.

Currently, the Board of Directors of the Company is still consistent with the specified target.



List of Directors	Gender	Age	Work Experience in relation to Company's Business	Educations and Experiences											
			Management and Business Administration	Accounting and Finance	Engineering	Science and Technology	Economic	Legal and Political Science	Medical and Public Health	Marketing	Technology and Innovation	Environment and Securities	Risk and Crisis Management	Corporate Governance and Sustainable Development	
1. Prof.Dr. Weerakorn Ongsakul	M	57	●	●	●	●	●							●	●
2. Mr. Kitichai Sincharoenkul	M	65	●	●				●	●					●	●
3. Dr. Viyavood Sincharoenkul	M	69	●	●								●	●	●	●
4. Mr. Veerasith Sinchareonkul	M	40	●	●	●							●		●	●
5. Mr. Anan Pruksanusak	M	70	●	●								●	●	●	●
6. Mr. Vitanath Sincharoenkul	M	34	●	●								●	●	●	●
7. Ms. Jarinya Jirojkul	F	53	●	●			●					●	●	●	●
8. Ms. Thanawan Sa-ngiamsak	F	46	●	●	●			●	●					●	●
9. Mr. Chia Chee Ping	M	56	●	●	●						●	●		●	●
10. Mrs. Unakorn Phruithithada	F	67	●	●	●									●	●
11. Gen. Bundit Boonyapan	M	66	●	●			●				●			●	●
12. Mr. Thanatip Upatising	M	64		●							●			●	●



Separation of the Chairman and the Chief Executive Officer

Positions

The Board of Directors shall determine a clear scope of powers and duties for the Chairman and the Chief Executive Officer to prevent cases where anyone of these two positions to have unlimited power. The Company will have different persons hold the positions of Chairman and Chief Executive Officer. The Chairman will not participate in managing day-to-day operation which is the responsibility of the Chief Executive Officer. This is for the balance of power between the Board of Directors and the management.

Duties and Responsibilities of the Chairman

- (1) Oversee, follow up on and ensure that the Board of Directors performs its duties efficiently and in accordance with the objectives and main goals of the organization;
- (2) Ensure that all directors participate in the promotion of corporate culture of ethics and good corporate governance;
- (3) Set out agenda items for the Board of Directors' meetings in consultation with the Chief Executive Officer and put in place a mechanism to include material issues in the agenda items for the meetings;
- (4) Allocate sufficient time for the management to propose and have a careful debate of the material issues. This includes encouraging directors to exercise careful discretion and express their independent opinions; and
- (5) To promote good relationships among executive and non-executive directors and between the Board of Directors and the management;
- (6) Chairman of the Board of Directors will preside over meetings and ensure that the meetings are conducted in accordance with relevant laws and regulations, as well as the Articles of Association of the Company. Including, time for consideration and discussion will be appropriately allocated for each agenda item sufficiently and properly. Furthermore, directors will be provided with the opportunity to express their opinion and ask questions.

Independence of the Chairman

The Chairman has an important role as the leader of the Board of Directors. It views that independence is an important factor for election of the Chairman. At present, Professor Dr. Weerakorn Ongsakul, an independent director, holds the position of Chairman of Board of Directors.

Duties and Responsibilities of Chief Executive Officer

1. To set out visions and directions for business, business policies and strategies, business targets including work plan and annual budgets for the Company and its subsidiaries and to determine management structure and powers to be proposed to the Executive Committee and/or the Board of Directors for further approval;
2. To communicate visions and directions for business, business policies and strategies that have been approved by the Board of Directors for the senior executives of the Company to adopt them as a framework in devising work plan and in managing business of each work unit;
3. To supervise the business operations of the Company to be in compliance with work plans and laws, rules and regulations of relevant regulatory agencies including regulations and the Company's Articles of Association and to achieve both targeted financial and non-financial operating results;
4. To follow up on, monitor and supervise operating results of the Company, its subsidiaries and to report the same to the Board of Directors of the Company in every quarter, and to identify new business opportunities and to be in charge of business development of the Company and its subsidiaries;
5. To approve expenses and remunerations payable under the budget, work plan and framework approved by the Executive Committee and/or the Board of Directors and the Table of Authority that has been approved by the Board of Directors of the Company;
6. To have the power to issue orders, regulations, announcements, memorandum and rules to ensure compliance with policies for the benefit of the Company and to maintain work disciplines within the organization;

7. To ensure that the Company puts in place an appropriate internal control system in accordance with guidelines given by the Audit Committee and/or the Board of Directors of the Company;
8. To ensure that the Company puts in place an appropriate risk management and control in accordance with guidelines given by the Risk Management Committee and/or the Audit Committee and/or the Board of Directors of the Company;
9. To be in charge of the overview of human resources management of the Company;
10. To consider and approve the employment, termination of employment, promotion, disciplinary action, relocation, adjustment to work ranking, increase in salary or adjustment to salary rates, to consider merits of the Company's employees and to be responsible for the management of these persons in accordance with the directions given by the Executive Committee subject to the budget approved by the Board of Directors of the Company;
11. To approve the engagement of advisers that are necessary for the operations of the Company's business in accordance with the Table of Authority that has been approved by the Board of Directors of the Company and to comply with the requirements of the SEC and the SET;
12. To represent the Company in the public relations of the Company particularly with respect to the enhancement of networks and good image of the organization both nationally and internationally;
13. To promote appropriate and regular communication with shareholders and to ensure that disclosures of the Company are transparent and meet relevant standards;
14. To have the power to sub-delegate and/or to assign other persons to perform certain task on behalf of the Chief Executive Officer. Such sub-delegation and/or assignment shall be within the scope of powers provided under the relevant Powers of Attorney and/or shall be in accordance with rules, regulations or orders given by the Board of Directors and/or sub-committee and/or by the Company.

The assignment of powers, duties and responsibilities of the Chief Executive Officer or any persons delegated by the Chief Executive Officer shall not result in the Chief

Executive Officer or persons delegated by the Chief Executive Officer being able to approve transactions in which they or persons with possible conflict of interests (as defined under the Notification of the SEC and/or the Notifications of the Capital Market Supervisory Board and/or the SET and/or relevant regulatory authorities) may have a conflict of interests or may benefit in any way or may have such other conflict of interests with the Company or its subsidiaries. Exception is in case where the approval is for transactions that are in compliance with the policies and requirements approved by the meeting of shareholders or the Board of Directors of the Company, which are for the normal course of business and have normal commercial terms in compliance with the Notifications of the SEC and/or the Notifications of the Capital Market Supervisory Board and/or the SET and/or relevant regulatory authorities.

15. To perform such other tasks and duties that are assigned by the Board of Directors and/or sub-committees subject to rules and regulations and the Articles of Association of the Company, securities law and relevant notifications, regulations and requirements of the Capital Market Supervisory Board, the SEC and the SET.



Corporate Governance and Sustainable Development Committee

The Board of director has appointed the Corporate Governance and Sustainable Development Committee to perform the duties in considering and determining the policies and guidelines in relation to principles of good corporate governance, business ethics, anti-corruption, social responsibility, and sustainable development, which will establish a management governance system with transparency and fairness in order to develop trusts for stakeholders, create added value and enhance competitiveness for the sustainable growth of the Company.

As of 31 December 2024, the Corporate Governance and Sustainable Development Committee consists of 4 members including 1 independent director, representing 25 percent and 3 executive directors, representing 75 percent. The Chairman of the Corporate Governance and Sustainable Development Committee is an independent director, as follows:

Name	Position
1. Gen. Bundit Boonyapan	Chairman of Corporate Governance and Sustainable Development Committee (Independent Director)
2. Mr. Vitanath Sincharoenkul	Member of Corporate Governance and Sustainable Development Committee
3. Ms. Jarinya Jirojkul	Member of Corporate Governance and Sustainable Development Committee
4. Ms. Thanawan Sa-ngiamsak	Member of Corporate Governance and Sustainable Development Committee
5. Ms. Thanravee Thanonworaphong	Secretary of Corporate Governance and Sustainable Development Committee (Acting)

Remark:

- Director No. 1 was appointed as the “Chairman of the Corporate Governance and Sustainable Development Committee” replacing Director No. 2, effective from 9 May 2024.
- Ms. Thanravee Thanonworaphong was appointed as the Secretary of Corporate Governance and Sustainable Development Committee (Acting), effective 4 December 2024.

Duties and Responsibilities of the Corporate Governance and Sustainable Development Committee

- (1) To consider, determine, and review policies and guidelines in relation to principles of good corporate governance and business ethics to be in line with the international standard practices and to propose to the Board of Directors for consideration and approval.
- (2) To consider, determine, and review the Corporate Social Responsibility (CSR) Policy and Anti-Corruption Policy and to propose to the Board of Directors for consideration and approval.
- (3) To consider, determine, and review the vision, mission, objectives, strategies, risks, and opportunities related to sustainable development of the Company, including the policies and guidelines for sustainable development to be in line with business operation of the Company and to propose to the Board of Directors.
- (4) To suggest, promote, and support business operation of the Company in accordance with the principles of good corporate governance, business ethics and other related policies of the Company completely and efficiently.
- (5) To promote and communicate the awareness and understanding of policies and guidelines regarding principles of good corporate governance, business ethics, social responsibility, and other related policies to the directors, executives, employees, and related persons, as well as to monitor the implementation of such policies and guidelines.
- (6) To supervise and monitor performance related to corporate governance and development for sustainability, as well as to take care of reporting and oversee the disclosure of the information of the Company’s sustainable development in the form of sustainability report or other media as appropriate.
- (7) To consider, review and revise the Charter for the Corporate Governance and Sustainable Development Committee at least once a year and propose the same to the Board of Directors for consideration and approval.
- (8) To seek advisers or persons who are independent to express opinion or give recommendations as may be necessary.

- (9) To perform other tasks as may be assigned by the Board of Directors with the consent from the Corporate Governance and Sustainable Development Committee.
- (10) To supervise, inspect, and follow up on the Company's management operations related to climate change, including setting, reviewing, and improving related policies and/or guidelines, and managing said climate risks as well as giving consideration in setting guidelines and strategies for operations and activities to reduce greenhouse gas emissions.

For the role in management related to climate change and greenhouse gas emissions, which are important goals that the Company aspires to for sustainable business operations, the Board of Directors has assigned the Corporate Governance and Sustainable Development Committee, of which all its members, are required to supervise, inspect, and monitor, as well as set policies and guidelines for management operations related to climate change and greenhouse gas emissions. In addition, the Risk Management Committee requires all its members to also be assigned to supervise and monitor the risks and opportunities of such issues. Moreover, the Company requires the Risk

Management Committee and the Corporate Governance and Sustainable Development Committee to meet at least once a year to assess risks related to sustainable business operations, prepare audit plans and internal controls that cover and are consistent with the Company's significant risks. The participation of the organization's top executives, namely the President and CEO, in the Corporate Governance and Sustainable Development Committee results in clear guidelines and strategies that are appropriate for the business in constantly changing contexts. It also results in close and effective monitoring of operations and management of climate change risks, as well as determining activities to reduce greenhouse gas emissions in collaboration with the Net Zero Working Group, the Environmental Systems Working Group, and relevant agencies both inside and outside the organization.

Details of the governance structure, roles, and responsibilities of the Board of Directors, management, and various departments related to climate change and the company's greenhouse gas emissions can be found in the annual report on page 182 on the company's website: <https://www.sritrangloves.com/en/investor-relations/downloads/yearly-reports>



Report of the Corporate Governance and Sustainable Development Committee

The Board of Directors has appointed the Corporate Governance and Sustainable Development Committee to perform the duties of considering and determining the policies and guidelines in relation to principles of good corporate governance, business ethics, anti-corruption, social responsibility, and sustainable development. The Committee is also responsible for overseeing climate change-related issues and reducing greenhouse gas emissions. This leads to a management governance system established with transparency and fairness in order to develop trust for stakeholders, create added value and enhance competitiveness for the sustainable growth of the Company. The Corporate Governance and Sustainable Development Committee consists of 4 directors as follows:

1. Gen. Bundit Boonyapan Chairman of Corporate Governance and Sustainable Development Committee
2. Mr. Vitanath Sincharoenkul Member of Corporate Governance and Sustainable Development Committee
3. Ms. Jarinya Jirojkul Member of Corporate Governance and Sustainable Development Committee
4. Ms. Thanawan Sa-ngiamsak Member of Corporate Governance and Sustainable Development Committee

In 2024, the Committee held a total of 6 meetings, with all members attending, representing an attendance rate of 91.67 percent. (For individual director attendance statistics, please see Section 8: Corporate Governance Performance Report, Sub-Section 8.1.2 – Meeting Attendance and Remuneration.) Summary of Key Duties Performed by the Corporate Governance and Sustainable Development Committee as follows:

- Reviewed and approved the Stakeholder Prioritization and Materiality Topics and acknowledged the Stakeholder Engagement performance of the Company for the year 2024.
- Oversaw and monitored sustainability performance, including the 2024 climate change action plan.

- Acknowledged the assessment results and gap analysis of good corporate governance based on the Corporate Governance Report of Thai Listed Companies (CGR) by the Thai Institute of Directors (IOD) and international standards, including the ASEAN CG Scorecard (ACGS), Corporate Sustainability Assessment (CSA) by S&P Global, and FTSE Russell's ESG Scores; reviewed and approved policy and operational improvements to enhance assessment results continuously; and reviewed the adoption of sustainability disclosure requirements in accordance with IFRS S1 and IFRS S2 financial reporting standards.
- Reviewed and oversaw the disclosure of corporate governance and sustainability information in the 56-1 One Report and the 2024 Sustainability Report, ensuring that the disclosures were accurate, complete, and in compliance with the regulatory requirements set by relevant authorities, as well as aligned with national and international sustainability disclosure standards.
- Reviewed and revised the Company's policies, Code of Conduct, and practices to ensure alignment with the current operations of the Company, while enhancing performance to meet both national and international corporate governance standards. The policies and practices approved by the Corporate Governance and Sustainable Development Committee and proposed to the Board of Directors for review and approval in 2024 are as follows:
 - o Corporate Governance Policy
 - o Code of Conduct
 - o Anti-Corruption Policy
 - o Whistle blowing Policy
 - o Policy for the Prevention of Conflict of Interests
 - o Social and Labor Policy
 - o Corporate Sustainability Policy
 - o Practices on the Receipt of Gifts, Assets or Other Benefits
 - o Anti-Corruption Policy Guideline



- Reviewed the vision, mission, goals, and strategies of the Company to align with the Company's business operations, promote good corporate governance, and serve as a guideline for the sustainable business practices of the Company and its subsidiaries.
- Reviewed the Charter for Corporate Governance and Sustainability Development Committee with no amendments, as it was deemed to remain aligned with the duties and responsibilities of the committee members, good corporate governance policies, as well as the vision, mission, goals, and strategies of the Company, along with national and international sustainability standards.
- Reviewed the application of the 2017 Corporate Governance Code for listed companies issued by the SEC, as well as national and international corporate governance standards, to ensure their appropriate adaptation to the business context. This will help ensure comprehensive coverage and alignment with key developments in corporate governance principles.
- Acknowledged the Company's corporate governance performance for the year 2024 to monitor the effectiveness of compliance with the corporate governance policy, code of conduct, as well as domestic regulatory requirements and international standards.
- Reviewed and approved the corporate governance and sustainability plan for the year 2025, along with scheduling the Corporate Governance and Sustainability Development Committee meetings in advance to align with the established operational plan.
- Reviewed and approved the performance report and acknowledge the performance evaluation results of the Corporate Governance and Sustainable Development Committee for the year 2024, which achieved a score of 97.60 percent, rated as "Excellent" This evaluation result reflects that the Committee has effectively and comprehensively performed its duties and responsibilities in accordance with its charter and the assignments from the Board of Directors.

Gen. Budit Boonyapan
Chairman of Corporate Governance and
Sustainable Development Committee

Independence of the Board of Directors from management

The Board of Directors will have a proportion of executive directors and non-executive directors that reflects an appropriate balance of power. The number and qualifications of independent directors are in accordance with the criteria of the SEC Office and the Stock Exchange of Thailand, including assurance that independent directors are able to work effectively with all committees and are able to express their opinions independently.

Development of directors

The Board of Directors has provided oversight to ensure that each director has knowledge and understanding of their roles and responsibilities as well as the nature of business operations and the laws related thereof, as well as ensuring that directors receive necessary training and knowledge development on an ongoing basis.



Assessment of Directors' Performance

The Company has arranged for the assessment of performance of the Board of Directors on an annual basis, both individual evaluation and group evaluation, as well as an evaluation of the performance of the subcommittees, in order to consider and review the performance, problems and obstacles in each year to be used to develop and improve their performance in various aspects.

Assessment of the Performance of Sub-Committees

To be in line with the good corporate governance principle, the Board of Directors conducts an assessment of its annual performance through both individual evaluation (Self-assessment) and group evaluation (As a Whole), as well as the assessment of the performance of the subcommittees and Chief Executive Officer. The assessment forms are based on the form of SET and designed for the Company's business. The assessment result will be used as a framework for reviewing the performance, problems and obstacles as well as bringing suggestions to further develop and improve their performance while taking into account director remuneration. The Company Secretary will provide and collect the self-assessment forms of the Board of Directors, Sub-Committees, and Chief Executive Officer. After receiving the assessment result of each director, it will be calculated for total average score and report such result to the Board of Directors' Meeting for acknowledgement. The method and criteria of assessment is provided in table below.

Assessment of the Performance of the Board of Directors (Group Evaluation)	Assessment of the Performance of the Board of Directors (Individual Evaluation)	Assessment of the Performance of Sub-Committees
1. Structure and Qualifications of the Board of Directors	1. Fiduciary Duty to manage the Company's business operations in the best interest of the shareholders	1. Structure and Qualifications
2. Roles, Duties and Responsibilities of the Board of Directors	2. Structure and Qualifications of the Board of Directors	2. Performance of Duties
3. Board of Directors' Meetings	3. Board of Directors' Meetings	3. Meetings
4. Performance of Directors	4. Roles, Duties and Responsibilities of the Board of Directors	4. Roles, Duties and Responsibilities
5. Relationships with the Management	-	5. Training / Source of Information
6. Personal Development of Directors and Executives	-	-

The assessment results of the Board of Directors and Sub-Committees for the year 2024 are summarized as follows:



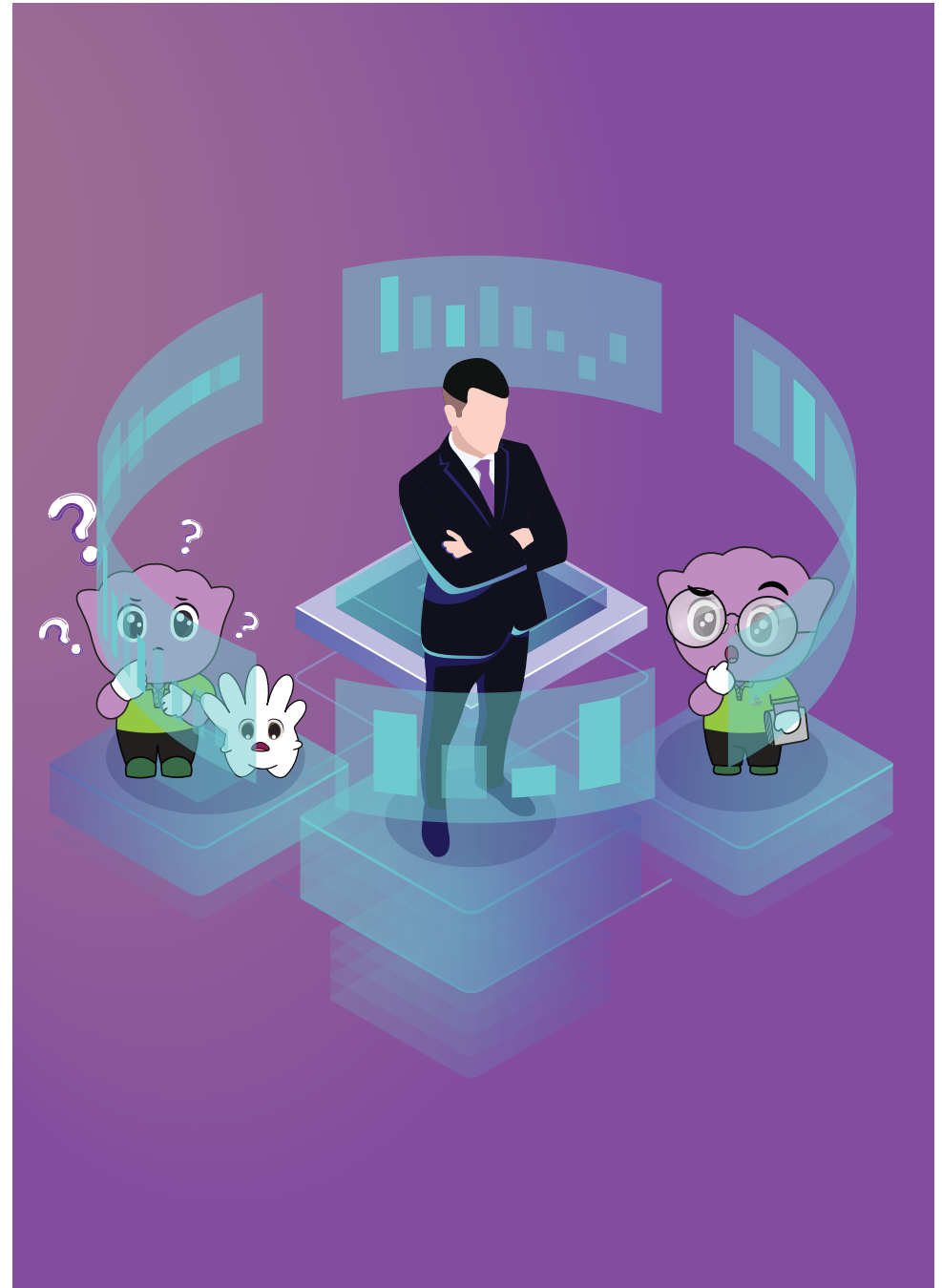
The summary of the evaluation results for the Chief Executive Officer *in 2024 shows an average score in the 'very good' range, equal to 89.09%*

Prevention of the Use of Inside Information

The Group Company operates their business with transparency and realize the importance of the use of inside information. In order to comply with the Securities and Exchange Act, including various regulatory requirements, the Company has set policies for the use of inside information and methods to prevent directors, executives including those holding executive positions in accounting or finance who are department managers or higher or equivalent, and employees of the Company and subsidiaries from using confidential and/or inside information of the Company and subsidiaries which has not been disclosed to the public, for their personal benefit or the benefit of others, either directly or indirectly, and regardless of whether they are rewarded or not, including the use of such information for trading in the Company's securities.

Prevention of Conflict of Interests

The Board of Directors ensures that the conflict of interests is managed and monitored and will put in place guidelines on practices for such transactions to be in compliance with procedures and disclosure requirements under the law while interested parties do not participate in the decision making. In this regard, the Company sets out the Policy for the Prevention of Conflict of Interests based on the principle that the decisions of entering into any transactions must be conducted in the best interests of the Company and its shareholders. All actions with possible conflict of interests with those of the Company shall be avoided. The directors, executives and employees are required to strictly comply with such policy.



Anti-Corruption (GRI 3-3)

The Group Company conducts its business with integrity by adhering to the principle of corporate social responsibility and respect for all stakeholders based on the good corporate governance and its Code of Business Ethics including policies and guidelines on treatment of stakeholders. The Company is committed and aspired to combat all types of corruption. To ensure that the Company puts in place a policy which sets out appropriate accountability, practices and regulations of actions to be taken to prevent corruption in all business activities of the Company and to ensure that all business decisions and operations which are exposed to corruption risks are treated and implemented with prudence, the Company prepared this 'Anti-corruption Policy' as a written guideline on clear business practices and corporate development towards sustainability. The Anti-corruption Policy shall apply to the subsidiaries, associated companies, other companies which the Company has the controlling power, and business representatives. This policy has been approved by the Board of Directors. The addition details of the anti-corruption policy and practices as the anti-corruption policy can be found at <https://www.sritranggloves.com/en/corporate-info/corporate-governance/anti-corruption>

In addition, the Company has used communication channels within the organization to create accurate knowledge, understanding and raise awareness in this matter to the Company's personnel and the related persons, which will lead to the creation of corporate culture that opposes such all aspects of corruptions. Such corporate culture will serve as a robust foundation crucial to sustainable business organization developments going forward.





If you witness any Fraud Corruption Unfair practices or have other Complaints

within Sri Trang Gloves (Thailand) Plc. and its subsidiaries, please report via:

- 1 Company Secretary or Secretary to the Audit Committee**

By postage or by hand
Sri Trang Gloves (Thailand) Plc.
No. 110, Kanjanavanit Road, Pahtong, Hat Yai, Songkhla 90230


Telephone
Company Secretary +66 2207 4500 ext. 1406
Secretary to the Audit Committee +66 7434 4663 ext. 331

Email
stgt_corporatesecretary@sritranggroup.com
- 2 For anti-corruption specific reports:**

Email
anticorruption@sritranggroup.com
- 3 Complaint box**

Complaint box
at factories and branch offices of STGT and PSE
- 4 Website of the Company**

Website of the Company
Scan QR Code



Whistleblowers and those who reject corruption are protected. All information provided will be kept confidential in accordance with the "Whistleblowing Policy" and "Anti-Corruption Policy Guideline"

The significant performance and development of anti-corruption are as follows: Declaration of Commitment to Anti-Corruption

1.

- The Company was certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC) on 30 June 2022, with a validity of 3 years.
- In 2024, the Board of Directors reviewed and approved the amendments to the Anti-Corruption Policy and the Complaint Policy, effective from 14 August 2024, and approved the results of the corruption risk assessment, including measures to prevent corruption risks, which were approved by the Risk Management Committee, and the self-assessment form for development of the anti-corruption system, which was reviewed by the Audit Committee, to be submitted for the first CAC membership renewal (Re-Certification) on 19 December 2024, which is currently under consideration by the CAC.
- The Company has applied to join the CAC Change Agent Project, a special project that the Private Sector Collective Action Coalition Against Corruption (CAC) has invited companies certified by the CAC and focused on expanding the transparent business network to business partners by encouraging their business partners to join the CAC project as members of the SME Certification Project. Such participation has been approved by the Audit Committee and the Board of Directors on February 17, 2025, and the Company applied to join the project on 26 February 2025. In addition, the Company has sent a letter of intent to each business partner and customer to consider joining the network and lodging their intention to join in the same way as the Company in cooperating to prevent and combat all forms of corruption.

2.

Setting up the anti-corruption policy and various guidelines which covers the hospitality and entertainment, expenses receiving gifts, assets, or any other benefits, charitable donations or supports to other agencies or organizations, guideline on political contributions, guideline on facilitation fee, and guideline on employment of government officers including promoting “No-Gift Policy” before new year’s festival through internal and external communication channels such as dissemination of media in various areas of all factories, intranet system, and the Company’s website at www.sritranggroup.com

3.

Setting up the whistleblowing policy and channel to receive complaints from the third parties and employees of the Company. The Company has announced the whistleblowing channel for third parties on the Company’s website and also provided the protection for whistleblowers.

4.

Setting up the risk assessment procedure. The corruption risk is assessed on an annual basis and such assessment results are reported to the relevant committee for acknowledgement.

5.

Organizing a training session and post-training test regarding the anti-corruption policy and other relevant guidelines and procedures for the executives and all employees of the Company. Such training session is in the form of e-learning which is a part of the Code of Conduct training and 100% of the Company’s executives and employees have passed the training as well as to arrange training sessions on “Anti-Corruption policy and relating procedures” for every new employee on the orientation day.

6. Following-up the assessment of compliance with anti-corruption policy and assigning an Chief Internal Audit Officer, who is independent and directly reports to the audit committee, shall have the duty and responsibility to audit and review compliance with policies, guidelines, table of authority, rules, regulation, and laws including requirements of relevant regulatory authorities to ensure that the control system is appropriate and sufficient to address possible anti-corruption risks and report to the Audit Committee.

7. A contact channel is provided for external parties to inquire, offer suggestions, or file complaints related to corporate governance and business ethics. Inquiries can be made via email at stgt_corporatesecretary@sritranggroup.com, which is directed to the company secretary.

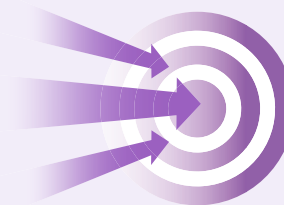
8. The Company has announced the suspension of gift acceptance during the New Year and other occasions through its website, www.sritranggloves.com, to express its commitment and communicate to all stakeholders, including business partners, customers, affiliated companies, and external parties.

9. Participation in activities with external organizations as follows:

- The CAC working group of the Company participated in the live broadcast of the 2024 National Anti-Corruption Day event under the theme “Transparent Corruption: ESG...G is there but invisible” organized by the Anti-Corruption Organization of Thailand on 6 September 2024. This was to unite efforts in the campaign against corruption.
- As a member of the CAC, the Company submitted an Info Graphic “No Gift Policy” to express its commitment and communicate the policy of not accepting gifts during any festive occasion. The CAC will distribute this content through all of its social media channels to promote it on behalf of the Company.



Goals



- Employees successfully completed the Business Ethics and Anti-Corruption training, with a 100% pass rate on the e-testing.
- The Company has continuously maintained its anti-corruption certification.





2024 Performance Results

- Employees have completed the Business Ethics and Anti-Corruption training and passed the e-testing with a 100% success rate.
- The Company has continuously maintained its anti-corruption certification from the CAC.
- No breaches of business ethics were reported.
- No complaints regarding corruption were received, and the Board of Directors has been informed accordingly.

Whistleblowing

The Company provides channel through which all groups of stakeholders may report any violation of the law, rules and regulations of the Company, the Code of Business Ethics and the Code of Conduct including any financial misreporting and deficiency in internal control system of the Company. The report to the Company shall be made based on facts without any unsubstantiated accusation. The Company also provides protection for whistleblowers who act in good faith. Such measure aligns with the UN Guiding Principles on Business and Human Rights (UNGPs), which address the principles of Protect, Respect, and Remedy concerning business activities and human rights.

Whistleblowers may report complaints or incidents to the Board of Directors through the Company Secretary or the Audit Committee through the Secretary to the Audit Committee, an independent body, via any of the following channels as they consider appropriate for the circumstances:

 By postage or by hand	 Telephone or Email
Contact Person: The Company Secretary Address: Park Ventures Ecoplex, Unit 1701, 1707-1712, 17th Floor No. 57 Witthayu Road, Lumpini District, Pathum Wan Sub-district, Bangkok 10330 Contact Person: The Secretary to the Audit Committee Address: 110 Kanjanavanich Road, Pah Tong Sub-district, Hat Yai District, Songkhla Province 90230	Contact Person: The Company Secretary Telephone no: +66 2207 4500 ext. 1406 Email address: stgt_corporatesecretary@sritranggroup.com Contact Person: The Secretary to the Audit Committee Telephone no: +6674344663 ext. 331 Email address: anticorruption@sritranggroup.com
 Complaint box	 The Company's website at
at the Company group's factories and branches, HR Employee Relation or by directly report to the units responsible for that issue.	https://www.sritranggloves.com/en/home

Protection for Whistleblowers, Witnesses and Related Persons

To protect whistleblowers who act in good faith, the Company, by persons performing duties in relation to the complaints will keep confidential the information about the whistleblowers and persons giving information. Whistleblowers will have appropriate protections, i.e. there will be no change to nature of work, work location, positions held. Nor will there be threatening, termination of employment or such other unfair practices against the whistleblowers until steps are completed in accordance with this policy even if such action will cause the Company to lose its business opportunity.

Persons being informed of the complaints, or the information thereof, will keep such complaints and information confidential and undisclosed to others unless it is required to be disclosed under the law. If there is any intentional disclosure of information, the Company will impose sanctions in accordance with the regulations of the Company and/or commence legal proceedings, as the case may be.

Procedures

1. Admission of complaints and notification of schedules of complaints handling to the whistleblowers

Whistleblowing Coordinators are required to register any complaints received and the schedule within which the progress of complaint handling will be notified to the whistleblowers. Any incidents that could have a materially adverse impact on the reputation of the Company shall be handled immediately while other cases of complaints may be handled quickly.

2. Fact finding and procedures

If it is found that the matter of the complaints is true and to have caused damage to the Company, the Whistleblowing Monitors shall advise related persons on the appropriate behaviors or practices. Any acts that amount to a disciplinary breach will be reported to the Human Resources Department for further actions in accordance with the rules and regulations of the Company. Information on fact finding, actions taken or sanctions that are imposed will be forwarded to each level of supervisor until the Chief Executive Officer for acknowledgement or further actions. If the subject of the complaints did not commit the breach as accused in the complaint, the procedure shall be closed.

3. Notification of results and summary of complaints

Whistleblowing Coordinators shall notify the whistleblower of the results and prepare a summary report on the details of actions taken in relation to the complaints for submission to the Audit Committee on a quarterly basis.

Complaints Statistic

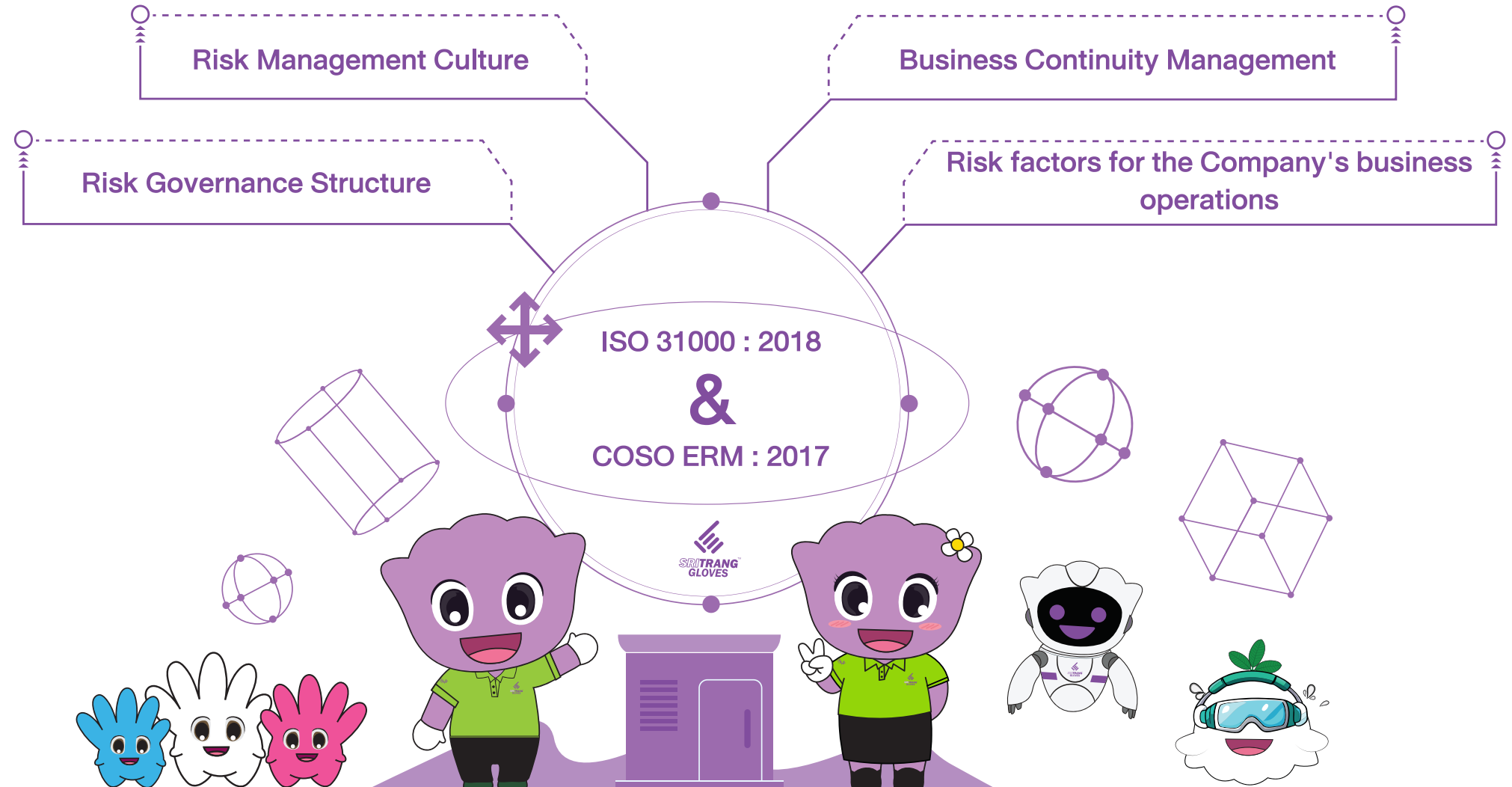
In 2024, the Company and subsidiaries received 1 complaint as follows:

Category	Number of Complaints	Progress
1. Violation of the Code of conduct <ul style="list-style-type: none"> Treatment with stakeholders Ex. Customer Privacy Data Social and environmental Political community Human rights Ex. Discrimination or Harassment Conflicts of Interest Intellectual property and copyrighted works 	- None -	- None -
2. Corruption or Bribery	- None -	- None -
3. Money Laundering or Insider trading	- None -	- None -
4. Others	1 Case	The Company has complied with its internal procedures and has closed the complaint accordingly.
5. Damage and Penalties <ul style="list-style-type: none"> Damage value Penalties <ul style="list-style-type: none"> Layoff or termination of employment Others 	No significance - None - - None - 1 Case	Refer to Item 4

The Company and subsidiaries did not receive any significant damage from such complaint and have already closed it. The Board of Directors and the Audit Committee place an importance on anti-corruption policies and guidelines to create good consciousness and core value in the organization and continue to provide various, concise, and efficient channels for further receiving complaint including promoting processes of improvement to prevent recurrence. More details about “Whistle blowing Policy” are available on the Company’s website. <https://www.sriranggloves.com/en/corporate-info/corporate-governance/anti-corruption>

Risk Management and Business Continuity (GRI 3-3)

The Company realizes the importance of risk management, whether they are risks from internal or external factors, in order to operate the business efficiently and effectively. Therefore, the Company has established a risk management policy and framework, including a governance structure and a risk management culture, by applying risk management principles in accordance with the international standards of ISO 31000:2018 and COSO ERM:2017 to the nature of the Company's business operations and strategic plans to ensure that the Company can drive towards sustainable success.



Risk Governance Structure

The Company has established a risk governance structure, with the **Board of Directors** Directors responsible for overseeing the management of corporate risks by considering both external and internal factors that may affect the Company's business goals. The Board of Directors has appointed a **Risk Management Committee** to consider and determine the risk management policy, as well as supervise and support risk management to achieve the planned objectives. The **Enterprise Risk Management Working Group**, which is under the supervision of the Risk Management Committee, jointly analyzes and assesses corporate risks, as well as supervises and monitors risk management at the departmental level, so that the Company has risk management throughout the organization, both top-down and bottom-up, in the same direction and in line with the corporate risk management objectives.

Risk Management Culture

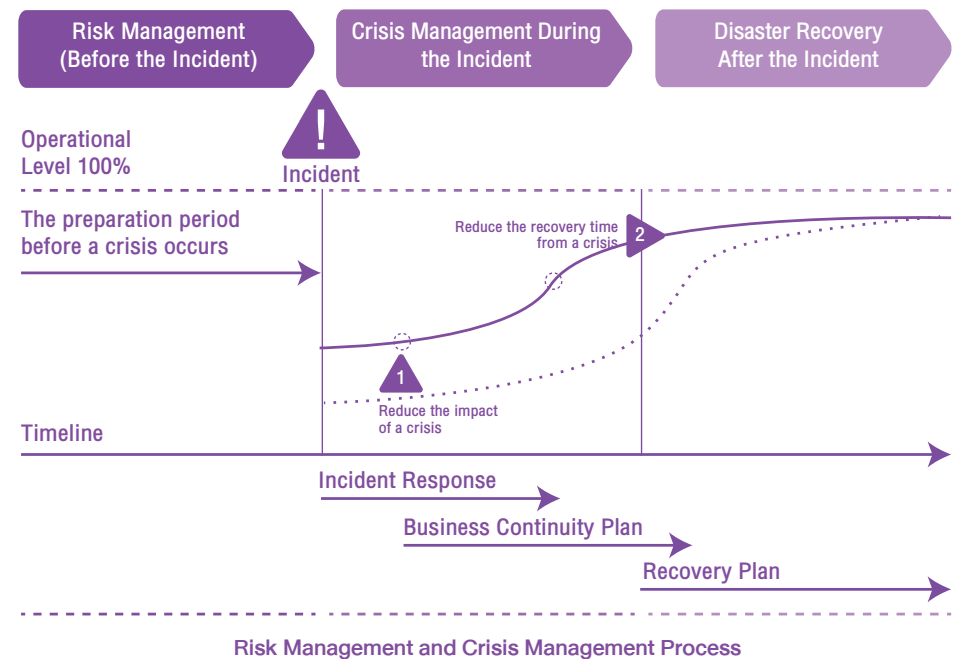
The Company promotes a tangible, continuous and measurable risk management culture by encouraging executives and employees at all levels to be aware of potential risks and to place importance on risk management through various forms of communication, such as e-learning training and public relations on the Company's website. In addition, the Company requires that risk management results be reported and the adequacy of risk management measures used are assessed regularly and reported to the Risk Management Committee, the Audit Committee and the Board of Directors in order to ensure that the overview of risk management within the organization is continuous and sustainable.

Business Continuity Management

The Company has been certified by ISO 22301:2019, which is a Business Continuity Management (BCM) standard from the British Standards Institution (BSI). The Company has regularly rehearsed its business continuity management plan every year, rotating

the rehearsal plan according to the context and environment of each matter at that time. However, every crisis situation that is ranked as a risk that may affect business continuity must be tested for every situation within 3 years in order to enhance preparedness for various events that may occur and cause business disruption. This standard system will assure all stakeholders that the Company can continue its business and deliver quality products in a timely manner to meet customer needs even in a crisis situation.

However, when a crisis occurs, the Company will proceed with the rescue plan and crisis management plan, and announce the Business Continuity Plan (BCP) to ensure that the business operations continue and suffer as little as possible from potential damage. After the situation improves, the Company will proceed with the business recovery plan to return the Company to normal. Overall business continuity management is as shown in the image below.



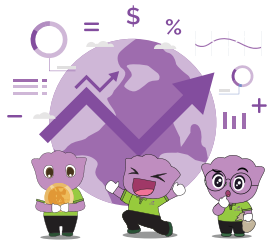
Risk factors for the Company's business operations

The Company has analyzed the business environment both internally and externally, including economic, social, environmental, technological, industrial, competition and other related trends to determine the risk factors that are important to the Company's business operations, including current risks and new risks that may arise in the future, covering environmental, social, corporate governance and economic risks, so that the Company can have measures to manage risks in all aspects that affect business operations. Therefore, the Company has classified risk factors into 4 main groups as follows:

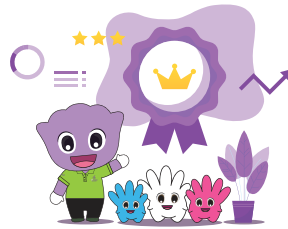
1. Business as Usual Risk



Cybersecurity and Personal Data Protection Risks



Risk from fluctuations in foreign exchange rates



Risk from product quality and safety not meeting requirements



Occupational health and safety risks



Risk from changes in laws or regulations related to the business



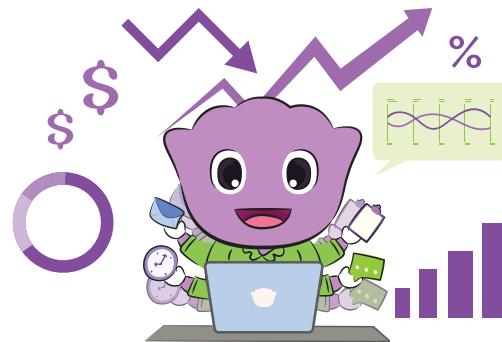
Risk of corruption

(For information on risk management related to current business operations, please see the 2024 Annual Report page 90)

2. Strategic Risk



Risk of high competition in the business, both from major manufacturers and distributors of the same product type, potentially making it impossible to compete



Risk of selling prices not reflecting fluctuating production costs

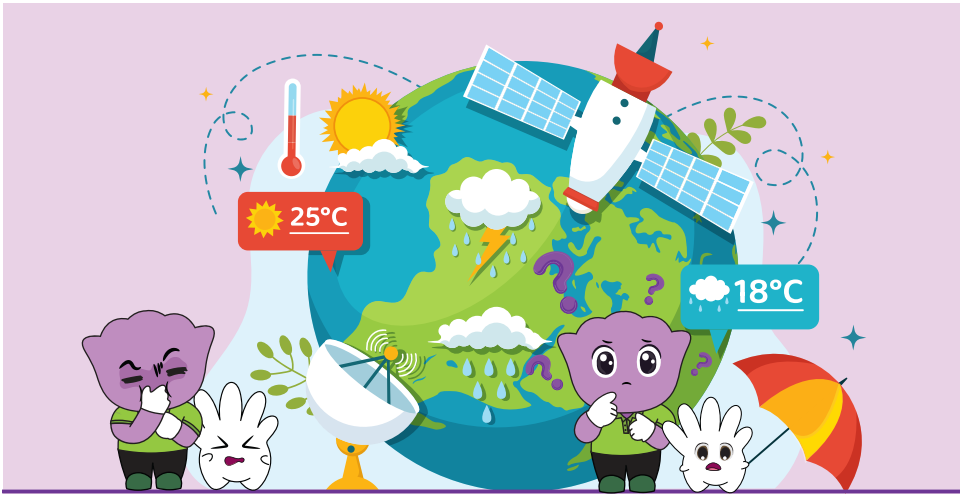


Risk of shortage of key raw materials or other services important to business operations due to reliance on key trading partners

(For information on risk management related to achieving strategic goals, please see the 2024 Annual Report, page 96)

3. Emerging Risk

3.1 Risks from climate change



Risk details:

At present, climate change events are continuously occurring around the world, including extreme hot and cold weather, frequent severe storms, heavier than usual rainfall, or even unprecedented cold weather, which have resulted in droughts, floods, and changes in various ecosystems. These events are caused by various factors, including global warming, deforestation, greenhouse gas emissions, and industrial pollution, resulting in unavoidable environmental problems. Therefore, manufacturers in all industry supply chains are focusing on actions to reduce greenhouse gas emissions and waste, increasing the use of renewable resources, reusing resources, and creating business processes in the value chain that are traceable, such as products that do not come from deforestation, having environmentally friendly production processes, and not being involved in unethical environmental or social practices. In the past, strict regulations and new standards have been set by various agencies, such as the EU Deforestation Regulation (EUDR), to push for changes in consumer behavior and production to be more mindful of such issues.

The above incidences may affect the Company's operations, whether it is shortage

of raw materials, shortage of water due to drought, prolonged absence of rain, or insufficient supply of firewood, which is an energy source in the production process, due to weather variability, including the risk of flooding, which may affect the transportation of raw materials or the delivery of finished products to customers, including the travel of employees to work at the Company's factories.

In addition, if the government or international trade imposes stricter controls on greenhouse gas emissions and waste disposal, whether through the issuance of new regulations or the introduction of carbon taxes or any other additional costs related to such matters, the Company may require more investment than originally planned to manage such greenhouse gas emission and waste controls. Furthermore, if the Company is unable to comply with the requirements set by the relevant agencies within the specified timeframe and volume, the Company may face higher expenses or costs in operating its business.

Risk Type: Environmental

Source: Natural factors

Root causes of risk: Climate change or changes in laws or introduction of new legislation to promote and support the control of greenhouse gas emission and waste discharge.

Business Impact:

- Increasing severity of climate change may result in business disruptions from floods, droughts and shortages of raw materials (latex), as well as damage to property and employee safety.
- The Company's image and credibility from greenhouse gas management operations not meeting the set goals.
- The Company's operating costs increase due to environmental policies, whether it is the introduction of new technologies into the production process or the reduction of various emissions.
- If the Company does not comply with the newly enforced regulations, it will not be possible to distribute gloves made from natural rubber to some market segments, which may cause the Company to lose business opportunities, such as in the case of the announcement of the European Union's Deforestation Regulation (EUDR).

Business Opportunities:

- The Company's product can be an alternative product for non-EU countries that prioritize reduction of greenhouse gas emissions.
- EUDR compliant products can be priced higher than non-EUDR compliant products.
- The ability to adapt quickly or create products that meet the requirements of reducing greenhouse gas emissions and reducing waste can increase a company's customer base and sales ahead of its industry competitors.

Trend Analysis:

The Company conducts meticulous and regular analyses of various internal and external risk factors to identify the significant impacts of climate change on its business operations. The Company studies, researches, and analyzes data from various sources to set assumptions, goals, and strategic plans for its business operations, enabling it to adapt and respond to stakeholders' expectations appropriately and efficiently. Such issues are discussed in meetings of the operations team, the management, the Corporate Governance and Sustainability Development Committee, and the Board of Directors.

Time frame of impact: Short to medium term (0 - 7 years)

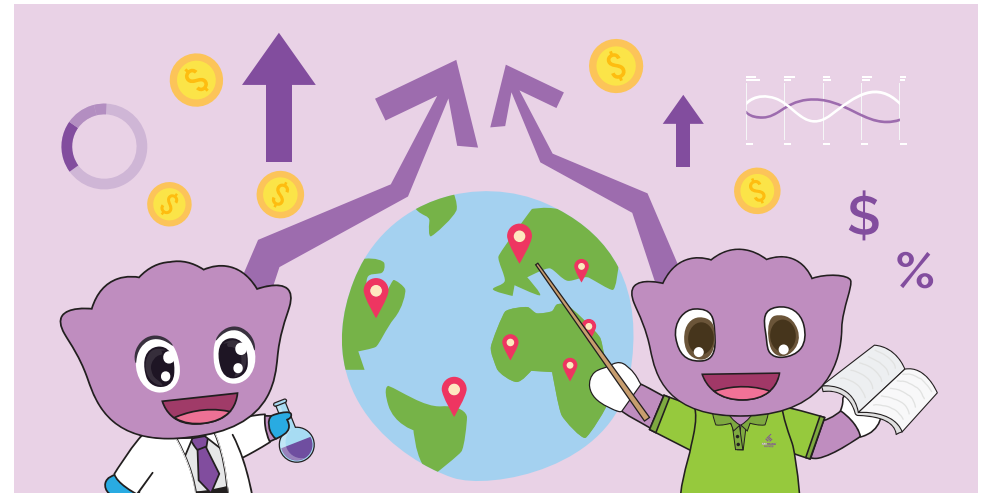
Types of impact: Environmental and economic

Measures to address risk factors and opportunities: In order to be in line with the overall supply chain goals and to be able to reduce greenhouse gas emissions that affect climate change, as well as expand implementation into the value chain in the future, the Company has set the following measures:

1. Establish policies and operational frameworks to serve as the mechanism to support investment in low-carbon projects and help improve operations in reducing greenhouse gas emissions, such as the use of renewable energy sources such as solar energy, etc., to reduce energy consumption and greenhouse gas emissions.
2. Quantify the organization's carbon footprint, identify significant sources, and implement measures to reduce the Company's greenhouse gas emissions, such as energy management to increase production efficiency, etc.
3. Join the Thailand Carbon Neutral Network (TCNN) established by the Greenhouse Gas Management Organization (Public Organization) and join the projects of the Greenhouse Gas Management Organization (Public Organization) such as T-VER and LESS.

4. Monitor performance, review strategies and GHG emission reduction targets, and continuously improve operations to comply with policies, regulations and requirements.
5. Find sufficient funding sources to meet the requirement of funds to develop and support operations to reduce greenhouse gas emissions in line with the Company's targets.

3.2 Geopolitical Risk



Risk details:

From the past to the present, international conflicts have a tendency to occur continuously and become more severe, encompassing religious, ethnic, economic, and historical disputes. Such events may lead to international wars (both armed and trade wars) and may affect the Company's exports, sales, income, production costs, and transportation.

Risk type: Economic

Source: Geopolitical and macro-economic factors

Root cause of the risk:

- International political or religious conflicts
- Trade war

Business impacts:

- If there is a war between countries or religions along the Company's transportation route, it may render the Company unable to deliver products to customers or may delay the delivery of products to customers.
- If a trade war erupts, the Company's ability to export products to that country may be affected, whether in terms of volume, tariffs or trade barriers, or loss of competitiveness, which may affect the Company's revenue, market share and costs.

Business opportunities:

If the destination country that imports the Company's products has a policy of imposing trade barriers, such as setting tariffs or limiting import quotas in said country, etc., on the Company's competitors, it may result in the increase of the Company's exports to that destination country and may cause the Company's revenue to increase accordingly.

Trend analysis:

The Company has analyzed various internal and external risk factors to identify the significant impacts on business operations from various geopolitical risks, whether they are international, religious, or even trade conflicts, whereby data from various sources are carefully studied, researched and analyzed, especially in countries where the Company has sales, in order to determine assumptions, possibilities, management approaches, and strategic plans for conducting business to be able to adapt and respond to the expectations of stakeholders appropriately and efficiently.

Time frame of impact: Short term (0 - 3 years)

Type of impact: Economic

Measures to address risk factors and opportunities:

- Adjust strategic plans according to the situation.
- Adjust transportation routes according to the situation.
- Study the prospect of diversifying production bases and product distribution to new countries to reduce risks arising from the concentration of production bases or product distribution.
- Diversify the sources of raw materials in each region.

4. Environment Social and Governance and Economy Risk

4.1 Environmental Risk Factors: Risks of greenhouse gas emission reduction and energy management not going as planned



Risk details:

The impact of greenhouse gas emissions results in climate change, which causes physical risks such as flooding and drought, etc., which significantly affect business operations, e.g. business disruptions due to shortages of important raw materials and shortages of water in the production process. Therefore, the Company supports the reduction of greenhouse gas emissions. If the Company cannot reduce greenhouse gas emissions as specified, it may affect stakeholder confidence and the Company's reputation. In addition, costs may increase due to legislation related to carbon taxes. Furthermore, energy management is another way to reduce greenhouse gas emissions, such as using energy-saving equipment, improving work processes, and using solar energy.

Risk Type: Environmental

Source: Factors related to business operation

Root causes of the risk:

- The funding sources are not sufficient to support the relatively high investment to reduce greenhouse gas emissions.
- Results of investments in greenhouse gas emission reduction are not as expected.
- The adoption of technology or renewable energy is insufficient, which results in greenhouse gas reduction not achieving the target.

Business impacts:

- Loss of competitive opportunities.
- Lack of confidence among stakeholders.
- Additional costs in the future from carbon tax legislation.

Business opportunities:

- Having alternative products for non-EU countries that are focused on reducing greenhouse gas emissions.
- EUDR compliant products can be priced higher than non-EUDR compliant products.
- It can create a good image for consumers and may result in sustainable increase in income.

Trend analysis:

The Company has analyzed various internal and external risk factors to identify significant impacts on business operations that may cause impacts regarding greenhouse gas emission reduction and energy management to not go as planned. Therefore, the Company has conducted field surveys on potential impacts on the environment and examined the opinions of all stakeholder groups in order to set assumptions, goals, and business strategies to be able to adapt and respond to stakeholder expectations appropriately and efficiently.

Time frame of impact: Long term (> 7 years)

Impact type: Environmental

Measures to address risk factors and opportunities:

- Proactively identify significant GHG emission sources and identify ways to reduce GHG emissions through carbon footprint assessment.
- The Company has been monitoring access to new technologies and innovations that can reduce greenhouse gas emissions, such as joining the Greenhouse

Gas Management Organization (TGO) and the Thailand Carbon Neutral Network (TCNN), etc.

- The Company is seeking additional low-cost funding sources to support its ongoing greenhouse gas reduction activities and machinery.
- The Company promotes various activities such as reforestation, etc., to enhance its Carbon Credit.
- The Company has a plan to expand such resources as solar cells and Cogeneration, etc., to help reduce greenhouse gas emissions and energy consumption in the future.

4.2 Social Risk Factors: Risks of the Company's inability to implement human rights measures in its supply chain



Risk details:

The Company realizes the importance and potential impacts of human rights issues on its business operations throughout the value chain in order to prevent and reduce risks, as well as build trust among stakeholders. The Company operates in accordance with the United Nations Framework and Guiding Principles on Business and Human Rights (UNGPs) based on three principles: Protect, Respect, and Remedy.

If the Company's supply chain is unable to adapt or respond to business operations in accordance with respect for human rights, it may affect the trust of the Company's stakeholders.

Risk type: Social

Source: Social factors and business operation

Root causes of the risk:

- The Company and/or its business partners use labor that is not in compliance with certain laws.
- The Company and/or its business partners treat employees unfairly.
- The Company's and/or its business partners' production processes may have negative impacts on the surrounding community and environment or may not comply with the law.

Business Impact:

- Conflict arises with relevant agencies.
- Stakeholder confidence is reduced, leading to a negative image and reduced competitiveness.

Business opportunity:

Promoting and enabling the supply chain to respect all aspects of human rights can create a good image among consumers and may result in sustainable increased income.

Trend analysis:

The Company has monitored and analyzed future trends in human rights situations by considering developments in human rights situations around the world, such as the increasing situation of child labor or child sexual abuse, etc., and from surveying opinions from the Company's stakeholders so as to analyze the information and determine the strategic plan for the Company's business operations and the Company's supply chain to comply with the principles of respecting human rights appropriately and correctly. The Company has supported and encouraged its business partners to apply the practices of respecting human rights at a standard similar to the Company's to ensure that business partners in the same value chain as the Company share the same business standards.

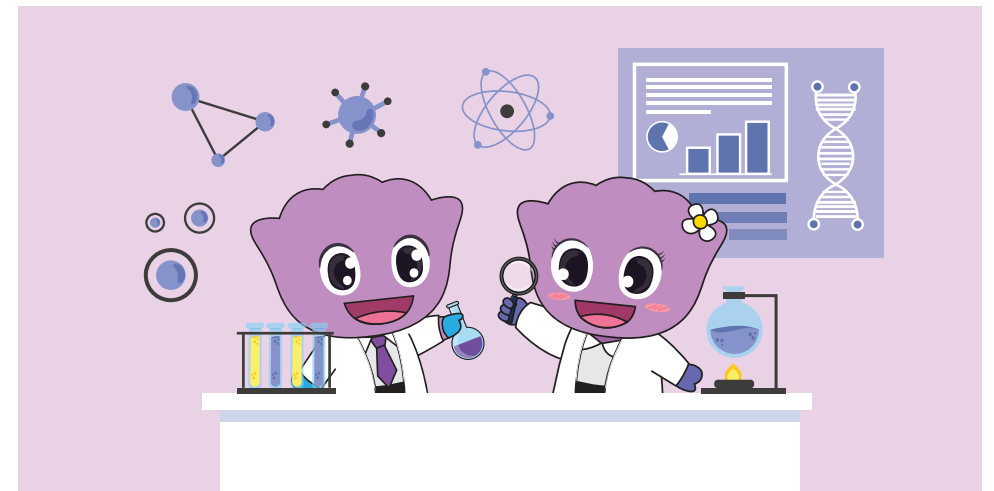
Time frame of impact: Short to medium term (0 - 7 years)

Impact type: Human rights

Measures to address risk factors and opportunities:

- Establish human rights practices according to International Labor Organization (ILO) standards.
- Conduct comprehensive Human Rights Due Diligence in accordance with the UN Guiding Principles on Business and Human Rights: UNGP.
- Channels are provided for communicating human rights issues with employees and stakeholders, including channels for reporting clues or complaints about human rights violations that may arise from operations related to the Company.
- Join The Sedex Members Ethical Trade Audit (SEDEX) to implement SEDEX's standards for the ethical treatment of employees and labor throughout the system.
- There is an evaluation and selection process, as well as an annual monitoring and assessment of business partners, both self-evaluation and Onsite Audit, especially for critical suppliers.

4.3 Corporate Governance and Economic Risk Factors: Research and development risks



Risk details:

The Company focuses on and supports research and development, including new product development, production process efficiency improvement, and energy conservation within the organization to create innovation at the product and work process level. The Company's innovation must have positive changes and proceed in a better direction, which may involve risks in developing new products that may not meet customer needs and/or stakeholder expectations, possibly resulting in revenue not being as targeted and increased costs if new regulations are not complied with.

Risk type: Governance and economic

Source: Social and technological factors

Root causes of risk:

- The tools and technology used in the operation are outdated.
- The Company's process of following up on new laws or adapting to legislative changes is slow.
- The process for reviewing regulations or patents may not be rigorous, possibly leading to non-compliance with the law.

Business impacts:

- The product does not meet customer needs and may result in a loss of competitive opportunities and market growth, which may reduce the company's revenue.
- Additional costs are incurred if new regulations cannot be met.

Business opportunity:

The Company is able to generate sustainable income

Trend analysis:

The Company has analyzed various internal and external risk factors to identify significant impacts on business operations related to the launch of new products, both from customer demand and from various pain points, which tend to go in different directions. It has also considered various factors in product manufacturing, such as chemical data according to various regulations registered in each country, changes to existing standards and issuance of new standards related to products, or the search for modern technology to support operations, including the examination of patents

registered in each country before starting testing, etc., in order to respond to customer expectations appropriately and efficiently.

Time frame of impact: Medium to long term (> 3 years)

Impact type: Economic

Measures to address risk factors and opportunities:

- Regularly check for changes to existing standards and the issuance of new standards related to the product.
- Procure modern tools, equipment and technology to support work processes.
- Check the registered patents in each country before starting the testing or production. If there is any doubt about the patent, it must be checked and receive prior confirmation by the legal department.
- Recruit personnel or external service providers with expertise, such as consultants or private agencies with specialized knowledge, etc.

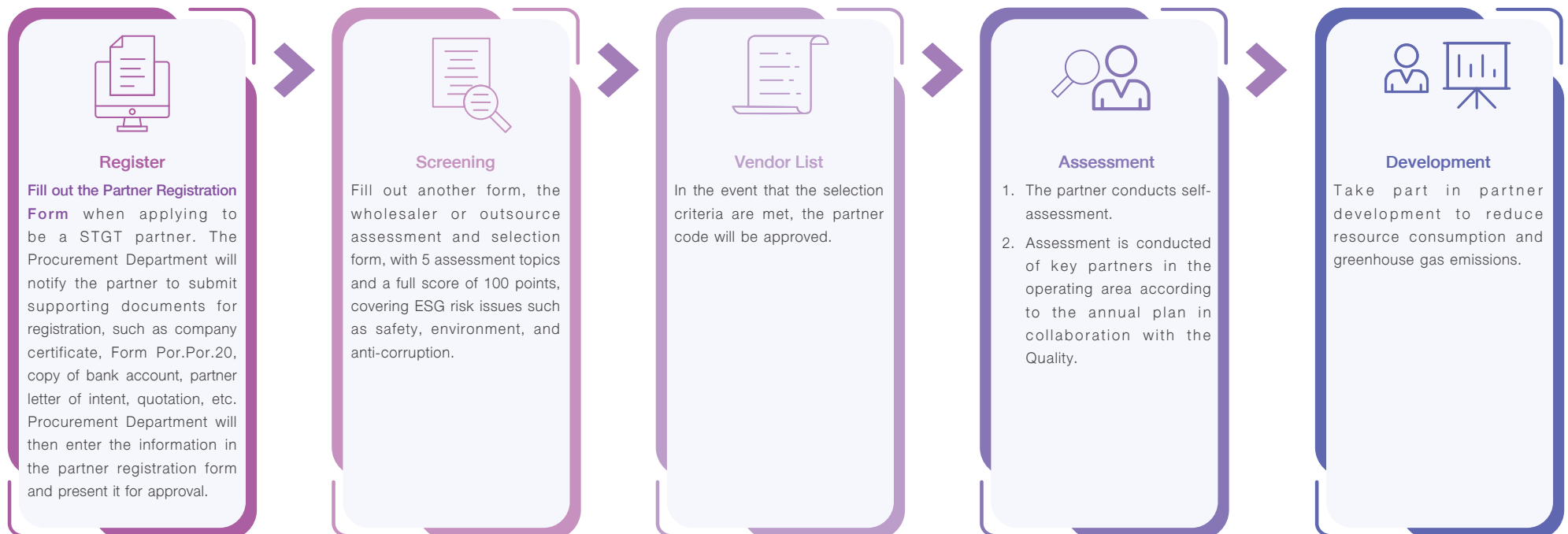


Sustainable Management of Supply Chain (GRI 3-3)

The Company focuses on sustainable supply chain management in accordance with international standards so that the Company's partners operate in line with the Company's sustainability practices, taking into account the management of environmental and social impacts, being ethical in conducting business, labor practices and fair trade, including in assessing risks, operating in accordance with human rights principles, giving attention to environmental impacts and business integrity starting from the fair and sustainable sourcing of raw materials to delivering the highest quality products to our customers.

Procurement and Treatment of Business Partners

The Company has a procurement policy, process and criteria for selecting business partners that are fair, transparent and auditable, which include avoidance of doing business with partners who offer any dishonest benefits, and strict adherence to the code of conduct toward business partners and competitors to prevent monopoly, unfair competition, corruption and promote new vendors. It emphasizes doing business with partners who share the same values as the Company in terms of social and environmental responsibility which require compliance with the guidelines on the method of controlling the procurement process of raw materials and services that specifies selection from the characteristics of products or services according to the needs of users, the appropriateness of the price, along with taking into account the potential environmental impact, focusing on green procurement, purchasing environmentally friendly equipment, energy-saving equipment with label number 5, reducing or stopping the use of substances that cause greenhouse gases, etc. In social dimensions, it emphasizes fair employment, non-use of child labor or forced labor, not violating human rights and promoting knowledge and understanding among partners regarding the shared value of social and environmental responsibility by applying the Supplier assessment form in **the BSCI code of conduct, SMETA (Sedex Members Ethical Trade Audit)** system that covers both social and environmental aspects to the annual assessment of major partners.



The Company prepared a Business Partner Code of Conduct and Guidelines to promote sustainable business operations among its business partners in accordance with the Company's business practices. This code of conduct is also an opportunity for the Company and its business partners to embrace shared values and participate in social and environmental development to create growth and sustainability together. In this regard, the principles used in the preparation of the Business Partner Code of Conduct and Guidelines, in addition to the legal/regulatory requirements and the Company's business ethics, are also based on internationally recognized charters and standards by such organizations as the International Labor Organization (ILO) and the United Nations Global Compact (UN Global Compact).

The guidelines for business partners are divided into 4 areas, summarized as follows



1. Good Corporate Governance

The Company operates its business fairly throughout the supply chain, with respect for intellectual property, commitment to anti-corruption, meeting requirements regarding delivery of products or services as well as managing economic, social and environmental risks, including the preparation of business continuity plans.



2. Labor and Human Rights

The Company has policies and practices in protecting against child labor, slave labor and forced labor, fair treatment of workers without discrimination, adherence to labor protection standards and respect for workers' rights to freedom of association and participation in collective bargaining.



3. Occupational Health and Safety

The Company attaches great importance to workplace safety and environment and, therefore, completely provides appropriate personal protective equipment, medical assistance and emergency preparedness training.



4. Environmental Protection

The Company complies with environmental laws and regulations as well as its commitments whereby it supports green operations, selection of **Sustainable Materials**, sustainable energy sourcing, taking into account impact factors and ecosystem diversity as well as the prevention of global warming and taking part in climate change mitigation.

The full version of the Business Partner Code of Conduct and Guidelines is disclosed in <https://www.sritranggloves.com/en/corporate-info/corporate-governance/corporate-policy>

Supply Chain Risk Management

The Company has assessed the risks that may arise from key partners that may potentially affect the operations of the organization, thereby allowing for proper management. The Company has grouped key partners based on the following criteria



1. Trading partner with high trading volume (divided by business group)



2. Trading partner who supplies raw materials, products and provides services that are important to the Company's business processes



3. Trading partner whose number is likely to remain small in the future

Based on the above criteria, major suppliers are divided into 2 main groups, namely raw materials and sub-contracting. In selecting trading partners, the Company evaluates and selects using comprehensive evaluation criteria in accordance with various standard systems that the Company has been certified such as **BSCI, SMETA, ISO 14001, ISO 45001, ISO 22301**, etc. Another example is the issuance of the EU Deforestation Regulation or EUDR which was created to reduce deforestation and labor problems arising from the agricultural sector. In this regard, the Company has already prepared for traceability as well.

In addition, the Company has an annual audit of the quality management system of wholesalers and critical outsources, using the assessment form for auditing based on legal/regulatory requirements related to wholesalers such as **ISO 9001, ISO 13485, ISO/IEC 17025, ISO 14001, ISO 45001, ISO 22000, BSCI Code of Conduct & SMETA, GMP, Halal** and other relevant standards which cover environmental, social and governance aspects, including business continuity management. The frequency of auditing is at least once every 2 years, both auditing by the responsible corporate department and self-assessment by the trading partner. However, for the Critical Outsource group, the wholesaler must be audited at least once every year whereby the Quality System Department arranges a meeting for the relevant parties to review and summarize the supplier list that must be audited each year and create a monitoring plan and conduct audits in the operational area.

In terms of transparency in the procurement system, the Company has an internal audit system and assesses risks that may arise from corruption. In the event that there is no transparency or corruption is detected, the Company will discipline employees according to its regulations and have a **Blacklist** system applied to such suppliers.

Target



of Suppliers were communicated Supplier Code of Conduct and Guideline



of Suppliers completed the Environmental, Social and Governance (ESG) self-assessment questionnaire

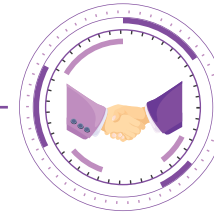


of Suppliers signed acknowledgement Supplier Code of Conduct and Guideline



of Suppliers were assessed for environment, social and governance (ESG) risk in their operating sites

Performance of 2024 (GRI 308-1, 308-2)



Topics	Unit	FY 2024
Tier 1 Suppliers	case	1,505
Non-Tier 1 Suppliers	case	-
Significant Suppliers in Tier 1	case	161
Significant Suppliers in Non-Tier 1	case	985



Topics	Unit	FY 2024
Local purchasing value of goods and services	Million Baht	1,408
Proportion of local purchasing value of goods and services	%	7
Local purchasing value of goods and services (including Latex)	Million Baht	10,854
Proportion of local purchasing value of goods and services (including Latex)	%	52



Topics	Unit	FY 2024
Suppliers signed the agreement to demonstrate their intent for anti-corruption (accumulate)	case	2,074
Suppliers signed the agreement to demonstrate their intent for anti-corruption	case	356
Suppliers were communicated Supplier Code of Conduct and Guideline	%	100
Suppliers signed acknowledgement Supplier Code of Conduct and Guideline	%	100
Suppliers completed the Environmental, Social and Governance (ESG) self-assessment questionnaire	%	100
Suppliers were assessed for environment, social and governance (ESG) risk in their operating sites	%	100
New partners who have passed the company's sustainability screening	case	14

Partnership development

The Company places great emphasis on sharing knowledge, developing potential and enhancing the ability of trade partners' manufacturing and service to meet desired standards. The Company also focuses on clarifying and supervising trade partners to respect human rights and treat their own workers fairly, to be committed to social and environmental responsibility through communication, annual contractor training, study visits, meetings with partners and annual supplier audits with the objective to provide advice, collaboration in problem solving, developing the quality of raw materials and delivery to meet the needs of the Company, including cooperation in sourcing sustainable materials or implement projects/activities to reduce the use of resources as well as conduct annual audits to develop sustainable business operations.

Packaging

Each year, the Company uses a large amount of packaging to contain its products, and customer needs are becoming more diverse. Therefore, in order to effectively meet customer demand, the Company must hold discussions with vendors to develop knowledge and update information on packaging trends, as well as analyze and solve packaging problems encountered each year in order to obtain quality packaging as desired by customers.

The Company's activities in collaboration with packaging vendors include:

- Providing training on packaging knowledge to relevant departments, both in terms of new knowledge and reviewing basic knowledge for employees.
- Holding meetings to discuss, develop and update information about packaging in order to effectively accommodate customer needs.
- The Company has participated in seminars on packaging knowledge organized by the vendors to increase knowledge and update information on the development and trend of packaging



In 2024, the Company continued to organize the Eco-friendly Recyclable Box Project with packaging manufacturers, continuing from the previous year. Details are as follows:

The environmentally friendly circular box project

Normally, the suppliers must pack a inner box (Dispenser) into a outer box/brown paper box (Carton); (“reusable box”). Upon use of the dispenser boxes, relevant departments will collect and return the reusable boxes to the suppliers for repacking dispenser and distribute to our Company.

Performance

1,696,140 pieces



- From the 2024 delivery of the product, if the **reusable boxes** is removed without reuse, the packaging suppliers will need to use paper to produce the boxes approximately 1,696,140 pieces or equivalent to the weight of paper that must be used in the production of approximately 485 tons.

reduce the amount of 848,070 pieces



- From sending the **reusable boxes** back to the suppliers for repacking dispenser, the packaging suppliers can reduce the amount of the outer boxes/brown paper boxes (Carton) with the amount of 848,070 pieces or equivalent to the weight of paper that must be used in the production of approximately 243 tons.

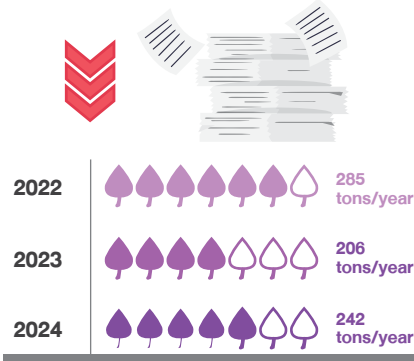
242 tons



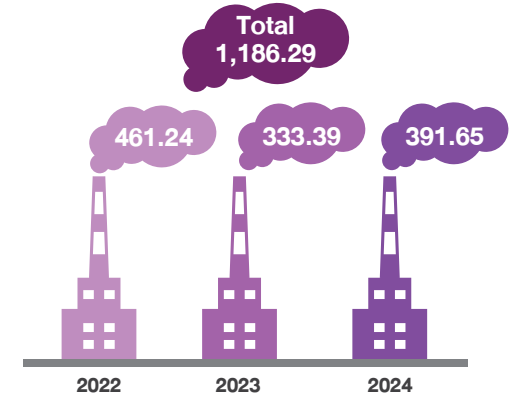
In summary, the Revolving Box project was able to help reduce the Company’s use of paper by up to 242 tons/year

Results of the Project

Amount of paper reduced (tons/year)
Total 733 tons/year



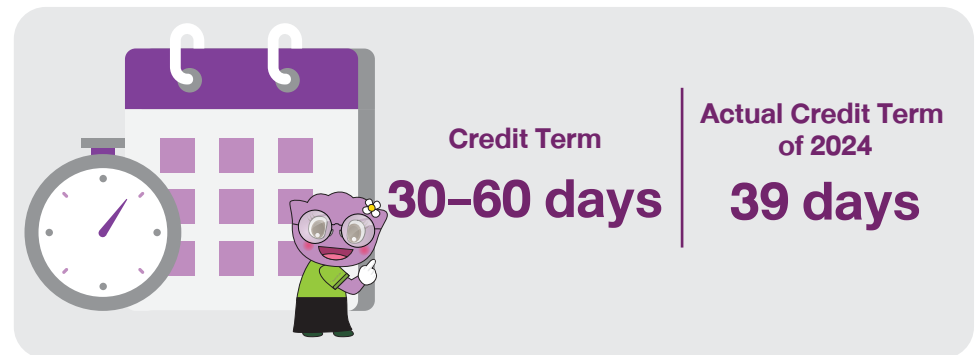
Amount of carbon dioxide reduced
(tons of carbon dioxide equivalent/year.)



Remark: ค่า Emission Factor = 1.6184 kg
(ที่มา: <https://thaicarbonlabel.tgo.or.th/index.php?lang=TH&mod=Y0hKdIpIVmpkSE5mWlcxcGMzTnBiMjQ9>)

Credit Term with Suppliers

The Company values the sustainable growth of business with stakeholders throughout its supply chain. The business terms and conditions must reflect the corporate governance that each supplier is complied with, as well as the quality of products/services under agreed timeline and the responsiveness of the communication and collaborative business development with the Company. The credit terms with any suppliers will be based on abovementioned considerations which incorporate the Company’s creditworthiness, as well as proper liquidity management of both parties. In general, our credit terms with key suppliers are in a range of 30-60 days.



Research, Development and Innovation (GRI 3-3)

The Company realizes that the development of research and innovation will allow the Company's business to grow steadily and sustainably, it therefore focuses on and supports research and innovation development in the areas of new product development, improving the efficiency of production processes, including energy conservation within the organization to create innovation at the product and work process level. The initiative to do things in new ways is not limited to inventing new types of products only, but also includes change in thinking or improving work processes in order to create additional value and/or reduce costs and reduce the use of resources in business operations. The goal of innovation is positive change, to affect change for the better. The Company has guidelines for developing research and inventing innovations as follows:

1. Examine the various processes of the Company's business that are currently in operation to determine whether and how they cause risks or have negative impacts on society or the environment as well as conducting further study to find solutions to reduce such impacts. In addition, the Company will undertake detailed studies, research and analysis into the properties of products, including production and work processes covering all relevant aspects to create opportunities for development, improvement, and invention to discover new business innovations
2. Unveil innovations discovered that are beneficial to society and the environment to encourage other businesses and entrepreneurs to follow suit in order to strengthen and scale up such results of caring for society and the environment
3. Analyze solutions as well as continually and regularly develop existing innovations, thereby creating an opportunity to invent new things in order to respond to customer needs and achieve sustainable business growth



Target

There is at least one innovation project of all 3 objectives per year has been successfully implemented and continuously advancing over the year

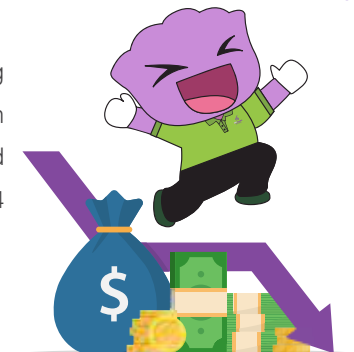


Performance in research and innovation development

Innovation Development Project of 2024 has the main objectives and goals of R&D as follows:

Innovation Development Project in Year 2024		The project has been successfully implemented and continuously advancing over the year
To increase competitive efficiency (increase production efficiency and reduce costs)	84 projects	28 projects
To promote sustainability and environmental friendliness	2 projects	2 projects
To create business opportunities and support new businesses	4 projects	1 projects
Total	90 projects	31 projects

“ For the above projects, there are 37 ongoing innovation research and development projects from the previous year. The company's research and innovation development expenses for the year 2024 amounted to **74 million baht.** ”



Examples of innovation research and development projects

Product related projects

To meet the needs of consumers or users of rubber gloves who have markedly increased as a result of the higher demand of using gloves in various types of work, as well as the Company having to maintain its leadership in the rubber glove industry and operate the business to grow sustainably according to the concept of “Clean World Clean Glove, environmentally friendly gloves that are safe for consumers”, while at the same time adding value to the product. The Company has invented and developed products made from natural rubber with environmentally friendly production processes such as low protein natural rubber gloves. These are gloves made from natural rubber but do not cause allergic reactions to natural rubber protein or skin irritation. There are no heavy metals or residue in the gloves and can be used to touch food. Moreover, no chlorination process is used resulting in no chlorine remaining in the gloves. They are naturally biodegradable and the production process they've gone through helps to reduce greenhouse gas emissions from the use of biomass energy and the reduced use of chemicals.

In 2024, the company continuously developed and enhanced its products to better meet user needs. Examples include surgical gloves that have been adjusted to allow medical personnel to wear double layers more conveniently, natural rubber gloves with double chlorination, black natural rubber gloves, accelerator-free nitrile gloves, and diamond texture nitrile gloves for industrial customers. Additionally, the company produced natural rubber gloves using EUDR latex for European customers. The company achieved sales of 200 million baht for these new products. Furthermore, the company continuously improved the quality of its gloves according to international quality standards and specific quality standards of each country.

Projects related to automation systems

The company has promoted and invested in applying various knowledge and technologies within the organization, including automation and digitalization systems. These have been implemented to increase the organization's productivity, making production more efficient, utilizing limited resources to their maximum potential, reducing labor, lowering production costs, and enhancing data accessibility for quick decision-making. This also boosts market competitiveness. For example, the Gloves Defect Detection project uses vision cameras to detect defective gloves or those not meeting quality standards during the production process. Additionally, the Smart Energy System project employs sensors to collect and monitor real-time energy usage with up to 99% accuracy. This allows the production department to have historical data for quick decision-making when issues arise.



Projects that help promote the environment

The company is committed to growing its business alongside environmental stewardship. Therefore, it continuously develops innovations that align with the company's operational goals. The company has implemented a project to reduce the use of chemicals in the production process, which has resulted in a cost reduction of 50 million baht. Additionally, the company has adopted digitization technology to transform internal data from 'physical format' to 'digital format' in various workflows and documents. Examples include an online document approval system, an application for recording chemical test values in the production process, and an automatic document registration system.

In 2024, the company transitioned 92% of its database from physical documents to digitization by utilizing various technological systems such as the E-Form system. Training sessions were conducted to educate employees on the use of these systems. A data platform was prepared to centralize information into a reliable source, organizing and eliminating duplicate data to enable efficient business decision-making. Additionally, the company implemented the QC Digital Transformation project, digitizing the database using a QR code system to verify information and read related reports. This reduced operational errors and enabled real-time data verification by up to 89%, achieving a paperless QC process. It also improved stock tracking issues. Furthermore, the company collaborated with government organizations to repurpose production waste into value-added products, such as converting defective gloves and cornstarch powder into coasters.

Additionally, the company has promoted the development of intellectual property by filing patents with the Department of Intellectual Property for medical rubber gloves both domestically and internationally. As of December 31, 2024, the company has filed a total of three invention patents.

Human Rights and Non-discrimination (GRI 3-3)

Guidelines for Human Rights Management

The Company places importance on respect for human rights, recognized as a fundamental freedom to which all individuals are entitled. Furthermore, it is aware of the potential negative impacts on stakeholders in the value chain of human rights issues arising from business operations, whether they be employees, business partners, communities and customers. The Company has therefore reviewed its human rights and non-discrimination policies, as well as its social and labor policies, to ensure compliance with international human rights principles and standards, adhering to the UN Guiding Principles on Business and Human Rights (UNGPR), consisting of the principles of Protect, Respect, and Remedy, the Universal Declaration of Human Rights (UDHR), Children's Rights and Business Principles (CRBP), and compliance with the UN Global Compact, including a commitment to protect and respect human rights in various areas to demonstrate its intention to uphold human rights and non-discrimination in conducting business, including respect for gender equality, non-violence, freedom from physical and mental abuse, and sexual harassment, while taking into account social diversity. The Company is monitoring potential human rights risks by conducting a comprehensive human rights due diligence (HRDD) in the business process every 2 years, as well as setting preventive and remedial measures if any impacts from human rights violations are found. In this regard, guidelines and operational frameworks have been established to build confidence in conducting business respectful of human rights for tcknowledgement and execution by the Board of Directors, executives, and employees at all levels, as well as being communicated to business partners to acknowledge and implement accordingly.



In terms of internal management, the Company has set guidelines on fair practices for employees at all levels in accordance with the framework of moral conduct and business ethics, including emphasis on promoting employment of the disadvantaged and disabled, promoting education for children and youths in areas where we operate in order to support the United Nations Sustainable Development Goals, such as eradicating poverty, quality education, decent employment, and reducing social inequality.



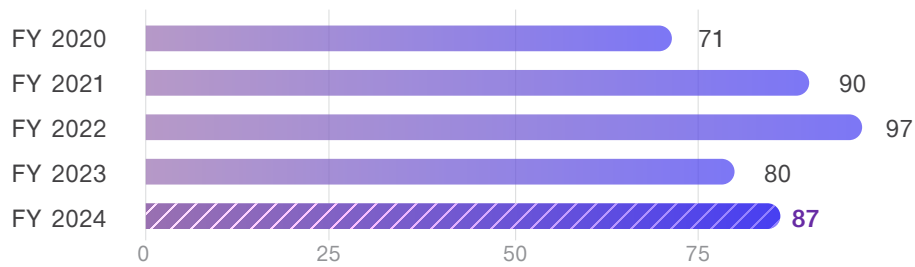
The Company promotes and develops the quality of life of the disabled through employment of disabled persons, both inside and outside the workplace, in accordance with the Act on the Promotion and Development of the Quality of Life of Persons with Disabilities B.E. 2550 (Section 33). In addition to employment, the Company has formalized a plan to visit disabled employees in the field to monitor their development, build morale and provide encouragement. Continuous employment of disabled persons generates income, promotes a better quality of life and the ability to live with people in society with pride, which is in line with the Company's sustainable development approach in terms of human rights.



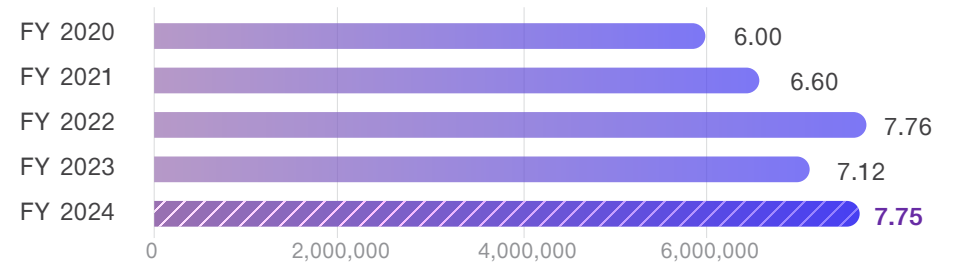
Human Right and
non-Discrimination
policy



Social and
labor policy



Number of disabled persons employed

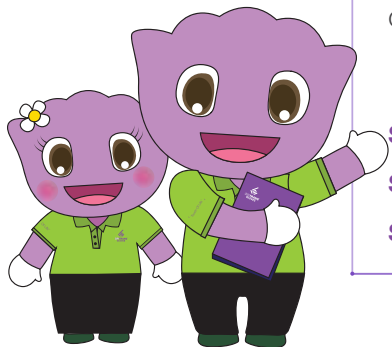





Value of employment of disabled persons (Baht)

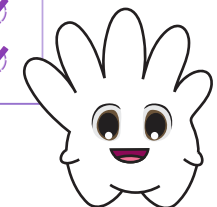
In 2024, the Company will employ employees with disabilities in accordance with the law without paying any contributions.

Certification according to the International Labor Organization’s social and labor ethics standards

The Company is committed to implementing social and labor best practice to demonstrate its intention to conduct business responsibly by respecting human rights and treating workers fairly, in accordance with the principles of the International Labor Organization (ILO) and international principles and standards on human rights, adhering to the UN Guiding Principles on Business and Human Rights (UNGPs). This year, the Company achieved its goals by passing the assessment criteria and receiving certifications based on social and labor ethical standards from external agencies, including amfori BSCI, Sedex SMETA, and ILO 11 Indicators of Forced Labor, covering all 6 branches of the Company.







International Labour Organization Audit	Business Social Compliance Initiative	Ethical Trade Audit
 International Labour Organization Comprehensive system of instruments on work and social policy, backed by a supervisory system	 amfori BSCI Trade with purpose Supply Chain management system international labour standards protecting workers' rights	 SMETA Sedex SMETA the Sedex Members Ethical Trade Audit Ethical audit methodology which encompasses all aspects of responsible business practice.
STGT-HY ✓ STGT-PS ✓ STGT-SR ✓ STGT-CP ✓ STGT-TG ✓ STGT-ANV ✓	STGT-HY ✓ STGT-PS ✓ STGT-SR ✓ STGT-CP ✓ STGT-TG ✓ STGT-ANV ✓	STGT-HY ✓ STGT-PS ✓ STGT-SR ✓ STGT-CP ✓ STGT-TG ✓ STGT-ANV ✓



Respect children’s rights and commit to supporting children’s rights

The Company places importance on conducting business in line with the 10 Children’s Rights and Business Principles (CRBP) covering roles in 3 areas: Workplace, Marketplace, Community & Environment, and the 4 principles developed by UNICEF, UN Global Compact, and Save the Children (GRI 408-1), which are integrated into the Company’s operational strategies as follows:

SHARE Strategy	CRBP Principle	Action
 <p>Sustainable development of supply chain and fair trade</p>	<p>In the Workplace</p> <ul style="list-style-type: none"> ✦ Item 2. Support the elimination of child labor problems in business operations and dealings. ✦ Item 4 Take into consideration child protection and safety in the workplaces and business operations. 	<ul style="list-style-type: none"> » Not do business with companies that use child labor. (Protection) » Base selection and evaluation of business partners using social criteria (no child labor) (Protection) » Undertake comprehensive Human Rights Due Diligence (Protection) » Purchase raw materials certified by FSC™ (no child labor and environmental protection) (Protection and Survival)
 <p>Human rights principles</p>	<p>In the Workplace</p> <ul style="list-style-type: none"> ✦ Item 2. Support the elimination of child labor problems in business operations and dealings. ✦ Item 3. Provide decent work for young workers, their parents and caregivers. ✦ Item 4. Take into consideration child protection and safety in the workplaces and business operations. <p>In the Marketplace</p> <ul style="list-style-type: none"> ✦ Item 5. Ensure that products and services are safe and promote awareness of children’s rights through products and services. ✦ Item 6. Careful use of advertising and marketing media in a way that respects and supports children’s rights. 	<ul style="list-style-type: none"> » Oppose and do not use child labor.(Protection) » Job relocation for pregnant employees (Protection) » No discrimination in hiring (pregnant) employees (Protection) » Provide welfare for female employees who give birth (Survival) » Announcement and implementation of social and labor policies (Protection) » Provide accommodation with good and safe environment for employees (Protection and Survival) » Create safe products, free from contaminants and prohibited hazardous substances (Protection and Survival) » Provide accurate and clear product information, including warnings, in accordance with relevant standards or legal requirements. (Protection) » Refrain from using media or marketing messages that affect children’s rights (Protection)
 <p>Take responsibility and share the touch of love</p>	<p>Community & Environment</p> <ul style="list-style-type: none"> ✦ Item 10. Promote the role of the state and communities in protecting and fostering children’s rights. 	<ul style="list-style-type: none"> » Local School Lunch Program. (Survival) » Support projects and activities to develop children and youths in local communities. (Survival) » Provide assistance to underprivileged children and those affected by disasters. (Survival)
 <p>Environmentally friendly technology</p>	<p>Community & Environment</p> <ul style="list-style-type: none"> ✦ Item 7. Respect and promote children’s rights when engaging in environmental activities, land ownership and use. 	<ul style="list-style-type: none"> » Utilize environmentally friendly production process (Protection) » Reduce water usage in the production process (Survival)

Human Rights Due Diligence: HRDD

The Company has implemented a comprehensive human rights due diligence process to understand the status of its operations throughout the value chain, which will enable it to identify, prevent, mitigate and manage any impacts on human rights that have occurred or may occur in its business operations, in accordance with **the United Nations Guiding Principles on Business and Human Rights: UNGPs** and the guidelines for the comprehensive human rights status examination for listed companies of the Securities and Exchange Commission of Thailand or SEC to be used in conducting comprehensive human rights examinations, which are scheduled to be conducted every 2 years with the following steps.

1. Determining the scope of the audit

The Company has clearly defined the scope of the comprehensive human rights due diligence process to ensure coverage all relevant stakeholders, including at-risk and vulnerable groups such as children, the disabled, women, minorities, migrants, workers hired through third parties, indigenous peoples, local communities, alternative genders, the elderly and pregnant women, etc., in every operational area of the Company or where it has the right to control and manage, including those involved in the supply chain, with the examination being based on relevant human rights issues, such as labor rights, community and minority rights, rights in the supply chain, security, safety, environmental concerns, and the rights of customers and consumers, etc.

2. Identification of relevant human rights issues

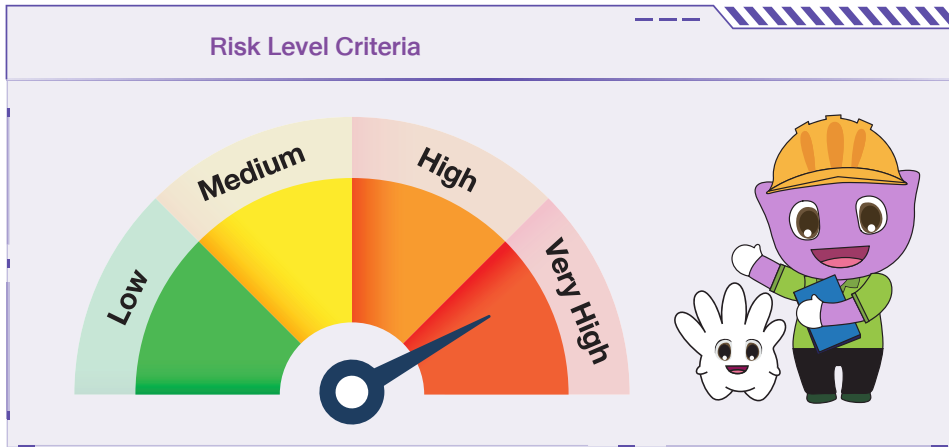
The Company has reviewed various human rights risks throughout the value chain, both in terms of direct activities conducted by the Company itself and indirectly through the operations of business partners, contractors or joint ventures, which may cause human rights violations, including reviewing trends related to human rights in the same industry group in the global market, and organizing them into groups of similar topics to create and improve a comprehensive human rights status checklist (Human Rights Risk Assessment) and assigning relevant parties to jointly identify and assess human rights risks that may arise from operations.

Scope of the Company's human rights risk and impact assessment issues



3. Human rights risk assessment

The Company uses human rights risks identification as prescribed in the Comprehensive Human Rights Checklist as a tool for risk assessment by applying the Risk Matrix as a risk assessment tool that considers the risk level of specific impacts and the likelihood of occurrence criteria for each human rights issue.



Consideration of the level of risk and impact on human rights is divided into 4 levels: namely **low, medium, high and very high risk.**



Criteria for assessing the likelihood of occurrence

The assessment of the likelihood of occurrence is a criterion used in conjunction with risk ranking to enable assessors to make assessment decisions. The assessment criteria for the likelihood of occurrence are divided into the following levels: low, medium, high, and maximum likelihood of occurrence.

In this regard, relevant parties have been assigned to conduct a comprehensive human rights status risk assessment, **covering 100% of the Group's operations.**

As a result of the comprehensive human rights status investigation in the Company's business operations, it was found that there were 2 risk issues as follows:



Environmental rights risks

Air pollution management risks from operations were found, which may have environmental impacts on communities surrounding the factory. The assessment results showed **the risks were at a moderate level.**

Supply chain risk

Risks were found from the Company's inability to implement measures in line with human rights practices throughout the supply chain. The assessment results found that there was a **medium level of risk.**



4. Establishment of mitigation and prevention measures

The Company has established preventive and mitigation measures for possible impacts that may arise from the assessment of human rights risks. These measures serve as a guideline to reduce and control negative impacts to a low or an acceptable level. The Company has prepared preventive and mitigation measures to reduce potential impacts as follows:

Risk issues	Characteristics of potential risks	Preventive and mitigation measures
<p>Environmental rights</p>	<p>Risks in terms of air pollution management from operations that may have environmental impacts on communities surrounding the factory, such as air pollution from the steam production process and air treatment that renders smog and may cause a nuisance to nearby communities.</p> <p>(Moderate risk level)</p>	<ul style="list-style-type: none"> » Improve the treatment system by introducing modern technology, such as: using bag filters instead of multi-cyclone filtering in the boiler, at the old branch plants. » Create an operational plan to continuously monitor air quality in communities surrounding the factory. » Track and monitor the operation and expand the maintenance plan for the machine to be more efficient.
<p>Supply chain risk</p>	<p>The risk that the Company cannot implement measures in accordance with the human rights guidelines throughout the supply chain, for example, regarding respectful use of resources or violation of intellectual property rights, etc.</p> <p>(Moderate risk level)</p>	<ul style="list-style-type: none"> » Add measures to the selection and evaluation process of business partners to encompass more contexts so that there is greater confidence in their implementation. » Increase communication and have all key business partners sign their acknowledgement of and compliance with the Code of Conduct for business partners of the Company. » Establish support measures in cases where it is found that a business partner has acted in a manner that disrespects human rights, such as issuing a warning or considering terminating the business relationship. » Review and update the Supplier Assessment Questionnaire annually to align with international standards.

5. Monitoring and reviewing human rights performance

The Company has set indicators to monitor and review measures to reduce and control negative impacts from human rights risks in all areas that have been implemented, such as the number of complaints received and the remedial actions and outcomes, etc., which are regularly submitted to the management for consideration to ensure that each human rights risk issue has been effectively addressed and prevented. In addition, since human rights issues may change in line with changes

in business activities and stakeholders, the Company therefore regularly reviews its human rights operations, from identification and assessment of human rights risks to the measures to mitigate and prevent impacts arising from said risks, including taking complaints from stakeholders in cases of human rights violations related to the Company's business activities to review, improve, and ensure the efficacy of the human rights performance process at all times.



6. Corrective actions and remediation

The Company realizes the importance of conducting business with respect for human rights. Therefore, it has established guidelines for remediation and measures to redress damages to those who may be adversely affected by the Company's operations, including summarizing lessons learnt to develop preventive measures to avert a recurrence whereby the Company's management considers each matter in the order of operational steps to build confidence and fulfill the commitments made.

Targets	
	<ul style="list-style-type: none"> The Company's business operations have been assessed on human rights risks and impacts at 100 percent. The number of complaints of human rights violations in the organization and supply chain from the Company's operations is zero.
<p>In 2024, the Company's performance pertaining to human rights is as follows:</p> <ul style="list-style-type: none"> The Company's business operations have been assessed on human rights risks and impacts at 100 percent. The number of complaints of human rights violations in the organization and supply chain from the Company's operations is zero. 	

Negotiation

The Company provides opportunities for communication between executives, employees, workers who are not employees (ex. suppliers, contractors, etc.) in negotiating employee and workers benefits with the Company through the welfare committees which comprise representatives elected **by the employees of each of the companies. By 100% of all employees are under a collective bargaining agreement (GRI 2-30, 407-1)**

The Company provides communication channels with employees and stakeholders on human rights issues, including channels for receiving reports or complaints about human rights violations that may arise from the Company's operations.

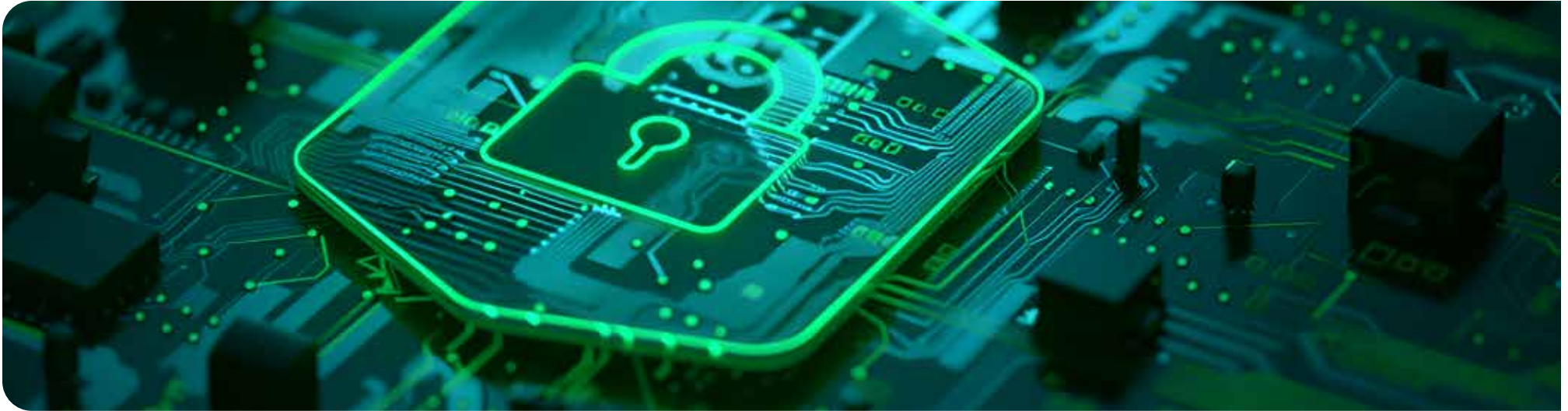
The established channels for receiving complaints and reporting tips are as follows:

- Notification through supervisors, factory manager or human resources department (Head office)
- Sending a letter by post to:

Contact: The Company secretary
Address: Park Ventures Ecoplex Building, Room No. 1701, 1707-1712, 17th Floor No. 57 Wireless Road, Lumpini Subdistrict, Pathumwan District, Bangkok 10330
Contact: The secretary of the Audit Committee
Address: 110 Kanchanawarit Road, Phatong Subdistrict, Hat Yai District, Songkhla Province 90230
- Communicating via electronic mail (E-mail):

Contact: Company Secretary or Secretary of the Audit Committee
E-mail address: stgt_corporatesecretary@sritranggroup.com or anticorruption@sritranggroup.com
- Communicating by telephone:

Contact: The Company secretary
Number: +66 2207 4500 ext. 1406
Contact: The secretary of the Audit Committee
Number: +66 7434 4663 ext. 331
- Placing the complaint or tip into at the company's factories and branch that can be processed via online channels (QR Code) and documents



Personal Data Protection

The Company has set up a committee and a working group to comply with the Personal Data Protection Act B.E. 2562, including appointing a Data Protection Officer of the Company and its corporate group to comply with the law. The Company has established committees and working groups in accordance with personal data protection laws to efficiently carry out related activities in compliance with legal requirements. The focus is on setting policies and guidelines for personal data management, overseeing risk control, preventing data leaks, and developing training policies to raise employee awareness. Additionally, the company continuously reviews and improves data protection measures to align with changing laws and technologies. Regarding operations, the working group, Data Protection Officer (DPO), and managers or representatives of each department will collaborate to create a Record of Processing Activities (ROPA), which specifies the processes for collecting, using, and disclosing personal data. This includes conducting a Gap Assessment, reviewing, and improving related documents and contracts to comply with the Personal Data Protection Act B.E. 2562.

In 2023, the company began using the OneTrust program to enhance the efficiency of personal data management. This program covers the creation and management of Privacy Notices linked to the company's websites and systems, the Consent Form system, and Data Subject Requests (DSAR). It also includes maintaining a Record of Processing Activities (ROPA) with data flow diagrams, and managing personal data breach incidents (Incident Management). All tasks will be carried out under the supervision of the working group and the Data Protection Officer to comply with the Personal Data Protection Act B.E. 2562.

It is noted that the Company has had **no** significant labor disputes, **no** human rights complaints and there were **no** significant violations of social laws or regulations and **no** cases of alleged negative impact on social issues in the past 3 years. (GRI 419-1)

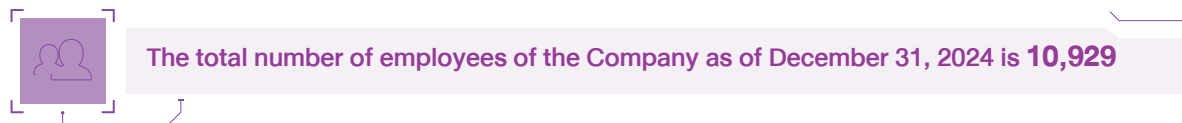
Caring for and Developing Employees' Skills

Recruitment (GRI 3-3)

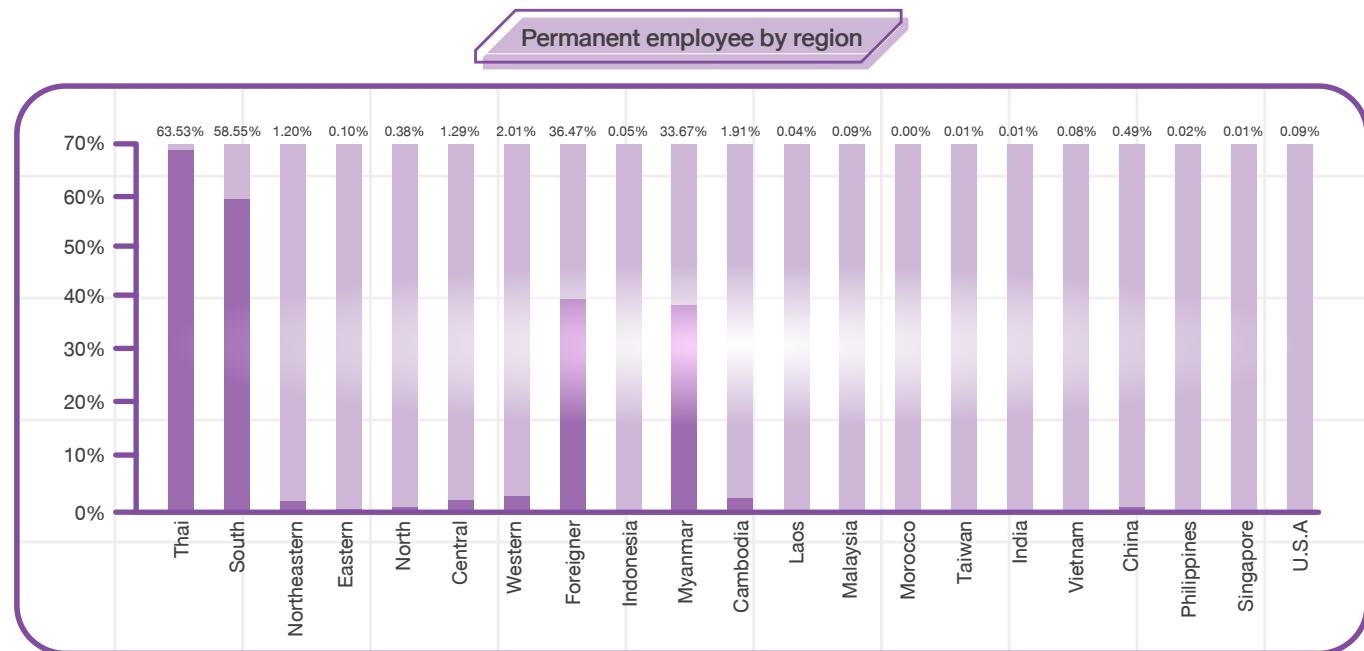
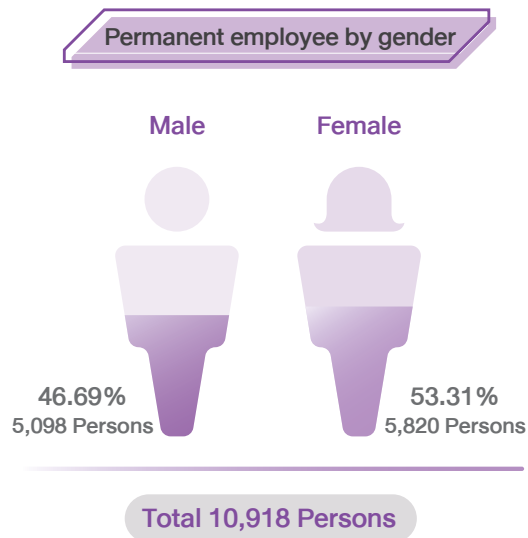
The Company recruits employees with consideration to human rights and non-discrimination in any form, whether due to gender, age, religion, nationality, race, class or disability. The Company has a policy of recruiting from internal personnel through the process of job modification or transfer of work lines in order to foster advancement and growth among employees. For outsourcing, the Company recruits personnel according to the specific job duties for each position, along with measure of EQ or emotional intelligence in order to get employees who are good and competent, suitable for the job position whereby the necessary recruitment details are specified in full through various channels such as the Company's website, various job search websites, open

admission to universities and recruitment in provincial job fairs so that interested parties can choose to apply for the desired position equally.

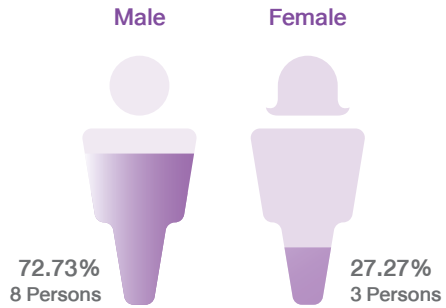
With respect to hiring foreign workers, the Company complies with the law and follows the procedure in accordance with the requirements on recruiting migrant workers from neighboring countries, as well as adopting selection methods, with evaluation of the recruiting agencies and recruiting procedures thereof. The Company also conducts an audit of legal and regulatory compliance in this matter by the Quality System Department once a year.



Performance Results for the Year 2024

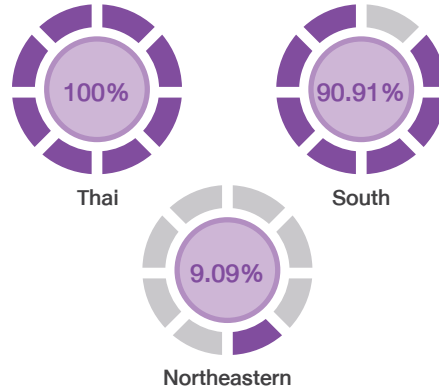


Temporary employee by gender

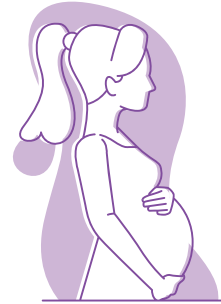


Total 11 Persons

Temporary employee by region



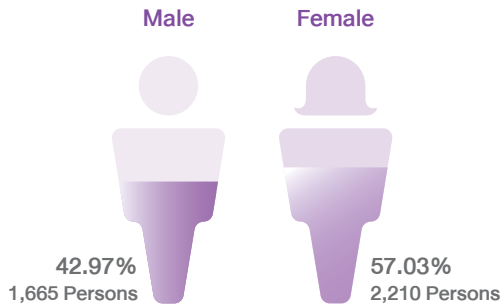
Maternity leave



Maternity leave
168 Persons

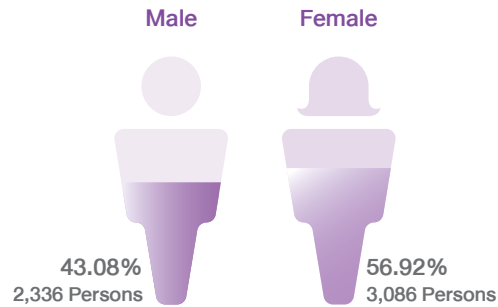
Return after maternity leave
150 Persons

Employee termination by gender



Total 3,875 Persons

New employee by gender



Total 5,422 Persons

New employee by age



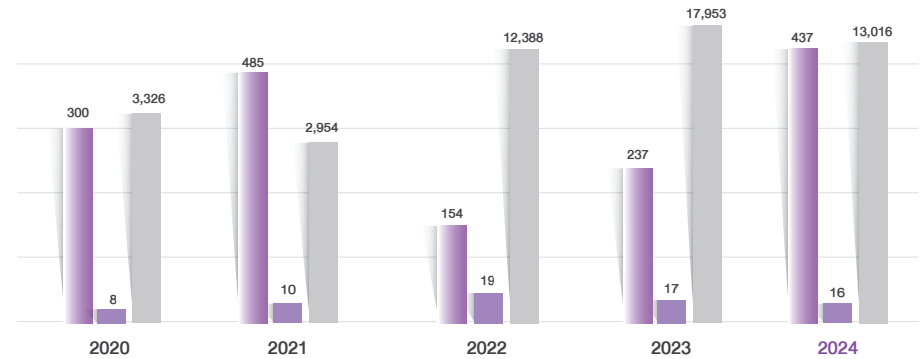
Turnover rate



Turnover rate
3.09%
Voluntary employee turnover rate
1.73%

Monthly Recruitment of New Employees

- New Employment Numbers (Person)
- Internal Job Openings (%)
- The average cost of recruiting new employees (Baht/Person)



Employees' caring (GRI 3-3)

The Company places importance on building a good human resource management system, from recruitment of new employees, standard compensation management, setting goals and plans for development of employee potential to promote career advancement and growth, paying attention to the safety and health of employees and giving freedom and respect to **employees' rights to represent, collectively assemble or negotiating with 100% of all employees** (GRI 2-30). There is a welfare committee in the workplace consisting of employer and elected employee representatives to take part in discussions with employers, both in terms of other welfare besides what is prescribed in basic laws, and activities within the Company. Furthermore, the Company provides channels for listening to the opinions and suggestions from employees at all levels equally and equitably through various channels such as feedback boxes, meetings, questionnaires, etc.

In addition to statutory benefits such as the Social Security Fund and the Workmen's Compensation Fund, employees of the company will receive compensation in the form of overtime pay, special allowances for shift workers, vacation pay, annual bonuses, and basic welfare to ensure a good quality of life. These include employee uniforms, housing allowances, accommodation benefits, per diem for off-site work, health and accident insurance, provident fund (with 57.81% employee participation in 2024), retirement benefits, assistance for employees affected by disasters, Happy Workplace activities, and study tours, among others (GRI 401-2)



Target

The employees satisfaction greater than 85%

(The proportion of employees who respond to the assessment greater than or equals 85% of all employees)

Performance of 2024

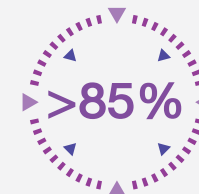
The Company has conducted an annual survey of employees' well-being and commitment to the organization and communicated the results of said survey to employees throughout the organization via email, Intranet and sustainability report, whereby the survey results are as follows:

Employee engagement



FY 2024 86%

The proportion of employees who respond to the assessment



FY 2024 95%

Based on the results of the employee well-being and engagement survey in 2024, the company has implemented the suggestions and feedback from its employees in a concrete manner, with a total of 2 projects as follows:

- 1. Improving the employee parking area by adding covered parking spaces to facilitate employees who park their cars in the company area, with plans to implement this across all branch factories as appropriate for each location



- 2. Improving the landscape and adding recreational areas for employees to create a pleasant atmosphere at the workplace, allowing employees to use the common areas to relax during breaks or before starting work

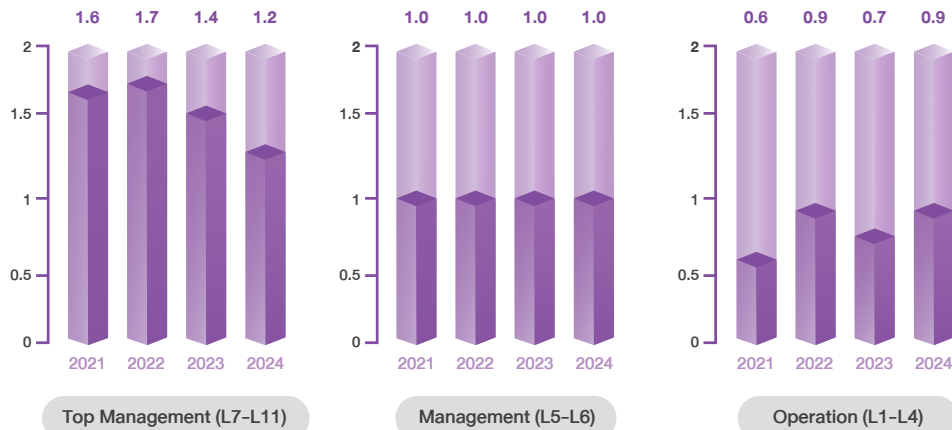
Compensation management

The company provides fair compensation to employees based on performance evaluations and establishes a **KPI (Key Performance Indicator)** system to determine appropriate compensation. This aligns with labor market conditions, cost of living, and the company's performance, both in the short and long term, in the form of salaries, attendance bonuses, and/or performance bonuses. There is gender equality in setting performance indicators for each department. A committee meeting is held to consider the appropriateness of the indicators or goals for each department's performance. In managing compensation and promotions, gender differences are not considered; instead, the focus is on the employees' abilities and performance.

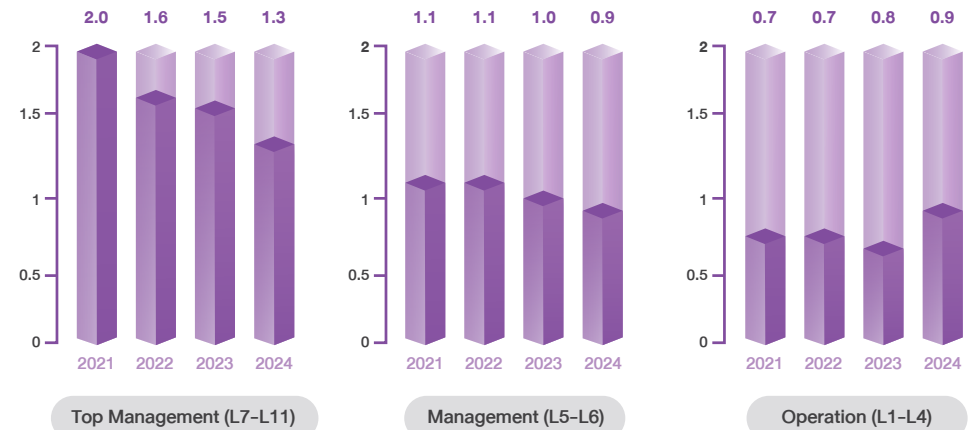
In year 2024, **100% of employees received a performance evaluation based on the Key Performance Indicators (KPIs) of each department**, which regular reviews the performance and career development path (GRI 404-3). In order to manage remuneration appropriately, the Company has conducted a survey on remuneration and welfare to compare with similar industries as well.

Average compensation ratio of female employees to male employees (By level)

Base salary only



Base salary + bonus and other cash incentives



Developing employees' skills (GRI 3-3)

Policy on human resource development

The company places great importance on the development of its personnel, who are considered the most valuable resource of the organization. Continuous development is provided in terms of knowledge, abilities, and skills necessary for current and future job performance. This includes specialized knowledge in areas such as production, engineering, and various technologies. The development methods are modern and comply with legal requirements and regulations of various agencies. Training focuses on online formats, the use of video media, and self-service learning to adapt to the digital age. It also instills good awareness and behavior in the green rubber industry by using systems to record and store training histories, reducing paper usage.

The Human Resources Department, Training Division of the Sri Trang Group, is responsible for developing the potential of employees within the organization to achieve business excellence and sustainability, while also fostering good and talented individuals for society. The approach to personnel development is as follows (GRI 404-2).

1. The training content covers responsibilities, work documentation according to quality system standards, and basic knowledge review. This includes both In-house Training and On the Job Training for all positions to ensure that every employee has the necessary knowledge for their duties and can develop self-learning skills. Self-learning and knowledge review are facilitated through the information system (@Core), providing employees with consistent access to study and review materials, as well as assessments to measure learning outcomes.
2. Training according to legal requirements the training aims to ensure employee safety at work, focusing on instilling safety behavior awareness and relevant laws. This includes courses such as confined space training, crane operation training, and proper and safe forklift driving. It also covers safety officers at various levels and the Occupational Safety, Health, and Environment Committee (OSHEC), among others.

3. Training for successors of key positions the training aims to develop the potential of employees to be ready for key positions.
4. Training on essential knowledge for skill development the training aims to develop work skills, leadership, and management skills necessary for effective management, in line with the company's policies and vision. This includes expertise in using technology during the COVID era and enhancing professional skills. The goal is to ensure current work is performed efficiently and to promote the development of employees' potential for future work capabilities. This is done according to the guidelines that the company deems beneficial to the company.
5. Orientation Training for New Employees on Corporate Governance. The training is provided to all new employees and includes topics such as corporate governance policies, business ethics, anti-corruption policies, complaint handling policies, conflict of interest prevention policies, and related practices.
6. Corporate governance training course The training aims to ensure that all employees in the organization have a thorough understanding of conducting business under good corporate governance. Employees will be able to comply correctly with corporate governance policies and business ethics. This includes anti-corruption practices, handling complaints, preventing conflicts of interest, and appropriately using internal information. The training and review sessions are conducted at least once a year, during the fourth quarter of each year.
7. Promoting Internal Learning 'STA Share & Learn' The company believes in the specialized knowledge within the Sri Trang Group. By creating internal trainers with expertise, the company aims to impart knowledge and share experiences through various activities to harness the potential of employees. These internal trainers come from diverse fields, such as quality system trainers, environmental and safety system trainers, crane trainers, and forklift trainers, among others.
8. Employee knowledge and skill development through activity development. The development of employee knowledge and skills is facilitated through activity development programs such as 5S, Quality Control Circle (QCC), Kaizen,

and One Point Lesson (OPL). These activities encourage employees to take responsibility for continuous improvement and development of their work, which helps reduce production costs and streamline work processes. This is achieved by leveraging their knowledge, work skills, and modern technology to improve their tasks.

9. The Sri Trang Culture (STA Culture) aims to instill attitudes and work practices according to the core values of the organization (STA Core Value) for new generations joining the Sri Trang Group. It also fosters good relationships among new employees from different locations and cultures through shared activities.
10. The company promotes employees to study various businesses within the Sri Trang Group, as well as other domestic and international businesses. This aims to enhance their experience, bring creative ideas to develop their responsibilities, and exchange opinions with other departments.
11. Creating a platform to showcase organizational achievements through 'Activity Prize' and 'STA Champion' allows employees to participate in presenting their work and abilities, fostering pride and mutual exchange of ideas. This serves as a shortcut for further development and expansion. Importantly, it trains personnel to learn the ways of becoming and maintaining champions, which requires continuous improvement of work methods.

The company conducts an annual survey to assess the training and skill development needs of employees. This survey is conducted through the highest-ranking supervisors of each department, along with evaluations from employee performance reviews. The results are used to create an annual training and development plan. The company continuously provides training and development for employees at all levels, utilizing both internal and external trainers through various methods such as in-house training, on-the-job training, self-learning, counseling, mentoring, activities, special projects, off-site training organized by external agencies, and site visits to leading companies, partners, and companies within the Sri Trang Group. This is to prepare and support employees for increased competition and continuous changes in various aspects.

Performance of 2024		
Topic	Unit	FY 2024
Target Training Hours Average	Hours/Person/Year	35
Result Training Hours Average (GRI 404-1)	Hours/Person/Year	46.19
Total Training Hours	Hours	475,050
by level		
Operation (Level 1-4)	Hours	431,718
Middle Management (Level 5-6)	Hours	39,911
Top Management (Level 7-10)	Hours	3,421
by skill		
Administration	Hours	55,710
Manufacturing	Hours	85,797
Training	Hours	158,529
Service	Hours	2,351
Technical	Hours	45,396
Environmental	Hours	3,344
Occupational Safety and Health	Hours	113,284
Quality	Hours	10,639
Total cost of training employees	Baht	10,358,420
Promoted Employee	Percentage	3.2

Remark:

* Due to the adjustment in the format of training hour counting, the Human Resources department has communicated this to all branches. This communication aims to ensure consistency in recording training data.

In addition, the Company has created a project to continuously develop the potential of employees in accordance with the results of employee's performance-based evaluation, whereby a variety of human resource management projects are implemented to cover the development of employees' knowledge, abilities and potential. through academic training and workshop programs.

Key highlight of training and skills development project for employees

AI for Leaders workshop



In 2024, the company enrolled in the ESG DNA sustainability knowledge program. According to the summary report, the training exceeded its targets. Additionally, the company achieved 100% completion in all branches for the Corporate Governance and Cyber Risk Management courses.



Detail of project:

The company has prepared for the digital era by designing the 'AI for Leaders' workshop to introduce and explain AI usage techniques. In the highly competitive digital age, businesses need tools to enhance their competitiveness and drive success. AI is the latest technology becoming a key to the future of business due to its creative applications, time-saving capabilities, and maximum efficiency.

Goals and results from project implementation:

Conduct training to help employees understand the nature of AI operations and apply it to production tools for maximum efficiency. Additionally, organize activities for thinking, analyzing, and problem-solving using AI to share ideas and address issues encountered in each department and the company. Employees participating in the training will review and take exams to assess their understanding of AI operations.

Benefits that employees receive:

Employees who completed the training showed increased knowledge, according to the summary report of knowledge and understanding before and after the training. Before the training, the average knowledge level was 53%, and after the training, it increased to 80%.

Benefits to the Company:

Developed the skills of supervisors to create 13 projects for organizational improvement. Two projects, Sritrang Co-Pilot and Sritrang Power BI Dashboard, have been implemented and are currently being monitored. Additionally, the conversion of data from analog to digital format improved from 49% in July to 92% in December.

Number of participants in the project: 401 persons

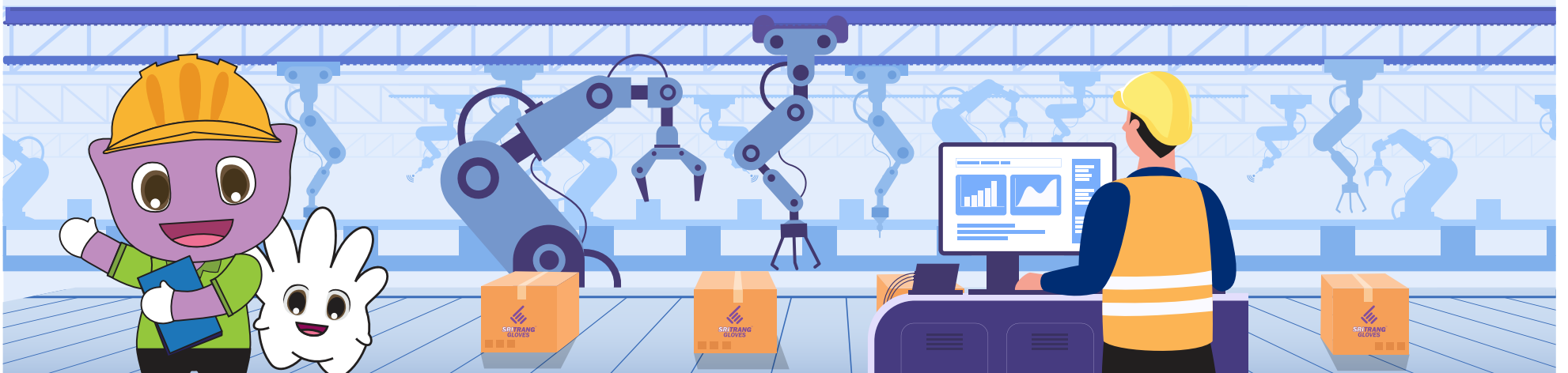
Employee development and promotion of innovation

The Company has a unit to carry out development activities. The Kaizen Suggestion and Quality Control Circle (QCC) activities were introduced to drive improvement in employee productivity and foster new innovations, of which the results can be summarized as follows:



Performance

Activities	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number of topics	Cost reduction (million Baht)	Number of topics	Cost reduction (million Baht)	Number of topics	Cost reduction (million Baht)	Number of topics	Cost reduction (million Baht)	Number of topics	Cost reduction (million Baht)
OPL	1,529	-	2,159	-	4,458	-	1,828	-	3,455	-
Kaizen	656	115	1,092	241	1,481	176	496	129	652	308
QCC	199	123	216	92	193	99	140	118	170	178

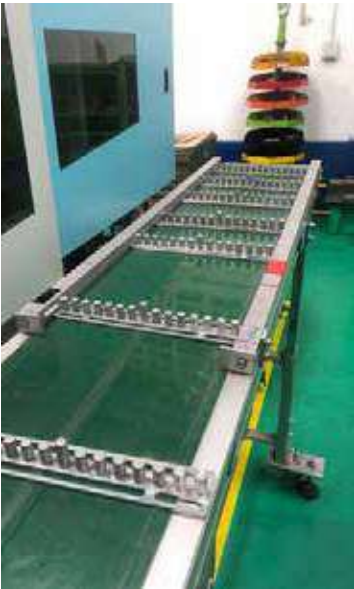


Innovation from Quality activities

1. Combine Project: One-Stop Solution (STGT-HY)

Project Details: Designing the Pin Rotate (Super Magazine) which functions to adjust the direction of receiving and transferring the Bush post to the Robot's Gripper. This is an improvement from the Part feeder machine that could only accommodate STL posts for producing FSOP III-R parts. Additionally, it fixes the position for the Robot to pick up the Bush in the same position for every unit, reducing the programming required for placing the Bush into the mold from 39 programs to 25 programs.

Before improvement



After improvement

Benefits received



1. Production capacity

Reducing the time to insert the Bush by 4,770 seconds per day, or 80 minutes, or 1 hour and 20 minutes



2. Cost

Able to reduce defective products by 158,278 THB



3. Quality

Every product is perfectly molded due to continuous production



4. Transportation

Able to deliver products on schedule to STGT- HY, SR,TG, PS and ANV



5. Safety

Reduces the risk of products falling on feet while waiting to insert the Bush



6. Environment

Reduces plastic waste by 1,666 kg.



7. Morale

- Employees can work more comfortably without fatigue from waiting to insert the Bush
- Employees have time to do other tasks such as repairing machines, changing molds, and collecting products



8. Other

Can be fully expanded to 100%, applicable to all injection machines, and can be used with STL post feeding in a 2-in-1 manner

Occupational Health and Safety in the Workplace (GRI 3-3)

Safety, Occupational Health, and Working Environment

Safety, occupational health, and working environment are critical sustainability issues that significantly impact the organization and stakeholders. Therefore, the company prioritizes management, especially in risk reduction and incident prevention that could affect business operations and build stakeholder confidence, particularly among employees, partners/contractors, and the surrounding community. The company has established an occupational health and safety policy and announced regulations for contractors as guidelines for all employees and contractors to ensure safety, occupational health, and environmental responsibility for themselves and their colleagues, in compliance with relevant laws and regulations. The company has adopted the ISO 45001:2018 occupational health and safety management principles and has been certified under this system (Disclosure 403-1). Additionally, objectives, goals, and management plans are regularly reviewed and monitored by the Safety, Occupational Health, and Working Environment Committee (KPI), which oversees and continuously improves safety, occupational health, and working environment operations. The company also sets occupational health and safety goals as organizational targets to ensure business safety stability.

In 2024, the company had six branches that received ISO 45001:2018 certification. These branches are located in Hat Yai, Trang, Surat Thani, Sadao, P.S. Chumphon, and Anwar.



Hazard identification, risk assessment and incident investigation (GRI 403-2)

The company identifies work-related hazards, assesses safety and occupational health risks, develops risk control and prevention plans, and considers opportunities for improving occupational health and safety operations. This process covers activities performed by both employees and contractors. The hazard identification process considers the nature of the work, location, activities, and potential hazards. Risk assessment takes into account social factors, work methods, past incidents, work method design, changing work processes, and climate change. Risk assessments are conducted at least once a year and whenever there is a significant change in risk.

The company has established procedures for handling incidents involving physical or property damage, as well as work-related illnesses. This includes an accident investigation process to determine the causes, set corrective measures, and prevent recurrence, as well as follow up on the implementation of corrective actions.

For the investigation of accidents or incidents, the company requires that witnesses or those involved, along with supervisors, report to the safety officer and relevant personnel within 24 hours. The accident investigation process then begins, involving relevant parties, witnesses, department managers, and the Occupational Safety and Health Committee (OSH Committee) to analyze the root cause of the accident and implement preventive measures to avoid recurrence. Continuous follow-up on the improvement actions is also conducted. In 2024, the company implemented the RCS Application system, covering three work activities as follows:


1. Monitoring, inspecting and evaluating compliance with legal requirements
2. Use in the incident investigation process (physical and property accidents and near accidents)
3. Safety behavior reporting in BBS application. The abovementioned system is able to be communicated within the corporate group and this makes it possible for all parts of the organization to be kept informed when an accident occurs at one branch, thereby enabling other branches to prepare to prevent repeated accidents.

According to the results of the 2024 safety risk assessment, it was found that the risk of high-consequence work-related injury, i.e. chemical accidents, accidents from machinery such as conveyor belts or pivot points. And when all events are analyzed in terms of the risk factors of the nature of work or activities that may possibly cause disease or endangerment from work whereby the levels of safety risk are divided into 5 levels, it was found that there were 10,842 activities with low risks, 7,584 activities with acceptable risks, 669 activities with medium risks, 0 activities with high risks, and 0 activities with unacceptable risks.



Therefore, the Company has established measures to prevent and control hazards in accordance with the hierarchy of controls and risk levels with a focus on eliminating risks and hazards in the workplace.

The Company has compiled reports of accidents that occurred throughout the year and, in analyzing the causes of accidents, it was found that the most common accidents and injuries were caused by cutting/ slicing/stabbing by objects, followed by bumping/crashing of objects and pinching/pulling by objects, respectively. The Company has analyzed the causes and determined methods to prevent accidents that occurred in the top 3 as follows:



Cause identification	Accident prevention
<ol style="list-style-type: none"> 1. Negligence of employees not wearing personal safety equipment, or using specified equipment or tools. 2. Failure to comply with operational safety regulations. 	<ol style="list-style-type: none"> 1. Organize training to impress on employees the need to wear proper personal safety equipment and use appropriate tools and equipment when undertaking maintenance, improvement, modification of machinery. 2. Install yellow tape to demarcate areas around machines or structures where touching is prohibited and clarify to employees accordingly. 3. Require monitoring and supervision of employees to ensure compliance with safety regulations.

1) Cutting/slicing/ stabbing by objects



2) Bumping/ crashing by objects

Cause identification	Accident prevention
<ol style="list-style-type: none"> 1. Employee negligence in not wearing personal protective equipment, or using it improperly or using the wrong type of said equipment. 2. Negligence of employees in not using designated tools or devices or not working according to the required procedure. 	<ol style="list-style-type: none"> 1. Organize additional training to employees on the need to wear personal protective equipment according to the risk of the job or work area and require strict compliance. 2. Carry out appropriate improvements, repair and maintenance of equipment, tools, machinery and work areas as required. 3. Monitor and supervise employees to ensure they wear personal protective equipment at all times when exposed to risks or risk factors.



3) Pinching or pulling by objects

Cause identification	Accident prevention
<ol style="list-style-type: none"> 1. Employees' failure to follow work procedures and correct work methods. 2. Negligence of employees in operating machinery. 	<ol style="list-style-type: none"> 1. Clarify and remind employees to follow safe work procedures. 2. Prohibit the use of equipment or machinery which is damaged or not in good working condition until a safeguard or remediation is undertaken. 3. Require the installation of a safeguard switch and an emergency button on machinery. 4. Monitor and supervise employees to comply with safety regulations.

In addition, the Company has prepared to handle various emergency situations such as inspections of alarm systems, fire escape routes, emergency lighting, emergency exits and signage, automatic fire suppression system and various emergency suppression devices as well as training emergency response teams to be ready to respond at all times. The Company has regular training and simulation of its emergency response teams to ensure preparedness at all times, including emergency drills for incidents which may result in business interruption according to the ISO 22301 standard system on business continuity management such as fires and boiler explosions.

Moreover, the Company has conducted a risk improvement survey organized by the Insurance Department in cooperation with Marsh Thailand whereby the findings or recommendations thereof will be adopted to improve the Company's occupational health and safety.

Work-related health services (Disclosure 403-3)

The company integrates health considerations into its business operations, recognizing that sustainable growth stems from employees who are physically and mentally healthy, which in turn enhances work efficiency. Therefore, the company is committed to managing and mitigating health risks for employees and anyone working on company premises. A health risk assessment is conducted by occupational health physicians, covering all company activities to establish appropriate control measures and reduce health risks. The company has also set up a process for monitoring and measuring the work environment at least once a year. This includes industrial hygiene measurements (lighting, noise, heat, dust, and chemicals) in the workplace, compared to relevant safety standards. If the measurement results exceed the standards, the company will develop an improvement plan, recheck, and implement systematic control and prevention measures. For example, if noise levels exceed the standard in certain areas, the company has established a hearing conservation program, which includes improvement measures such as area modifications, training, campaigns, inspections, and monitoring the impact on employees.



The Company has a nursing room and on-duty nurses to provide health service to employees and those work in the Company's premises. The Company also provides health checks for employees before starting work and when changing jobs, as well as annual general health examinations and health check-up based on occupational health risk factors by an occupational medicine physician. Furthermore, the Company also employs safety officers to provide advice to employees and workers on issues related to occupational health and safety.

Participation, consultation and communication on occupational health and safety issues (GRI 403-4)

The Company promotes the participation of employees in the development of occupational health and safety operations through the Occupational Safety Health and Working Environment Committee (CDC) established by the Company under the law. The Committee is responsible for the management of occupational safety and health risks, including promoting the participation of workers through elected employee representatives, separated by line of work to enable effective communication with employees of all fields and levels. The employee representatives work together with management as a working group, which is scheduled to meet at least once a month, to be a forum for exchanging information, continuously improving and monitoring progress of occupational safety and health processes. In 2024, the Working Group made recommendations pertaining to risk arising within respective departments and their surroundings in order to prevent and remediate possible physical harm and property damage, as well as conducting safety and occupational health inspections to continuously improve work areas to be safe.

Moreover, the Company also organized various activities to promote occupational safety and health to foster employee participation, raise awareness, provide advice and communication on issues related to safety and occupational health, such as BBS activities, safety volunteering activities, granting recognition and safety awards, organizing safety exhibitions and quiz games, communication via Outlook, notice boards, safety radio (internal audio transmission system), KYT activities, QCC activities, KAIZEN, 5S activities, Safety talk, Safety greeting Culture activities, Safety Inspection activities and Safety Day etc.



Safety Day



Safety Radio activity



Safety Q&A activity



Safety Inspection activity



KYT activity



Safety Talk activity



Occupational Health and Safety Employee Training (GRI 403-5)

The Company provides safety and occupational health training to all employees and workers prior to starting work or when changing jobs based on the nature of the hazards and risks associated with the job or activity to be performed, such as initial firefighting training, basic first aid training, training to properly and safely operate forklifts and hand lifts, safety training in the use of chemicals, electrical safety training and safety training in working in confined spaces, etc. In addition, the Company organized

emergency preparedness training such as fire evacuation drills, response to chemical spills and floods, etc., and emergency teams have been established and trained regularly. The Company has prepared a training plan and closely tracks suits implementation, as well as conduct assessments of such training and record employee training history in order to develop knowledge and ability in preventing and controlling hazards while working.



Role-specific training



Workplace Safety for New Employees



Occupational Safety Officer,
Executive Level



Occupational Safety Officer,
Supervisor Level



Safe Forklift Operation



Occupational Safety, Health, and
Environmental Committee



Permit Issuer, Supervisor,
Helper Worker in Confined Spaces



Training to Promote Occupational Safety, Health, and Environmental Conditions

Safety knowledge transfer project

Course I :Safety Action Plan workshop

วันที่ 1	วันที่ 12 มีนาคม 2567	ณ ห้องประชุม Training บริษัท STOT-TG
วันที่ 2	วันที่ 24 เมษายน 2567	ณ ห้องประชุม (Meeting Room Floor) บริษัท STOT-ANV
วันที่ 3	วันที่ 26 เมษายน 2567	ณ ห้องประชุม (Meeting Room) บริษัท STOT-AMV
วันที่ 4	วันที่ 07 พฤษภาคม 2567	ณ ห้องประชุม 6 บริษัท STOT-HY
วันที่ 5	วันที่ 20 พฤษภาคม 2567	ณ ห้องประชุม 3 (Training Room) บริษัท STOT-SR
วันที่ 6	วันที่ 24 พฤษภาคม 2567	ณ ห้องประชุม (Meeting Room) บริษัท STOT-CP

- Manager roles in Safety Management
- Why do we do what we do
- Safety Action Meeting (SAM)
- Personal Safety Action Plan (PSAP)
- Wheel of Life and Personal Action Plan

Safety knowledge transfer project

Course II :Leadership training workshop

วันที่ 1	วันที่ 28 มิถุนายน 2567	ณ ห้องประชุม 6 บริษัท STOT-HY
วันที่ 2	วันที่ 08 กรกฎาคม 2567	ณ ห้องประชุม Training บริษัท STOT-TG
วันที่ 3	วันที่ 09 กรกฎาคม 2567	ณ ห้องประชุม (Meeting Room) บริษัท STA-TG
วันที่ 4	วันที่ 22 กรกฎาคม 2567	ณ ห้องประชุม (Training Room) บริษัท STOT-SR
วันที่ 5	วันที่ 24 กรกฎาคม 2567	ณ ห้องประชุม VIP โรงแรม บริษัท STOT-CP
วันที่ 6	วันที่ 30 กรกฎาคม 2567	ณ ห้องประชุม Training บริษัท STOT-ANV

- Growth Mindset
- Listening
- Observation
- Understanding your iceberg (Behavior)
- Coaching

Safety knowledge transfer project

Course III :Felt Leadership Training Workshop

วันที่ 1	วันที่ 21 ตุลาคม 2567	ณ ห้องประชุม (Meeting Room) บริษัท STA-TG
วันที่ 2	วันที่ 23 ตุลาคม 2567	ณ ห้องประชุม Training บริษัท STOT-TG
วันที่ 3	วันที่ 04 พฤศจิกายน 2567	ณ ห้องประชุม 6 บริษัท STOT-HY
วันที่ 4	วันที่ 05 พฤศจิกายน 2567	ณ ห้องประชุม Training บริษัท STOT-ANV
วันที่ 5	วันที่ 09 ธันวาคม 2567	ณ ห้องประชุม (Training Room) บริษัท STOT-SR
วันที่ 6	วันที่ 10 ธันวาคม 2567	ณ ห้องประชุม VIP โรงแรม บริษัท STOT-CP

- Felt Leadership
- Accident Effect
- Hazards and Risks Identification
- Observation program
- Life saving rule

Emergency Prevention and Response Training



Basic Firefighting Training



Ammonia Leak Response Drill



Practice plans to stop nitric acid leaks



Practice fire suppression plans



Basic incident reporting and suppression training



Practice fire suppression plans



Chlorine Leak Response Drill



Flood Response Drill

Promotion of worker's health (GRI 403-6)

In addition to health and occupational health services related to work, the Company also attaches great importance to the health of employees and workers in accessing medical services for illnesses that are not occupational diseases. The Company organized health promotion activities as well as creating a health care culture in the organization for employees to have a good quality of life as follows:

- Providing basic medical care services to employees and operators at the Company's hospital room, free of charge
- Organizing annual health check-up services for employees and a health check-up promotion program for employees over the age of 35
- Provide Preventive Health Promotion Education for Employees

- A Workplace Wellness Center has been established to provide health care advice and implement the Healthy, Safe, and Happy Workplace project. This initiative has received national recognition with Gold Shield Awards in two categories: the Head Office and the Trang Branch

Medical building



Employee health check



Health Promotion and Disease Prevention Program for Employees in the Workplace



Basic First Aid and Workplace Ergonomics



Healthy, Safe, and Happy Workplace Project



- The company also supports sports activities for employees to promote their health and reduce health risks. This includes organizing sports competitions and providing facilities such as football fields, pétanque courts, sepak takraw courts, and exercise equipment at employee residences. These initiatives aim to encourage employees to exercise, relieve work-related stress, and foster unity and relationships among employees

Songkran Festival Sports Activities 2024



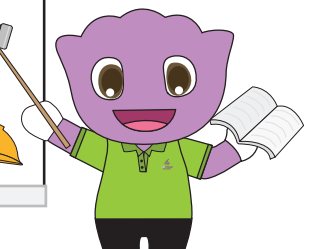
- Safety to School Activity

Educate students on how they would evacuate from fire



- Conduct training for inmates on "Workplace Safety Principles and Basic First Aid" at the Vocational Training Factory, Zone 5, Songkhla Special Correctional Institution, which has been selected as the Industrial Prison of Region 9

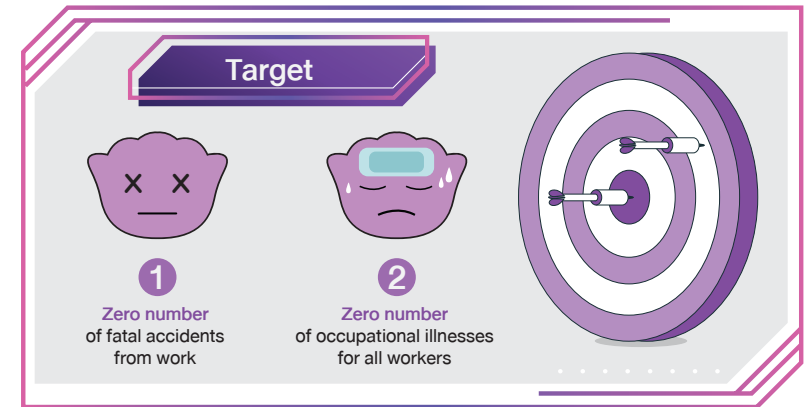
Basic First Aid



Preventing and mitigating impacts on safety and health that are directly related to business relationships (GRI 403-7)

The Company is also aware of risks and negative impacts on occupational safety and health on the business of the Company that may arise from the operations of trade or business partners in addition to requiring annual safety training for contractors and arrangement of work permits for those working in the Company. The Company has established a Supplier Code of Conduct to encourage business partners to operate in line with the Company's operation. The safety and occupational health guidelines for trade and business partners are as follows:

- Provide a safe work environment and control the risks of accidents and the potential health consequences of the operations and provide access to health services, medical assistance and adequate facilities
- Provide regular occupational health and safety training for employees
- Provide proper personal protective equipment
- Evaluate and establish a plan for emergency preparedness as well as emergency response, rehabilitation, and communication plans. This business ethics and occupational health and safety guidelines must be adhered to and followed by the business partners or suppliers of the company in order to prevent risks and minimize adverse impacts on both the business partners and the Company's operations.



Performance

The Company has followed up on its occupational safety and health performance of employees and contractors/workers in operations according to the target and indicators GRI standard as shown in table;

Occupational Health and Safety Indicators ¹ (GRI 403-9, 403-10)	Unit	Target	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Fatality as a result of Work-Related Injury							
• Employee	Case	0	0	1	0	0	0
• Contractor		0	0	0	0	0	0
Lost-Time Injury Frequency Rate (LTIFR)							
• Employee	Case/1,000,000 worked hours	1.26	2.68	2.08	1.93	1.40	0.38
• Contractor		-	NA	NA	0	0	0

Occupational Health and Safety Indicators ¹ (GRI 403-9, 403-10)	Unit	Target	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Injury Severity Rate (LTISR)							
• Employee	Case/1,000,000	-	17.52	10.86	5.42	7.95	1.43
• Contractor	worked hours	-	NA	NA	0	0	0
Total Recordable Injury Frequency Rate (TRIFR)							
• Employee	Case/1,000,000	2.5	3.27	2.88	4.34	3.81	2.10
• Contractor	worked hours	-	NA	NA	0	0	0
High-Consequence Work-related Injuries Rate*							
• Employee	Case	0	0	0	1	0	0
• Contractor		-	NA	NA	0	0	0
Occupational Illness Frequency Rate (OIFR)							
• Employee	Case	0	0	0	0	0	0
• Contractor		-	NA	NA	0	0	0

Remark:

* High-Consequence Work-related Injuries Rate means accidents due to work that unable to restore the body to the state it was in before the accident within 6 months after the accident.

¹ The Company started collecting safety data of contractors in 2022 for the first year.

Customers and Consumers Responsibility (GRI 3-3)

The company's sales and marketing division adheres to the business code of conduct regarding customer relations. It is committed to ensuring customer satisfaction and confidence by providing good quality products and services at reasonable prices, fully and accurately disclosing information about products and services, delivering products on time, and offering warranties under appropriate conditions. The company also establishes systems and communication channels to ensure customers can access information about products and services. The factory's Customer Service department is responsible for coordinating with the sales department to meet customer needs, while the Technical Assurance department handles technical complaints, providing information and responses under continuous follow-up from the sales department. Additionally, the company has implemented Salesforce to enhance the efficiency of the sales department. The company places great importance on the responsibility of maintaining customer history and confidentiality. **Throughout its business operations, the company has never had any complaints related to customer data leaks** (GRI 418-1).

Regarding product responsibility, the company has established **product recall procedures** by creating standard operating methods and a reference control document system, SCT.QA.WI.08.001_Procedure for Product Returns. This document clearly defines the methods, procedures, and responsible persons to ensure the company can correctly recall products from the market and handle returned products. This helps build customer and consumer confidence in product warranties.

Development of products which are safe for consumers as well as environmentally-friendly (GRI 416-1)

Under the concept of "Clean World, Clean Glove: Environmentally-Friendly and Safe for Consumers", the Company has invented and developed new products from natural rubber with environmentally-friendly production processes to meet the needs of customers and consumers, the properties of which are as follows: Gloves made from natural rubber which do not cause allergic reactions to natural rubber proteins (GRI 416-1) when worn as certified by testing 2 standards, namely ASTM D 5712-15 (Total protein) and ASTM D7427-16 (4 major allergen proteins), and being powder-free means they do not cause allergic reactions or irritation as confirmed by Biocompatibility test; no toxicity, no heavy metals and no residue in the gloves; can be used to touch food, highly flexible and strong as well as resistant to non-polar oils and resistant to water and some chemicals; no chlorination process is used thereby rendering no residual chlorine in the gloves; smooth touch, easy to wear, comfortable on the hand; naturally biodegradable through production processes that use biomass energy and reduced use of chemicals to decrease greenhouse gas emissions.

The company has also obtained FSC™-COC (Chain-of-Custody Certification) in the business of natural rubber gloves for medical and industrial use, as well as the use of FSC™ (Forest Stewardship Council™) certified packaging. This certification is recognized by international buyers as a guarantee that the products are made without destroying natural forests, which helps build confidence among customers and consumers. **Over the past three years, the company has not received any significant complaints regarding product quality or non-compliance with regulations or laws from customers or consumers.** (GRI 416-2)



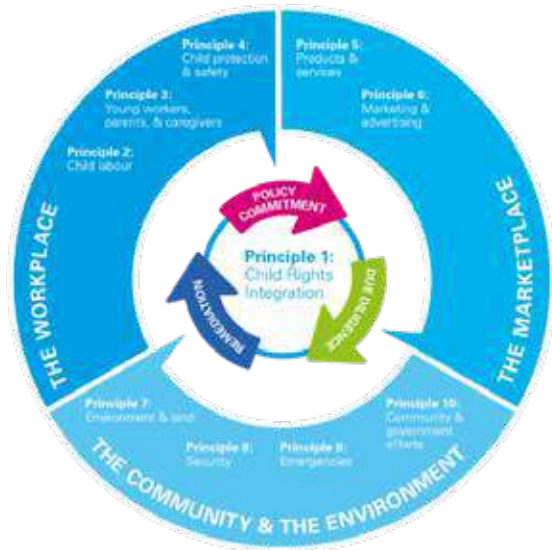
The company provides information related to its products or services using language that is comprehensive, accurate, easy to understand, clearly displaying various warnings in compliance with the requirements, including information about safety use and product disposal (GRI 417-1). Moreover, the Company also takes into account the gist of Children's Rights and Business Principles (CRBP), a principle developed by UNICEF, UN Global Compact and Save the Children foundation.



To date the Company has not had any issues of non-compliance with any law or requirement regarding information on product labels and marketing communications. (GRI 417-2, 417-3, 2-27)

The Company also has online distribution channels whereby it communicates and educates consumers through Facebook, Line Official and e-commerce platforms to allow customers, consumers and underprivileged to easily access information and products at reasonable prices, as well as exhibiting products both domestically and internationally on a regular basis every year.

Children's Rights and Business Principles (CRBP)



Role in the marketplace

Principle 5 Ensure that products and services are safe and seek to support children's rights through products and services.

Principle 6 Use marketing and advertising that respect and support children's rights.

SCAN ME



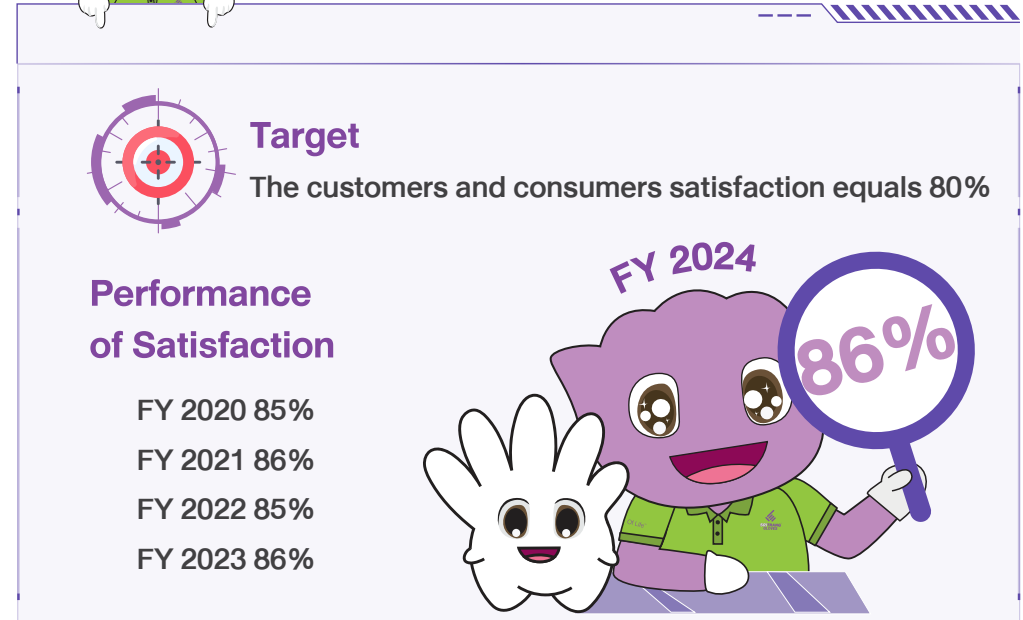
Relationship with customers and consumers

Customer satisfaction assessment

The Company conducts a survey and assessment of customer satisfaction annually, the results of which are evaluated to further develop the Company's products and services to better meet the needs of customers as much as possible. The Company's satisfaction assessment survey covers the accuracy and completeness of document, delivery, product quality, the response to complaints as well as the speed of replying to customers. The current assessment model has changed from attaching appraisal files via email to allowing customers to scan QR codes or links, making it easy for customers to make assessments on their phone wherever they are. The satisfaction survey will be delivered to the customer by the marketing department and used for analysis and evaluation by the Quality Department. From the higher percentage of satisfaction and an increasing number of customers who responded to the survey every year, it is apparent that the Company is continuously able to meet customer satisfaction. Moreover, the Company utilizes the assessment survey results from both new and old customers in order to be fully able to continuously apply the evaluation results and recommendations to develop both the products and services of the Company.

Performance regarding building relationships with customers (GRI 3-3)

In 2024, the Company responded to assessments, participated in discussions, and arranged factory visits on the issue of the Company's ESG operations with both domestic and international customers. The Company received the Business Partner Award 2024, Platinum level, for the second consecutive year from Thai Beverage Public Company Limited, and a special award, the SX TSCN Sustainability Award from the Thailand Supply Chain Network (TSCN) at the SX Partnerships for the Goals: TSCN Business Partner Conference 2024. The Company was invited to apply for membership, which builds confidence among customers that the Company has sustainable operations covering environmental, social, governance, and economic dimensions.



The Company has developed and improved product quality which is consistent with customer satisfaction assessment data, for example, regarding products becoming damp whereby the Company has taken action to solve this problem by adding additional desiccant. This is done to improve customer satisfaction.



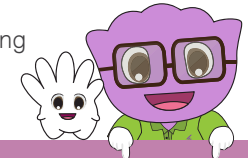
Community Support and Engagement (GRI 3-3)










The Company places importance on participation in community and social development alongside its business operations and, therefore, promotes active engagement in community development and fosters a positive sense of corporate social responsibility in supporting the well-being of local communities, taking into account human rights and food security, upholding and strengthening local economic, social and cultural rights, as well as promoting access to education and employment for local people, including continuous efforts to solving community and social problems .

The Company's community and social development plan focuses on creating participation with communities surrounding the factory through various projects and activities of its own initiation or in collaboration with external agencies, through discussions and continuous annual community surveys to meet the community's expectations in sustainably creating a shared value and happy coexistence with the community and society, through the implementation of the CSR-DIW (Standard of Corporate Social Responsibility, Department of Industrial Works) project, which was initiated by the international standard ISO 26000 to be consistent with the operations and capabilities of Thai entrepreneurs. The Company has appointed a CSR-DIW working group from various related departments and has been implementing the project since 2016, covering all branches on a continuing basis.

In addition, the Company is mindful of the possible negative impacts on the communities surrounding the factory. Therefore, a process of participation has been established to foster good relations between the factory and the community. This includes conducting surveys to determine expectations and assessments of potential environmental impacts on the community, as well as assessments of human rights impacts, through the Company's annual survey.

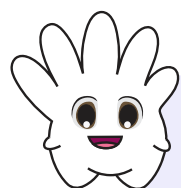
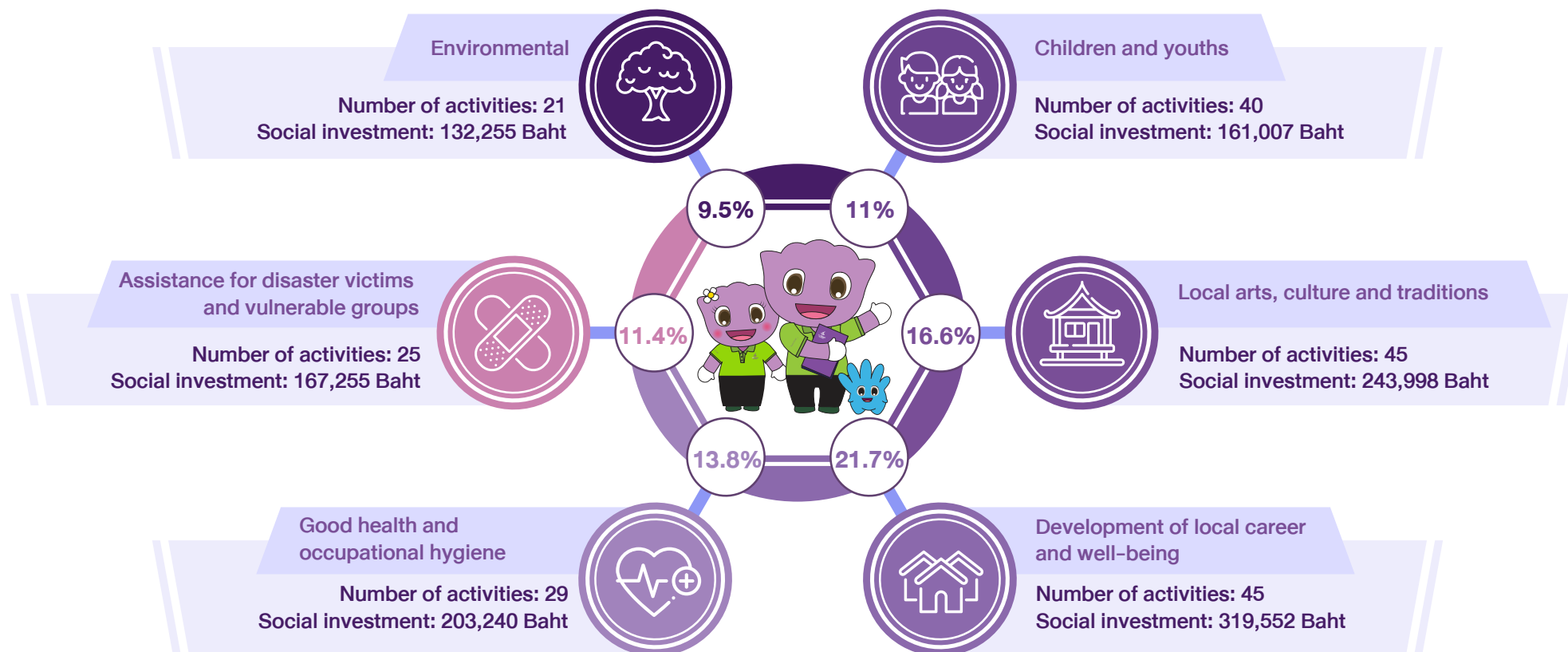
The results of the environmental impact assessment around the Company's 6 branches, covering 70 communities within a 5-kilometer radius, totaling 935 sample groups, did not find any significant negative impacts (GRI 413-2). The summary is as follows:



Environmental impact	Water pollution 	Air pollution 	Odor pollution 	Noise pollution 	Pollution from waste and discarded materials 
 No impact	96%	79%	84.17%	95.40%	98.50%
 Low impact	2%	14%	11.23%	2.99%	0.86%
 Medium impact	2%	5%	2.46%	1.28%	0.64%
 High impact	0%	2%	2.14%	0.32%	0.00%
	100%	100%	100%	100%	100%

The Company has a policy to promote knowledge creation in the community, create jobs and distribute income to help improve the quality of life of people in the community, including supporting activities and instilling a sense of social responsibility in a tangible way. This is done through various activities and projects initiated and organized with an emphasis on meeting the expectations of stakeholders to create happiness and a shared value with the surrounding communities to coexist sustainably. The activities are divided into 6 areas as follows:

In the year 2024, the company supported community and social activities, including organizing activities to support the communities around the factory area. The proportion of investment value in all aspects is as follows:



Volunteer employees: 1,035 people, total 5,043 hours



1.Children and youths

“1,000-Day Miracle” Project

The Company drives the development of local children and youths by joining the Sub-district Child and Family Development Committee (CFT) for the second consecutive year, which plays a role in determining guidelines, development measures, and building potential for pregnant women and newborns - 6 years old in the area of Phatong Sub-district through the project “1,000-day Miracle Plus to 2,500 days” to build a foundation for good health throughout life, starting from conception in the mother’s womb whereby visits are undertaken to the area to organize activities and follow up on the results of family relationship development, including providing knowledge to new mothers regarding appropriate nutrition, how to create a loving bond, and the process of eating, sleeping, hugging, playing, and telling stories that will allow babies to grow and develop into adults with the highest potential.

In addition, local wisdom is linked to the potential of the organization by using materials in the organization such as 20-liter water tanks and PVC pipes to produce a squirrel’s tail (traditional Thai baby walker), which is an additional device for the development of toddlers, to promote early childhood development and enable children to grow to their full potential and have a good quality of life, through the mechanism of cooperation and participation of network partners in workplaces, communities and local areas.



Seniors Tutoring Juniors: an educational guidance project

The Company is committed to developing society and education by launching the “Seniors Tutoring Juniors” project to provide guidance on further education at the tertiary level for local secondary school students whereby they attend a lecture and learn of experiences from recruitment experts of Sri Trang Group, who gave a lecture to Mathayom 6 students at Phatong Prasan Kiriwat School on the topic of “Planning for Faculty Selection and Career Paths According to Local Needs”. The objective of the project is to promote and support students in being able to choose to further their education in fields that are appropriate for them and that meet the needs of the local labor market.



Sri Trang Gloves supports education outside the classroom

and is ready to help make dreams come true for children and youths to learn about career possibilities through quality rubber glove products of “Sri Trang Gloves” in such activities as the Young Microbiologist Camp Project, the Volunteer Veterinarian Camp Project, the Rabies Prevention Volunteer Camp Project, the SMST Open house 2024 Project of the Faculty of Medicine, Chulalongkorn University.



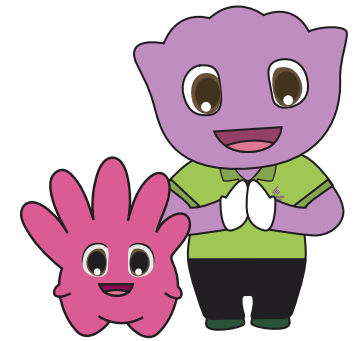
Safety School Project (Safe Educational Institutions)

The Company brought in occupational health and safety personnel from the factory who have knowledge and expertise in safety to be lecturers to provide knowledge to teachers and students of Wat Thung Lung Mittraphap School, Hat Yai District, Songkhla Province, totaling 64 people, in a course on fire prevention and suppression, fire extinguishing practice, and fire evacuation in educational institutions. The participants in the project received both theoretical and practical knowledge in order to practice survival skills when an unexpected emergency occurs.



2. Local arts, culture and traditions

The Company realizes the importance of preserving local arts, culture and traditions, including those of indigenous people, without discrimination and is committed to their preservation by continuously participating in supporting and promoting various activities, such as Songkran Festival, Loi Krathong Festival, Kathin-Pha Pa Festival, Chak Phra Festival and Ramadan Fasting Festival, etc.





3. Development of local career and well-being

The Company attaches importance to promoting and supporting career development and livelihoods for people in local communities. In addition to hiring local people, the Company also promotes and supports projects to create jobs and careers for people in the community, taking into account the needs and capabilities of each community as important factors.

Conservation and Healing with Pallets Project

Sri Trang Gloves (Thailand) Public Company Limited, Surat Thani Branch, has organized the “Conservation and Healing with Pallets” project for the 4th consecutive year. This year, the Company poured cement to level the 40 square-meter work area, designed and supervised by the Company’s engineers, who gave special consideration to the safety of the disabled, helping to increase work efficiency. The results of the project to date have shown that the group has generated a total income of THB 443,190.

While the Company has been able to reduce the storage space for unused pallets by 5,537 pieces and reduce the disposal cost by THB 96,898



Conservation Market Project “Laad Lob Moom”

Sri Trang Gloves (Thailand) Public Company Limited, Head Office Branch, together with Phatong Sub-district Municipality and the Lop Moom Community Committee, have implemented a collaborative project to develop the community economy, focusing on stimulating the economy and promoting local identity by supporting the provision of space for activities to develop relationships between people in the community and the Company for sustainable growth. The Company has built 10 markets to distribute products, creating participation for people in the community by establishing a market management committee with 23 members. The project has generated income for the community from renting out the market space at THB 72,000 per year. In addition, it has also promoted the sale of products from the community, such as organic vegetables, herbal drinks, and various food products from community members, **while the Company has been able to reduce the storage space for wooden pallets and reduce disposal costs by THB 13,613.**



Project to promote the raising of economic insects: “Creating Bee Hives from Wooden Pallets”

Sri Trang Gloves (Thailand) Public Company Limited, Sadao P.S. Branch, saw an opportunity to develop and generate income for the local community through implementation of a project to promote the raising of economic insects, “Creating Bee Hives from Wooden Pallets”, to create an additional career for the beekeeping group in the model village community, Sadao District, Songkhla Province. It brought in lecturers with knowledge in beekeeping to organize both theoretical and practical training sessions, as well as supporting equipment and tools for the production of bee hives from wooden pallets, allowing the group to reduce the cost of purchasing ready-made hives, as well as also producing bee hives for sale to members and interested parties, including farming of stingless bees until they produce honey. **In the first year, the project was able to generate income for members of THB 78,250/year while the Company was able to reduce the storage area for wooden pallets and reduce the disposal costs by THB 5,501.**



Bang Mak Eggs Create Happiness Project

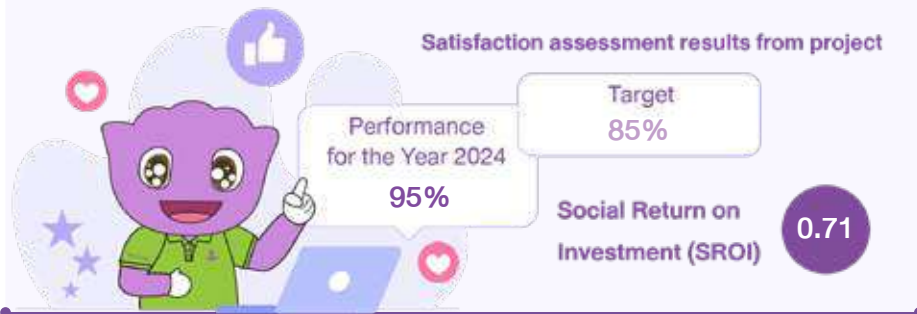
Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch, has implemented the Bang Mak Eggs Create Happiness Project for members of the Bang Mak community, most of whom are rubber farmers. In order to reduce household expenses and generate additional income, whereby it supported the establishment of the Bang Mak Community Egg-laying Chicken Farmers Group and allowed the group members to use the Company’s unused area to build an egg-laying chicken farm by using pallets, which are waste materials within the organization, as a key component. The Company also provided 35 egg-laying chickens for the project start-up. In addition, the group has shared with the members its knowledge of red azolla breeding to reduce the cost of chicken feed. **In the first year, the project enabled the group to generate income of THB 51,100/year while the Company was able to reduce the storage area for pallets and reduce disposal costs by THB 4,750.**



“Sri Trang Gloves Chumphon invites young people to separate waste” project

Sri Trang Gloves (Thailand) Public Company Limited, Chumphon Branch, is promoting sustainable waste management in the community through the project “Sri Trang Gloves Chumphon Invites Young People to Separate Waste” by organizing training to provide knowledge on waste management in schools and supporting waste separation equipment so that they can learn appropriate waste management methods and can apply them in their daily lives.

This project aims to provide children with knowledge, understanding, and awareness of the importance of separating waste correctly, which not only helps reduce pollution from using the wrong type of waste disposal, but also instills environmentally friendly behavior in young people from school age. In addition, it can generate income from selling recycled waste, averaging **THB 4,400** per year.



In addition to promoting and co-developing career creation projects in various communities, the Company also has a policy of using community products to package and produce New Year’s gift baskets. In 2024, the Company subsidized community products totaling THB 70,700.



Khuan Khi Raet Organic Coffee Products



Khuan Khi Raet coffee producers group, Phatong Sub-district, Hatyai District, Songkhla Province



“DIY Herbal Inhaler for Kids” Product



Wat Thung Lung School, Phatong Sub-district, Hatyai District, Songkhla Province



Batik clothing products



Tohmuang Batik Community Enterprise Group, Bang Mak Sub-district, Kantang District, Trang Province



Stingless Bees Honey



Stingless Beekeepers Group, Tuayang Community, Sadao Sub-district, Sadao District, Songkhla Province

Training on “Work Safety Principles and Basic Knowledge in First Aid” for prisoners working in vocational training units

The Company has applied the guidelines in accordance with social, labor and safety standards to create maximum benefits for the well-being of the community and society by assigning personnel with expertise in occupational health and safety to share knowledge and experiences with prisoners in the training program, “**Principles of occupational safety and basic knowledge in first aid**” at the Vocational Training Unit of Industrial Prison, Zone 9, Songkhla Special Correctional Institution, to create knowledge and awareness of workplace safety attended by 34 participants.



STGT Project to Repair, Build, Develop Communities

Sri Trang Gloves Corporate Group participates in developing communities around the organization through deployment of personnel with expertise in various fields, such as repairing community roads, repairing community water systems, and repairing community electrical systems, as well as promoting good hygiene to sustainably improve the quality of life of the community.



Improvement of the landscape, painting the village hall

at Thung Thong community, Village No. 11, Khao Chaiyaphum Subdistrict, Pathio District, Chumphon Province, including donation of 50 plastic chairs.



Both roadside areas of the Bang Mak community

at Village No. 6, Khuan Thani Sub-district, Kantang District, Trang Province and Village No. 3, Bang Mak Sub-district, Kantang District, Trang Province, on the occasion of National Father's Day and Environment Day.



Repairing the road surface of Ban Khlong Pratu Ok community

at Phatong Sub-district, Songkhla Province, distance of approximately 500 meters to reduce accidents that may occur from damaged road surfaces.



Repairing the community electrical system

Assigning electrical engineering personnel to inspect and repair the electrical system in the Lobmum community building in Phatong Sub-district, Songkhla Province, to ensure sufficient lighting at night.



Repairing the village water supply system

Assigning electrical engineering personnel to inspect and do initial repairs to the village water supply system to alleviate the suffering of people in the community.



4. Good health and occupational hygiene

The Company takes interest in the health and safety of people in the community and society, including concern for animal rights, through its support of medical rubber gloves to communities and various agencies for safety in every contact of officials and volunteers, such as the National Blood Center, Thai Red Cross Society, the Sub-district Health Promotion Hospital, universities, children's shelters, Thai Elephant Conservation Center, Soi Dog Foundation, Jai Dog Rescue Foundation, rescue centers, totaling **138,000 pieces**.



Blood donation project

The Company organizes blood donation activities for employees to support the Thai Red Cross Society every 3 months to replenish the blood supply the Thai Red Cross Society uses to save the lives of patients in various instances. This activity also helps to encourage employees to be kind to others and promotes good health. In 2024, **406 employees participated in the project in all 6 branches, donating a total of 190,630 CCs of blood.**



Public health development projects

The Company supports the **project to proactively search for tuberculosis patients and the project to screen for breast cancer using a mobile mammography unit** to prevent the risk of serious cancer in the community, together with the Hat Yai District Public Health Office and the Chalmr Phrakiat Health Station, Phatong Sub-district, to celebrate His Majesty the King on the auspicious occasion of his 6th cycle birthday. The Company provides material support in the form of medical rubber gloves for doctors and nurses to use in their work as well as providing financial support for the project.





5. Assistance for disaster victims and vulnerable groups

The Company provides assistance and relief to disaster victims and vulnerable groups in society by creating participation, supporting the budget, providing survival bags, drinking water, and medical gloves, both directly and indirectly, through cooperation with the Company's partners. The projects are as follows:

Kindness for Flood Victims in the Southern Region Project

Sri Trang Gloves (Thailand) Public Company Limited is part of helping flood and mudslide victims in 3 southern border provinces by delivering multipurpose gloves for cleaning houses after the water recedes, delivering rice and dried food, and inviting employees to donate clothes and other essential items in good condition through the Volunteer Development Club, Prince of Songkla University, Trang Campus, which went to help flood victims in Kalisa Sub-district, Ra-Ngae District, Narathiwat Province.



Distributing Care to Flood Victims Project

Sri Trang Gloves (Thailand) Public Company Limited joined hands to help flood victims in Songkhla and Surat Thani provinces during November - December 2024. The volunteer team prepared relief bags and went to the affected area to deliver assistance to victims in more than 517 households in the community. This activity reflects the concern and support for the community in every situation.



Project to develop the potential of the disabled

The Company has brought occupational health and safety personnel to provide training in courses to **develop occupational safety skills and basic knowledge in first aid for disabled employees**. The Company has hired and assigned them to work regularly at the Community Health Repair Center, Sadao Municipality. The objective is to increase occupational skills, create confidence in using tools and equipment at work, and have more knowledge and awareness of occupational safety. In addition, the Company has provided personal protective equipment (PPE) for use at this center.



6. Environmental

The Company places importance on preserving the natural environment and reducing global warming by increasing green areas to help absorb carbon dioxide, supporting the restoration of ecosystems and biodiversity by joining with local agencies and organizations to carry out reforestation activities, build weirs, and release aquatic species back into rivers, canals, and the sea to help restore the community ecosystem and maintain the abundance of nature through the following projects:

Low Emission Support Scheme: LESS

The Company supports operations to participate in reducing greenhouse gas emissions by joining the LESS project with the TGO or the Greenhouse Gas Management Organization (Public Organization), both in **the form of energy activities such as changing light bulbs to LED bulbs**, changing air conditioners to increase efficiency, and waste management activities such as sorting recyclable waste within the Company, under the Recycled Waste in Exchange for Eggs project, the Composted Soil Project, and the Food Waste to Feed Animals project, resulting in the Company receiving a certificate of honor and being assessed in 2024 to have been able to reduce greenhouse gases by **6,145,562 tons of carbon dioxide equivalent**.



Sri Trang Go Green join in rehabilitating Blue carbon sources

Blue Carbon is carbon dioxide that accumulates in marine and coastal ecosystems, such as mangrove forests, floodplains, seagrass areas, and saltwater basins. These ecosystems are four times more efficient at sequestering carbon than terrestrial forests because they have the ability to pull more carbon dioxide down and store it in the soil, which effectively reduces the amount of greenhouse gases in the atmosphere and mitigates the impacts of climate change.

The Company places importance on environmental care, biodiversity and maintaining the balance of the ecosystem, and has, therefore, implemented a project to help restore the Blue Carbon source in cooperation with the Faculty of Fishery Science and Technology, Department of Marine and Environmental Science, Rajamangala University of Technology Srivijaya, Trang Campus. The activities include planting 315 sea sedge or black sedge trees, releasing 2 million megalopa blue crabs / 9 female blue crabs ready to lay eggs, and collecting garbage on the beach and in the sea, which reduced the amount of garbage by more than 50 kilograms. In addition to the volunteer employees who participated in the activity, cooperation also came from a conservationist network of communities, government agencies, universities and schools, totaling 86 people.



International Coastal Cleanup Day

Volunteer employees from Sri Trang Gloves (Thailand) Public Company Limited joined forces in the International Coastal Cleanup Day 2024, organized by the Department of Marine and Coastal Resources, Ministry of Natural Resources and Environment, which was carried out in unison by all branches.

This activity focuses on raising awareness of marine and coastal resources conservation. This year, 75 volunteer staff members joined the beach cleaning in various areas, including Samila Beach in Songkhla Province, Nang Kam Beach in Surat Thani Province, Khlong Son Beach in Trang Province, and Sairee Beach in Chumphon Province, along with local agencies, private organizations, and volunteer groups. In addition to collecting waste, waste was sorted and weighed to summarize the results of the activity to reduce marine waste, following the International Coastal Cleanup (ICC) guidelines.

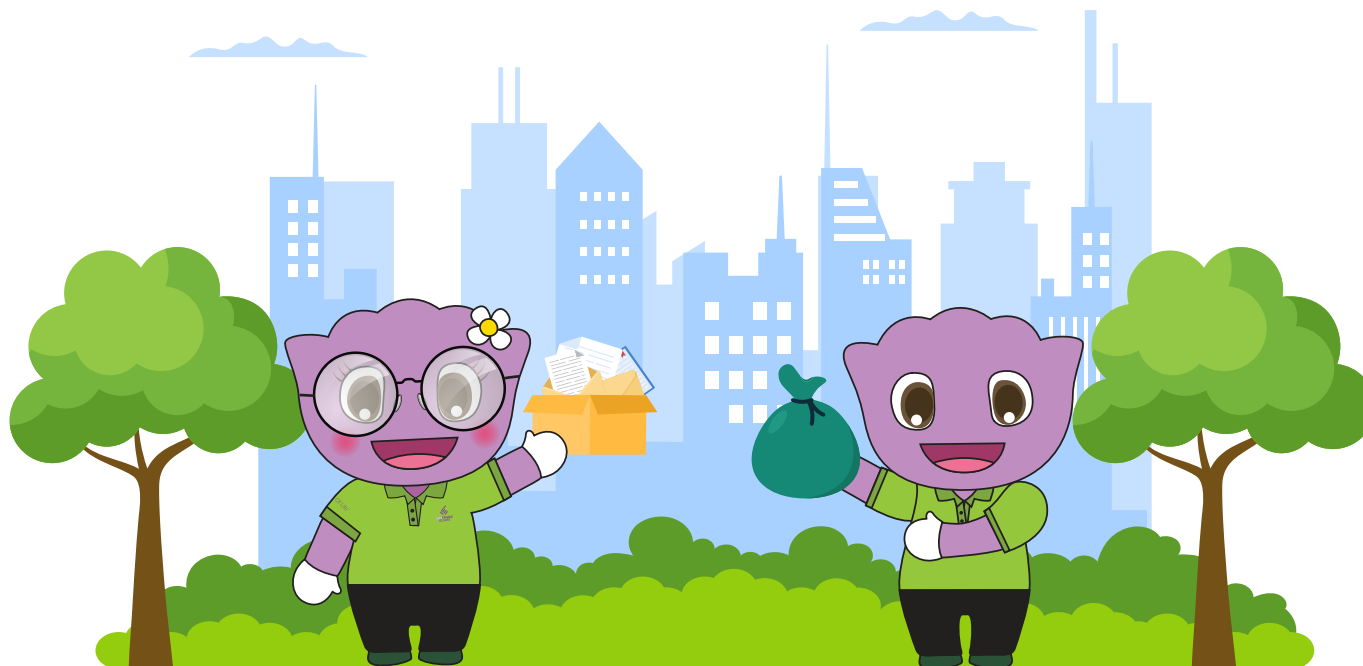


Community Sanitation and Environmental Development Project

Participated as presenters to provide knowledge to people in the community **on the topic of Environmental Operations of the Factory**, with content on knowledge about waste management, including practices in accordance with sanitation principles, and practical learning bases, including a base for making bio-fermented water, a base for waste management according to the 3Rs principle, and a base for waste separation activities, which can create community awareness and participation in the development of sustainable sanitation and the environment.



More community and social activities are available on the Company's website www.sritrangloves.com under the topic of Sustainability News.



Environmental Management Systems (GRI 3-3)

The Company has implemented the environmental management standard system ISO 14001:2015, which encompass both the use of resources and pollution control, as the tool to drive continuous proactive development, formulate environmental policies and operational guidelines. Representatives of the environmental management system under the supervision of coordinators of the QSE (quality, safety and environment) management system use the internal audit mechanism of the ISO 14001 environmental management system to evaluate operational outcomes, including close monitoring of the changing trend in legal and regulatory requirements of relevance to the Company.

Report the results of operations to the management. The Company has set short-term environmental goals according to ISO 14001 standards and the Company's annual KPIs, as well as long-term goals for the next 5-10 years, in order to ensure that environmental operations comply with the policy and support the corporate sustainability goals as follows:



The Company has announced and communicated its environmental policy so as to serve as a guideline for all departments to operate in the same direction by setting environmental objectives, targets, plans and activities, including monitoring and reviewing the results of the implementation thereof every year under the motto.



Implementing environmental policy is a duty that everyone in the organization must perform for the quality of life of employees, customers, communities, society and future generations. The Company has the following policies:

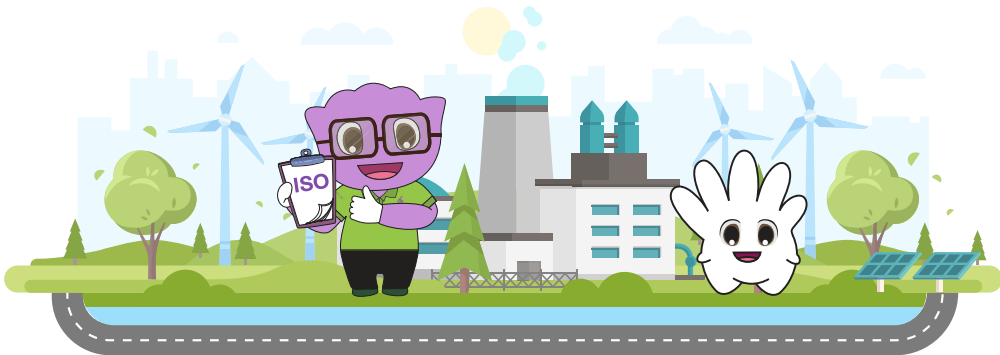
- Comply with laws, regulations and requirements of the government or government agencies related to the environment
- Prevent and reduce the occurrence of waste and support recycling to minimize the impact on the environment
- Continuously and regularly improve and develop the environmental management system by monitoring and auditing
- Focus on conserving resources and energy by using them sparingly and making the most thereof
- Provide environmental education and training to employees, including those who come to work under the organization in order to stimulate and raise awareness, as well as to prevent major problems affecting the environment
- Disclose and disseminate environmental policy to stakeholders

The Company has set a goal of receiving ISO 14001 environmental management standard certification for 100 percent of its factories in Thailand.

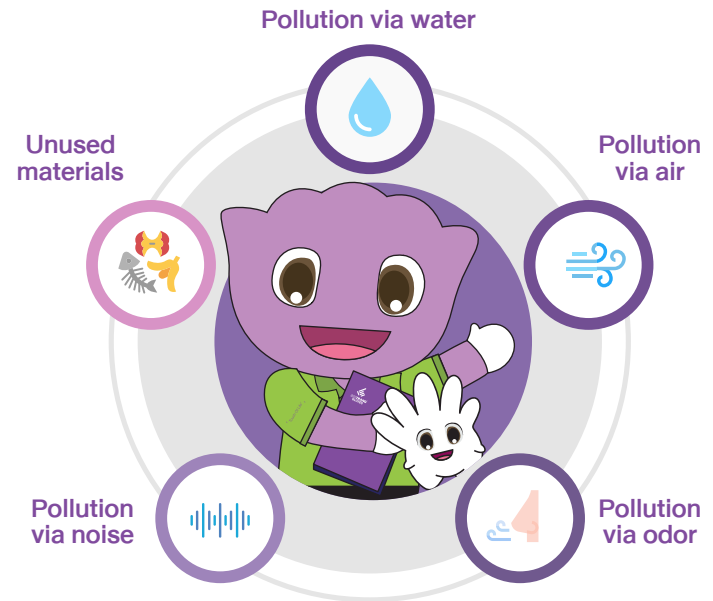
In 2024, 6 branch factories received ISO 14001:2015 environmental management standard certification, namely

-  Surat Thani Branch
-  Trang Branch
-  Hat Yai Branch
-  Sadao P.S. Branch
-  Chumphon Branch
-  Anwar Branch

accounting for 100 percent of all branch factories in Thailand.



In addition, to ensure that the Company's environmental management system is able to respond to needs and expectations for the well-being of people in the communities surrounding the factory, the Company continually surveys the communities within a radius of 5 kilometers around the factory area based on 5 survey topics: pollutions via water, air, odor, noise and waste and unused materials. In summary, the results of the 2024 annual survey found that the community was not negatively affected in any significant way.



Environmental impact survey conducted by the Company for the community



Building a Green Culture

The Company aims to create an environmental culture for employees in the organization with communication, campaigning through public relations boards, vinyl signage, internal audio transmission system, Morning Talk to promote and create awareness among employees to realize the cost-effective use of resources and energy to maximize benefit both inside and outside the organization. Campaign activities include promoting the use of cloth bags instead of plastic bags, reusing paper, eliminating foam boxes and reducing single-use plastic bags in cafeterias, cycling in factories and factory housing, waste sorting to support recycling and reduce the amount of waste which need to be disposed, as well as increasing green areas within the organization and participation in planting forest, building weirs in collaboration with communities and government agencies by setting goals to the environmental performance of the company Conforms to the **Green Industry Criteria Level 4 (Green Culture)** of the Department of Industrial Works.

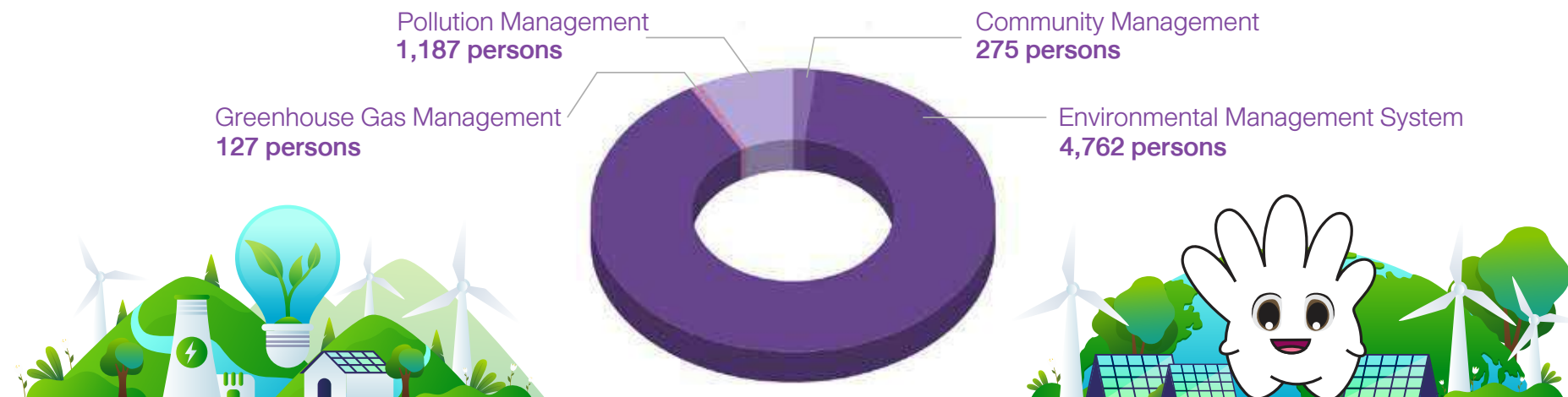
The company conducts annual knowledge reviews and environmental training courses for employees according to both internal and external training plans. The environmental management training programs include a total of 25 courses, such as ISO 14001:2015 Requirements & Environmental Aspect, ISO 14064-1: 2018 Organizational Level Requirements and Guidelines for Quantification and Reporting of Greenhouse Gas Emissions and Reductions, ISO 14067: Understanding and Managing Product Carbon Footprint, Environmental Emergency Management, Waste and Material Disposal Management, Wastewater Treatment System Operation and Control, Identification and Assessment of Significant Environmental Issues, and Control of Occupational Health, Safety, and Environmental Complaints and Suggestions, among others. These courses integrate knowledge and understanding into practice to enhance good environmental management operations for all stakeholders consistently. In 2024, the number of employees participating in training is categorized as shown in the graph.



Cycling within the factory and employee residences

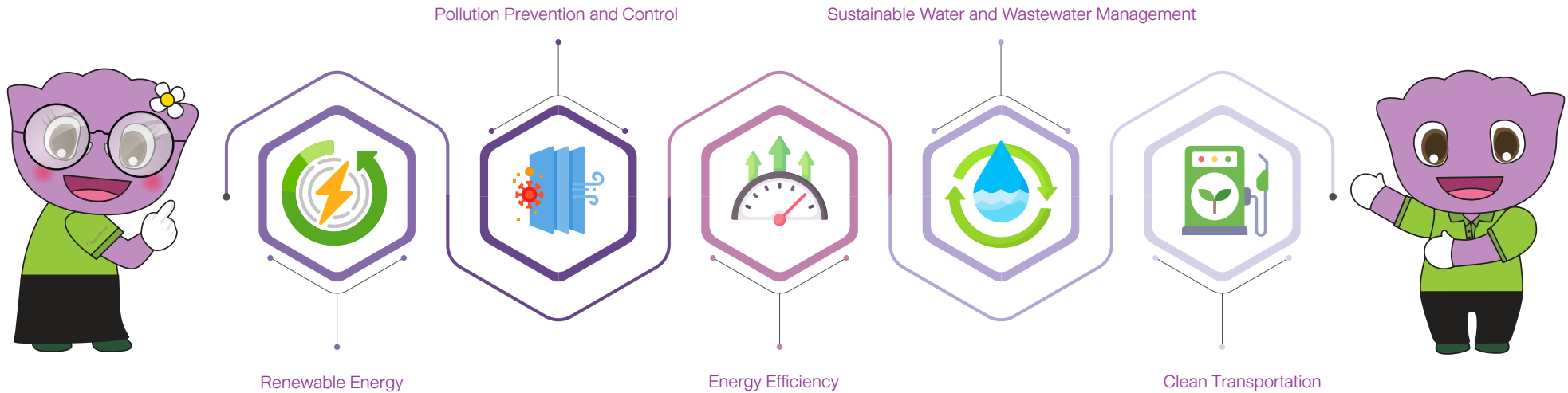


Campaign for waste segregation

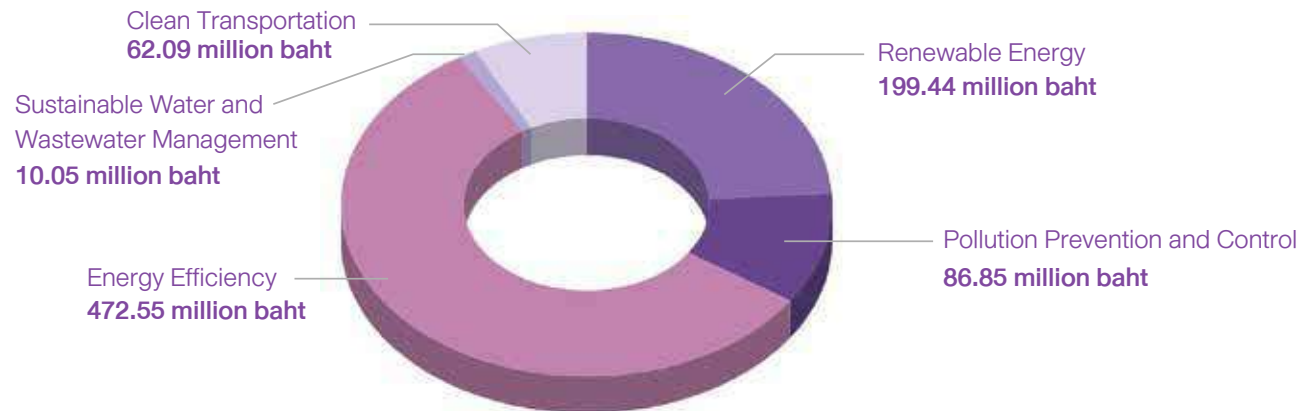


Green Bond

The Company places importance on and is committed to conducting business with consideration to the environment in order to create sustainable business growth. The Company has initiated the development of a framework for fundraising criteria for environmental conservation projects for the purpose of investing and/or refinancing old debts of new or existing environmental conservation projects. The Company currently has a total of 5 environmental projects as follows:



In the year 2024, the company allocated investment funds to environmental projects from green bonds. The percentage distribution of the funds utilized is shown in the graph



As of December 31, 2024, the company has utilized a total of 831 million baht from the green bond project. The funds have been allocated according to five objectives, as shown in the table.

Project Type	Project Name	Project Details	Project Station (Factory branch)	Investment amount (million Baht)	Number of installations	Results
Renewable Energy	Installing Solar Rooftop System	Install a solar cell system to produce electrical energy to compensate for the demand for electrical energy during the daytime.	Hat Yai, Sadao P.S., Anwar and Chumphon	199.44	6.76 MWP	<ol style="list-style-type: none"> 1. Reduce electricity use by 5,218,150 kWh/year 2. Reduce greenhouse gas emissions 2,608 tCO₂e/Year
Pollution Prevention and Control	Project to install a 20-ton boiler to replace the 10-ton boiler for increased efficiency	Installation of a 20-ton boiler with a multicyclone + bagfilter air pollution control system to replace the 10-ton boiler	Hat Yai	86.85	1 units	<ol style="list-style-type: none"> 1. Reduce wood use 4,250 Ton/year 2. Reduce greenhouse gas emissions 818 tCO₂e/Year
	Project to improve the dust collection system of an old model boiler by replacing it with a bag filter	Increase air pollution (TSP) treatment efficiency	Trang		12 units	Reduce dust released into the atmosphere (TSP) by an average of 60 percent.
Energy Efficiency	Replace old, inefficient air conditioning units that still use R22 refrigerant with new models	Reduce electricity consumption by using more efficient air conditioning units	Hat Yai, Trang	472.55	32 units	<ol style="list-style-type: none"> 1. Reduce electricity consumption by 73,006 Kwh/Year 2. Reduce greenhouse gas emissions by 32.52 tCO₂e/Year
Sustainable Water and Wastewater Management	Upgrade the preliminary wastewater treatment system	Enhance the efficiency of wastewater treatment in the preliminary treatment system	Surat Thani	10.05	2 systems	Increase treatment efficiency by 60%
Clean Transportation	Electric forklift and electric hand lift project	Reduce oil consumption by using electric forklifts and electric hand lifts	Surat Thani, Trang	62.09	16 forklift	<ol style="list-style-type: none"> 1. Reduce the use of diesel fuel by 29,465 L/month 2. Reduce greenhouse gas emissions by 80.7 tCO₂e/month



Reducing Greenhouse Gas Emissions and Energy Management (GRI 3-3)



Reduction of greenhouse gas emission (GRI 305)

The Company realizes the importance of climate change management that impacts the business and society as a whole. Climate change is not only a major challenge, but also an opportunity to create sustainability and long-term growth. In addition, reducing greenhouse gas emissions is an important sustainability issue of the Company that has been considered by the Corporate Governance and Sustainable Development Committee and approved by the Board of Directors. Therefore, to demonstrate the commitment to reduce the impacts from climate change and reduce greenhouse gas emissions so as to respond to the Paris Agreement, which has the main goal of controlling the average global temperature increase to no more than 1.5 degrees Celsius and supporting Thailand's drive towards the goal of net zero greenhouse gas emissions, as well as increasing the opportunity to create value for all stakeholders, the Company has set the following operational guidelines:

Governance

The Board of Directors has assigned the Corporate Governance and Sustainable Development Committee, which consists of the entire Board of Directors and the Chief Executive Officer, to oversee, monitor, and set policies and guidelines for the management of issues related to climate change and greenhouse gas emission. To ensure effective management, the Corporate Governance and Sustainable Development Committee meets with the Risk Management Committee at least once a year to consider risks and opportunities related to sustainable business operations and climate risk management of the organization.

Further details of the Company's governance structure, roles and responsibilities of the Board of Directors, management and various departments related to climate change and greenhouse gas emission can be found in the Annual Report, page 180-181 on the Company's website <https://www.sritranggloves.com/en/investor-relations/downloads/yearly-reports>

Risk Management




The Risk Management Department has developed a process to assess and manage climate-related risks, having joint meetings with the Management, Risk Working Group and Sustainable Development Department to assess risks and opportunities, enabling the Company to effectively address potential risks.

Strategy

The company has established strategies to reduce greenhouse gas emissions by increasing energy efficiency, increasing the proportion of renewable energy use, switching to low-carbon technologies, and organizing activities for forestation to help sequester carbon dioxide.

The Company has prepared the issues of risks and opportunities related to climate, including management, which have been considered by the Risk Management Committee, the Corporate Governance and Sustainable Development Committee, as well as being approved and endorsed by the Company's Board of Directors as follows:

1. Climate-related risks and opportunities

Risks	Impact on Business	Impact on Financial	Duration of Impact	Risk reduction/mitigation plan
Physical Risks				
Floods 	<p>Flood situations that may occur from climate change can cause business disruption from flooding, shortage of labor and critical raw materials, as well as affecting property damage, employee safety, and affecting the delivery of goods to customers from impassable transportation routes, including impacting the environment and surrounding communities from water in wastewater treatment ponds overflowing to the outside.</p>	<p>The impact of the flood situation can cause the Company to lose revenue from production stoppage and have increased expenses in restoring the Company's normal operation, such as the cost of repairing infrastructure, equipment and machinery, etc., including reduced profit due to the fixed costs that still occur even though production stopped due to the flood, such as labor costs, depreciation costs, etc., including expenses that may increase from higher insurance premiums in the following years.</p>	<p>Short to long term (> 0 years)</p>	<ol style="list-style-type: none"> 1. Various preparations to prevent flooding in the factory are initially in place, such as building walls, sandbags, water pumps, fencing around risk-prone areas, preparing canals and drainage ditches, etc. 2. The Company provides temporary housing for employees living in risk-prone areas, along with transportation. 3. Plan and prepare sufficient supplies of critical materials during a crisis, such as chemicals, chlorine, firewood, and packaging, etc. 4. Establish a War Room to disseminate news. 5. In the event that products cannot be delivered to the customer, arrange for alternative delivery from a nearby branch factory instead, or negotiate with the customer to request an extension of the delivery period.
Drought 	<p>Drought caused by climate change may cause disruption of operation due to water shortage in the production process and product quality not meeting the specified standards from the recycling of substandard water.</p>	<p>The impact of drought can cause higher investment costs to the Company, whether for buying land and investing in building a reserve water storage pond, using a water circulation system within the factory, and purchasing water from external sources. In addition, if the drought situation becomes critical and requires the production to stop, it will also affect income and profits.</p>	<p>Medium to long term (> 3 years)</p>	<ol style="list-style-type: none"> 1. Dig more artesian wells and water storage ponds. 2. Adjust the conditions for water use in the production process, such as reducing, reusing, and recycling water, etc. 3. Adjust strategies for production ratios.
Heavy Rainfall 	<p>Due to increased intensity and prolonged heavy rains, the Company may face shortage of natural rubber raw materials and firewood for boiler fuel, which may cause disruption to the business and may damage the Company's products in the warehouse and in the loading process.</p>	<p>The impact of the severe rain event may cause the Company to face higher costs from the shortage of natural rubber raw materials, resulting in disruption to the Company's business, loss of revenue, and may lead to lower profits due to the fixed costs that still occur, such as labor costs, depreciation costs, etc. during non- production due to the shortage of main raw materials.</p>	<p>Short to long term (> 0 years)</p>	<ol style="list-style-type: none"> 1. Manage inventory to suit each situation. 2. Modify production to match the adequacy of raw materials, such as switching to produce synthetic rubber gloves, etc. 3. Prepare supply of alternative fuel raw materials. 4. Set a plan to inspect the warehouse structure and make improvements to suit each area to support any critical situations that may arise. 5. Manage energy use in the production process to achieve maximum efficiency.

Risks	Impact on Business	Impact on Financial	Duration of Impact	Risk reduction/mitigation plan
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Transition Risks

Changes in legislation and policy



Policy and legislative changes to promote and support the reduction of greenhouse gas emissions, such as increasing the price of the carbon tax, preventing international trade by imposing carbon taxation, supporting the use of electric vehicles and clean energy sources, etc.

Impacts from changes in government laws and policies at both the national and international trade levels resulting from the establishment of regulations to reduce greenhouse gas emissions if the Company is unable to make adjustments to reduce greenhouse gas emissions from its business operations and product manufacturing processes in accordance with the regulations or targets set, or if the Company is unable to produce products with conditions in terms of product properties, include the possibility of (the Company) losing revenue and incurring higher expenses from having to pay fines, carbon taxes, etc. In addition, the Company must invest more in projects to reduce greenhouse gas emissions in order to achieve its planned greenhouse gas emission reduction target.

Short to medium term
(> 0 years)

1. The Company sets clear policies and goals to promote the reduction of greenhouse gases in all related processes.
2. Encourage partners and suppliers to operate in accordance with the Company's policies and goals.
3. Close monitoring of changes in laws and regulations on greenhouse gas emissions, by joining relevant entities such as the Greenhouse Gas Management Organization (TGO) and the Thailand Carbon Neutral Network (TCNN), etc.

Changes in technology



In order for the Company to reduce greenhouse gas emissions and enable it to use energy more efficiently, it needs to invest in new technologies and innovations, resulting in the Company having a relatively high cost of investment in greenhouse gas emissions reduction.

The impact of technological changes has caused the Company to have increased investment costs in technology to reduce greenhouse gas emissions, such as solar cells and EVs.

Long term
(> 7 years)

1. The Company has announced clear policies and goals to drive various policies related to reducing greenhouse gas emissions, such as installing solar cells and using EV cars within the factory, etc.
2. Create sufficiency in terms of financial sources to support greenhouse gas and emission reduction targets, such as issuing debt instruments to raise funds for projects focusing on environmental conservation (Green Bond).
3. Collaborate with the Greenhouse Gas Management Organization (TGO) in implementing the company's Net Zero pathway.
4. Having units that continuously study new technologies and innovations, such as batteries to store electrical energy.

Changes in consumer behavior and investor interest





Consumer behavior and investor interest now place greater importance on environmental conservation. If the Company cannot adapt to each situation in a timely manner, it may affect the Company's market share, revenue, and reputation.

The impact of consumer behavior and changing investor interest may cause the Company to face higher investment costs in conducting research and developing new products to meet consumer demand and investor confidence that are environmentally friendly, including costs from sourcing environmentally friendly raw materials, such as packaging made from natural materials, etc.

Medium to long term
(> 3 years)

1. The Company continuously adjusts its strategic plans to suit each potential situation.
2. Conduct research on the market and develop products according to customer needs.

2. Analysis and assessment of risks, opportunities and impacts related to climate under various assumptions

Opportunity	Description
<p data-bbox="226 347 495 371">Sustainability Product</p> 	<p data-bbox="622 347 2063 587">With the promotion and support of reducing greenhouse gas emissions from many sectors and the increasing trend of consumers' and investors' interest in the environment, the Company sees the potential to increase its capabilities and competitive opportunities, including the ability to expand its customer base, from the development of products that comply with EUDR laws (products that do not come from deforestation and do not encroach on forest reserves) and other products that prioritize the environment and ecosystem, in line with the concept of "Clean World Clean Glove, environmentally friendly gloves that are safe for consumers", as well as creating added value for the products.</p> <p data-bbox="622 619 2063 946">The Company has developed products made from natural rubber with an environmentally friendly production process, such as low-protein natural rubber gloves, which are gloves made from natural rubber but do not cause allergic reaction to natural rubber protein from wearing or cause irritation, do not contain heavy metals and residues, can be used to touch food, do not use the chlorination process, thereby rendering no chlorine residue in the gloves, can be naturally decomposed through a production process that reduces greenhouse gas emissions from using biomass energy and reducing the use of chemicals, Double Chlorination Natural Rubber Gloves, Black Natural Rubber Gloves, 300- mm long High Risk Natural Rubber Gloves, Nitrile Gloves without accelerators, Nitrile Gloves Daimond Texture, including the production of natural rubber gloves with EUDR latex for customers in European countries, etc., which can enhance the Company's good reputation and image, while generating income from new products for the Company.</p>
<p data-bbox="244 997 472 1021">Renewable Energy</p> 	<p data-bbox="622 997 2063 1281">The Company has a policy to promote and support compliance with laws related to greenhouse gas emissions and to use new technologies and innovations within the Company to reduce greenhouse gas emissions to achieve the set goals. From the set strategies thereof, in addition to increasing efficient energy use, the Company has also adopted the use of energy sources and technologies with low greenhouse gas emissions in the production process, such as installing solar cells to generate electricity, electric using electric vehicles, requiring water reuse processes and biomass fuels for boilers, etc., which not only can reduce greenhouse gas emissions, but also create opportunities to reduce energy costs, create safety and good health for employees and surrounding communities, as well as create confidence for stakeholders and enhance the Company's good image.</p>

Management and setting goals

The Company's CEO has announced the corporate Net Zero Commitment and communicated it to all employees for their acknowledgement and implementation on June 6, 2024, as well as disclosed the commitment on the Company's website, including the appointment of a Net Zero Working Group, which receives policies and management guidelines from the Corporate Governance and Sustainable Development Committee, to effectively reduce greenhouse gas emissions in line with the Net Zero Pathways and lead to the achievement of the goals.

From the above risk and opportunity assessment results, the Company has set targets and plans to reduce greenhouse gas emissions from its business processes in order to achieve net zero greenhouse gas emissions by applying the Science Based Targets initiative: SBTi and undertaking management that responds to the United Nations Sustainable Development Goals (UN SDGs), namely:



SDG 7 (Affordable and Clean Energy) : Use of renewable energy and increasing energy efficiency.



SDG 13 (Climate Action): Reducing greenhouse gas emissions and using carbon capture and storage technologies in helping to mitigate the impacts of climate change.



SDG 15 (Life on Land): Tree planting and reforestation help preserve biodiversity and terrestrial ecosystems.



Management guidelines

- Identify significant sources of greenhouse gas emission and take action to reduce said emissions through a carbon footprint assessment process.
- Improve the energy efficiency of machinery in the production process to achieve maximum efficiency.
- Study and develop the use of low-carbon technologies, such as increasing the proportion of renewable energy use, both from biomass fuels and electricity from solar power.
- Change the use of fossil fuels for vehicles used in the production process.
- Study and develop carbon reduction and capture projects in the agriculture and forestry sectors to store carbon credits.
- Raise awareness and campaign for employees to join in reducing greenhouse gas emissions from sources both in the production process and in daily life.
- Promote knowledge and understanding among business partners to jointly reduce greenhouse gas emissions, encompassing both raw material acquisition and transportation.

Targets

The set targets cover reductions of both short-term and long-term greenhouse gas emission.



- Reduce greenhouse gas emission per unit of product by 40 percent compared to the base year 2021 by 2026.
- Achieve Carbon Neutrality by 2030
- Net-Zero Emissions by 2050



Performance Results

In 2024, 5 factories, namely Hat Yai branch, Surat Thani branch, Trang branch, Chumphon branch, and Sadao P.S. branch have prepared and registered Carbon Footprint of Products (CFP) for 27 products with the Greenhouse Gas Management (Public Organization) and had 4 greenhouse gas indicators verified according to the requirements for calculating and reporting Carbon Footprint for Organization (CFO) in the year 2024 by LRQA (Thailand) Co., Ltd.

Greenhouse Gas Emission*

Scope 1 Greenhouse Gas Emissions

58,944 Tons of carbon dioxide equivalent (tCO₂e)

Scope 2 Greenhouse Gas Emissions

159,015 Tons of carbon dioxide equivalent (tCO₂e)

Total greenhouse gas emissions

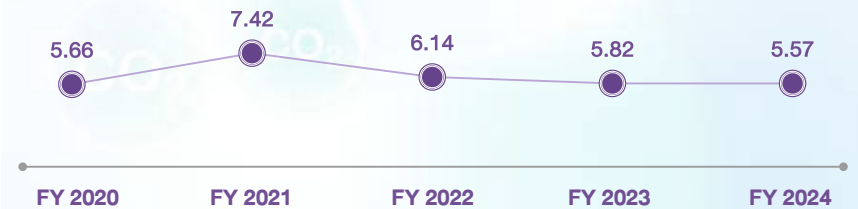
(Scope 1 and 2)

217,959 Tons of carbon dioxide equivalent (tCO₂e)

(*Information on the organization's greenhouse gas emission reporting results are available in the performance table at the end of this report, page 171)

Greenhouse gas emissions per unit of product (Scope 1 and 2)

Unit: Tons of carbon dioxide equivalent per million pieces



Key projects in 2024

Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch has joined the project to promote the setting of greenhouse gas emission targets for the industrial sector to reach Net Zero using the Science Based Target method of the Greenhouse Gas Management (Public Organization). In joining the project, the Company has done the following:

1. Announcement of Net Zero commitment by the CEO.
2. Appointment of a working group to achieve net zero greenhouse gas emissions (Net Zero Working Group)
3. Development of a greenhouse gas emission reduction plan using the Science Based Target (SBT-i) method.
4. Setting a target to reduce greenhouse gas emissions (Scope 1 and 2) by 20 percent by 2030, compared to the base year of 2023 (5-year target) and aim for net zero greenhouse gas emission by 2050.

The Company has prepared a plan to reduce greenhouse gas emissions from 2024-2030 by improving energy efficiency and installing machinery to reduce energy consumption, such as Auto Blow and choosing low-carbon technology, including switching to renewable energy such as solar rooftops, Solar floating and EV forklift, etc.

Organization's GHG reduction plans/guidelines (Scope 1+2)

Order	Project	Amount of GHGs that can be reduced (tCO ₂ eq/Y)						
		FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030...
1	Switching use of Diesel Forklifts to 7 Electric Forklifts	28.31	28.31	28.31	28.31	28.31	28.31	28.31
2	Installing solar cells size 2.380 MWp on building rooftop		1,641.44	1,633.23	1,625.06	1,616.94	1,608.85	1,600.81
3	Installing solar cells size 2.194 MWp		1,513.16	1,505.59	1,498.06	1,490.57	1,483.12	1,475.70
4	Switching from Diesel Wheel Loaders to 4 Electric Wheel Loaders		179.9	179.9	179.9	179.9	179.9	179.9
5	Switching from Diesel Forklifts to 6 Electric Forklifts		24.27	24.27	24.27	24.27	24.27	24.27
6	Switching from Diesel Forklifts to 5 Electric Forklifts				20.22	20.22	20.22	20.22
7	Installing solar cell size 2.982 MWp. at the staff housing building and machinery storage buildings				2,056.62	2,046.34	2,036.11	2,025.93
Total		28.31	3,387.07	3,371.30	5,432.45	5,406.55	5,380.78	5,355.14

Summary of project results

The Company is able to set Net Zero targets that are in line with the science-based methodology or Science Base Target (SBTi), which has been verified as Net Zero Pathway by ECEE Co., Ltd. and has applied for Net Zero Pathway certification registration with the Greenhouse Gas Management (Public Organization) on February 10, 2025.



STGT's Journey to



Climate Strategy



Achieving Carbon Neutrality and Net-Zero Emissions Goals

2021
GHGs intensity
40%

2030
Achieve the mission of
Carbon Neutrality

2050
Achieve
NETZERO
GHG emissions

Efficiency Improvement



Enhance ENERGY EFFICIENCY across operations

Breakthrough technology



Adopt low-carbon technologies, such as electric vehicles and solar energy systems

Carbon offsetting and absorption



Implement carbon dioxide capture and underground storage solutions, such as afforestation and advanced technologies like CCS or CCUS

Energy Management (GRI 302)



The Company's rubber gloves production process consumes significant heat, steam and electricity, which translates into the cost of production; furthermore the factories of the Company are designated factories according to the Energy Conservation Promotion Act, B.E. 2535. The Company has realized and given importance to continually improving energy efficiency in production, including promoting the use of renewable energy to achieve the most efficient use of energy, reduce energy costs and reduce greenhouse gas emissions. Energy management is done by setting up an energy conservation committee and appointing an authorized person responsible for energy at the factory to manage energy use through energy conservation projects and various energy saving measures as well as promoting the use of renewable energy, such as choosing energy-saving equipment, improving work processes, **using 100 percent biomass fuel to produce heat from the boiler**, including the installation of solar lighting systems around the corridors, etc.

Guidelines for operation

- Establish annual targets and plans to reduce the use of electricity and heat
- Regularly check the integrity of equipment and machines to achieve maximum energy efficiency
- Improve and modify the parts and equipment of machinery to be energy-saving
- Study and develop innovations in renewable energy and alternative energy for use within the Company

In order for the company to achieve its short-term, medium-term, and long-term energy conservation goals, as well as support the goal of reducing greenhouse gas emissions from business operations, the Corporate Governance and Sustainability Development Committee has reviewed the plans and proposed to the company's board of directors to approve the investment budget for the solar power generation system installation project for the years 2025-2030 as follows:

Type	Installed capacity (MW)	Reduction in Scope 2 greenhouse gas emissions (tCO ₂ e)
Solar Rooftop	26.09	18,222.45
Solar Floating	6.76	4,711.70
Solar Farm	4.0	2,758.72
Total	36.85	25,692.87

Projects in 2024 are as follows:

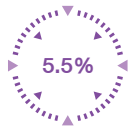
The installation of **solar power generation systems (Solar Rooftop)** at **Hat Yai, Sadao P.S. and Chumphon branches** with a capacity of **1 megawatt** per branch. The installation projects are planned to operate 365 days per year. The average electricity production for each branch is **1,215 megawatt-hours per year (MWh/year)** and **4,982 MWh/year for all four branches (including Trang branch)**. The generated electricity will be used in the production processes and offices. Thus, the installation projects will be reduced greenhouse gas emissions approximately **608 tons of carbon dioxide equivalent per year (tCO₂e/year) per branch** and **2,491 tCO₂e/year for all four branches**.



Solar rooftop at factory's Chumphon Branch

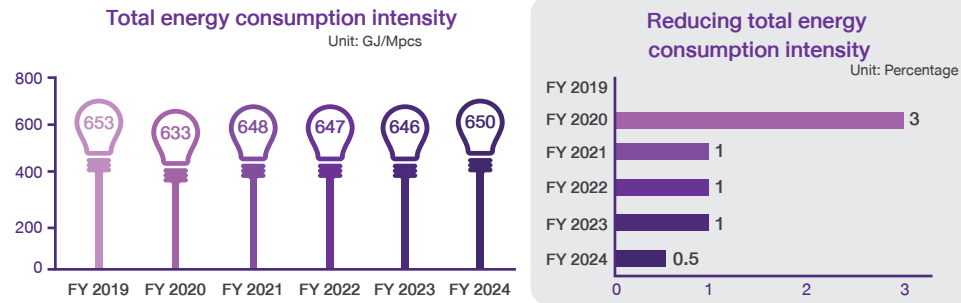


Solar rooftop at factory's Trang Branch



Reducing total energy consumption per product unit by 5.5% within 2024 compared to 2019 (base year)

Performance

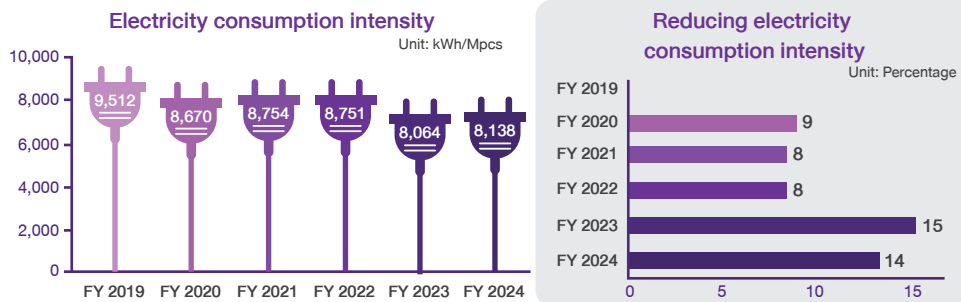


Based on the set targets, it has been found that the company has not yet achieved its goals due to issues related to the use of biomass energy for steam production in boilers. On February 17, 2025, the company's board of directors approved the new overall energy usage targets as follows: Reduce total energy usage per unit of product by 5.5% compared to the base year 2024 by 2027.



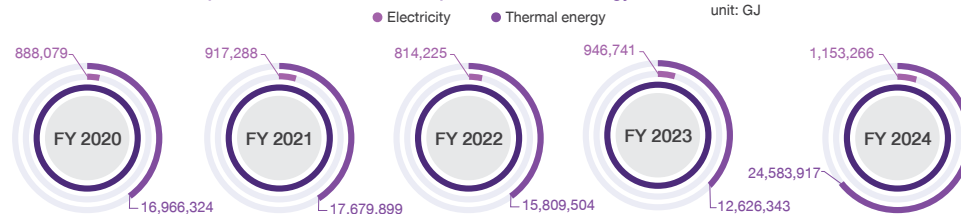
Reducing electricity consumption per product unit by 10% within 2024 compared to 2019 (base year)

Performance



Based on the performance results, it was found that the company was able to achieve its targets.

Proportion of electrical consumption to thermal energy from biomass fuel
unit: GJ



Energy reduction projects

Hat Yai Branch Factory

Project Name: Energy Reduction for Rotary Dryer STGT 3/1 Using Equipment Dismantled from STGT 2

Project Implementation Details

- **The power of the rotary blower motor is excessive**
Installed a 1HP rotary blower motor, which was dismantled from Rotary STGT2, for trial use at Rotary L.77
- **The size of the rotary heater consumes more steam than necessary**
Installed a 56,000 Kcal/hr. rotary heater, which was dismantled from STGT2, for trial use at Rotary L.77
- **The size of the DELTA steam trap is larger than necessary**
Installed a DELTA steam trap No. 8 from STGT2 for trial use, replacing the No. 10 currently in use at Rotary L.77

Performance

Benefits Received:

Able to reduce electricity consumption by 81%, from an electricity cost of 129,679 baht/line/year to 23,789 baht/line/year, or 1,982 baht/line/month.



Motor blower rotary



Trial installation of Heater rotary



Delta steam trap

Water and Effluent Management (GRI 303)



Water management (GRI 303-1)

Water is another main resource used in the glove production process and may affect the quality of the gloves. In some parts of the production process, quite a lot of water is used. The Company is therefore aware of the risks associated with bringing water from various sources to be used, in terms of risks--both quantity and quality-related, risks related to water-related regulatory changes and pricing structure, including water-related stakeholder conflicts. In 2022, the Company began to analyze and assess the risk situation pertaining to sufficiency of water resources of all factories located in Hat Yai District, Sadao District, Songkhla Province, Kantang District, Trang Province. Kanchanadit, Surat Thani Province and Pathio District, Chumphon Province by using the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI) and setting the frequency of analysis every 2 years. Results for 2024 indicate that most of the company's factories are not located in areas that may experience water scarcity or water-stressed areas, except for the Surat Thani branch, which is at high risk of water scarcity, the Company has set guidelines for increasing efficiency of water use in the production process, in support of Sustainable Development Goal 6 (SDG 6) and Thailand's 20-year water resources management master plan to reduce the impact of water shortages in the future as follows:

Guidelines for operation

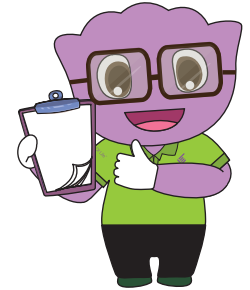
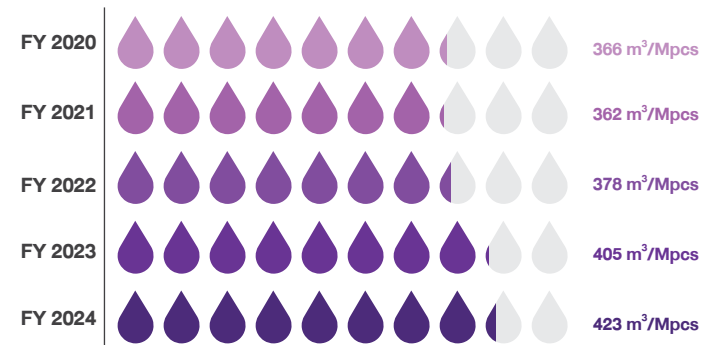
- Provide water for use in sufficient quantity and of suitable quality for the production process without affecting the community
- Set goals for effective water management every year using the 3Rs principle
- Develop a soft water production system for maximum efficiency in order to reduce the use of groundwater
- Provide surface water sources and replenish groundwater in the areas surrounding the plant to help prevent flooding or drought
- Promote invention and improvement to reduce water consumption in each process with Kaizen and QCC activities
- Reduce the use of natural water sources by improving systems or implementing projects to increase water recycling or reuse, such as installing a water reclaim system



Reducing water consumption per product unit by 10% within 2024 compared to 2019 (base year)

Performance

Water consumption per product unit (m³/Mpcs)



Reduce from 2021 (base year) (-15%)* (Base year 2019, volume 368 m³/Mpcs)

Groundwater Usage (million cubic meters/year)



In 2024, it was found that the Company was unable to meet its targets due to water usage control issues, which depend on various factors, including the different properties of gloves according to the regulations of each customer and country, as well as other production control factors related to water usage in the production process, such as raw materials or chemicals used in production. Therefore, on February 17, 2025, the Board of Directors considered setting new targets in line with these conditions by adjusting the goal to reduce water usage per unit of product by 6% compared to the base year 2024 by 2027.

Water reduction projects

Surat Thani Branch Factory

Project Name: Reclaiming Cooling Water at Boiler SR3

Project Details

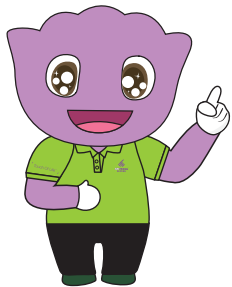
Before Implementation: Water was discharged into the wastewater ditch.

After Implementation: A pipe was installed to redirect the water from the original discharge point to the rainwater pond for reuse in production.

Performance

Factory SR3: Successfully reduced the use of cooling water and groundwater extraction by 45,500 cubic meters per year, which equates to 13 cubic meters per million products. Cost Savings Achieved a cost reduction of 59,150 Baht per year.

Reduced
45,500
cubic
meters
per year



Water Collection Points
for System

Chumphon Branch Factory

Project Name: Water Usage Reduction in STGT-CP Production Line

Project Details:

Hot water at the end of the production process, which has already been used, can be reused in certain parts of the initial production process where high water quality is not critical, such as in the washing process.

Method:

Install a water storage tank system, water pipes, water pumps, and a control system. Set up water distribution pipes.

Performance

- Water Savings: Reduced hot water usage in the production line by 52,590 cubic meters per year, resulting in cost savings of 2.4 million Baht per year or 14 cubic meters per million products, without impacting the quality of the gloves.
- Future Expansion: In 2025, the project will be expanded to the branches in Surat Thani, Sadao P.S., Anwa, Trang, and Hat Yai.



Hot Water Dispenser
Installation at Usage
Points

Project Name: Upgrade of the Water Spray System after the Second Washing Brush Set STGT-TG1

Project Details:

Increase the number of water spray nozzles for the second washing brush set from 2 nozzles per side to 9 nozzles per side.

Operational Procedure

Before Improvement: The number of water spray heads for the second brush cleaning set is 2 heads per side.

After Improvement: The number of water spray heads for the second brush cleaning set is increased to 9 heads per side. A Rotameter is installed to fix water usage at 13 liters per hour (Water balance is maintained by using the same amount of water).

Performance

- Reduce water usage, with a tank volume of 2,600 liters
 - Before improvement: 119,600 liters per month
 - After improvement: 20,800 liters per month
- This results in a reduction in water usage by 98,800 liters per month.
- Reduces wastewater management from the tank cleaning process.



Before improvement



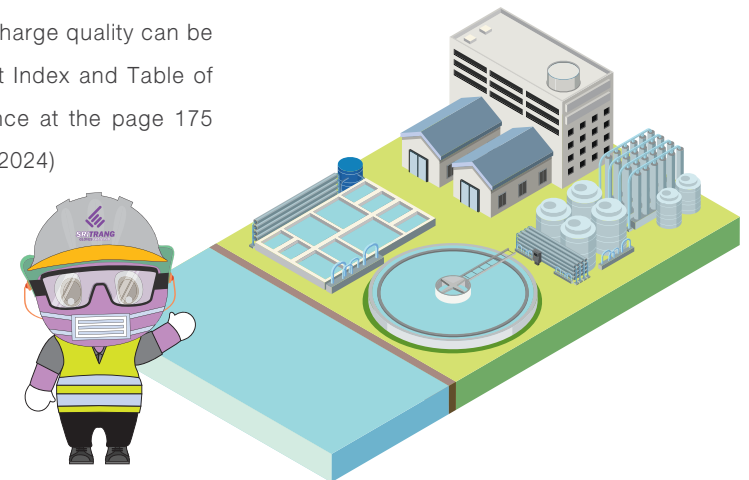
After improvement

Effluent management (GRI 303-2)

The Company has a standard wastewater treatment system as Aerated Lagoon whereby wastewater generated from production processes and activities will enter the wastewater treatment system and treated so that the water quality passes the legally required standards for the control of sewage from a factory, considered as the minimum effluent quality standard (GRI 303-2). The Company has installed a BOD (Biochemical Oxygen Demand: BOD) online system that measures the amount of oxygen needed by microorganisms to decompose organic substances in wastewater and sends BOD measurement results in real time to the Department of Industrial Works. This ensures that the quality of effluent water discharged to public water sources meets legal standards. And from the efforts to reduce and use water resources as efficiently as possible, the company has developed and improved wastewater treatment technology to achieve efficiency. The company focuses on recycling treated water back into the production process according to the 3Rs principles to help reduce the use of new water. The guidelines are as follows:

- Monitor and control the wastewater treatment system to be fully effective at all times
- Use of technology and innovation to improve and control the operation of the wastewater treatment system to increase efficiency and reduce energy consumption
- Improvement and development of the water treatment systems so that at least 5 percent of the water can be reused in production
- Maintaining preparedness for potential emergencies such as power outages and floods
- Installation of pre-treatment systems to increase the efficiency of wastewater treatment

(The results of water discharge quality can be found in the GRI Content Index and Table of Environmental Performance at the page 175 on Sustainability Report 2024)



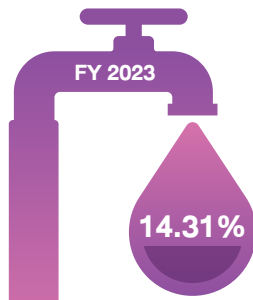
Chumphon Branch Factory

Project: Reusing Treated Water in the Production Process by at Least 10%

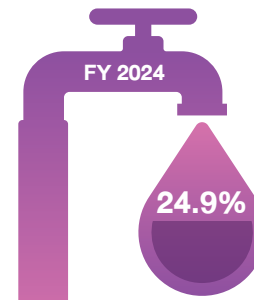
The Chumphon branch has implemented a Reclaim Water System. The building housing the Reclaim Water System is located near the final wastewater storage pond Oxidation Pond 2. The system takes treated wastewater from the final pond and processes it using chemicals to adjust the pH, disinfect, and precipitate solids. After these processes, the water is filtered through UF (Ultrafiltration) and RO (Reverse Osmosis) systems to make it suitable for reuse in the production process.

Outcomes

Treated wastewater from the final pond can be reused in the production process



In 2023,
the average was **14,458 m³/month**,
accounting for **14.31**.



In 2024,
the average was **30,547.42 m³/month**,
accounting for **24.59**.



1. Location of Reclaim Water System



2. DAF Dissolved Air floatation System



3. UF Filtration System



4. RO Machine Unit

Management of Waste and Unused Materials (GRI 306-1, 306-2)



The Company places importance on efficient management of waste and unused materials which helps to promote cost-effective use of resources and reduce the cost of disposal of waste arising from the Company's operations, both directly and indirectly. The Company adheres to the 3Rs (Reduce, Reuse & Recycle) principle in waste management as a guideline for managing waste and unused materials in the factory whereby its focus is on reuse or use as a replacement in other agencies/units to reduce waste disposal and adopt a circular economy that focuses on the cost-effective use of resources and recycling through the use of innovation and technology to optimize resource utilization, reduce the need for new resources.

Main wastes from the production process are wastewater from the washing and forming process prior to dipping in latex, sludge from the wastewater treatment system, ash from the combustion process of wood chipped boiler biomass, formers which are damaged or deteriorated from use, wooden pallets or plastic drums from raw material containers, packaging of chemicals, oil tanks and scrap from maintenance work including broken gloves. All waste has been sorted, stored, recorded and disposed legally. Unused materials that do not have a significant impact on the environment and the community, and waste such as end-of-life formers, pallets, and plastic drums can also be reused within the factory and recycled and can create added value with the community as well. (More details are reported in Social Performance under the heading "Contributions to Community and Social Development" on page 115-128.)

In addition, the Company has supported partners in the supply chain through the Business Partner Code of Conduct and Guidelines to encourage efficient use of resources, **sustainable material**. This includes implementing waste management according to the 3Rs principle, with initiatives such as the ongoing Recycled Box Project (further details can be found in the Supplier Development section on page 81-82). These efforts aim to reduce waste generation and promote sustainable waste management, which also encompasses reducing landfill disposal that contributes to carbon dioxide emissions.

Guidelines for Waste and Material Management

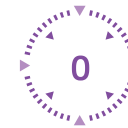
- Make the utmost use of available resources by developing and creating value through sorting and reuse.
- Improve work / production processes to help minimize the amount of waste generated

- Sorting and storing waste / unused materials by type so that they can be further utilized or sent for legal disposal
- Reducing and eliminating the use of foam food packaging and single-use plastic bags within the Company
- Cooperation with partners to reduce packaging waste by changing receiving raw materials type and re-using package

Target



Reducing waste per product unit by 20% within 2024 compared to 2019 (base year)



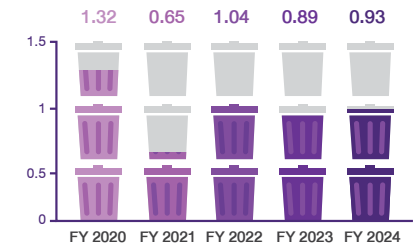
Reducing the amount of non-hazardous waste from the production process that is disposed in landfills to 0 by 2030

Performance

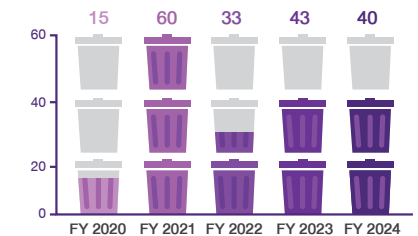
Waste Management



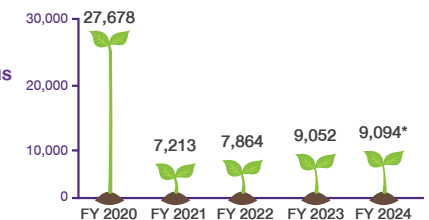
Waste intensity
Unit: Tons/Mpcs



Reducing waste intensity
Unit: Percentage



Amount of non-hazardous waste was disposed to landfills
Unit: Tons

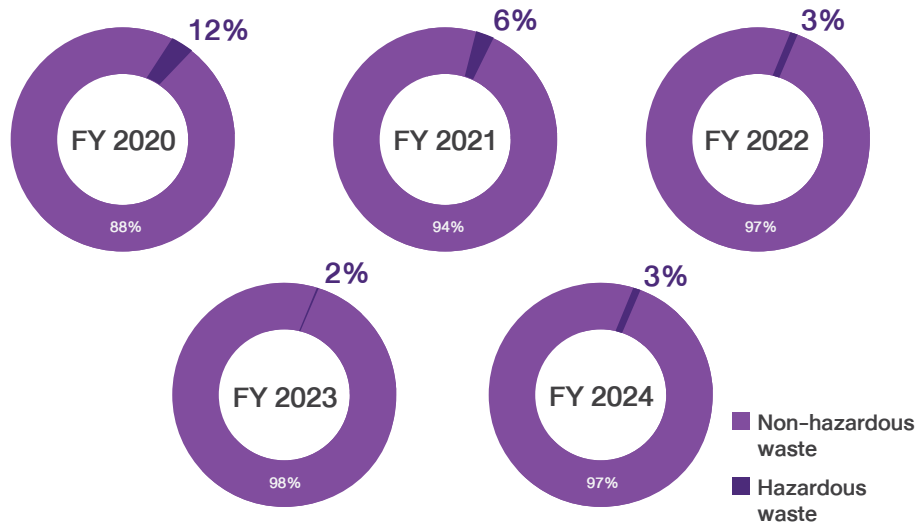


Remark:

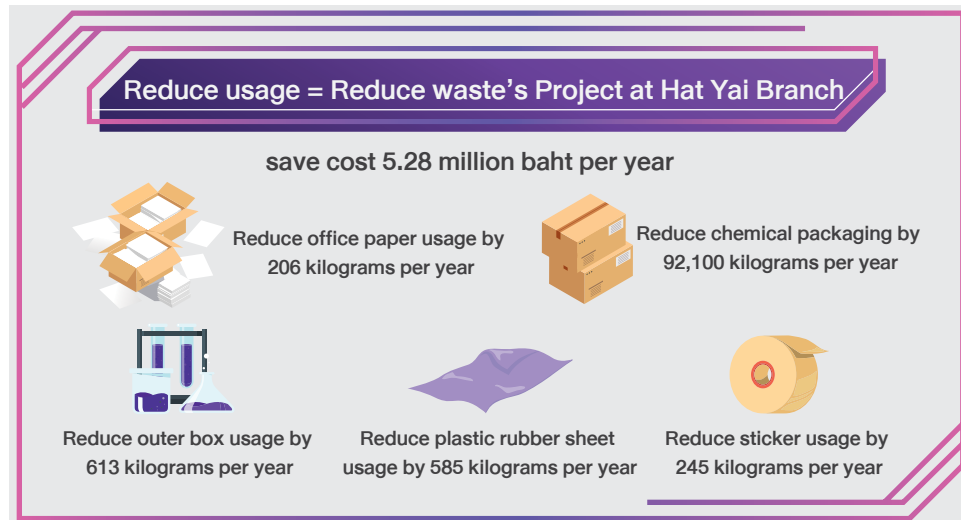
* The amount of non-hazardous waste from production that is sent to landfill has increased because in 2024, there will be reports on the operating results of 1 additional factory branches, namely the Anwar Branch.

Based on the performance results, the company was able to manage and reduce the total waste per unit of product according to the target. The Sustainability Working Group has proposed to the Corporate Governance and Sustainability Development Committee to review and approve the setting of new targets in 2025.

Type of waste (Hazardous waste/Non-hazardous waste)

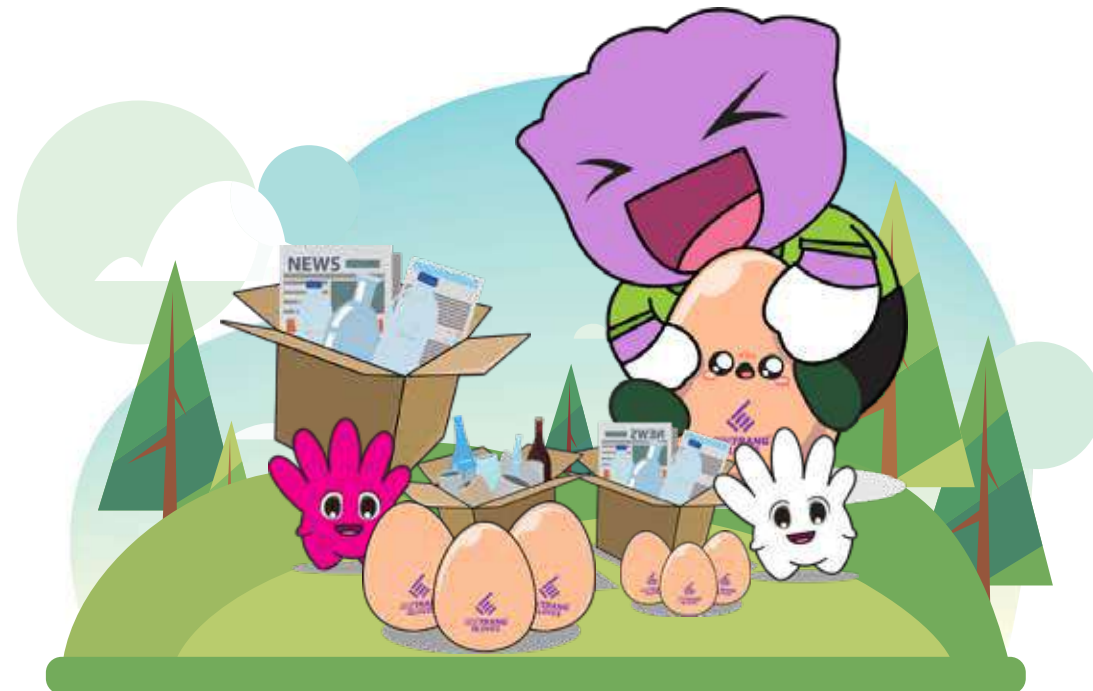


Examples of projects to reduce resource use and waste that are operated and their results



The Recycling Waste Bank in Exchange for Eggs Activity

- Hat Yai Branch was able to separate recyclable waste **6,258.50 kilograms per year**
- Trang Branch was able to separate recyclable waste **8,907 kilograms per year**



Hazardous Waste Reduction Project (continuous project since 2021)

This project is carried out in cooperation with suppliers of chemical raw materials whereby incoming chemical packaging is modified to reduce hazardous waste from chemical containers.

Old Packaging



New Packaging



Issue	Action	FY 2021 Reducing of amount of weight of hazardous waste (kg)	FY 2022 Reducing of amount of weight of hazardous waste (kg)	FY 2023 Reducing of amount of weight of hazardous waste (kg)	FY 2024 Reducing of amount of weight of hazardous waste (kg)
Reduce the amount of hazardous waste in the form of chemical tanks	Replace the plastic tanks with Tank Cars	264,833	289,290	296,021	378,797
Reduce the amount of hazardous waste in the form of sacks	Replace the sacks with Tank Cars	17,801	16,677	-	-
Reduce the amount of hazardous waste in the form of 1,000 liter bulk tanks	Replace the 1,000 liter bulk tanks with Tank Cars	19,197	26,919	64,863.00	130,579
Total		301,831	332,886	1,446,432	509,376



In 2024, hazardous waste from chemical packaging was reduced by **509,376 kilograms**

Circular Economy Project

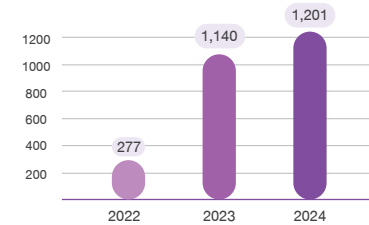
Waste Former to Refractory Project (continuous project since 2022)

This project is collaboration between STGT and SRIC, a subsidiary of SCG, whereby STGT sends its expired ceramic glove molds to be substituted raw material for the production of SRIC's refractory mortar.



In 2024, the company was able to reduce landfill waste by 1,201 tons per year and decrease disposal costs by 2,137,549 baht per year.

Landfill Former (tons/year)



Waste to Value-Added Products project

In 2024, the company collaborated academically with Thaksin University to study and develop research or innovations in waste management and the utilization of unused materials from the production process, aiming to maximize benefits according to the principles of the circular economy. This initiative supports the goal of achieving zero waste to landfill. As part of this effort, the company has repurposed defective rubber gloves and powder dust from the production process to produce coasters. Sri Trang Eco-Coasters are made from used rubber gloves and unused materials from the Sri Trang Gloves production process. The focus is on reducing waste disposal and creating value from waste (Waste to Value) according to the principles of the circular economy (CE). Under the sustainability strategy of the Sri Trang Group, we aim to contribute to environmental conservation and create balance for our planet.



Consideration of Ecosystems and Biodiversity (GRI 304-3)

Ecosystems and biodiversity are facing threats from various factors, such as land-use changes, agricultural chemical use, invasive species, and climate change. Many countries are starting to implement measures to prevent biodiversity loss. For example, the European Union has enacted legislation on deforestation-free products to prohibit companies within the EU from purchasing goods linked to deforestation. This legislation also extends to the financial sector to prevent support for deforestation activities.

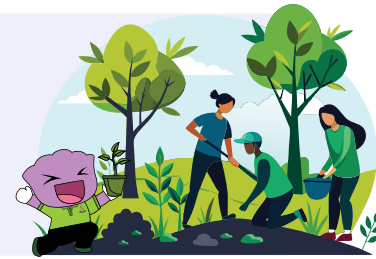
The company recognizes the importance of and is committed to conducting business with careful consideration of potential impacts on ecosystems and biodiversity. In response to the United Nations Sustainable Development Goal (SDG) 15, which focuses on protecting, restoring, and promoting the sustainable use of terrestrial ecosystems, managing forests, halting and reversing land degradation, and halting biodiversity loss, the company has undertaken the following actions:

Management Guidelines

- Obtaining FSC™-COC (Chain-of-Custody Certification) ensures that Sri Trang Gloves are made from latex sourced from responsibly managed rubber plantations, adhering to internationally accepted principles. This certification provides customers with confidence that Sri Trang Gloves are natural products derived from rubber plantations managed without harming natural forests and the environment.
- Utilizing the Integrated Biodiversity Assessment Tool (IBAT), an internationally recognized database, to assess biodiversity risks and impacts.
- Maintaining the balance of ecosystems with high biodiversity ensures greater resilience and recovery from disturbances, such as natural disasters or climate change.
- Conservation of natural resources and sustainable management of natural resources.

In the event that areas are found to be at very high risk, the company has established plans for remediation, prevention, and impact reduction, based on the principles of the Mitigation Hierarchy, which include:

1. Avoidance of activities that may cause impacts.
2. Reduction of unavoidable impacts.
3. Restoration of the area by planting native species.
4. Offsetting impacts by planting trees outside the project area



and the company will monitor the mitigation/prevention/reduction of impacts and disclose the progress of these actions to demonstrate transparency.

Target



100% of operational areas undergo preliminary biodiversity risk assessment.



Performance

The use of the Integrated Biodiversity Assessment Tool (IBAT) to assess risks and impacts on biodiversity in six **operational areas in Thailand, representing 100% of the company's operational areas in the country**, revealed that no business activities are conducted in areas designated as World Heritage Sites or protected areas by the International Union for Conservation of Nature (IUCN) Categories 1-4. This means that the areas are not located in Strict Nature Reserves, National Parks, Natural Monuments, or Habitat/Species Management Areas.

In 2024, the Chumphon branch factory conducted a survey of the area surrounding the factory. It was found that the wastewater treatment pond of the factory is home to more than 10 species of birds, including the Little Cormorant, Great Cormorant, Asian Openbill, White-breasted Waterhen, White-throated Kingfisher, Crested Myna, Little Egret, Great Egret, Drongo, Little Grebe, Hawk, and Coucal. Notably, the Great Cormorant is a rare bird that is not commonly found in general areas.



Great Cormorant



Black-winged Stilt



Great Myna or White-vented Myna



Intermediate Egret

“Teal conservation area” Project

Trang Branch recognizes the importance of consideration of the ecosystem and biodiversity. The Company therefore has put up signs “Teal Conservation Area” at the wastewater storage pond that is treated before being released into public water sources, to raise awareness among citizens to help create ecological balance and restore perfection to nature.

The company supports and participates in protecting ecosystems and biodiversity by expanding natural protected areas to serve as habitats for both terrestrial and aquatic life. This is done to conserve and restore ecosystems through self-initiated efforts and collaborations with government agencies, educational institutions, communities, and other stakeholders. Activities include reforestation, building check dams, and releasing aquatic species back into rivers, canals, and the sea.



Sri Trang Go Green join in rehabilitating Blue carbon sources

Blue Carbon is carbon dioxide that accumulates in marine and coastal ecosystems, such as mangrove forests, floodplains, seagrass areas, and saltwater basins. These ecosystems are four times more efficient at sequestering carbon than terrestrial forests because they have the ability to pull more carbon dioxide down and store it in the soil, which effectively reduces the amount of greenhouse gases in the atmosphere and mitigates the impacts of climate change.

The Company places importance on environmental care, biodiversity and maintaining the balance of the ecosystem, and has, therefore, implemented a project to help restore the Blue Carbon source in cooperation with the Faculty of Fishery Science and Technology, Department of Marine and Environmental Science, Rajamangala University of Technology Srivijaya, Trang Campus. The activities include planting 315 sea sedge or black sedge trees, releasing 2 million megalopa blue crabs / 9 female blue crabs ready to lay eggs, and collecting garbage on the beach and in the sea, which reduced the amount of garbage by more than 50 kilograms. In addition to the volunteer employees who participated in the activity, cooperation also came from a conservationist network of communities, government agencies, universities and schools, totaling 86 people.



Air Quality Management

The Company attaches great importance to air quality management resulting from its operations as the production process may cause air pollution. This may affect employees and surrounding communities around the factory location. The Company, therefore, has developed a management plan to control air quality, both inside and outside the factory, as well as around its vicinity, whereby there are regular measurements and monitoring to ensure that the air quality is in accordance with the legal and regulatory required standards. In addition to measuring the air quality from the vents, the Company has organized a working group to periodically survey and measure the air quality in nearby communities as well.



Target

Zero number of non-compliance with environmental laws and regulations case



Performance of 2024

Zero number of non-compliance with environmental laws and regulations case

In order to effectively manage air quality, the Company has installed air pollution treatment systems according to the type of production process so as to reduce the impact both within the factory premises and around nearby communities as follows:

- **For the biomass fuel heating boiler (chopped wood), the Company installed three types of pollution treatment systems:**
 1. Single Cyclone and Multi Cyclone (dry dust and dry ash collection system)
 2. Wet Scrubber (dry dust and wet ash collection system)
 3. Bag filter (collector that removes with high efficiency)
- **The chlorine gas production process is equipped with a wet scrubber**

The Company has set a goal for zero environmental complaints and established operating guidelines to achieve the following:

- Use of clean fuels in the production process (100% Biomass);
- Examine and measure the operation of the system and the air quality from the air ducts according to the annual work plan;
- Visit the site to survey the impact and measure the air quality in nearby communities regularly according to the plan;
- Communicate environmental quality to communities and the public.



(The results of air quality measurement from the vents can be found in the GRI Content Index and Table of Environmental Performance page 172 on Sustainability Report 2024)

Environmental expense accounting of 2024

Expenses for pollution control equipment	Unit	Total
Wastewater treatment	million baht	33.70
Air pollution treatment	million baht	253.49
Waste disposal	million baht	40.42
The cost of operating the environmental management system	million baht	1.30
The cost of environmental measurement	million baht	2.99
The cost of Maintenance (annual Preventive Maintenance (PM))	million baht	25.13
Total	million baht	357.03

Summary of Operating Performance

Summary of operating performance of Sri Trang Gloves (Thailand) Public Company Limited in 2024 to communicate sustainability performance, namely economy, society and environment.



Governance Performance

Financial

GRI standard	Topic	Unit	2021	2022	2023	2024
GRI 201-1 (2016)	Revenue from sales and services	MB	47,551	23,305	19,665	25,002
	Profit for the year	MB	23,704	1,652	153	995
	Dividends paid to shareholders	MB	13,306	3,294	716	1,432
	Wages and compensation for employees	MB	2,494	2,535	2,320	2,706
	Interest and finance charges to borrowers	MB	127	187	306	292
	Taxes paid to the government and local government agencies such as corporate income tax, Local maintenance tax, school tax, etc.,	MB	2,536	181	44	109
	Expenses for support and implementing projects for social and community development	MB	2	11	1	1
	Compensation expenses that the organization pays to the Social Security Fund, Provident funds and retirement arrangements for employees	MB	67	73	96	111
	Compensation expenses that the organization pays to the Social Security Fund	MB	39	42	72	79
	Expenses that the organization pays into the provident fund	MB	14	15	17	16
	Expenses for retirement arrangements for employees	MB	14	16	8	16
GRI 201-4 (2016)	Tax benefits and others received from government and local authorities from the Promotion of Investment and Development (BOI)	MB	2,663	127	0	0
GRI 202-2 (2016)	Percentage of executives from manager level and above who come from local people (5 km radius or within province)	%	42	36	50	52

Sustainable Management of Supply Chain

GRI Standard	Type of Suppliers	2021		2022		2023		2024	
		Numbers	Share of Total Procurement Spent (%)	Numbers	Share of Total Procurement Spent (%)	Numbers	Share of Total Procurement Spent (%)	Numbers	Share of Total Procurement Spent (%)
GRI 2-6 (2021)	Tier 1 Suppliers	1,529	100	1,573	100	1,490	100	1,505	100
	Critical Tier 1 Suppliers	191	94	164	46	155	91	161	92
	Critical Non-Tier 1 Suppliers	-	-	-	-	-	-	985	-

GRI Standard	Topic	Unit	2021	2022	2023	2024
GRI 204-1 (2016)	Spending on products and services from local partners and contractors	MB	1,255	1,866	1,174	1,408
	Total procurement costs	MB	16,892	10,976	6,372	10,854
	Spending on products and services from local partners and contractors vs. total procurement spend	%	7	17	8	7

Social Performance

Employee

GRI Standard	Topic	2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%
GRI 2-7 (2021), 405-1 (2016)	Employee	9,689	100	8,104	100	9,316	100	10,929	100.00
	Permanent employee								
	by gender								
	Male	4,611	48.54	3,967	49.47	4,379	47.20	5,098	46.69
	Female	4,888	51.46	4,052	50.53	4,898	52.80	5,820	53.31
	Total	9,499	100	8,019	100	9,277	100	10,918	100.00
	by region								
	Thai	6,643	69.93	5,622	70.11	6,254	67.41	6,936	63.53
	South	6,270	66.01	5,220	65.10	5,729	61.75	6,392	58.55
	Northeastern	180	1.89	139	1.73	143	1.54	131	1.20
	Eastern	11	0.12	8	0.10	10	0.11	11	0.10
	North	35	0.37	27	0.34	37	0.40	42	0.38
	Central	125	1.32	106	1.32	115	1.24	141	1.29
	Western	22	0.23	122	1.52	220	2.37	219	2.01
	Foreigner	2,856	30.07	2,397	29.89	3,023	32.59	3,982	36.47
	Indonesia	-	-	-	-	-	-	6	0.05
	Myanmar	2,269	23.89	2,071	25.83	2,709	29.20	3,676	33.67
	Cambodia	563	5.93	306	3.82	297	3.20	209	1.91
	Laos	13	0.14	12	0.15	9	0.10	4	0.04
	Malaysia	8	0.08	7	0.09	7	0.08	10	0.09
	Morocco	1	0.01	-	-	-	-	-	-
	Taiwan	1	0.01	-	-	-	-	1	0.01
	India	1	0.01	1	0.01	1	0.01	1	0.01
Vietnam	-	-	-	-	-	-	9	0.08	
China	-	-	-	-	-	-	53	0.49	
Philippines	-	-	-	-	-	-	2	0.02	
Singapore	-	-	-	-	-	-	1	0.01	
USA	-	-	-	-	-	-	10	0.09	
Total	9,499	100	8,019	100	9,277	100	10,918	100	

GRI Standard	Topic	2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%
	Temporary employee								
	by gender								
	Male	170	89.47	81	95.29	39	100	8	72.73
	Female	20	10.53	4	4.71	-	-	3	27.27
	Total	190	100	85	100	39	100	11	100.00
	by region								
	Thai	190	100	85	100	39	100	11	100.00
	South	185	97.37	81	95.29	37	94.87	10	90.91
	Northeastern	2	1.05	1	1.18	1	2.56	1	9.09
	Eastern	-	-	-	-	-	-	-	-
	North	2	1.05	-	-	-	-	-	-
	Central	1	0.53	3	3.53	1	2.56	-	-
	Western	-	-	-	-	-	-	-	-
	Foreigner	-	-	-	-	-	-	-	-
	Indonesia	-	-	-	-	-	-	-	-
	Myanmar	-	-	-	-	-	-	-	-
	Cambodia	-	-	-	-	-	-	-	-
	Laos	-	-	-	-	-	-	-	-
	Malaysia	-	-	-	-	-	-	-	-
	Morocco	-	-	-	-	-	-	-	-
	Taiwan	-	-	-	-	-	-	-	-
	India	-	-	-	-	-	-	-	-
	Vietnam	-	-	-	-	-	-	-	-
	China	-	-	-	-	-	-	-	-
	Philippines	-	-	-	-	-	-	-	-
	Singapore	-	-	-	-	-	-	-	-
	USA	-	-	-	-	-	-	-	-
	Total	190	100	85	100	39	100	11	100

GRI Standard	Topic	2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%
GRI 2-8 (2021)	Workers who are not employees	-	-	4,839	-	5,526	-	-	-
GRI 405-1 (2016)	Diversity and equal opportunity								
GRI 2-7 (2021), 405-1 (2016)	by level								
	Top management (L7-L11)								
	Male	19	0.20	18	0.22	19	0.20	24	0.22
	Female	10	0.10	9	0.11	11	0.12	17	0.16
	Total	29	0.30	27	0.33	30	0.32	41	0.38
	Management (L5-L6)								
	Male	185	1.91	182	2.25	186	2.00	215	1.97
	Female	142	1.47	146	1.80	153	1.64	198	1.81
	Total	327	3.37	328	4.05	339	3.64	413	3.78
	Operation (L1-L4)								
	Male	4,577	47.24	3,848	47.48	4,213	45.22	4,867	44.53
	Female	4,756	49.09	3,901	48.14	4,734	50.82	5,608	51.31
	Total	9,333	96.33	7,749	95.62	8,947	96.04	10,475	95.85
	Management level (L5-L11)								
	by age								
	Under 30 years								
	Male	10	0.10	7	0.09	10	0.11	13	0.12
	Female	2	0.02	4	0.05	7	0.08	23	0.21
	Total	12	0.12	11	0.14	17	0.18	36	0.33

GRI Standard	Topic	2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%
	30-50 years								
	Male	183	1.89	178	2.20	174	1.87	202	1.85
	Female	136	1.40	137	1.69	135	1.45	163	1.49
	Total	319	3.29	315	3.89	309	3.32	365	3.34
	Upper 50 years								
	Male	11	0.11	15	0.19	21	0.23	24	0.22
	Female	14	0.14	14	0.17	22	0.24	29	0.27
	Total	25	0.26	29	0.36	43	0.46	53	0.48
	Operation level (L1-L4)								
	by age								
	Under 30 years								
	Male	2,324	23.99	1,800	22.21	1,987	21.33	2,370	21.69
	Female	2,485	25.65	1,802	22.24	2,207	23.69	2,658	24.32
	Total	4,809	49.63	3,602	44.45	4,194	45.02	5,028	46.01
	30-50 years								
	Male	2,138	22.07	1,921	23.70	2,063	22.14	2,314	21.17
	Female	2,171	22.41	1,988	24.53	2,392	25.68	2,781	25.45
	Total	4,309	44.47	3,909	48.24	4,455	47.82	5,095	46.62
	Upper 50 years								
	Male	115	1.19	127	1.57	163	1.75	183	1.67
	Female	100	1.03	111	1.37	135	1.45	169	1.55
	Total	215	2.22	238	2.94	298	3.20	352	3.22

GRI Standard	Topic	2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%
GRI 401-1 (2016)	Employment								
	New employee								
	by gender								
	Male	1,932	46.68	1,169	47.19	1,645	40.89	2,336	43.08
	Female	2,207	53.32	1,308	52.81	2,378	59.11	3,086	56.92
	Total	4,139	100	2,477	100	4,023	100	5,422	100
	by age								
	Under 30 years	3,028	73.16	1,732	69.92	2,727	67.79	3,799	70.07
	30-50 years	1,098	26.53	740	29.87	1,289	32.04	1,607	29.64
	Upper 50 years	13	0.31	5	0.20	7	0.17	16	0.30
	Total	4,139	100	2,477	100	4,023	100	5,422	100
	by region								
	Thai	3,878	93.69	2,363	95.40	2,790	69.35	3,648	67.28
	South	3,704	89.49	2,072	83.65	2,354	58.51	3,281	60.51
	Northeastern	58	1.40	49	1.98	49	1.22	56	1.03
	Eastern	7	0.17	11	0.44	7	0.17	11	0.20
	North	32	0.77	17	0.69	22	0.55	25	0.46
	Central	54	1.30	37	1.49	53	1.32	67	1.24
	Western	23	0.56	177	7.15	305	7.58	208	3.84
	Foreigner	261	6.31	114	4.60	1,233	31	1,774	32.72
	Indonesia	-	-	-	-	-	-	1	0.02
	Myanmar	259	6.26	113	4.56	1,138	28.29	1,743	32.15
	Cambodia	-	-	1	0.04	94	2.34	1	0.02
	Laos	-	-	-	-	-	-	-	-
	Malaysia	2	0.05	-	-	1	0.02	3	0.06
	Morocco	-	-	-	-	-	-	-	-
	Taiwan	-	-	-	-	-	-	1	0.02
India	-	-	-	-	-	-	-	-	
Vietnam	-	-	-	-	-	-	2	0.04	
China	-	-	-	-	-	-	10	0.18	
Philippines	-	-	-	-	-	-	-	-	
Singapore	-	-	-	-	-	-	-	-	
USA	-	-	-	-	-	-	13	0.24	
Total	4,139	100	2,477	100	4,023	100	5,422	100	

GRI Standard	Topic	2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%
GRI 401-1 (2016)	Employee termination								
	by gender								
	Male	1,183	41.76	1,811	45.74	1,237	44.07	1,665	42.97
	Female	1,650	58.24	2,148	54.26	1,570	55.93	2,210	57.03
	Total	2,833	100	3,959	100	2,807	100	3,875	100
	by age								
	Under 30 years	1,856	65.51	2,425	61.25	1,738	61.92	2,485	64.13
	30-50 years	957	33.78	1,499	37.86	1,046	37.26	1,350	34.84
	Upper 50 years	20	0.71	35	0.88	23	0.82	40	1.03
	Total	2,833	100	3,959	100	2,807	100	3,875	100
	by region								
	Thai	2,211	78.04	3,390	85.61	2,200	78.38	2,988	77.11
	South	2,078	73.35	3,131	79.07	1,888	67.26	2,642	68.18
	Northeastern	58	2.05	84	2.12	43	1.53	67	1.73
	Eastern	6	0.21	14	0.35	5	0.18	9	0.23
	North	28	0.99	23	0.58	13	0.46	20	0.52
	Central	31	1.09	57	1.44	44	1.57	41	1.06
	Western	10	0.35	81	2.05	207	7.37	209	5.39
	Foreigner	622	21.96	570	14.39	607	21.62	887	22.89
	Indonesia	-	-	-	-	-	-	-	-
	Myanmar	440	15.53	307	7.75	500	17.81	777	20.05
	Cambodia	181	6.39	258	6.52	103	3.67	89	2.30
	Laos	1	0.04	1	0.03	3	0.11	5	0.13
	Malaysia	-	-	1	0.03	1	0.04	-	0.00
	Morocco	-	-	1	0.03	-	-	-	-
	Taiwan	-	-	1	0.03	-	-	-	-
	India	-	-	1	0.03	-	-	-	-
Vietnam	-	-	-	-	-	-	1	0.03	
China	-	-	-	-	-	-	9	0.23	
Philippines	-	-	-	-	-	-	-	-	
Singapore	-	-	-	-	-	-	-	-	
USA	-	-	-	-	-	-	6	0.15	
Total	2,833	100	3,960	100	2,807	100	3,875	100	

GRI Standard	Topic	2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%
	Total female employee	4,908	50.66	4,056	50.05	4,898	52.58	5,823	53.28
	Female in all management positions (junior, middle and top management)	396	43.76	376	44.66	373	44.30	503	48.79
	Female employee in operation positions (L1-L3)	4,512	51.37	3,680	50.67	4,525	53.40	5,320	53.75
	Female employee in junior management positions (L4-L5)	332	44.09	311	45.27	298	44.54	407	49.39
	Female employee in middle management positions (L6-L7)	61	42.96	62	42.76	71	43.83	90	46.63
	Female employee in top management positions (L8-L11)	3	30.00	3	30.00	4	36.36	6	42.86
	Female employee in top management positions with maximum two levels away from the CEO	2	22.22	2	22.22	3	30.00	5	38.46
	Female employee in management positions in revenue-generating functions, e.g. sales (marketing), etc.	67	35.83	63	34.81	58	34.32	56	65.88
	Female employee in STEM-related positions	284	14.90	262	14.16	288	15.85	296	14.07
STGT indicator	Number of internship	42		30		41		62	

GRI Standard	Topic	Unit	2021	2022	2023	2024
GRI 405-2 (2016)	Average compensation ratio of female employees to male employees (By level)					
	Base salary only					
	Top management (L7-L11)					
	Male	%	1.0	1.0	1.0	1.0
	Female	%	1.6	1.7	1.4	1.2
	Management (L5-L6)					
	Male	%	1.0	1.0	1.0	1.0
	Female	%	1.0	1.0	1.0	1.0
	Operation (L1-L4)					
	Male	%	1.0	1.0	1.0	1.0
	Female	%	0.6	0.9	0.7	0.9
	Base salary+ bonus and other cash incentives					
	Top management (L7-L11)					
	Male	%	1.0	1.0	1.0	1.0
	Female	%	2.0	1.6	1.5	1.3
	Management (L5-L6)					
	Male	%	1.0	1.0	1.0	1.0
	Female	%	1.1	1.1	1.0	0.9
	Operation (L1-L4)					
	Male	%	1.0	1.0	1.0	1.0
	Female	%	0.7	0.7	0.8	0.9

GRI standard	Topic	Unit	2021	2022	2023	2024	
GRI 401-1 (2016)	Employment						
	Turnover rate	%	2.44	3.55	15.16	16.55	
	by gender						
	Male	Person	78	288	134	155	
	Female	Person	51	149	90	109	
	Total	Person	129	437	224	264	
	by age						
	Under 30 years	Person	74	239	120	155	
	30-50 years	Person	53	193	103	105	
	Upper 50 years	Person	2	5	1	4	
	Total	Person	129	437	224	264	
	Voluntary employee turnover rate	%	6.35	10.33	12.32	13.98	
	GRI 401-3 (2016)	Maternity leave					
		Maternity leave					
by gender							
Male		Person	-	-	-	-	
Female		Person	201	173	235	168	
Total		Person	201	173	235	168	
Return after maternity leave							
by gender							
Male		Person	-	-	-	-	
Female		Person	162	137	189	150	
Total		Person	162	137	189	150	
Return after maternity leave		%	80.60	79.19	80.43	89.29	

Developing Employees' Skills

GRI standard	Topic	Unit	2021	2022	2023	2024
GRI 404-1 (2016)	Training and education					
	Training hours					
	Target	hr	40	40	40	35
	Total hours	hr	405,509	389,451	276,636	475,050
	Average hours/Person/Year	hr/person/year	44	42	30	46
	by gender					
	Male	hr	223,506	224,388	141,047	196,179
	Female	hr	182,003	165,063	135,589	278,871
	by level					
	Operation (L1-L4)	hr	361,977	351,134	247,259	431,718
	Management (L5-L6)	hr	40,462	36,853	26,997	39,911
	Top management (L7-L10)	hr	3,070	1,305	2,382	3,421
	by skill					
	Administration	hr	13,767	10,941	14,486	55,710
	Manufacturing	hr	73,016	81,266	48,813	85,797
	On the job training	hr	185,623	189,177	94,671	158,529
	Service	hr	106,431	4,424	4,716	2,351
	Technical	hr	26,672	103,483	16,745	45,396
	Environmental	hr	-	-	5,200	3,344
	Occupational Safety and Health	hr	-	-	70,604	113,284
	Quality	hr	-	-	21,401	10,639
	by cost					
	Total training costs	Baht	5,498,973	5,358,182	12,773,336	10,358,420
Training investment/Person/Year	Baht/Person/Year	-	-	1,148	976	
Human Capital Return on Investment-HC ROI	ratio	13.99	1.66	1.01	1.16	

Occupational Health and Safety in the Workplace

GRI Standard	Topic	Unit	Target	2021	2022	2023	2024
GRI 403-9 (2018)	Occupational Health and Safety						
	Working hours						
	Working hours	Hour.	-	20,170,888	18,058,769	19,054,823	35,035,469
	Employee	Hour.	-	20,170,888	16,594,836	18,618,296	23,850,824
	Supplier	Hour.	-	-	1,463,933	436,527	11,184,645
	Work-Related Injuries *Calculating work injuries which is calculated from the case of absence from work from 1 working day or more, first aid injuries are not included.						
	Fatality as a result of Work-Related Injury						
	Employee	case	0	1	0	0	0
		case /1,000,000 worked hours	-	0.05	0	0	0
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	case	0	0	0	0	0
		case /1,000,000 worked hours	-	0	0	0	0
		Information coverage (percentage of operations)	-	100	100	100	100
	Total Recordable Injury Frequency Rate : TRIFR						
	Supplier	case	-	58	72	71	50
		case /1,000,000 worked hours	2.50	2.88	4.34	3.81	2.10
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	case	-	NA	0	0	0
		case /1,000,000 worked hours	-	NA	0	0	0
		Information coverage (percentage of operations)	-	NA	100	100	100

GRI Standard	Topic	Unit	Target	2021	2022	2023	2024
GRI 403-9 (2018)	Lost-Time Injury Frequency Rate : LTIFR						
	Employee	case	-	42	32	26	9
		case /1,000,000 worked hours	1.26	2.08	1.93	1.40	0.38
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	case	-	NA	0	0	0
		case /1,000,000 worked hours	-	NA	0	0	0
		Information coverage (percentage of operations)	-	NA	100	100	100
	Lost-Time Injury Severity Rate : LTISR						
	Employee	Day	-	219	90	148	34
		Day /1,000,000 worked hours	-	10.86	5.42	7.95	1.43
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	Day	-	NA	0	0	0
		Day /1,000,000 worked hours	-	NA	0	0	0
		Information coverage (percentage of operations)	-	NA	100	100	100
	High-Consequence Work-Related Injuries						
	Employee	case	0	0	1	1	0
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	case	0	NA	0	0	0
		Information coverage (percentage of operations)	-	NA	100	100	100
	Near Miss						
	Employee and Supplier	case	-	0	0	0	0
Employee	case	-	0	0	0	0	
Supplier	case	-	NA	0	0	0	
Information coverage (percentage of operations)		-	NA	100	100	100	

GRI Standard	Topic	Unit	Target	2021	2022	2023	2024
GRI 403-10 (2018)	Occupational Illness Frequency Rate : OIFR						
	Employee	Total Number of Recordable Occupational Illness & Disease (Cases)	0	0	0	0	0
		Occupational Illness Frequency Rate (Cases/1,000,000 Hours Worked)	0	0	0	0	0
		Number of Fatality Occupational Illness & Disease (Cases)	0	0	0	0	0
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	Total Number of Recordable Occupational Illness & Disease (Cases)	-	NA	0	0	0
		Occupational Illness Frequency Rate (Cases/1,000,000 Hours Worked)	-	NA	0	0	0
		Number of Fatality Occupational Illness & Disease (Cases)	-	NA	0	0	0
Information coverage (percentage of operations)		-	NA	100	100	100	

Relationship with Customers and Consumers

GRI Standard	Topic	Unit	2021	2022	2023	2024
STGT indicator	Customer satisfaction	%	86.40	85.00	86.48	85.98
GRI 416-2 (2016)	The number of matters or products that affect the health and safety of customer	case	0	0	0	0
GRI 417-3 (2016)	Number of complaints about marketing communications	case	0	0	0	0
GRI 2-27 (2021)	Number of non-compliance with the law	case	0	0	0	0

Environmental Performance

GRI standard	Topic	Unit	2021	2022	2023	2024
GRI 301-1 (2016)	Materials used by weight or volume	Tons	199,166	186,987	178,903	299,897
	Natural Latex	Tons	134,130	142,615	155,973	203,352
	Synthetic Latex	Tons	65,036	44,372	22,931	96,545
	Packaging	Tons	19,528	23,282	55,686	60,486
	Paper box	Tons	18,850	22,913	54,626	58,936
	Plastic	Tons	678	369	1,060	1,550
GRI 301-2 (2016)	Recycled input materials used	%	85	85	85	85
	Dispenser	%	80	80	80	80
	Carton	%	90	90	90	90
GRI 302-1 (2016)	Total Energy Consumption	GJ	18,855,643	16,715,580	13,650,879	16,892,979
	Non renewable energy	GJ	1,175,487	906,076	1,019,604	1,233,544
	Diesel	GJ	63,683	61,718	69,791	86,830
	Gasohol	GJ	916	914	1,411	1,578
	Fuel oil	GJ	193,600	29,219	1,660	-
	LPG	GJ	-	-	-	-
	Purchased electricity	GJ	917,288	814,225	946,741	1,145,136
	Renewable energy	GJ	17,680,156	15,809,504	12,631,276	15,659,435
	Steam and heat, Biomass (woodchips)	GJ	17,679,899	15,809,504	12,626,343	15,642,287
	Solar power	GJ	257	-	4,932	17,148
GRI 302-3 (2016)	Energy intensity	GJ/Mpcs.	648	647	646	650

GRI standard	Topic	Unit	2021	2022	2023	2024
GHG Emissions						
GRI 305-1 (2016)	Direct (Scope 1) GHG emissions	tCO₂e	87,553	45,407	57,272	58,944
	- CO ₂	tCO ₂ e	20,519	7,312	5,434	6,545
	- CH ₄	tCO ₂ e	54,575	27,393	37,812	35,309
	- N ₂ O	tCO ₂ e	11,639	10,393	13,459	16,673
	- HFCs	tCO ₂ e	820	309	566	417
	- Other Biogenic GHG emissions	tCO ₂ e	1,220,118	1,090,415	1,414,151	1,751,936
	- Other Biogenic GHG emissions	tCO ₂ e	-	1,113	649	384
GRI 305-2 (2016)	Energy indirect (Scope 2) GHG emissions	tCO₂e	128,429	113,081	131,422	159,015
	- CO ₂	tCO ₂ e	128,429	113,081	131,422	159,015
GRI 305-3 (2016)	Other indirect (Scope 3) GHG emissions	tCO₂e	1,215,711	878,790	1,139,906	383,833
	- CO ₂	tCO ₂ -eq	1,215,711	878,790	1,139,906	383,833
	- Purchased goods and service	tCO ₂ -eq	-	-	259,565	241,801
	- Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	tCO ₂ -eq	-	-	161,297	133,862
	- Waste generated in operations	tCO ₂ -eq	-	-	28,005	8,170
	- End-of-life treatment of sold products	tCO ₂ -eq	-	-	691,038	-
	Total GHG emissions (Scope 1 and 2)	tCO ₂ -eq	215,982	158,488	188,694	217,959
	Total GHG emissions (Scope 1, 2 and 3)	tCO ₂ -eq	1,431,693	1,037,278	1,328,600	601,792
GRI 305-4 (2016)	GHG emissions intensity (Scope 1 and 2)	tCO ₂ -eq/Mpcs.	7.42	6.13	5.83	5.57
	GHG emissions intensity (Scope 3)	tCO ₂ -eq/Mpcs.	41.77	34	41.01	15.17

GRI standard	Topic	Unit	2021	2022	2023	2024
GRI 305-6 (2016)	Emissions of ozone-depleting substances (ODS)					
	1. HCFC22	Tons	-	-	-	-
	2. Ozone depletion	ton CFC-11e	-	-	-	-

Remark :

- The calculation of GHG emissions and used emissions factors followed the 2006 IPCC Guidelines and Thailand Greenhouse Gas Management Organization (Public Organization) (TGO). Global Warming Potential (GWP) used in the calculation referred to the IPCC Fifth Assessment Report 2015 (AR5). The calculation involves multiplying activity data with emission factors and expressing the results in tons of carbondioxide equivalent (tCO₂-eq).
- Emission factor used for the calculation of indirect (scope 2) GHG emissions from purchased electricity followed the value set by TGO.
- The calculation of GHG emissions intensity included direct (scope 1) GHG emissions and indirect (scope 2) GHG emissions.
- The calculation of GHG emissions intensity included Other indirect (Scope 3) GHG emissions.
- 2024 GHG emissions data was verified by LRQA (Thailand) Limited which is a third party verifier.
- The Company has reviewed and re-calculated the data of 2020 GHG emissions by using the same calculation methods as 2021 GHG emission calculation.
- Other indirect (Scope 3) GHG emissions categories activities reported included Purchased goods and service, Fuel- and energy-related activities (not included in scope 1 or scope 2), Waste generated in operations, and End-of-life treatment of sold products.
- The rationale for choosing 2021 as the base year is the first year that the relevant information of greenhouse gas emissions was completely assured by third party verifier including STGT-HY, STGT-SR and STGT-TG and adjust the year 2024 to be the new base year with certification in all 6 branches.

GRI standard	Topic	Unit	2021	2022	2023	2024
Air Pollutions						
GRI 305-7 (2016)	NO _x (from combustion)	Tons	635.27	265.88	842.42	1,145.93
	NO _x intensity	Tons/Mpcs.	0	0	0.03	0.16
	SO ₂ (from combustion)	Tons	8	4	23.31	31.76
	SO ₂ intensity	Tons/Mpcs.	-	-	0	0
	Total Susptended Particulate (TSP) (from combustion)	Tons	828	363	1,167.62	1,116.41
	TSP intensity (from combustion)	Tons/Mpcs.	0.06	0.03	0.04	0.15

GRI standard	Topic	Unit	2021	2022	2023	2024
Water Withdrawal						
GRI 303-3 (2018)	Water withdrawal by sources & by total dissolved solids	million cubic meters	10.49	10.52	13.15	16.13
	Water withdrawal from freshwater sources (< 1,000 mg/L Total Dissolve Solids)	million cubic meters	4.96	10.52	13.15	16.13
	- Surface water/river water	million cubic meters	-	5.35	7.13	8.39
	- Groundwater	million cubic meters	4.96	5.17	6.01	7.74
	- Water from raw materials	million cubic meters	-	-	-	-
	- Tap water	million cubic meters	-	-	-	-
	Water withdrawal from freshwater sources (> 1,000 mg/L Total Dissolve Solids)	million cubic meters	5.53	-	-	-
	- Surface water/river water	million cubic meters	5.53	-	-	-
	- Groundwater	million cubic meters	-	-	-	-
	- Water from raw materials	million cubic meters	-	-	-	-
	- Tap water	million cubic meters	-	-	-	-
	Total water withdrawal from all areas with water stress	million cubic meters	5.53	-	-	3.51
	Water withdrawal from all areas with water stress (< 1,000 mg/L Total Dissolve Solids)	million cubic meters	5.53	-	-	3.51
	- Surface water/river water	million cubic meters	-	-	-	0.63
	- Groundwater	million cubic meters	-	-	-	2.88
	- Water from raw materials	million cubic meters	-	-	-	-
	- Tap water	million cubic meters	-	-	-	-

GRI standard	Topic	Unit	2021	2022	2023	2024
	Water withdrawal from all areas with water stress (> 1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	-	-
	- Surface water/river water	million cubic meters	-	-	-	-
	- Groundwater	million cubic meters	-	-	-	-
	- Water from raw materials	million cubic meters	-	-	-	-
	- Tap water	million cubic meters	-	-	-	-
	Total water withdrawal	million cubic meters	-	10.52	13.15	16.14
	- Surface water/river water	million cubic meters	-	5.35	7.13	8.40
	- Groundwater	million cubic meters	-	5.17	6.01	7.74
	- Water from raw materials	million cubic meters	-	-	-	-
	- Tap water	million cubic meters	-	-	-	-

Water Discharge

GRI 303-4 (2018)	Water discharge by destination and by total dissolved solid	million cubic meters	7.52	8.09	9.97	12.05
	Water discharged to canals	million cubic meters	7.52	8.09	9.97	12.05
	- Freshwater (\leq 1,000 mg/L Total Dissolve Solids)	million cubic meters	7.52	1.87	9.97	12.05
	- Other water (>1,000 mg/L Total Dissolve Solids)	million cubic meters	-	6.23	-	-
	Water discharged to canals in water stress areas	million cubic meters	-	-	-	3.07
	- Freshwater (\leq 1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	-	3.07
	- Other water (>1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	-	-

GRI standard	Topic	Unit	2021	2022	2023	2024
Water & Effluent Management						
	Total water recycled & reused	million cubic meters	0.74	0.20	0.45	0.87
	Percentage of water recycled and reused to total water withdrawal	%	-	1.90	3.42	5.40
Water discharge quality						
	- BOD	mg/L	6.70	5.60	5.62	6.83
	- COD	mg/L	88.40	67.27	69.53	73.21
	- SS	mg/L	20.90	18.17	18.77	16.24
	- pH		8.20	8.33	8.34	8.48
	- TDS	mg/L	1,662.30	1,542.37	1,391.24	1,358.97
	- Oil&Grease	mg/L	2.30	3.14	2.96	3.02

Water Consumption

GRI 303-5 (2018)	Water Consumption	million cubic meters	2.97	2.43	2.73	3.21
	Water consumption in water stress areas	million cubic meters	-	-	-	0.22
	Change in water storage in tank between Jan 1 and Dec 31 of the year	million cubic meters	-	-	-	-

Remark :

1. Aqueduct Water Risk Atlas of World Resources Institute (WRI) was used as a credible tool for assessing areas with water stress.

GRI standard	Topic	Unit	2021	2022	2023	2024
Waste Management						
GRI 306-3 (2020)	Total weight of waste generated	Tons	19,032	26,948	28,746	36,314
	- Hazardous waste generated	Tons	1,031	678	807	955
	- Non-hazardous waste generated	Tons	18,001	26,270	27,938	35,359

GRI standard	Topic	Unit	2021	2022	2023	2024
GRI 306-4 (2020)	Total weight of waste diverted from disposal	Tons	2,682	3,396	19,512	26,901
	Total hazardous waste diverted from disposal	Tons	422	507	625	778
	- Preparation for reuse	Tons	-	458	586	756
	Onsite preparation for reuse	Tons	-	-	-	-
	Offsite preparation for reuse	Tons	-	458	586	756
	- Recycling	Tons	422	49	39	22
	Onsite recycling	Tons	-	-	-	-
	Offsite recycling	Tons	422	49	39	22
	- Other recovery operations	Tons	-	-	-	-
	Other onsite recovery	Tons	-	-	-	-
	Other offsite recovery	Tons	-	-	-	-
	Total non-hazardous waste diverted from disposal	Tons	2,260	2,889	18,887	26,123
	- Preparation for reuse	Tons	-	-	-	-
	Onsite preparation for reuse	Tons	-	-	-	-
	Offsite preparation for reuse	Tons	-	-	-	-
	- Recycling	Tons	2,260	2,889	2,598	3,247
	Onsite recycling	Tons	-	-	-	-
	Offsite recycling	Tons	2,260	2,889	2,598	3,247
	- Other recovery operations	Tons	-	-	16,289	22,876
	Other onsite recovery	Tons	-	-	-	-
Other offsite recovery	Tons	-	-	16,289	22,876	

GRI standard	Topic	Unit	2021	2022	2023	2024
GRI 306-5 (2020)	Total weight of waste directed to disposal	Tons	16,350	23,552	9,234	9,271
	Total hazardous waste directed to disposal	Tons	610	171	182	177
	- Incineration with energy recovery	Tons	549	171	182	177
	Onsite incineration with energy recovery	Tons	-	-	-	-
	Offsite incineration with energy recovery	Tons	549	171	182	177
	- Incineration without energy recovery	Tons	-	-	-	-
	Onsite incineration without energy recovery	Tons	-	-	-	-
	Offsite incineration without energy recovery	Tons	-	-	-	-
	- Landfilling	Tons	-	-	-	-
	Onsite landfilling	Tons	-	-	-	-
	Offsite landfilling	Tons	-	-	-	-
	- Other disposal operations	Tons	60	-	-	-
	Other onsite disposal operations	Tons	-	-	-	-
	Other offsite disposal operations	Tons	60	-	-	-
	Total non-hazardous waste directed to disposal	Tons	15,740	23,381	9,052	9,237
	- Incineration with energy recovery	Tons	-	-	-	28
	Onsite incineration with energy recovery	Tons	-	-	-	-
	Offsite incineration with energy recovery	Tons	-	-	-	28
	- Incineration without energy recovery	Tons	-	-	-	115
	Onsite incineration without energy recovery	Tons	-	-	-	-
Offsite incineration without energy recovery	Tons	-	-	-	115	
- Landfilling	Tons	7,213	7,864	9,052	9,094	
Onsite landfilling	Tons	-	-	-	-	
Offsite landfilling	Tons	7,213	7,864	9,052	9,094	

GRI standard	Topic	Unit	2021	2022	2023	2024
	- Other disposal operations	Tons	8,527	15,517	-	-
	Other onsite disposal operations	Tons	-	-	-	-
	Other offsite disposal operations	Tons	8,527	15,517	-	-
Oil & Chemical Spills						
GRI 306-3 (2016)	Numbers of incidents related to the significant spills of chemical, oil, effluent and waste (affecting impacts on environment, communities, and natural resources)	Case	0	0	0	0
	Quantity of oil, chemical, and hazardous substances spills	m ³	0	0	0	0
Environmental Compliance						
GRI 2-27 (2021)	Numbers of cases associated with non-compliance with environmental laws and regulations	Case	0	0	0	0
	Monetary value of fines associated with non-compliance with environmental laws and regulations	Baht	0	0	0	0
Supplier Environmental Assessment						
GRI 308-1 (2016)	Percentage of new suppliers that were screened using environmental criteria	%	100	100	100	100
GRI 308-2 (2016)	Number of suppliers assessed for environmental impacts	Number of suppliers	0	0	0	0
	Number of suppliers identified as having significant actual and potential negative environmental impacts	Number of suppliers	0	0	0	0
	Percentage of suppliers with negative environmental impacts with which improvement were agreed	%	0	0	0	0
	Percentage of suppliers with negative environmental impacts with which relationships were terminated as a result of assessment	%	0	0	0	0

GRI Content Index

Statement of use : Sri Trang Gloves (Thailand) Public Company Limited has reported in accordance with the GRI Standards for the period 1 January 2023 - 31 December 2024.
 GRI 1 used : GRI 1: Foundation 2021
 Applicable GRI Sector Standard(s) : -

GRI Standard	Disclosure		Location	Omission	External Assurance	SDGs	
General Disclosures							
GRI 2: General Disclosures 2021	2-1	Organizational details	7, 14-19				
	2-2	Entities included in the organization's sustainability reporting	14-19, 24				
	2-3	Reporting period, frequency and contact point	24-25				
	2-4	Restatements of information	24				
	2-5	External assurance	187				
	2-6	Activities, value chain and other business relationships	10-13, 78-82, 156				
	2-7	Employees	93-94, 157-161			SDG 8, 10	
	2-8	Workers who are not employees	159				
	2-9	Governance structure and composition	44, 51-54, 57			SDG 5, 16	
	2-10	Nomination and selection of the highest governance body	56-1 One Report 2024, page 202-205			SDG 5, 16	
	2-11	Chair of the highest governance body	55, 62			SDG 16	
	2-12	Role of the highest governance body in overseeing the management of impacts	26-30, 37-39, 57-60, 71				
	2-13	Delegation of responsibility for managing impacts	44-46, 57-60				
	2-14	Role of the highest governance body in sustainability reporting	57-60				
	2-15	Conflicts of interest	62			SDG 16	
	2-16	Communication of critical concerns	69-77				
	2-17	Collective knowledge of the highest governance body	56-1 One Report 2024, page 206-208			SDG 4	
	2-18	Evaluation of the performance of the highest governance body	61-62				
	2-19	Remuneration policies	56-1 One Report 2024, page 151-153				
	2-20	Process to determine remuneration	56-1 One Report 2024, page 214-217				
	2-21	Annual total compensation ratio	The annual total compensation is one of the executions related to the policy that aims to protect personal privacy and security. Moreover, it could be misinterpreted by others without proper context and explanation.				
	2-22	Statement on sustainable development strategy	4-6				
	2-23	Policy commitments	26-30, 45-50				
	2-24	Embedding policy commitments	26-30, 64-66, 68, 85-92, 129-153				
	2-25	Processes to remediate negative impacts	67, 68, 69-77, 91				
	2-26	Mechanisms for seeking advice and raising concerns	26-30, 45-50			SDG 16	
	2-27	Compliance with laws and regulations	68, 85, 93, 103, 112, 129, 144, 148, 172, 175, 178			SDG 16	
	2-28	Membership associations	43				
	2-29	Approach to stakeholder engagement	31-36, 115, 153				
	2-30	Collective bargaining agreements	91-93			SDG 8	

GRI Standard	Disclosure		Location	Omission	External Assurance	SDGs
Material Topics						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	37-38			
	3-2	List of material topics	39			
Governance Standard Series						
Economic performance						
GRI 3: Material Topics 2021	3-3	Management of material topics	21, 40-42, 45-62			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	18, 155			SDG 2, 5, 8, 9
Risk Management	STGT Indicator	KRI does not exceed risk thresholds	70			
Procurement Practices						
GRI 3: Material Topics 2021	3-3	Management of material topics	36, 40, 78-82			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	80-81, 156			SDG 5, 8
Anti-corruption						
GRI 3: Material Topics 2021	3-3	Management of material topics	32-33, 35-36, 64-68, 71			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	65, 69-71			SDG 16
	205-2	Communication and training about anti-corruption policies and procedures	66			SDG 16
	205-3	Confirmed incidents of corruption and actions taken	68			SDG 16
Environmental Standard Series						
Materials						
GRI 3: Material Topics 2021	3-3	Management of material topics	28, 30, 32, 34, 42, 71, 79, 81-82, 129-131, 148			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	170			SDG 8, 12
Energy						
GRI 3: Material Topics 2021	3-3	Management of material topics	30,32-34, 42, 84, 129-131, 142-143			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	170		Yes	SDG 7, 8, 12, 13
	302-3	Energy intensity	143-170			SDG 7, 8, 12, 13
	302-4	Reduction of energy consumption	142-143			SDG 7, 8, 12, 13
	302-5	Reductions in energy requirements of products and services	142-143			SDG 7, 8, 12, 13
Water and effluents						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 32-34, 42, 129-131, 144-147			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	144			SDG 6, 12
	303-2	Management of water discharge-related impacts	146			SDG 6
	303-3	Water withdrawal by source	173-175		Yes	SDG 6
	303-4	Water discharge	174-175		Yes	SDG 6
	303-5	Water consumption	175		Yes	SDG 6

GRI Standard	Disclosure		Location	Omission	External Assurance	SDGs
Biodiversity						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 32-36, 42, 126-128, 151-152			
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	151			
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	The Company's operation areas do not align with the information specified in Disclosure 304-4. Meanwhile, the Company stipulates statement as "The assessment results found that there are no business activities being conducted in areas designated as World Heritage Sites and protected areas by the International Union for Conservation of Nature (IUCN) categories 1-4" at p.168			
Emissions						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 32-34, 41, 72, 79, 129-141			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	139, 171		Yes	SDG 3, 12, 13, 14, 15
	305-2	Energy indirect (Scope 2) GHG emissions	139, 171		Yes	SDG 3, 12, 13, 14, 15
	305-3	Other indirect (Scope 3) GHG emissions	139, 171		Yes	SDG 3, 12, 13, 14, 15
	305-4	GHG emissions intensity	139, 171		Yes	SDG 13, 14, 15
	305-5	Reduction of GHG emissions	134-141			
	305-6	Emissions of ozone-depleting substances (ODS)	172			
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	172		Yes	SDG 3, 12, 14, 15
Waste						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 32-34, 41, 129-141, 148-150			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	148			SDG 3, 6, 11, 12
	306-2	Management of significant waste-related impacts	148-150			SDG 3, 6, 8, 11, 12
	306-3	Waste generated	148-149, 175-178		Yes	SDG 3, 11, 12
	306-4	Waste diverted from disposal	148-149, 175-178		Yes	SDG 3, 11, 12
	306-5	Waste directed to disposal	148-149, 175-178		Yes	SDG 3, 11, 12
Supplier Environmental Assessment						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 32-34, 41, 79-81, 129-131			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	80-81, 178			
	308-2	Negative environmental impacts in the supply chain and actions taken	80-81, 178			
Social Standard Series						
Employment						
GRI 3: Material Topics 2021	3-3	Management of material topics	33, 41, 68, 71, 79, 85-102			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	33, 93-94, 162, 165			SDG 5, 8, 10
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	93			SDG 3, 5, 8
	401-3	Parental leave	94, 165			SDG 5, 8

GRI Standard	Disclosure		Location	Omission	External Assurance	SDGs
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	33, 41, 68, 71, 79, 103-111			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	103			SDG 8
	403-2	Hazard identification, risk assessment, and incident investigation	103-104			SDG 3, 8
	403-3	Occupational health services	105			SDG 3, 8
	403-4	Worker participation, consultation, and communication on	105			SDG 8, 16
	403-5	Worker training on occupational health and safety	106			SDG 8
	403-6	Promotion of worker health	108-110			SDG 3
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	108-109			SDG 8
	403-8	Workers covered by an occupational health and safety management system	110-111			SDG 8
	403-9	Work-related injuries	110-111, 167-168		Yes	SDG 3, 8, 16
	403-10	Work-related ill health	110-111, 169		Yes	SDG 3, 8, 16
Training and Education						
GRI 3: Material Topics 2021	3-3	Management of material topics	33, 41, 71, 97-102			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	99, 166			SDG 4, 5, 8, 10
	404-2	Programs for upgrading employee skills and transition assistance programs	98-99			SDG 8
	404-3	Percentage of employees receiving regular performance and career development reviews	99			SDG 5, 8, 10
Diversity and Equal Opportunity						
GRI 3: Material Topics 2021	3-3	Management of material topics	33, 41, 79, 85-86, 93, 95-97			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	53, 95-97, 157-161			SDG 5, 8
	405-2	Ratio of basic salary and remuneration of women to men	97, 164		Yes	SDG 5, 8, 10
Non-discrimination						
GRI 3: Material Topics 2021	3-3	Management of material topics	33, 41, 68, 79, 85-92			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	68			
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3	Management of material topics	27, 30, 33, 41, 78-80, 85, 91			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	78-80			

GRI Standard		Disclosure	Location	Omission	External Assurance	SDGs
Child Labor						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 40-41, 85-87, 82-83			
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	71			
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3	Management of material topics	20, 25, 68, 71, 78-80, 82-83			
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	88-92			
Local Communities						
GRI 3: Material Topics 2021	3-3	Management of material topics	20, 25, 68, 71, 78-80, 82-83			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	115			
	413-2	Operations with significant actual and potential negative impacts on local communities	115, 130			
Community Engagement	STGT Indicator	Community satisfaction score	117-118, 119-123			
Customer Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	26-28, 30, 32, 41, 112-114			
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	112-114			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	113			SDG 16
Customer Satisfaction	STGT Indicator	Percentage of customer satisfaction related to products & services	32, 112, 114, 169			
Marketing and Labeling						
GRI 3: Material Topics 2021	3-3	Management of material topics	26-28, 30, 36, 41, 112-114			
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	112			SDG 12
	417-2	Incidents of non-compliance concerning product and service information and labeling	113			SDG 16
	417-3	Incidents of non-compliance concerning marketing communications	113			SDG 16
Customer Satisfaction	STGT Indicator	Percentage of customer satisfaction	32, 112, 114, 169			
Customer Privacy						
GRI 3: Material Topics 2021	3-3	Management of material topics	26-28,30, 32, 41, 112-114			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	112			SDG 16

UN GLOBAL COMPACT PRINCIPLES

Nowaday Sri Trang Gloves (Thailand) Public Company Limited has not yet applied to join the UN Global Compact, but the Company commit to conducting business in accordance with the 10 Principles of the United Nations Global Compact (UNGC) to play a part in making a significant positive impact and creating a more sustainable future and equal for all. Therefore, in 2023, the Company has applied the principles as a guideline for business operations as well as preparing a report on compliance with UNGC guidelines as follows:

UNGC Principle	Criteria of UNGC COP for the advance level	Information	Diclosure
STRATEGY, GOVERNANCE AND ENGAGEMENT			
Scope : Implement the Ten Principles into Strategies & Operations	1. Describes mainstreaming into corporate functions and business units	<ul style="list-style-type: none"> - Message from the board of directors - Sustainable responsibility management - Corporate sustainability policy 	<ul style="list-style-type: none"> - Sustainability report 2023, page 5, 26-31 - https://www.sritranggloves.com/storage/content/corporate-info/corporate-governance/20220321-stgt-sustainable-development-policy-th.pdf
	2. Describes value chain implementation	<ul style="list-style-type: none"> - Managing impacts on stakeholders in the business value chain - Sustainable management of supply chain 	<ul style="list-style-type: none"> - Sustainability report 2024, page 18, 31-36
HUMAN RIGHTS			
Principle 1 : Support and respect the protection of internationally proclaimed human rights	3. Describes robust commitments, strategies or policies in the area of human rights	<ul style="list-style-type: none"> - Human rights and non-discrimination policy - Human rights - Caring for and developing employees' skills - Occupational health and safety in the workplace 	<ul style="list-style-type: none"> - https://www.sritranggloves.com/storage/content/corporate-info/corporate-governance/20220824-stgt-policy-on-human-rights-th.pdf - Sustainability report 2024, page 85-92, 93-102, 103-111
Principle 2 : Not complicit in human rights abuses	4. Describes effective management systems to integrate the human rights principles		
	5. Describes effective monitoring and evaluation mechanisms of human rights integration		
LABOUR			
Principle 3 : Uphold the freedom of association and the effective recognition of the right to collective bargaining	6. Describes robust commitments, strategies or policies in the area of labor	<ul style="list-style-type: none"> - Message from the board of directors - Human rights and non-discrimination policy - Human rights - Caring for and developing employees' skills 	<ul style="list-style-type: none"> - Sustainability report 2024, page 4-5, 85-92, 93-102 - https://www.sritranggloves.com/storage/content/corporate-info/corporate-governance/20220824-stgt-policy-on-human-rights-th.pdf
Principle 4 : Eliminate all forms of forced and compulsory labour	7. Describes effective management systems to integrate the labor principles		
Principle 5 : Abolish of child labour	8. Describes effective monitoring and evaluation mechanisms of labor principles integration		
Principle 6 : Eliminate discrimination in respect of employment and occupation			

UNGC Principle	Criteria of UNGC COP for the advance level	Information	Disclosure
ENVIRONMENT			
Principle 7 : Support a precautionary approach to environmental challenges	9. Describes robust commitments, strategies or policies in the area of environmental stewardship	<ul style="list-style-type: none"> - Message from the board of directors - Sustainable responsibility management - Environment - Research, development and innovation - Sustainable management of supply chain - Customers and consumers responsibility - Support and participation with the community 	<ul style="list-style-type: none"> - Sustainability report 2024, page 4-5, 26-30, 129-153, 83-84, 78-82, 112-114, 115-128 - https://www.sritranggloves.com/storage/content/corporate-info/corporate-governance/20220609-stgt-environmental-policy-th.pdf
Principle 8 : Undertake initiatives to promote greater environmental responsibility	10. Describes effective management systems to integrate the environmental principles		
Principle 9 : Encourage the development and diffusion of environmentally friendly technologies	11. Describes effective monitoring and evaluation mechanisms for environmental stewardship		
ANTI-CORRUPTION			
Principle 10 : Work against corruption in all its forms, including extortion and bribery	12. Describes robust commitments, strategies or policies in the area of anti-corruption	<ul style="list-style-type: none"> - Good corporate governance and code of conduct - Anti-corruption policy - Declaration of intent to join the thai private sector collective action against corruption 	<ul style="list-style-type: none"> - Sustainability report 2024, page 44-68, 78-82 - https://www.sritranggloves.com/storage/content/corporate-info/anti-corruption/20210910-anti-corruption-policy-th.pdf - https://www.sritranggloves.com/storage/content/corporate-info/anti-corruption/20230111-stgt-thai-private-sector-collective-action-against-corruption-th.pdf
	13. Describes effective management systems to integrate the anti-corruption principle	<ul style="list-style-type: none"> - Good corporate governance - Anti-corruption - Whistleblowing policy 	<ul style="list-style-type: none"> - Sustainability report 2024, page 44-68, 78-82 - Channel for whistleblowing: https://www.sritranggloves.com/th/corporate-info/corporate-governance/anti-corruption
	14. Describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	<ul style="list-style-type: none"> - Sustainable management of supply chain 	

UNGC Principle	Criteria of UNGC COP for the advance level	Information	Disclosure
UN GOALS AND ISSUES			
Scope : Taking Action in Support of Broader UN Goals and Issues	15. Describes core business contributions to UN goals and issues	- About this report	- Sustainability report 2024, page 24-25
	16. Describes strategic social investments and philanthropy	- Customers and consumers responsibility - Support and participation with the community	- Sustainability report 2024, page 112-114, 115-128
	17. Describes advocacy and public policy engagement	- Sustainable responsibility management	- Sustainability report 2024, page 26-30
	18. Describes partnerships and collective action	- Membership of organizations for governance, social and environmental development	- Sustainability report 2024, page 43
GOVERNANCE			
Scope : Corporate Sustainability Governance and Leadership	19. Describes CEO commitment and leadership	- Message from the board of directors	- Sustainability report 2024, page 4-5
	20. Describes board adoption and oversight	- Good corporate governance	- Sustainability report 2024, page 53-62
	21. Describes stakeholder engagement	- Stakeholders engagement	- Sustainability report 2024, page 31-36



LRQA Independent Assurance Statement

Relating to Sri Trang Gloves (Thailand) Public Company Limited's Sustainability Report for the calendar year 2024

This Assurance Statement has been prepared for Sri Trang Gloves (Thailand) Public Company Limited in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA was commissioned by Sri Trang Gloves (Thailand) Public Company Limited (STGT) to provide independent assurance on its Sustainability Report ("the report") against the assurance criteria below to a moderate level of assurance and at the materiality of professional judgement of the verifier using accountability's AA1000AS v3 assurance criteria (Type II).

Our assurance engagement covered STGT's manufacturing sites in Thailand under the direct operational control and specifically the following requirements:

- Confirming that the report is in accordance with: GRI Standards (2021) and its specific standard disclosures
- Evaluating the accuracy and reliability of STGT's performance data and information for only the selected GRI indicators listed below:
 - **Environmental:** GRI 302-1 Energy Consumption within the organization, GRI 303-3 Water withdrawal, GRI 303-4 Water discharge, GRI 303-5 Water consumption, GRI 305-1 Direct (Scope 1) GHG emissions, GRI 305-2 Energy indirect (Scope 2) GHG emissions, GRI 305-3 Other indirect Greenhouse Gas (Scope 3) emissions, GRI 305-4 GHG emissions intensity, GRI 305-7 Nitrogen oxides (NOx), Sulphur Oxides (SOx) and other significant air emissions, GRI 306-3 Waste generated, GRI 306-4 Waste diverted from disposal, GRI 306-5 Waste directed to disposal.
 - **Social:** GRI 403-9 Work-related injuries, GRI 403-10 Work-related ill health, GRI 405-2 Ration of basic salary and remuneration of women to men-Gender Pay Gap.

Our assurance engagement excluded the data and information of STGT's suppliers, contractors and any third parties mentioned in the report.

LRQA's responsibility is only to STGT. LRQA disclaims any liability or responsibility to others as explained in the end footnote. STGT's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of STGT.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that STGT has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable performance data and information as no errors or omissions were detected
- Covered all the issues that are important to the stakeholders and readers of this report.

The opinion expressed is formed on the basis of a moderate level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Assessing STGT's approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this through interviews with responsible personnel and reviewing documents and associated records.
- Reviewing STGT's process for identifying and determining material issues to confirm that the right issues were included in their Report.
- Auditing STGT's data management systems to confirm that there were no significant errors, omissions or mis-statements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including



those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.

- Visiting and auditing STGT's manufacturing sites in Thailand, namely, Sri Trang Gloves (Thailand) Chumpon Branch, Sri Trang Gloves (Thailand) Sadoao P.S. Branch, Sri Trang Gloves (Thailand) Anvar Branch, and remotely auditing via ICT platform the STGT's committee who were responsible for GHG data, STGT's Human Resource, Sri Trang Gloves (Thailand) Hat Yai Branch, Sri Trang Gloves (Thailand) Trang Branch, Sri Trang Gloves (Thailand) Suratthani Branch to validate data and information as sampled for the selected GRI indicators.

Observations

Further observations and findings, made during the assurance engagement, are:

- **Stakeholder inclusivity:**
We are not aware of any key stakeholder groups that have been excluded from STGT's stakeholder engagement process. STGT's stakeholder engagement process was considered appropriate and inclusive.
- **Materiality:**
STGT has established comprehensive criteria for determining which issue/aspect is material and that these criteria are not biased to the company's management, and are relevant to the operations.
- **Responsiveness:**
The content of STGT's Sustainability Report reflects the views and expectations of its relevant stakeholders.
- **Impact:**
STGT has a GHG emission reduction objective in response to this materiality issue, and is monitoring its GHG emissions, but STGT has yet to set scientific-based targets.
- **Reliability:**
Data management systems are well defined and implemented throughout STGT as observed by improvements in the accuracy and reliability of data reported this year.

LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification is the only work undertaken by LRQA for STGT and as such does not compromise our independence or impartiality.

Wiriya Rattanasuwan
LRQA Lead Verifier

Dated: 25th February 2025

On behalf of LRQA (Thailand) Limited,
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is our brand promise to give priority to the sustainability-minded operations and production of high-quality, environmentally friendly gloves.



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