SRITRANG GLOVES™

「Touch Of Life™」

SUSTAINABILITY REPORT 2025

Sri Trang Gloves (Thailand) Public Company Limited




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Touch of Love

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Aligning SDGs with Sri Trang Gloves' Sustainable Business Operations

Sri Trang Gloves (Thailand) Public Company Limited (the "Company") recognizes its role and responsibility in conducting sustainable business operations. In this regard, the Company has adopted all 17 United Nations Sustainable Development Goals (SDGs) to identify issues that align with its operations and can genuinely create positive impacts on society and environment, through an assessment of impacts and relevance to the Company's value chain from raw material sourcing and manufacturing processes to product delivery to customers. The Company has identified the following goals:

Primary Goals

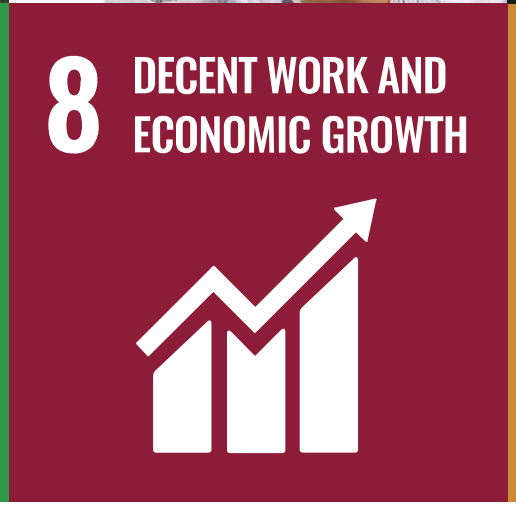








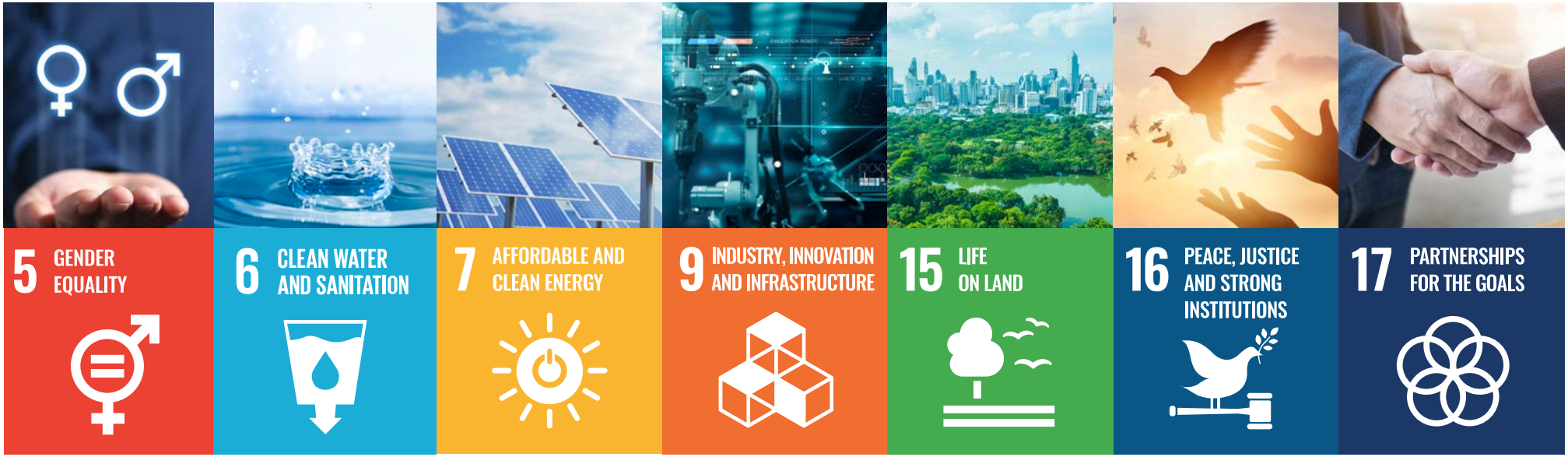






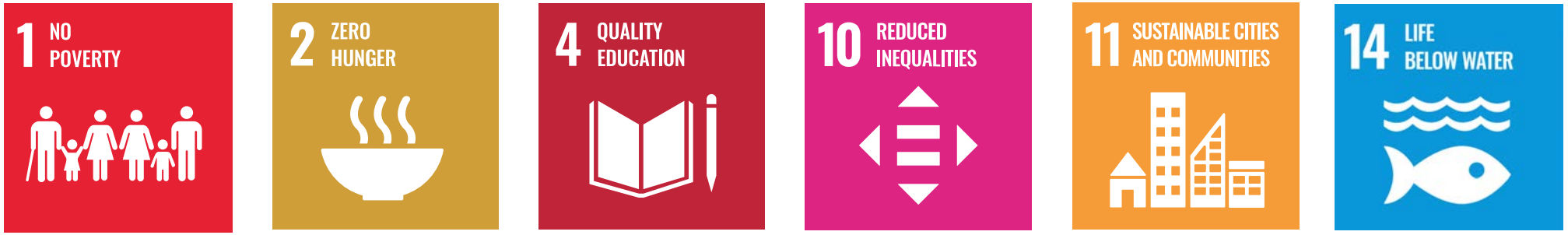


Secondary Goals



Other relevant goals

In addition, the Company places importance on other relevant goals.



The establishment of these SDGs will serve as a key framework for driving the Company's long-term sustainability strategy, with transparent progress reporting to all stakeholder groups.

Message from the Board of Directors to Stakeholders



Ms. Jarinya Jirojkul
Chief Executive Officer
Sri Trang Gloves (Thailand)
Public Company Limited

To all stakeholders,

Throughout the year 2025, the Company operated amid challenges from volatility in the rubber glove industry by several external factors. These included the U.S. Reciprocal Tariff measures, the expansion of production capacity by various industry players that continued to intensify price competition, fluctuations in raw material prices, the appreciation of the Thai Baht, and flooding in areas surrounding some of the Company's manufacturing facilities in Hat Yai District, Songkhla Province. However, the Company maintained its competitiveness effectively through a flexible production structure covering both natural rubber (NR) and nitrile rubber (NBR) gloves, as well as product diversification supported by research and development to meet customer needs. In addition, the Company expanded its market presence across different regions worldwide to achieve strategic balance, reduce the risk of reliance on a single market, and enhance long-term operational stability. In 2025, the Company recorded total revenue of THB 23,890 million, sales volume of 37,102 million pieces, and EBITDA (excluding special items) of THB 3,427 million.

Although the flooding in the southern region toward the end of the year was another significant event that affected the community, employees, and the Company's operations, resulting in temporary shutdowns and damage at some of the Company's manufacturing facilities, the Company promptly carried out systematic recovery efforts. This included repairing machinery, restoring operational areas, managing business continuity, ensuring employee welfare, and providing appropriate assistance to surrounding communities. Most facilities were able to resume operations within a short period of time. With the dedication and capabilities of our personnel, together with the Company's operational strategies and the confidence and support from all stakeholders, the Company was able to recover from this incident in a stable manner and continue moving forward to drive strong and sustainable long-term growth.

Advancing toward a Sustainable Supply Chain Leader through the "TRACEABILITY" Mission

The Company strengthened its sustainability efforts through the "TRACEABILITY" mission in 2025, aiming to enhance a transparent and verifiable supply chain. This is achieved through the use of natural rubber raw materials that can be fully traced back to their origins and assessed under the EU Deforestation Regulation (EUDR) risk-evaluation framework at the plantation level, ensuring that the Company's products use raw materials free from deforestation and comply with EUDR requirements, as well as any additional regulations that may arise in the future. The Company also promotes and supports collaboration with supply chain stakeholders to jointly enhance sustainability standards and meet global market needs. The Company has supplied EUDR-compliant gloves to more than 19 countries, with demand continuing to rise in the European market. In addition, the Sri Trang Group has elevated its FSC™ standards by integrating the EUDR requirements, enabling FSC™ certification under the FSC-STD-01-004 FSC Regulatory Module (FSC100%/Reg) since August 2025. This strengthens product credibility, enhances differentiation, and responds to increasing



Professor Dr. Weerakorn Ongsakul
Chairman
Sri Trang Gloves (Thailand)
Public Company Limited

expectations from customers and consumers worldwide who place greater importance on sustainability. Moreover, the expertise gained in supply chain traceability enables the Company to effectively adapt to additional standards and regulatory requirements that may emerge in the future.

Integrating Sustainable Business Strategies under the "Clean World Clean Gloves" Concept

In addition, as the Company has set a Net Zero target by 2050 to reduce greenhouse gas emissions in line with the Science Based Targets initiative (SBTi), the Company has implemented clear strategies and action plans, including energy-efficiency improvements, the transition to low-carbon technologies, and greenhouse gas sequestration through various activities. In 2025, the Company reduced greenhouse gas emissions per product unit (Scope 1 and 2) by 12.72%, compared to 2024 (base year), and reduced greenhouse gas emissions of organization (Scope 1 and 2) by 17.24%, compared to 2024 (base year), achieving the planned targets. Furthermore, all of the Company's manufacturing facilities completed greenhouse gas emissions verification in accordance with the requirements for carbon footprint calculation and reporting under the GHG Protocol. The Company also registered 24 product groups under the Carbon Footprint of Product (CFP) program with the Thailand Greenhouse Gas Management Organization (Public Organization).

The Company continued to promote the use of solar energy through the installation of Solar Rooftop and Floating Solar systems across all six manufacturing facilities, with a total installed capacity of 14.72 megawatts, increasing from 2.97 megawatts in 2024. The systems generate an average of 20,632 megawatt-hours per year, which is used in the production processes and office operations. This resulted in a reduction of 9,800 tCO_2eq per year in Scope 2 emissions from purchased electricity and generated electricity cost savings of approximately THB 81 million. Regarding key performance results under the Company's energy management targets in 2025, the Company reduced electricity consumption per unit of product by 18.50%, compared with the 2019 base year, which is an improvement of 4.06% compared with 2024. For waste management, initiatives under various projects enabled the Company to reduce non-hazardous production waste disposed of via landfill per unit of product by 6.05%, compared with the 2024 base year. As a result of its environmental management performance, the Sadao P.S. facility received the Green Industry Level 4 (Green Culture) Award for 2025 from the Ministry of Industry. In addition, all of the Company's manufacturing facilities continued to maintain ISO 14001 environmental management system certification, achieving 100% coverage in line with the Company's sustainability targets.

In terms of sustainability-related investments, as of 31 December 2025, the Company had fully utilized the proceeds from the issuance and offering of its Green Bond, with a total amount of THB 1,500 million, enabling the Company to drive its operations in line with the established objectives and strategies. In addition, in 2025, the Company obtained a Sustainability-Linked Loan (SLL) in a total amount of THB 2,000 million, under which the loan interest rate is adjusted upward or downward each year based on performance against sustainability targets. These targets are linked to

key sustainability indicators, including reducing greenhouse gas emissions (Scope 1 and 2) per unit of product by 20% by 2030 compared with the 2024 base year, and reducing non-hazardous production waste sent to landfill per unit of product by 50% by 2030 compared with the 2024 base year. The Sustainability-Linked Loan represents an important milestone that reflects the Company's capability to drive business objectives through sustainability strategies integrated with financial strategies, while elevating corporate standards to an international level and maintaining the Company's leadership in the global rubber glove industry in line with the "Clean World Clean Gloves" concept, reinforcing sustainable growth alongside environmental responsibility.

Building a Sustainable Value Chain with Responsibility from Upstream to Downstream

The Company is committed to social responsibility throughout its business value chain by safeguarding labor rights, prohibiting child labor and forced labor, respecting human rights, and implementing other relevant practices. As a result, all of the Company's manufacturing facilities have obtained key international certifications. The Company's operations were also assessed for human rights risks and impacts at 100% coverage, in accordance with the Company's sustainability targets. In addition, the Company places strong emphasis on occupational health and safety, operating in accordance with the ISO 45001:2018 standard. The Company achieved zero work-related fatalities and zero occupational illnesses, meeting its established targets. The Company also supports the enhancement of employee skills and capabilities to ensure alignment with its mission and development strategies, particularly in the areas of artificial intelligence (AI) and digital tools. The Company is promoting AI adoption across its operations and strengthening workforce readiness through initiatives such as the launch of the "AI Clinic," which provides employees with a platform to present AI-related ideas and receive guidance from AI specialists for practical application. In 2025, the Company supported and organized 2,292 training courses, with a total expenditure of THB 9 million.

The Company also implements CSR policies and activities that promote sustainable coexistence with local communities by building knowledge, creating jobs, and distributing income to the community in response to stakeholder expectations. Examples include the project developed from the stingless bee farming initiative, which expanded into the production of stingless bee honey under the brand "1,000 Kesorns" The Company supported the project by providing product branding design and sharing knowledge on online sales channels to enhance market opportunities and strengthen community sustainability. In 2025, the project helped reduce costs and generate a total income of THB 96,480 for community members, with a Social Return on Investment (SROI) of 4.60 times. Following the flooding in the southern region in November 2025, the Company carried out relief operations to support affected communities. Assistance included the distribution of drinking water and more than 1,300 relief packages, as well as the deployment of employee volunteers and fire trucks to clean communities, schools, and hospitals in more than 25 locations. The Company also donated funds to public health agencies and provided over 900,000 pieces of medical and general-purpose rubber gloves to government agencies, field hospitals, and evacuation centers across Songkhla, Yala, Pattani, and Narathiwat. The Company also prioritized the welfare and safety of both permanent and daily employees. Relief measures included the distribution of food and essential supplies, financial assistance, and employee home cleaning support. In addition, the Company established the Sri Trang Community Kitchen and temporary shelters to support employees affected by the flooding, providing food, clean and safe accommodation, and 24-hour nursing care.

The Company places importance on its business partners in both commercial and corporate governance aspects. The Company expanded its transparent business network to suppliers under the CAC Change Agent project, with more than 10 suppliers joining in the first year to declare their commitment to anti-corruption. As a result, the Company was certified as a CAC Change Agent member and received the CAC Change Agent Award 2025. The Company also communicated its Code of Conduct to all business partners, all of whom, representing 100 percent, acknowledged and signed the Code of Conduct. In addition, the Company conducted business ethics and labor standards audits in accordance with the SMETA Sedex Members Ethical Trade Audit standard and completed 100 percent ESG risk assessments covering environmental, social, and governance issues across supplier operational sites, in line with its sustainability targets. Moreover, the Company conducts business ethically and maintains strong collaboration with its partners, resulting in the Company receiving the SX TSCN Sustainability Award 2025 for the second consecutive year from the Thailand Supply Chain Network TSCN, as well as the Platinum Business Partners Award for the second consecutive year and the Business Partner of the Year 2025 Award from Thai Beverage Public Company Limited. These recognitions reflect the trust and confidence of business partners in

fostering collaboration to deliver value to consumers and to advance the industry toward sustainable development.

In terms of customer relations, the customer satisfaction survey result was 85.69 percent, which exceeded the target of 80.00 percent. The Company has made its best efforts to ensure that customers receive prompt responses and has analyzed customer feedback to identify root causes for improvement and prevention. The Company also places great importance on safeguarding customer confidentiality and does not use customer information for its own benefit or for the improper benefit of any related parties. Throughout the reporting period, there were no complaints related to customer personal data, and the Company successfully maintained the security of personal data with zero data breach incidents. The Company also complied 100 percent with the requirements of the Personal Data Protection Act B.E. 2562 (PDPA), in line with its sustainability targets.

Strengthening Corporate Governance through Technology and International Standards

The Company assessed its internal control system with reference to the international standards of the Committee of Sponsoring Organization of the Treadway Commission COSO 2013. The Company also assessed the quality of its internal audit function in accordance with the Quality Assurance and Improvement Program QAIP. The Audit Committee concluded that the Internal Audit Department operates in alignment with international internal auditing standards. In addition, the Company adopted Power BI as a data analytics tool to analyze user access rights in the SAP system, helping enhance the quality and efficiency of internal audit activities in accordance with international internal auditing standards. For risk management, the Company achieved certification under the business continuity management standard ISO 22301 2019, demonstrating effective performance in this area. In 2025, the Company reviewed and assessed Enterprise Risk Management ERM and updated the risk ranking to align with the Company's business conditions and environmental factors during the year. The Company identified risk factors that include emerging risks and environmental, social, and governance ESG risks, and also analyzed and assessed risks, opportunities, business impacts, and financial impacts related to climate change.

For technology and artificial intelligence AI development, the Company has adopted AI and Internet of Things (IoT) technologies to analyze and improve production processes, and has placed importance on the use of AI Agents, particularly in office operations. In addition, in 2025, the Sri Trang Group established a data governance policy and operating procedures, which represent an important part of preparing the corporate data infrastructure to ensure effective management of data as a key organizational asset. This not only supports faster and more accurate decision making, but also enhances business credibility and strengthens the Company's long term competitiveness, moving toward becoming a data driven organization. The Group Company's AI development has progressed as planned, with preparations in place for data, infrastructure, and processes to support the expansion of AI adoption in the future. This aligns with the development direction for 2026, in which the Company is committed to the mission **"Empowering AI: The Power of Artificial Intelligence"** to promote the application of AI across all areas of the organization. The Company also places emphasis on developing manufacturing AI technologies to enhance efficiency, accuracy, and innovation in production processes, with the goal of expanding these capabilities across all operational dimensions in the future.

From the Company's effective performance in corporate governance and sustainability, the Company received several awards and rankings at both national and international levels. These include the Best Sustainability Awards in the Consumer Products category from the Stock Exchange of Thailand at the SET Awards 2025, and the ranking as a Sustainability Yearbook Member in the Healthcare Equipment and Supplies sector in the S&P Global Sustainability Yearbook 2026. The Company also received an ESG Risk Rating assessment from Morningstar Sustainalytics, which rated the Company's ESG risk level as low.

On behalf of the Board of Directors, I would like to express our appreciation to all shareholders, customers, business partners, and stakeholders for your continued confidence in and support for the Company. I would also like to thank all employees for their dedication and collective effort in fulfilling the Company's mission and objectives, which drive the organization toward industry leadership. The Company remains committed to creating both value and worth through continuous capability enhancement and development. We will continue to bring opportunities and strong performance to the organization, stakeholders, and society, ensuring that we grow sustainably together.

Achievements of ESG towards Sustainable Business

International

Sustainability Yearbook Member 2026

The Company has been recognized as a Sustainability Yearbook Member **for the third consecutive year** within the Healthcare Equipment & Supplies sector, based on **the S&P Global Sustainability Yearbook 2025** assessment, achieving a score of **61 points**. This accomplishment reflects our unwavering commitment to fostering sustainable growth, not only in business operations but also through our guiding principle of "Clean World Clean Gloves" which emphasizes product quality while addressing environmental, social, and governance (ESG) considerations. Our approach aims to create long-term value for stakeholders and strengthen trust among partners and consumers.

Top 50 ASEAN Public Listed Companies (PLCs) และ ASEAN Asset Class PLCs





The Company was honored with the Top 50 ASEAN Public Listed Companies (PLCs) award at the ASEAN Corporate Governance Conference and Awards 2025. This prestigious recognition, supported by the ASEAN Capital Markets Forum (ACMF) and the Asian Development Bank (ADB), celebrates listed companies in the ASEAN region that demonstrate excellence in corporate governance. The Company was selected as one of the Top 50 ASEAN PLCs based on the 2024 ASEAN Corporate Governance Scorecard (ACGS) regional assessment, ranking among 569 evaluated companies from the top 100 by market capitalization across six ASEAN countries. Furthermore, the Company is proud to be one of only **16 Thai companies recognized on this international stage**. In addition, the Company received the ASEAN Asset Class PLCs award, granted to companies achieving a score of 97.50 points or higher.

Ecovadis

The Company participated in the Ecovadis Sustainability Rating, which evaluates 21 sustainability indicators across four dimensions including Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. **The Company achieved a "Silver Medal" with an assessment score of 71 points.**

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 an outstanding score of **4.4** out of 5.0, which is classified as a **"High" rating** and exceeds the average score of the Medical Supplies sector (Health Care Equipment & Services).

MSCI ESG RATINGS

The Company has been awarded an MSCI ESG Rating of **"BBB" within the Health Care Equipment sector** by Morgan Stanley Capital International (MSCI), a leading global provider of equity indices.

Morningstar Sustainalytics

The Company has been assessed under the ESG Risk Rating by Morningstar Sustainalytics within the Healthcare sector and received **a "Low" risk rating**.

ESG Book

The Company achieved a sustainability performance score of **68.24 points** as assessed by ESG Book.

Refinitiv

The Company achieved a sustainability performance score of **79.6 points** from Refinitiv within the Healthcare Equipment & Supplies sector. This score falls within the range of 75 to 100, classified as Level 4, indicating **excellent** ESG performance and a high degree of transparency in public ESG disclosures.

National

1 SET AWARDS 2025

The Company received **"the Best Sustainability Awards"** at the SET Awards 2025, marking its first achievement of this prestigious recognition from the Stock Exchange of Thailand. This award represents an advancement of one level from the previous year, signifying a major milestone in the Company's journey from implementing strong sustainability practices to becoming a true role model for sustainability. The Company remains committed to continuously improving its operations to achieve leadership in sustainability at the highest level.

2 SET ESG Ratings (AAA) 2025

The Company received **the highest "AAA" rating in** the SET ESG Ratings (formerly known as THSI) for the year 2025 in the Consumer Products sector from the Stock Exchange of Thailand. This marks **the third consecutive year** of achieving this rating, reinforcing the Company's commitment to sustainable business practices that consider environmental, social, and governance (ESG) factors.

3 Corporate Governance Rating for the year 2025, with an "Excellent" Level (5-Stars Level)

The Company achieved **an "Excellent CG Scoring" Corporate Governance Rating (5-Stars Level) for the fourth consecutive year** in the 2025 Corporate Governance Report (CGR) assessment conducted by the Thai Institute of Directors Association. Additionally, the Company was ranked in the Top Quartile among companies with a market capitalization of THB 10,001–30,000 million. This recognition reflects the Company's strong commitment to good corporate governance principles, transparency, equitable treatment of all stakeholders, and a firm stance against corruption.

4 Business Partner Conference 2025 and ThaiBev Business Partner Award Ceremony 2025

The Company received three prestigious awards at the TSCN Business Partner Conference 2025 and the ThaiBev Business Partner Award Ceremony 2025 including the SX TSCN Sustainability Award 2025 **(for the second consecutive year)**, the Platinum Business Partner Award **(for the second consecutive year)** and the Business Partner of the Year 2025. The Company was **one of only three companies** honored in 2025, recognizing outstanding performance in product quality, pricing, delivery, service, innovation, and sustainability practices. These awards reflect the trust and recognition from business partners and highlight our collaborative efforts to deliver value to consumers while advancing sustainable industry practices.

5 CAC Change Agent Award 2025 and First Re-Certification

The Company received **the CAC Change Agent Award** 2025 from the Thai Private Sector Collective Action Against Corruption (CAC). This award recognizes private sector companies that demonstrate strong commitment to upholding governance standards, transparency, and anti-corruption practices, while actively promoting and supporting SME partners to join the anti-corruption declaration, achieving more than 10 participating companies within one year. Sri Trang Group has established anti-corruption as a key policy applicable to all directors, executives, and employees, with clear guidelines and measures in place, and regularly reviews the policy to align with current circumstances and international standards. This achievement marks the Company's commitment to reinforcing trust among all stakeholders.

In addition, the Company received a certificate of membership from the Thai Private Sector Collective Action Against Corruption (CAC) upon successfully completing its **first re-certification** process. The Company has been committed to the CAC initiative since declaring its intention to join in 2021 and was officially certified as a CAC member in 2022.



6 SUSTAINABILITY DISCLOSURE AWARD 2025

The Company received **the Sustainability Disclosure Award for the fourth consecutive year** in 2025, as part of its participation in the Sustainability Disclosure Community (SDC) established by Thaipat Institute. This initiative promotes awareness and commitment among listed companies and business organizations to disclose operational information covering economic, social, and environmental aspects, as well as ESG (Environmental, Social, and Governance) issues and alignment with the United Nations Sustainable Development Goals (SDGs).

7 ESG DNA

The Company was awarded a certificate under the "ESG DNA Project" by the Stock Exchange of Thailand, reaffirming its commitment to developing employee capabilities to understand and integrate ESG principles into every stage of business operations. This recognition reflects Sri Trang Group's vision and sustainability strategy to achieve resilient growth in harmony with economic, social, and environmental dimensions.

8 Outstanding Employer for Promoting Employment of Persons with Disabilities Award 2025 with Excellent Level

The Company received the Outstanding Employer for Promoting Employment of Persons with Disabilities Award for the eighth consecutive year in 2025 from the Ministry of Social Development and Human Security. The Company has consistently advanced its ranking, **achieving the "Excellent" level since 2023**.

9 CSR AWARD 2025

The Company was honored with a provincial-level award for Outstanding Corporate Social Responsibility (CSR) Performance under the CSR AWARD 2025 initiative, organized by the National Social Welfare Promotion Committee (NSWPC). The Company presented its CSR report and initiatives to the subcommittee at the Songkhla Provincial Office of Social Development and Human Security and was awarded first place at the provincial level. Furthermore, the Company was selected as **one of 61 organizations in Thailand recognized** for exceptional CSR achievements.

10 Level 4 Green Industry (Green Culture)

The Sadao P.S. branch factory was certified at Green Industry Level 4 by the Ministry of Industry in the year 2025. Currently, four of the Company's branch factories have achieved Level 4 certification including Hat Yai, Surat Thani, Trang, and Sadao P.S., while two branch factories, Chumphon and Anvar, have been certified at Level 3.

11 Climate Action Leading Organization

The Company and Trang branch factory have been certified as a "Climate Action Leading Organization (CALO)" by the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO in collaboration with the Thailand Carbon Neutral Network. The Trang branch factory served as a pilot project, which was later expanded to achieve organization-level certification, ensuring a unified approach to greenhouse gas management across the Company. Furthermore, the Company has registered its commitment to achieving Net Zero Emissions in accordance with TGO guidelines, reflecting its strong dedication to sustainability and its role in driving Thailand towards a low-carbon economy and national climate goals.



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) : 8,955 person

Registered capital : 1,432,589,955 Baht



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.

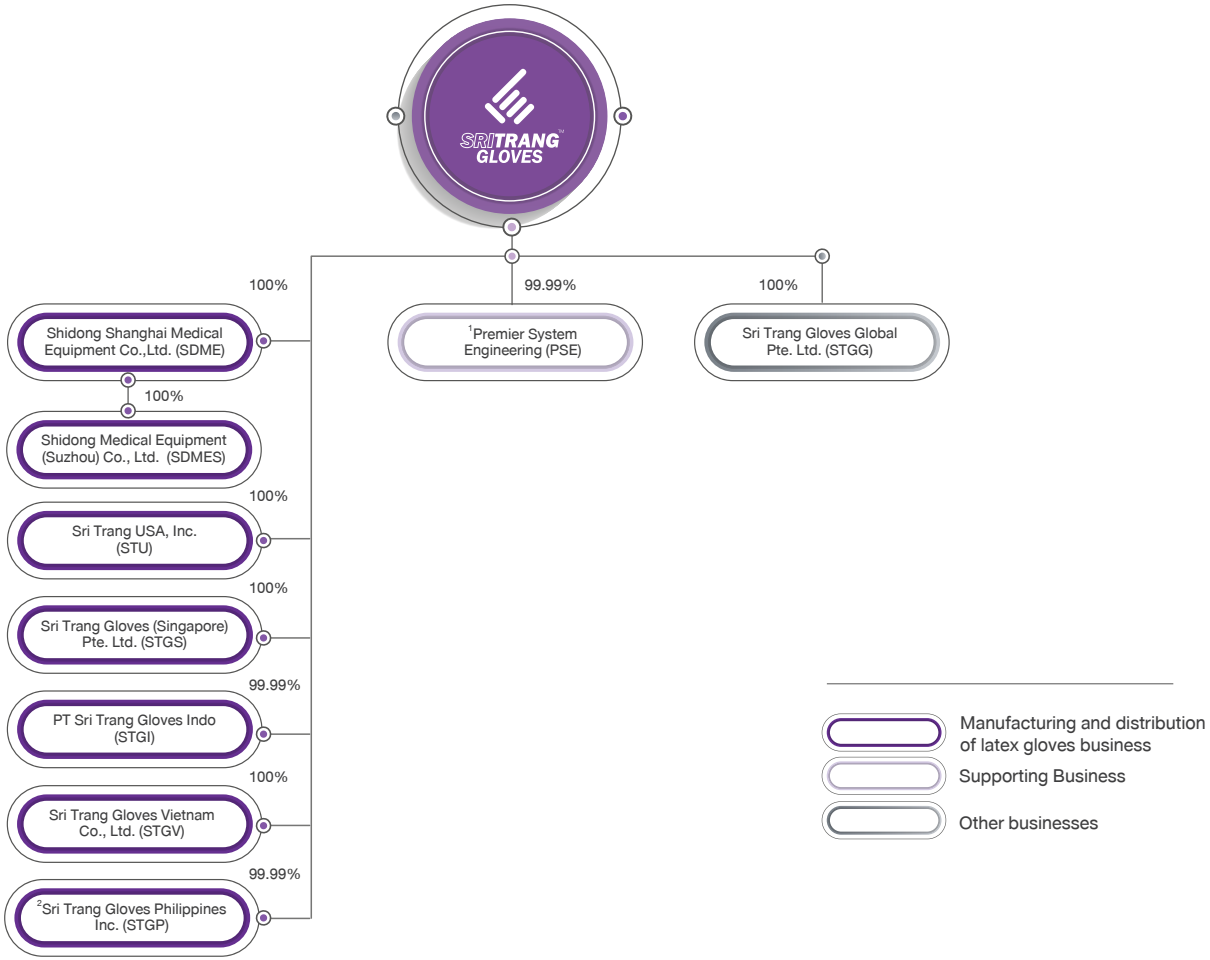
Vision

Deliver the 'Touch Of Life™' on a Global Scale

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, In addition to distributing products through qualified distributors in each country, the Group Company also distributes rubber gloves under the brands of the Company and its subsidiaries, as well as distributes them in the form of OEM to customers in more than 175 countries worldwide.

As of 31 December 2025, the Company has 9 subsidiaries in total. The shareholding structure is as follows:



Remarks:

1. *The total shares of PSE are held by the Company of 99.99 percent shares, Mr. Veerasith Sinchareonkul (3 shares) and Mr. Aram Sirisuwat (1 share).*
2. *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).*



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 the year 2025, the Company produces NR gloves and NBR in the form of OEM accounted for 82.27 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 17.73 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.

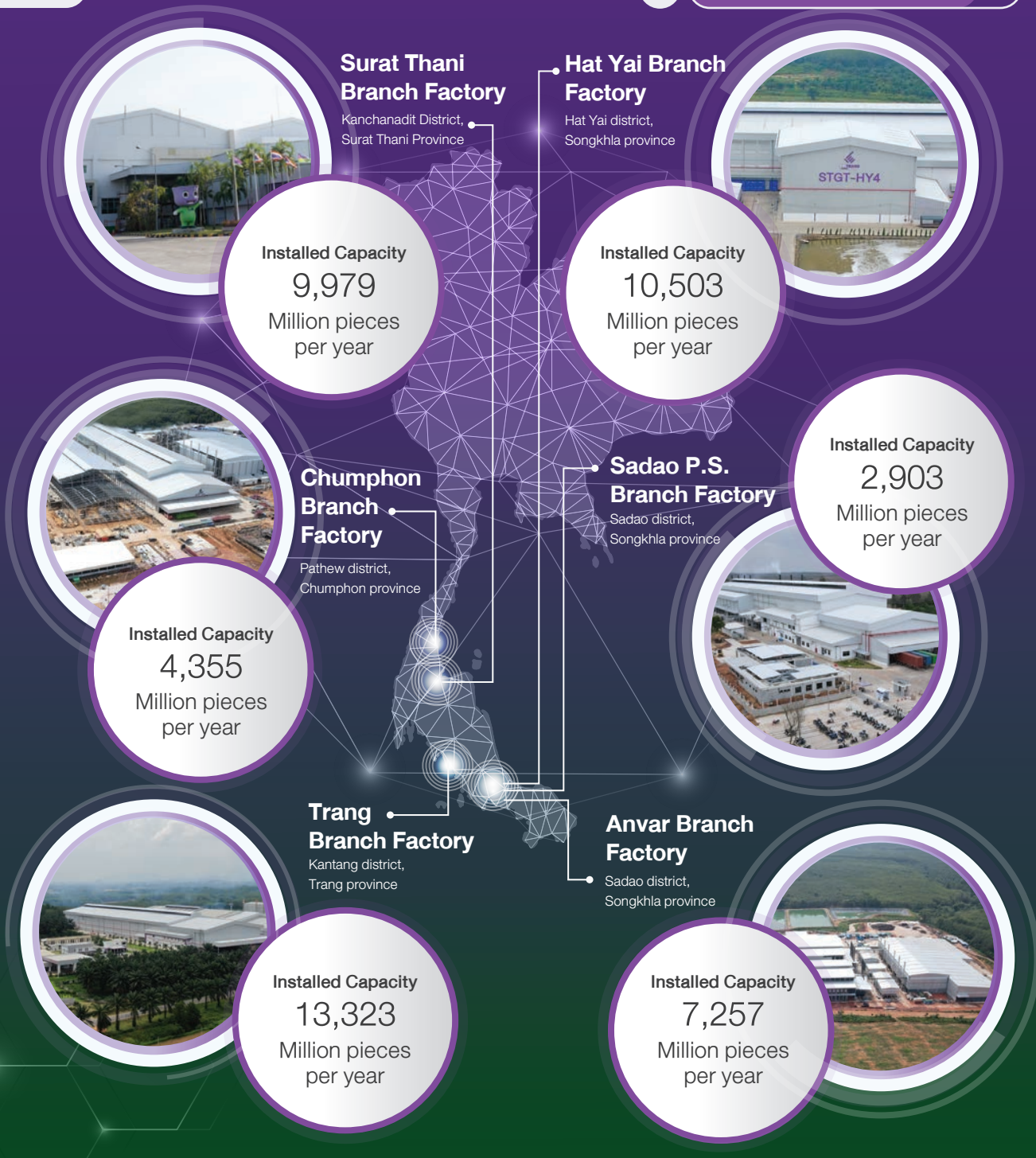
Examples of Rubber Glove Product Brands of the Company and Its Subsidiaries





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 2025, the Company has a total installed capacity of approximately 48,320 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

Since
1989

Export to more than
175
Countries

6 Factory
locations

Sales volume
37,102
million pieces in 2025

Installed Capacity
48,320
million pieces per year



Engaging business across the world

Thailand's Largest

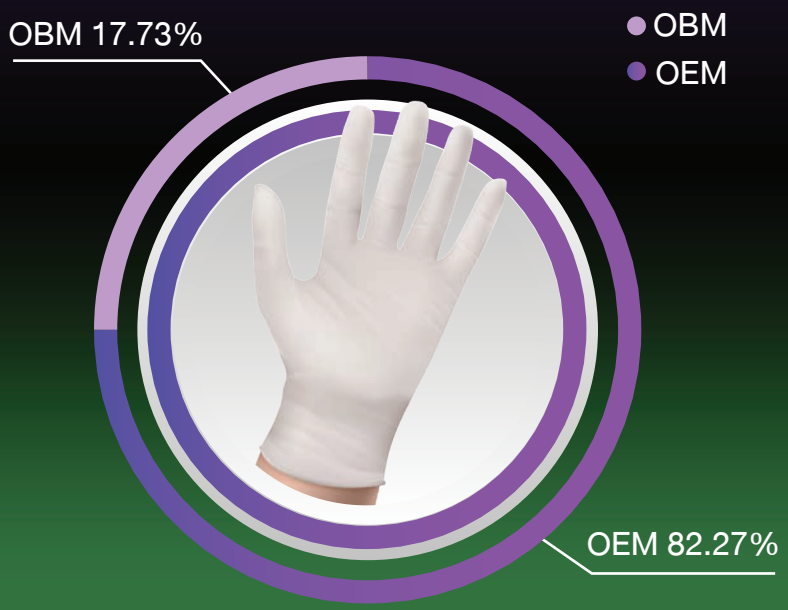
and 1 of 3 largest glove producer in the world

Business Context and Economic Performance

Revenue from Rubber Glove Sales

*THB 23,603 Million

*Revenue Excluding Value from Cash Flow Hedge



Statement of Comprehensive Income (Unit: THB Million)

	FY2023	FY2024	FY2025
Revenue from Sales of Goods and Services	19,665	25,002	23,890
EBITDA	2,333	3,417	*2,640
Profit (Loss) before Tax	171	1,080	(235)
Profit (Loss) for the Year	153	995	(109)

Statement of Financial Position (Unit: THB Million)

	FY2023	FY2024	FY2025
Total Assets	46,582	48,919	44,745
Total Liabilities	9,745	10,397	7,504
Total Equities	36,837	38,522	37,241

Remark: * Excluding the impairment loss on non-financial assets amounting to THB 245 million.

Sri Trang Gloves Value Chain (GRI 2-6)

The Company recognizes the greatest importance of engaging with stakeholders throughout the entire business value chain, from upstream to downstream. We are committed to building collaboration to enhance the value chain in both business and social dimensions, achieving sustainable growth together under the **Clean World Clean Gloves (CWCG)** concept and the **SHARE** approach.

Primary Activities



1. Raw Material and Service Procurement

- Procuring goods and services through green procurement practices that are environmentally friendly, with strict adherence to avoiding hazardous chemicals and prohibited substances
- Purchasing goods and services from business partners with consideration for quality raw material sourcing that demonstrates social and environmental responsibility
- Developing and enhancing suppliers' capabilities by providing knowledge and promoting their ability to produce and deliver services according to standards, including supporting the development of new suppliers
- Conducting annual supplier assessments, including ESG risk evaluation, to continuously improve raw material quality and delivery in alignment with the Company's requirements
- Promoting the use of local raw materials to generate income for farmers and communities

2. Manufacturing

- Using environmentally friendly production processes, such as biomass fuel usage and the use of sustainable materials
- Reducing energy consumption and promoting renewable energy through solar cell installation to reduce greenhouse gas emissions
- Installing high-efficiency wastewater treatment and air pollution control systems to control and minimize environmental impacts on surrounding areas
- Managing waste according to the 3Rs principles (Reduce, Reuse, and Recycle) and utilizing waste for maximum benefit following the Circular Economy approach
- Implementing traceable production processes while reducing work redundancy to increase production efficiency

3. Storage and Transportation

- Managing warehouses and product distribution using automation systems and various software programs to maximize efficiency in limited factory space, reduce waiting time for container loading, and increase inventory turnover speed
- Managing logistics for maximum efficiency to reduce empty runs, minimizing transportation distances through the optimal allocation of export ports relative to the geographical location of each factory, thereby reducing overall costs and energy consumption
- Continuously seeking new ports and transportation routes to enable fast, efficient product delivery to customers while reducing environmental impact

4. Marketing and Sales

- Providing accurate and comprehensive product information to customers through diverse communication channels
- Adhering to the code of conduct regarding customer relationships, including maintaining customer confidentiality
- Establishing complaint channels and complaint handling procedures to respond quickly and efficiently to customer or consumer issues
- Measuring and analyzing customer needs, incorporating customer feedback to improve products and services to create maximum customer satisfaction
- Providing diverse sales channels for customers and consumers across all regions and industries, creating equal and accessible opportunities to obtain quality products

Support Activities

1. Organizational Infrastructure

- Directing organizational strategy and sustainable development by having the Board of Directors and management set direction aligned with sustainable development principles, supported by the establishment of the Corporate Governance and Sustainability Development Committee to oversee and drive sustainability policies effectively
- Maintaining transparent and auditable financial and accounting practices that comply with international standards to build confidence among all stakeholders
- Managing enterprise risks systematically through identification, assessment, and management of risks and opportunities across financial, operational, regulatory, as well as environmental and social dimensions to reduce potential impacts and enhance organizational resilience
- Complying strictly with relevant laws and regulations, including operations under good governance principles and business ethics

2. Human Resource Management

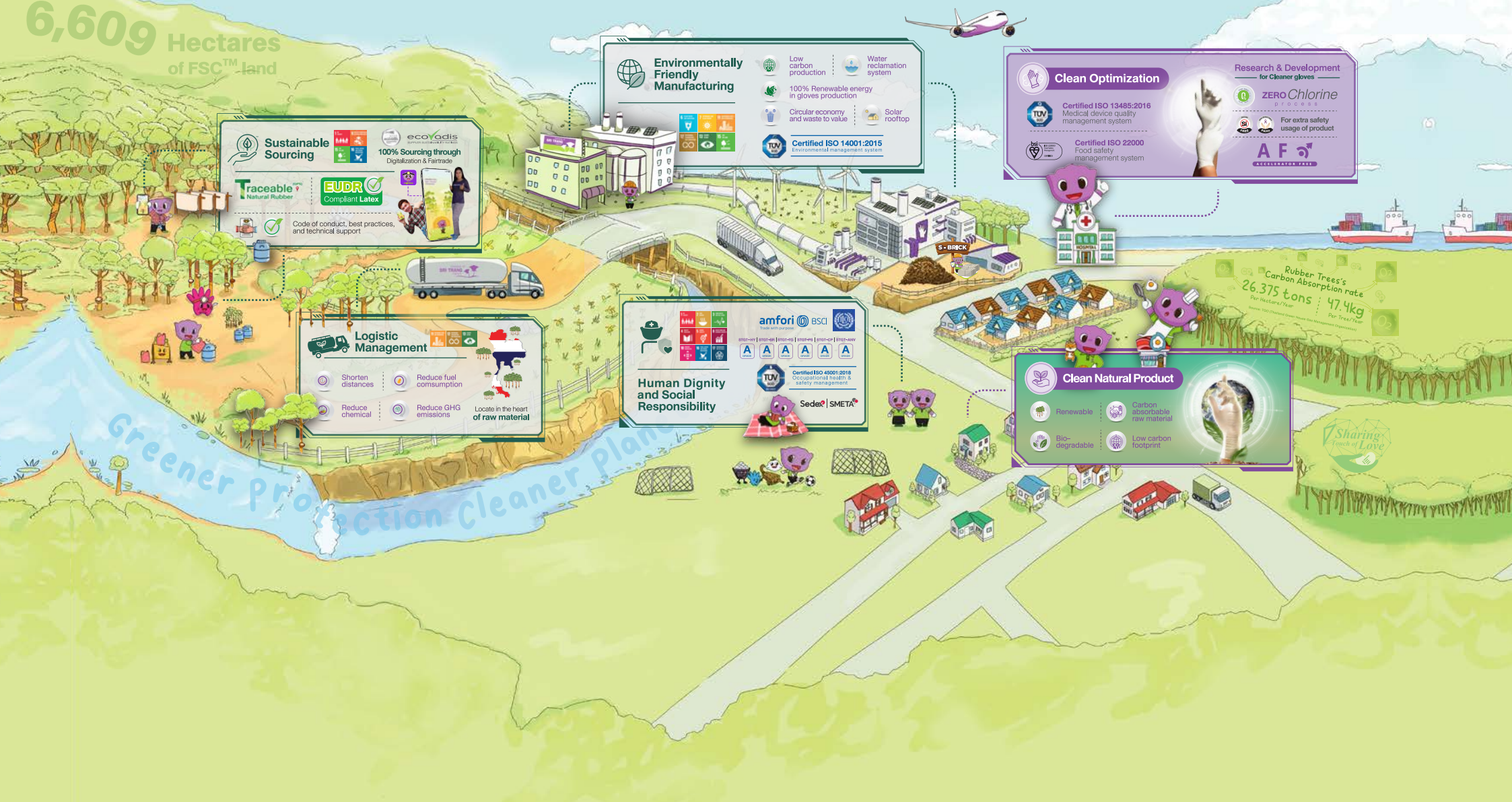
- Recruiting and selecting quality personnel based on human rights principles and non-discrimination
- Continuously developing employee capabilities through diverse training and skill development programs, covering specialized knowledge and work skills
- Building awareness of safety, occupational health, and environment to enable employees to work efficiently and safely
- Providing fair compensation aligned with performance, along with appropriate welfare benefits, including promoting work-life balance

3. Research and Development

- Designing and developing environmentally friendly products, reducing chemical usage, and ensuring products are free from hazardous chemicals
- Researching and developing high-quality natural rubber gloves, particularly developing latex gloves free from proteins that may cause allergies
- Developing rubber gloves to meet diverse consumer needs, focusing on enhancing functional properties while simultaneously pursuing production cost reduction to minimize resource consumption, without compromising product quality or service standards

“Clean World Clean Gloves”

Clean World Clean Gloves represents Sri Trang Gloves' commitment to sustainable business operations, with a strong focus on responsible practices and the production of high-quality and clean glove products.



About This Report



Sri Trang Gloves (Thailand) Public Company Limited has prepared its 6th Sustainability Report to communicate and disclose its sustainability performance for the year 2025, covering governance and economic, social, and environmental dimensions to all stakeholders.

The Company has prepared this report in accordance with GRI Standards 2021, with a reporting period from January 1, 2025 to December 31, 2025 (GRI 2-3).

Furthermore, the Company has aligned its operations with multiple international reporting frameworks to comprehensively reflect its commitment to sustainable development. The Company supports the United Nations Sustainable Development Goals (SDGs) to contribute to achieving global sustainable development goals and upholds the UN Global Compact Principles, which encompass ten principles covering human rights, labor, environment, and anti-corruption. In terms of financial and sustainability disclosure, the Company has adopted the IFRS Sustainability Disclosure Standards, particularly IFRS S1, which provides general requirements for disclosure of sustainability-related financial information, IFRS S2, which focuses on disclosure of climate-related risks and opportunities, and the TCFD (Task Force on Climate-related Financial Disclosures) framework on a partial disclosure basis to demonstrate climate-related financial risks.

The preparation of reports according to these various reporting frameworks reflects the Company's commitment to conducting sustainable business operations alongside caring for society and the environment, as well as appropriately responding to the expectations of all stakeholder groups.

Reporting Scope

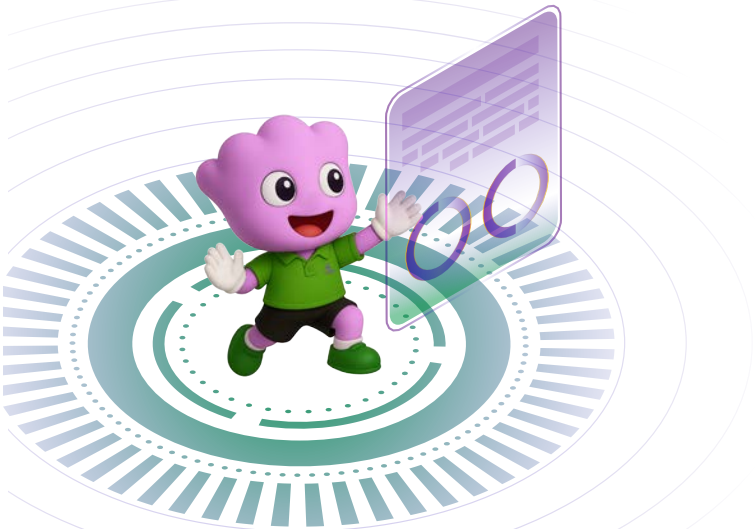
This report covers performance on material sustainability topics with the following reporting boundaries: For governance and economic aspects, the report covers the performance of the Company and its subsidiaries to align with the annual report. For environmental and social aspects, the report covers the performance of all six manufacturing facilities, namely Hat Yai Branch, Surat Thani Branch, Trang Branch, Chumphon Branch, Sadao P.S. Branch, and Anvar Branch (GRI 2-2).

Data Changes

This year, the Company has revised and modified certain material sustainability topics (GRI 3-2), with details presented in the "Material Sustainability Topics" section (pages 34-43), which has been reviewed and considered by the Corporate Governance and Sustainability Development Committee and approved by the Company's Board of Directors meeting.

Additionally, the Company has modified its energy data calculation methodology this year to ensure consistency and data comparability, as detailed on page 222.

Assurance of the report (GRI 2-5)



SCAN ME

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, 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 moderate level of assurance by TÜV Rheinland (Thailand) Limited. These measures aim to enhance the credibility of the Company's sustainability reporting and disclosure, ensuring transparency and verifiability.

Details of the independent assurance can be found at the end of Sustainability Report 2025.

The Company published this report on 30 March 2026.

This report can be downloaded via QR Code and the Company's website. (https://www.sritranggloves.com/en/downloads/sd-report)

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

Sustainability Division, Sri Trang Group

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

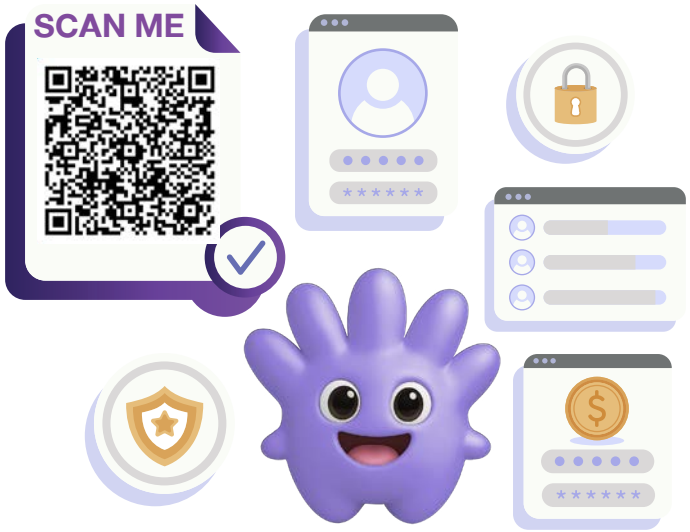
Phone: (66) 0-2207-4500 ext. 3811

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

E-mail: sustainability@sritranggroup.com

Sustainability Report 2025 Feedback Questionnaire

You can share your opinions on the Sustainability Report 2025 disclosure by scanning this QR Code.



Sustainable Responsibility Management

Corporate Sustainability Policy

Sri Trang Gloves (Thailand) Public Company Limited ("the Company") and its subsidiaries are firmly committed to environmental and social responsibility in conducting business throughout the value chain with an aim to balance the business profit and the value to stakeholders. The Company and its subsidiaries are determined to be a role model for the society in sustainable business operations through compliance with ISO 26000 Social Responsibility, the Ten Principles of the UN Global Compact, Sustainable Development Goals (SDGs), and stakeholders' needs and expectations. To enable the Company to effectively manage the business for sustainable growth, optimize risk management and respond to the needs and expectations of the stakeholders, the Company has established the Corporate Sustainability Policy as guidelines for its business operations and its subsidiaries, encompassing corporate governance and economic, environmental and social dimensions as follows:

Corporate Governance and Economic Dimension

(1) Good Corporate Governance

Operate the business in accordance with the principles and policies of good corporate governance, taking into account responsibilities to stakeholders, transparency, compliance with laws, rules, regulations and international guidelines related to business operations, both domestically and internationally, including efficiently managing business risks and opportunities and review the materiality topics in sustainable operations according to the changing situation from the impact assessment and expectations of stakeholders arising from the organization and the impact of external factors on the organization, in order to respond to the needs of all stakeholder groups in a balanced way.

(2) Ethical Business Operations and Anti-Corruption

Conduct business in accordance with the Code of Business Conduct promotes free and fair-trade competition, avoid actions that may cause conflicts of interest and infringement of intellectual property rights, establish and maintain a grievance mechanism to receive complaints and mitigate impacts and support all forms of anti-corruption.

(3) Responsible Development of Innovations, Products and Services

Support innovative work processes, both at the internal level within the organization and at the inter-organizational level of cooperation to create positive change as well as to promote the development of products and services with environmental and social responsibility including low-carbon products to meet customer needs and industry trends and to communicate information about innovation. Furthermore, the Company communicates information regarding such innovations, products and services accurately and adequately to stakeholders.

(4) Sustainable Supply Chain Management

Manage supply chain risk by communicating, selecting, and evaluating suppliers in terms of environmental, social and corporate governance and economic aspects to prevent and mitigate the impacts that may occur on business operations and encourage business partners to operate responsibly to create sustainability throughout the value chain.

(5) Merger & Acquisition Due Diligence

Conduct comprehensive sustainability assessments in all aspects for any new investment, merger or acquisition covering environmental, social and governance and economic risks to ensure sustainable growth and prevent the impacts from operations throughout the value chain in short-term and long-term effects that may impact the achievement of the Company's goals.

Environmental Dimension

(6) Sustainable Resource and Environmental Management

Effectively manage resource utilization and prevent environmental impacts through the implementation of environmental management systems according to international standards covering air pollution management, water and wastewater management, management and utilization of waste and unused materials according to principles of Circular Economy to reduce waste generation, energy efficiency improvement and promotion of renewable energy consumption. In addition, the Company does not support deforestation and assesses the risks to biodiversity and ecosystems to reduce the impacts of climate change, to support the goals of achieving Net Zero as well as create environmental conservation awareness among employees at all levels.

Social Dimension

(7) Cultivating a Corporate Culture of Occupational Health and Safety

Promote the establishment of the occupational health and safety management system in accordance with international standards and take proactive action to prevent work-related injuries and illnesses and create safety and good health culture at work throughout the organization.

(8) Promotion and Support of Human Rights

Respect and comply with human rights and non-discrimination policies which are in line with international human rights principles and practices, charters, agreements and relevant law at the international level (including adherence to the United Nations Guiding Principles on Business and Human Rights, or UNGP) by avoiding causing or contributing to human rights impacts and preventing or mitigating impacts from the Company's operations which including taking care not to let the business of the Company and its subsidiaries be involved in human rights violations, whether directly and indirectly, against employees, stakeholders and vulnerable groups at risk of human rights infringement.

(9) Fair Labor Practices

Treat employees and workers fairly and equally under fair employment conditions and reasonable compensation based on performance whereby a fair performance evaluation process is established, as well as providing various appropriate welfare benefits for employees and workers.

(10) Employee Care and Development

Promote learning and training for employees at all levels to continuously develop new knowledge, abilities and skills, including cultivating positive and ethical attitudes and team spirit among employees which will lead to creating opportunities, career advancement, and help drive sustainable growth of the organization.

(11) Responsibilities to Customers and Consumers

Produce and sell quality products that are safe and environmentally friendly which meet the needs and expectations of customers and consumers to create maximum satisfaction; provide accurate and sufficient information about goods and services; establish effective systems, channels, and response to complaints about products and services from customers and consumers, including taking steps to maintain customer information and confidentiality to build confidence in the protection of personal information.

(12) Participation in Community and Social Development

Promote the participatory development of communities and society through the cultivation of positive awareness of social responsibility in business operations to create shared values and enhance the quality of life of the community through various social projects and activities and support the well-being of local communities, social rights, cultural heritage, and employment as well as providing support, assistance and shared opportunities for the vulnerable group in the society or those affected by natural disasters to create a society of compassion and mutual care.

It is mandatory for the Company's directors, executives, employees, and subsidiaries to support, uphold and act in accordance with this policy, as well as sharing the policy with stakeholders to create sustainability throughout the organization.

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 2025, the Company was certified



- 100% for ISO 9001 – Quality Management System
- 100% for ISO 14001 – Environmental Management System
- 100% for ISO 45001 – Occupational Health and Safety Management System
- 100% for amfori BSCI standards regarding good working environment
- 100% for SMETA Supplier Ethical Auditing System standards (Sedex Members Ethical Trade Audit)
- 100% 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:

S Sustainability for Supply Chain and Fair Trade



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



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, but we also 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



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.

E The Environmentally Friendly Technologies



We 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.

sustainability *for supply chain and fair trade*

animal *welfare*

environmentally *friendly technologies*

Share

human *rights*

responsibility *& sharing*

R Responsibility & Sharing



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 delivery of surplus metal materials, etc.

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 the year 2025, 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 2025
Customers/Consumers	• 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	• Receiving quality products and services in timely manner • Following the terms of the trading agreement • Protecting customer confidentiality • Collaboration in product development • Supporting ESG data • Reducing Greenhouse Gas Emissions	• 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), amfori BSCI, SMETA, ILO Forced Labour, 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	• Customer satisfaction score 85.69% • 6 New Products

Stakeholder Groups	Communication Channels/ Participation	Needs/Expectations	Response to Expectation	Indicators/Results for 2025
Employees (the Company)	• 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	• Reasonable compensation and good benefits • Respecting 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	• 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, ILO Forced Labour, 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.	• The number of employee's grievances in all areas is zero. • The turnover rate is 12.63%.

Stakeholder Groups	Communication Channels/ Participation	Needs/Expectations	Response to Expectation	Indicators/Results for 2025
Communities	• 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.	• Receiving appropriate and sufficient promotion and development • Receiving support for community activities • No impacts on the community • Having social and environmental responsibility • Adhering to human rights and anti-corruption principles • Controlling the environmental quality to prevent adverse effects on the community	• 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 (further details can be found on page 153.) • Open house for the community	• Participation in community development according to the CSR-DIW project • More than 241 community involvement and development projects with a budget of 2,637,407 Baht • Value of local procurement of goods and services: 11,627 MB (including support for community products: 101,000 Baht) • Hiring local employees totaling 63.05% of total employees • Satisfaction from community project surveys: 91.38% • Annual environmental measurement results (further details can be found on page 153.) • Corrections and improvements according to complaints
Related Government Agencies/Enterprises/ Private Sector Agencies	• 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	• Compliance with relevant regulations and laws • Not creating 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	• Compliance with all relevant legal and regulatory requirements • 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	• 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 2025
Shareholders/Investors/ Analysts	• 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	• 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.	• 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.	• 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% (according to the financial statements)*. • The Company received the SET Awards 2025 in the category of Sustainability Excellence with a Best rating for the first year. It also achieved the highest level of AAA in the SET ESG Ratings for 2025, maintaining this rating for four consecutive years (formerly known as THSI). • The Company was selected to assessed S&P Global, MSCI, Refinitiv, FTSE, Russel, Ecovadis and SET ESG Ratings. • The Company participated in 9 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 13,102 times **.

Stakeholder Groups	Communication Channels/ Participation	Needs/Expectations	Response to Expectation	Indicators/Results for 2025
Business Partners/ Suppliers	• Online communication system, phone, email and website • Annual visit and assessment of business partner • Joint meetings • Participating in various activities with partners • Questionnaire	• Having a standard, transparent, verifiable procurement system • Getting clear information about the products and services to be procured • Having appropriate income from amount of work • Receiving payments for goods and services on time • Collaboration in product quality development	• Compliance with procurement policies • Announcement of anti-corruption policy • Whistleblowing policy and complaint channel • Collaborate in development of business partners in terms of quality, society and environment • Credit term with suppliers	• Deliver work or products as required and on time • Annual assessment results of • 2,399 of business partners who have expressed their intentions against anti-corruption • Number of activities/projects done together
Creditors/Banks	• Meeting/discussion • Telephone and email • Website • Annual questionnaire	• Being able to comply with the conditions and terms of the contract	• Adherence to the terms and conditions of the contract • Answer financial inquiries which may arise accurately and quickly	• Financial institutions have confidence in doing business.

Remarks:

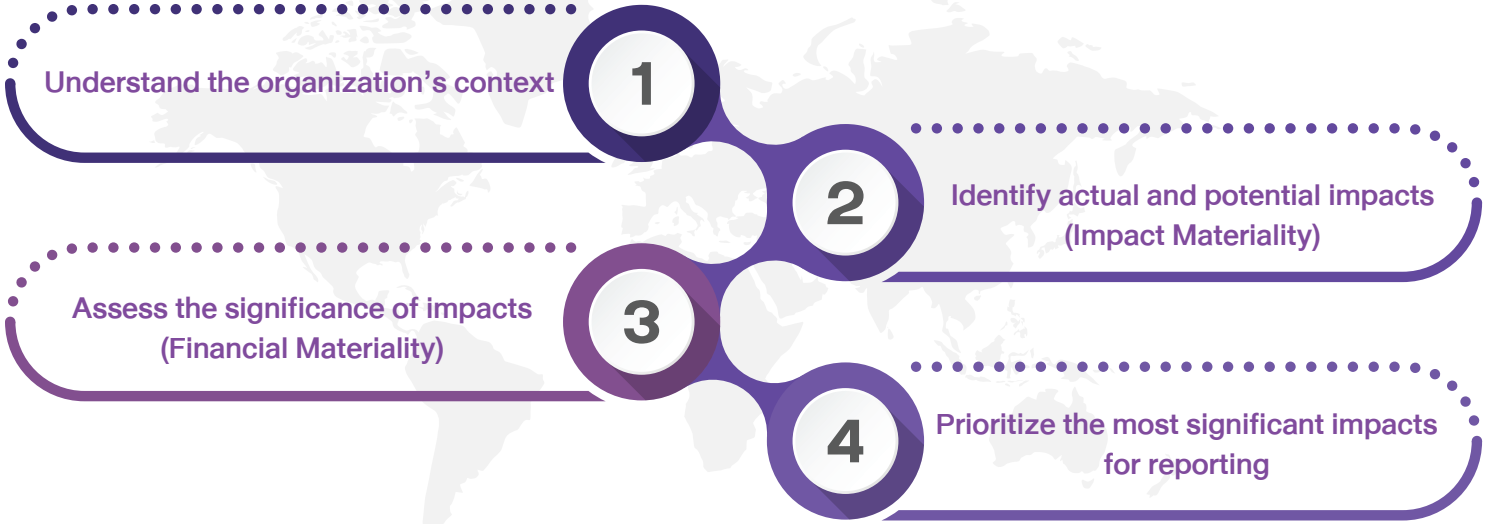
1. Business Partners/Suppliers cover suppliers, outsourcing, and contractors.
2. *On February 19, 2026, the Board of Directors resolved to approve the dividend payment for the year 2025 at the rate of 0.50 baht per share. However, the right to receive such dividend remains uncertain until it is approved by the Annual General Meeting of Shareholders for the year 2026, which will be held on April 9, 2026.
3. **The number of visitors to the Company's website related to investor relations is counted using Google Analytics 4 (GA4).

Materiality Assessment

The Company recognizes that the identification and management of material sustainability topics constitute a critical foundation for responsible business conduct and the creation of long-term value. To ensure that governance and economic, social and environmental performance align with sustainable development objectives, respond to stakeholder expectations, and remain measurable, the Company conducts a systematic process to identify, assess, and prioritize material topics (Materiality Assessment) on a regular basis, with a comprehensive review undertaken biennially. This process involves active engagement with relevant internal and external stakeholders to enable appropriate and effective management of these topics. The assessment encompasses both impact materiality, which analyses the positive and negative impacts on people, the environment, and society arising from the Company's operations throughout the value chain, and financial materiality, which evaluates sustainability-related risks and opportunities that may affect the Company's financial performance and position.

Materiality Assessment Process (GRI 3-1)

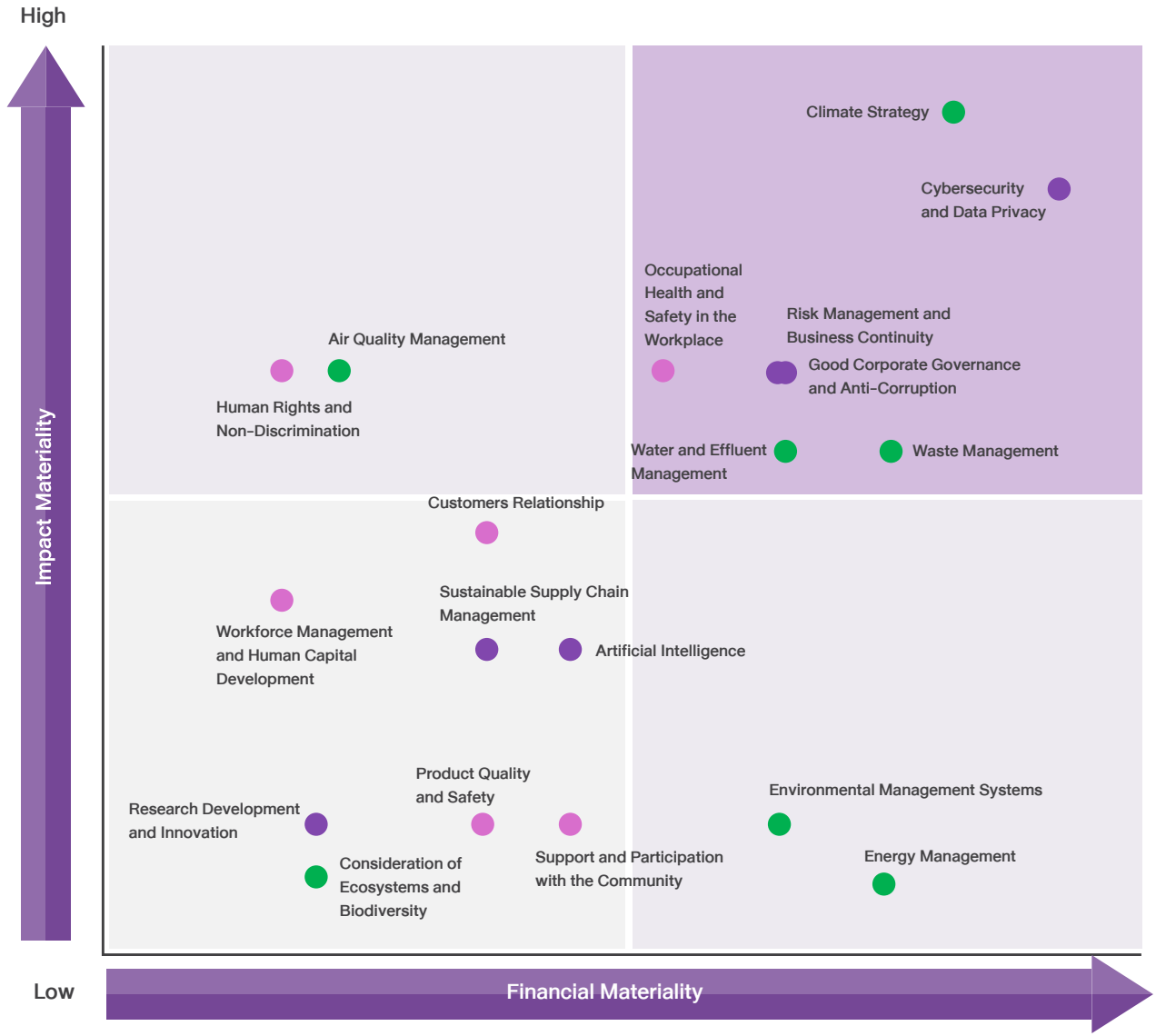
In the year 2025, the Company conducted the identification and assessment of material sustainability topics based on the **Double Materiality** assessment under the Corporate Sustainability Reporting Directive (CSRD) framework; a European Union directive mandating eligible companies to report sustainability performance in accordance with the European Sustainability Reporting Standards (ESRS). The assessment also references the GRI Standards and the United Nations Sustainable Development Goals (UN SDGs) to ensure alignment with international sustainability disclosure frameworks. This comprehensive approach encompasses impacts on the economy, society, and the environment, as well as their materiality to the business.



The materiality assessment process consists of four principal stages, as follows:

Understand the organization's context	Identify actual and potential impacts (Impact Materiality)	Assess the significance of impacts (Financial Materiality)	Prioritize the most significant impacts for reporting
Define the scope of business activities and related value chain	Assess the Company's impact on people, the environment, and human rights (Inside-out)	Assess sustainability-related financial impacts on business performance (Outside-in)	Prioritize the material topics under the Double Materiality approach for management and sustainability report disclosure
• **Activities:** Identify core business operations and their linkages across the value chain • **Context:** Review of industry trends, regulatory developments, ESG standards, and sustainability rating agencies such as S&P Global, EcoVadis, MSCI and FTSE Russell • **Stakeholders Engagement:** Identify affected stakeholders, analysis of stakeholder interests, and annual collection of expectations and feedback through online surveys	**Negative Impacts (-)** • Evaluate severity based on Scale, Scope, Irremediable Character and Likelihood • Identify actual impacts and potential future impacts **Positive Impacts (+)** • Assess beneficial impacts using Scale, Scope and Likelihood • Identify actual impacts and potential future impacts	**Risk** • Assess risks that may affect financial outcomes and stakeholder confidence, including short-, medium-, and long-term impacts. • Use financial data and relevant statistics to determine materiality thresholds **Opportunity** • Analyze opportunities that may enhance financial performance, growth, competitive advantage, or corporate reputation, including short-, medium-, and long-term impacts • Use financial data and relevant statistics to determine materiality thresholds	• Consolidate material topics from both Impact and Financial Materiality assessments • Review and validate by the Sustainability Development Working Group, endorse by the Corporate Governance and Sustainability Development Committee and approve by the Board of Directors for disclosure. • Conduct independent third-party assurance of the assessment process and outcomes

Double Materiality Prioritization of Material Sustainability Topics



Governance Dimension

- Good Corporate Governance and Anti-Corruption
- Risk Management and Business Continuity
- Cybersecurity and Data Privacy
- Sustainable Supply Chain Management
- Artificial Intelligence
- Research Development and Innovation

Social Dimension

- Occupational Health and Safety in the Workplace
- Human Rights and Non-Discrimination
- Customers Relationship
- Workforce Management and Human Capital Development
- Product Quality and Safety
- Support and Participation with the Community

Environmental Dimension

- Air Quality Management
- Climate Strategy
- Water and Effluent Management
- Waste Management
- Consideration of Ecosystems and Biodiversity
- Environmental Management Systems
- Energy Management

The 19 material sustainability topics and their significance by materiality dimension (GRI 3-2)

Material Topics	Impact Materiality	Financial Materiality	Double Materiality
Governance Dimension			
Good Corporate Governance and Anti-Corruption	●	●	●
Cybersecurity and Data Privacy	●	●	●
Risk Management and Business Continuity	●	●	●
Sustainable Supply Chain Management	-	-	-
Research Development and Innovation	-	-	-
Artificial Intelligence		-	-
Social Dimension			
Support and Participation with the Community		-	-
Occupational Health and Safety in the Workplace	●	●	●
Product Quality and Safety	-	-	-
Customers Relationship	-	-	-
Human Rights and Non-Discrimination	●	-	-
Workforce Management and Human Capital Development	-	-	-
Environmental Dimension			
Climate Strategy	●	●	●
Air Quality Management	●	-	-
Waste Management	●	●	●
Energy Management		●	-
Water and Effluent Management	●	●	●
Environmental Management Systems	-	●	-
Consideration of Ecosystems and Biodiversity	-	-	-

Governance Dimension

Material Topic	Stakeholders	Social and Environmental Impact	Risk and Opportunity	Time Horizon	Impact Materiality	Financial Materiality	Double Materiality	Reported Content	Page
Cybersecurity and Data Privacy	• Employees (the Company) • Business Partners/Suppliers • Customers/Consumers • Shareholders/Investors/Analysts • Related Government Agencies/ Enterprises/Private Sector Agencies	Negative impact • Insufficient data protection increases the risk of data breaches and cyberattacks, which may undermine privacy and trust, lead to legal claims, and damage corporate image and relationships with customers and business partners. Positive impact • The Company has policies and invests in cybersecurity to protect the data privacy of customers, employees, and business partners. This strengthens confidence in information security and the reliability of the Company's data management systems.	Risk • Customer or business-partner data breaches may lead to significant penalties under PDPA and severe reputational damage. Cyber incidents may also disrupt operations, increase response costs, and create broader business losses. Opportunity • Clear policies, practical procedures, business continuity management (BCM), and employee training enhance legal compliance and information security. These measures reduce breach risks and related costs, while strengthening customer and partner confidence.	Short term (1–2 years)	Very High	Very High	✓	• Cybersecurity and Data Privacy	89-99
Risk Management and Business Continuity	• Shareholders/Investors/Analysts • Customers/Consumers • Business Partners/Suppliers • Creditors/Banks	Negative impact • If the Company cannot manage risks and business continuity effectively, unexpected events (e.g., natural disasters or economic crises) may cause operational disruption, affecting employees, customer and investor confidence, and overall business continuity. Positive impact • Strong risk management policies and an effective business continuity plan (BCP) help the Company respond to emergencies, reduce losses, strengthen business resilience, and build stakeholder confidence.	Risk • Inadequate risk management and incomplete continuity planning may lead to business disruption, revenue impact, and higher recovery costs, including additional investment needed to respond to emerging risks. Opportunity • A well-established risk-and-opportunity management system, including readiness for new and evolving risks, helps reduce financial impacts and production downtime, strengthens stakeholder confidence, and supports long-term business opportunities.	Short term (1–2 years)	High	High	✓	• Risk Management and Business Continuity	78-88
Good Corporate Governance and Anti-Corruption	• Employees (the Company) • Business Partners/Suppliers • Customers/Consumers • Shareholders/Investors/Analysts • Related Government Agencies/ Enterprises/Private Sector Agencies	Negative impact • Inadequate governance and internal controls may enable misconduct or corruption, undermining corporate reputation, credibility, and stakeholder confidence. Positive impact • Strong governance frameworks foster transparency, accountability, and ethical culture, reducing corruption risks and enhancing stakeholder trust, business opportunities, and long-term socio-economic sustainability.	Risk • Non-compliance with laws and ethical standards may result in legal actions, penalties, and business disruption, affecting stakeholder confidence and business continuity. Opportunity • Robust governance, anti-corruption policies, and effective whistleblowing mechanisms enhance transparency, investor confidence, access to capital, sustainability ratings, and strategic partnerships.	Short term (1–2 years)	High	High	✓	• Corporate Governance • Code of Conduct • Anti-Corruption • Whistleblowing	49-51 52-58 72-77 74-77
Artificial Intelligence	• Employees (the Company) • Business Partners/Suppliers • Customers/Consumers • Shareholders/Investors/Analysts • Related Government Agencies/ Enterprises/Private Sector Agencies	Negative impact • Using AI without appropriate governance and ethical measures may raise concerns about job roles, employment security, and data safety, affecting stakeholders and trust in the Company. Positive impact • The Company promotes employee capability building for AI use in work and production processes. Appropriate AI adoption can reduce costs and environmental impacts, support sustainable technology development, and improve overall operational efficiency.	Risk • Without proper risk assessment, data validation, and model governance, AI use may lead to decision errors and higher costs for correction, system improvements, and additional management effort. Opportunity • Responsible AI application can improve production efficiency and data analytics, reduce waste and costs, and enhance product quality. It also strengthens the Company's technology image and builds long-term confidence among customers and investors.	Short term (1–2 years) and Medium term (3–5 years)	Medium	Medium	-	• Artificial Intelligence	100

Material Topic	Stakeholders	Social and Environmental Impact	Risk and Opportunity	Time Horizon	Impact Materiality	Financial Materiality	Double Materiality	Reported Content	Page
Sustainable Supply Chain Management 	• Shareholders/Investors/Analysts • Customers/Consumers • Business Partners/Suppliers • Creditors/Banks	Negative impact • Insufficient supply chain oversight may lead to human rights issues, environmental impacts, and community conflicts. This can increase reputational risk and threaten raw material continuity. Positive impact • The Company applies ESG-based supplier selection and assessment, and implements initiatives to strengthen sustainable supply chains. This reduces environmental and human-rights impacts, builds stakeholder confidence, lowers supply chain risk, and supports long-term growth.	Risk • Suppliers with ESG risks may expose the Company to legal, environmental, and labor-related issues. Weak supplier monitoring may increase procurement costs and reduce transparency and traceability of raw materials. Opportunity • ESG supplier assessment and traceability increase supply chain transparency, reduce risks, strengthen stakeholder confidence, and improve access to markets with higher sustainability requirements and regulations.	Medium term (3–5 years) and Long term (>5 years)	Medium	Medium	-	• Sustainable Supply Chain Management • Governance Performance	104 208
Research Development and Innovation 	• Customers/Consumers • Shareholders/Investors/Analysts	Negative impact • Insufficient investment in R&D for quality, health, and environmental needs may reduce product safety and market opportunities, and weaken stakeholder confidence and business competitiveness. Positive impact • R&D improves production efficiency, reduces costs, and enhances product quality and variety. It supports business opportunities and brand reputation, strengthens stakeholder confidence, attracts customers, and improves long-term competitiveness.	Risk • If R&D investment is not adequate, the Company may not meet market expectations, affecting revenue and customer trust. Limited innovation may also reduce competitiveness and market share over time. Opportunity • Continuous R&D can reduce costs related to product recalls, compensation, and waste management. It also supports new product development, increases customer confidence and loyalty, and strengthens competitiveness and long-term business value.	Medium term (3–5 years) and Long term (>5 years)	Low	Medium	-	• Research Development and Innovation	112

Social Dimension

Material Topic	Stakeholders	Social and Environmental Impact	Risk and Opportunity	Time Horizon	Impact Materiality	Financial Materiality	Double Materiality	Reported Content	Page
Occupational Health and Safety in the Workplace	• Employees (the Company) • Customers/Consumers • Related Government Agencies/ Enterprises/Private Sector Agencies • Communities	Negative impact • Workplace accidents, chemical exposure, and unsafe conditions may result in injuries to employees and contractors, reduce morale and productivity, and negatively affect corporate reputation. These incidents may also increase turnover rates and long-term costs related to insurance and management. Positive impact • The Company places strong emphasis on safety, with defined safety KPIs, awareness-building programs, and risk-control standards to prevent and reduce accidents, while providing a safe working environment for employees and contractors.	Risk • Occupational accidents and work-related illnesses may increase medical, compensation, and insurance costs, and adversely affect absenteeism and turnover. If inadequate controls are identified, the Company may face regulatory penalties and legal liabilities, undermining stakeholder confidence. Opportunity • Strong OHS management reduces accidents and loss-related costs, improves operational efficiency, and strengthens trust among employees, customers, and investors. It can also support access to markets that require high OHS standards.	Short term (1–2 years)	High	High	✓	• Occupational Health and Safety in the Workplace • Social Performance	138 219
Human Rights and Non-Discrimination	• Employees (the Company) • Business Partners/Suppliers • Customers/Consumers • Communities	Negative impact • Discrimination or human rights violations (e.g., forced labor or exclusionary practices) may raise serious ethical concerns and undermine trust with partners. It can also trigger public backlash, damage corporate reputation, and weaken stakeholder confidence. Positive impact • The Company promotes equality and respect for human rights across operations and throughout the supply chain, strengthening corporate reputation and supporting a more inclusive and sustainable society over the long term.	Risk • Human rights violations may lead to regulatory investigations, penalties, legal claims, and significant remediation costs. In severe cases, the Company may face customer sanctions or loss of business, negatively affecting revenue, reputation, and stakeholder confidence. Opportunity • Strong human rights and non-discrimination policies enhance credibility, reduce long-term legal risk, support alignment with higher sustainability standards, and improve access to capital or financial products that prioritize ESG and human rights performance.	Short term (1–2 years) to Long term (>5 years)	High	Medium	-	• Human Rights and Non-Discrimination	115
Customers Relationship	• Customers/Consumers	Negative impact • Insufficient product information, delayed complaint handling, or late delivery may lead to complaints and returns, reducing customer trust and negatively affecting sales. Positive impact • Transparent product communication, effective multi-channel feedback mechanisms, and responsive after-sales services strengthen ongoing customer confidence and help attract both existing and new customers.	Risk • Inadequate communication or weak after-sales service may result in customer loss, reputational damage, and reduced satisfaction potentially lowering sales and limiting opportunities to expand in overseas markets. Opportunity • Continuous customer engagement and feedback channels enable product and service improvement, increase satisfaction and trust, generate positive word-of-mouth, strengthen corporate image, and support sustainable long-term partnerships and sales growth.	Short term (1–2 years)	Medium	Medium	-	• Customers Relationship	151

Material Topic	Stakeholders	Social and Environmental Impact	Risk and Opportunity	Time Horizon	Impact Materiality	Financial Materiality	Double Materiality	Reported Content	Page
Workforce Management and Human Capital Development 	• Employees (the Company) • Business Partners/Suppliers	Negative impact • Lack of appropriate employee care and skills development systems may reduce workforce performance, increase turnover, and limit the Company's ability to attract and retain talent potentially affecting results, corporate image, and long-term competitiveness. Positive impact • Ongoing employee well-being and capability development enhances quality of life, engagement, and motivation, enabling employees to drive business goals. It strengthens employer brand, improves retention of high-quality talent, and supports overall operational effectiveness and competitiveness.	Risk • Insufficient upskilling and employee support may increase turnover particularly among high-potential talent affecting productivity and product quality. It may also raise HR costs related to recruitment and training, weakening long-term competitiveness. Opportunity • Continuous skills development and career support improve performance, reduce recruitment costs, strengthen competitiveness amid market and technological change, and enhance stakeholder confidence in the Company's long-term sustainability readiness.	Medium term (3–5 years) and Long term (>5 years)	Medium	Medium	-	• Workforce Management and Human Capital Development • Social Performance	124 208-219
Support and Participation with the Community 	• Communities	Negative impact • Inadequate consideration of business impacts on local communities, or a lack of continuous engagement, may lead to unresolved concerns and disputes. This can escalate into complaints, protests, or community opposition, potentially affecting operations and corporate reputation. Positive impact • The Company promotes social responsibility and supports community development (e.g., health, education, and environmental initiatives). These efforts strengthen cooperation and trust, and contribute to long-term shared value and community well-being.	Risk • Insufficient community support or failure to address community concerns may trigger conflicts and increasing demands, which can affect business continuity, increase settlement and remediation costs, and weaken corporate image and stakeholder confidence. Opportunity • Continuous community engagement helps build constructive relationships, reduce conflict risk, and enhance corporate reputation. It can also improve access to local workforce and support sustainability ratings, as well as create opportunities for collaboration or funding support from public and local agencies.	Short term (1–2 years) and Medium term (3–5 years)	Low	Medium	-	• Support and Participation with the Community	153
Product Quality and Safety 	• Customers/Consumers	Negative impact • Products that fail to meet required quality standards or are contaminated may directly harm user safety. This can lead to complaints, product recalls, loss of brand trust and customer base, regulatory sanctions, and additional costs to address defects and related damages. Positive impact • Robust quality control aligned with manufacturing standards enhances product quality and safety, reduces complaints and recalls, improves customer satisfaction, and strengthens competitiveness. It also supports investment attractiveness and enables premium or higher-value product development.	Risk • Failure to meet product quality and safety standards may result in recalls, fines and compensation, potential license suspension, and order cancellations by business partners. It may also increase operating costs from recall management and disposal of non-conforming products. Opportunity • Consistent quality and safety management strengthens stakeholder confidence, customer loyalty and satisfaction, supports revenue growth and long-term customer retention, and reduces provisions for warranty and claims.	Short term (1–2 years) and Medium term (3–5 years)	Low	Medium	-	• Customers and Consumers Responsibility	148

Environmental Dimension

Material Topic	Stakeholders	Social and Environmental Impact	Risk and Opportunity	Time Horizon	Impact Materiality	Financial Materiality	Double Materiality	Reported Content	Page
Climate Strategy	• Employees (the Company) • Communities • Related Government Agencies/ Enterprises/Private Sector Agencies • Business Partners/Suppliers • Customers/Consumers	Negative impact • Business operations and production processes generate greenhouse gas emissions. Without a clear climate strategy and effective risk response, the Company may face business disruption and long-term erosion of stakeholder confidence. Positive impact • The Company promotes low-carbon technologies, renewable energy, and energy efficiency to reduce emissions and environmental impacts. These actions enhance corporate image, respond to customer and policy expectations, and strengthen long-term competitiveness and investor attractiveness.	Risk • Climate change impacts, tighter regulations, and increasing disclosure requirements may raise operating costs and capital needs for low-carbon technologies. Poor risk management may lead to business disruption, reduced competitiveness, and long-term loss of stakeholder confidence. Opportunity • A clear climate strategy with targets and ongoing performance tracking—focusing on reducing fossil fuel use, improving energy efficiency, and expanding renewable energy—can strengthen customer and investor confidence. It may also support carbon credit project certification and improve access to green finance, enhancing long-term competitiveness.	Medium term (3–5 years) and Long term (>5 years)	Very High	High	✓	• Climate Strategy • Environmental Performance	171 223-224
Waste Management	• Communities • Related Government Agencies/ Enterprises/Private Sector Agencies	Negative impact • Improper waste management especially hazardous waste such as chemicals and production waste may cause pollution, legal non-compliance, and community complaints, increasing management costs and adversely affecting corporate reputation and stakeholder confidence. Positive impact • Effective waste management reduces material use and resource intensity, lowers disposal costs, and creates value from circular economy opportunities. It also strengthens environmental reputation and stakeholder confidence.	Risk • Improper waste management may increase disposal costs and create risks of leakage or environmental incidents, leading to legal non-compliance and community complaints. This could adversely affect corporate reputation and project approvals. Opportunity • The Company manages waste efficiently through the 3Rs approach, the BCG model, and a Zero Waste to Landfill policy. These initiatives reduce disposal costs, create value from residual materials, and strengthen environmental performance and corporate sustainability image.	Short term (1–2 years) and Medium term (3–5 years)	High	High	✓	• Waste Management • Environmental Performance	195 227-230
Water and Effluent Management	• Communities • Related Government Agencies/ Enterprises/Private Sector Agencies	Negative impact • Inefficient water use or non-compliant wastewater discharge may cause conflicts and complaints from communities, particularly in water-stressed areas. This could affect water resources and ecosystems, create legal risks, reduce community trust, and harm the Company's long-term reputation. Positive impact • The Company implements efficient water management and wastewater treatment prior to discharge, helping protect the environment, reduce legal risks, prevent community conflicts, and strengthen stakeholder confidence and corporate reputation.	Risk • Ineffective water management may increase treatment costs and raise risks of water shortages in water-stressed areas, potentially leading to community conflicts. Non-compliant discharge could result in fines, permit impacts, reputational damage, and stakeholder complaints. Opportunity • Efficient water management and water reuse reduce freshwater withdrawal, lower treatment costs, mitigate water resource constraints, and support regulatory compliance. These measures strengthen community trust and environmental performance.	Short term (1–2 years) and Medium term (3–5 years)	High	High	✓	• Water and Effluent Management • Water management • Effluent Management • Environmental Performance	190 190 193 225-227

Material Topic	Stakeholders	Social and Environmental Impact	Risk and Opportunity	Time Horizon	Impact Materiality	Financial Materiality	Double Materiality	Reported Content	Page
Air Quality Management 	• Communities • Related Government Agencies/ Enterprises/Private Sector Agencies • Business Partners/Suppliers • Customers/Consumers	Negative impact • Air emissions from production processes (e.g., particulate matter and odor) that do not comply with legal limits may affect employee and community health, lead to complaints or legal disputes, and damage corporate reputation and stakeholder confidence. Positive impact • The Company implements dust capture, odor control, and air treatment systems to reduce air pollution beyond compliance, minimize community complaints and conflicts, and strengthen trust and corporate reputation.	Risk • Non-compliance with air emission standards may harm health, increase complaint and legal risks, and lead to fines, compensation, and additional system upgrade costs, undermining corporate image and stakeholder confidence. Opportunity • Effective air pollution control reduces complaints, improves local environmental quality, enhances trust with communities and regulators, supports access to markets with strict standards, and reduces long-term environmental management costs.	Short term (1–2 years)	High	Medium	-	• Air Quality Management • Environmental Performance	189 224
Energy Management 	• Employees (the Company) • Related Government Agencies/ Enterprises/Private Sector Agencies	Negative impact • Inefficient energy use and reliance on fossil fuels can increase energy costs and greenhouse gas emissions, affecting air quality and accelerating climate change. Positive impact • The Company improves energy efficiency through technologies such as Auto Blow systems and Absorption Chillers, and increases renewable energy use through solar installations and biomass. These measures reduce fossil fuel consumption, air pollution, and greenhouse gas emissions.	Risk • Inefficient energy use and reliance on fossil fuels may increase operating costs and emissions, weakening corporate reputation and stakeholder confidence. There is also a risk of failing to meet Sustainability-linked Loan targets, which could lead to higher interest rates and increased financing costs. Opportunity • Investment in energy efficiency and renewable energy can reduce production costs and emissions in the long term, strengthen sustainability performance, improve access to tax incentives and green finance, and enhance competitiveness and energy management effectiveness.	Short term (1–2 years) to Long term (>5 years)	Low	High	-	• Energy Management • Environmental Performance	184 222
Environmental Management Systems 	• Communities • Related Government Agencies/ Enterprises/Private Sector Agencies	Negative impact • Failures in the Environmental Management System (EMS) to properly monitor and control environmental impacts could harm the environment and communities, increase risks of legal non-compliance, and lead to stakeholder disputes or complaints. Positive impact • A robust Environmental Management System enables effective control, monitoring, and continuous improvement of environmental performance, supports regulatory compliance, fosters an environmentally responsible culture, and strengthens stakeholder confidence.	Risk • An ineffective EMS may increase environmental management costs and the risk of non-compliance with laws and standards, potentially resulting in complaints, fines, remediation expenses, and reputational damage. Opportunity • A strong EMS helps systematically control environmental risks and costs, enhance competitiveness, ensure compliance with environmental standards, and reinforce corporate reputation and stakeholder trust.	Short term (1–2 years) and Medium term (3–5 years)	Low	High	-	• Environmental Management Systems • Building a Green Culture	165 166
Consideration of Ecosystems and Biodiversity 	• Communities • Related Government Agencies/ Enterprises/Private Sector Agencies • Business Partners/Suppliers • Customers/Consumers	Negative impact • Business activities, including plant construction and wastewater discharge, if not properly managed, may affect ecosystems and biodiversity. This could lead to disputes with communities, NGOs, or regulators, and negatively impact corporate reputation and stakeholder confidence. Positive impact • The Company maintains a stringent environmental management system that helps control environmental impacts, monitor and continuously improve performance, ensure regulatory compliance, foster an environmentally responsible culture, and build stakeholder trust.	Risk • Operational impacts on ecosystems and biodiversity may trigger complaints, reputational damage, and lower sustainability ratings, potentially reducing stakeholder confidence and long-term business opportunities. Opportunity • The Company promotes biodiversity conservation and implements deforestation-free rubber sourcing policies, strengthening credibility in ESG-focused markets, reducing community conflicts, and supporting long-term sustainability.	Medium term (3–5 years) and Long term (>5 years)	Medium	Low	-	• Consideration of Ecosystems and Biodiversity	203

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

Governance

- The Federation of Thai Industries, FTI
- The Federation of Thai Industries Provincial Chapter (where the company is located)
- Malaysian Rubber Glove Manufacturers Association (MARGMA)
- Thai AEO Importer & Exporter Association
- Department of International Trade Promotion, Ministry of Commerce
- Thai Listed Companies Association
- Sustainability Disclosure Community, Thaipat Institute

Social

- Unicef Thailand (CRBP)
- CSR club, Thai Listed Company Association

Environment

- Provincial Environmental Governance Network
- Thailand Carbon Neutral Network (TCNN)



Commitment to Sustainable Development Goals

Governance

Material Topics	Target	Performance
Good Corporate Governance	• 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) withthe overall average score 106% (2024: 106%).
Anti-Corruption	• The employees have learned the principles of business ethics and anti-corruption and passed the e-testing with a 100%.	• 100%
	• The Company has continuously received certification in anti-corruption.	•
Cybersecurity and Data Privacy	• The Company ensures the security of personal data, maintaining zero data breaches. • The Company complies with the requirements of the Personal Data Protection Act B.E. 2562 (PDPA) at 100%.	• 0 • 100%
Risk Management and Business Continuity	• The Company conducts practicing on business continuity management systems at least once per year. • The Company has continuously received ISO 22301. • Zero number of business interruption.	• 4 times/year • The Company has received ISO 22301. • 0
Sustainable Supply Chain Management	• 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 Critical’s 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 that has been successfully implemented and continuously advancing over the year.	• 44 Projects



Social

Material Topics	Target	Performance
Human Rights and Non-Discrimination	• 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.	• 100% • 1[1] • 51.49% of the total employees
Workforce Management	• The employees satisfaction is greater than 85% (The proportion of employees who respond to the assessment greater than or equals 85% of all employees).	• 80.32%[2] (The proportion of employees who respond to the assessment is 98.35% of all employees.)
Human Capital Development	• 35 hr/person/year of training hours average	• 46.16 hr/person/year
Occupational Health and Safety in the Workplace	• Zero number of fatal accidents from work • Zero number of occupational illnesses for all workers	• 0 • 0
Customers Relationship and Product Quality and Safety	• The customers and consumers satisfaction equals 80%.	• 85.69%
Support and Participation with the Community	• 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 with an overall average score more than 85%. • Community engagement projects can be measured under Social Return on Investment (SROI).	• 5 Projects • 91.38%

Remarks:

1 Further details can be found in the section on Human Rights and Non-Discrimination Performance on page 121.

2 Further details can be found in the section on Workforce Management on pages 126-128.

Environment

Material Topics	Target	Performance
Environmental Management Systems	• The branch factory has received ISO 14001 environmental management standard certification for 100% of its factories in Thailand.	• 100%
Climate Strategy	• Reducing greenhouse gas emissions per product unit (Scope 1 and 2) by 20% within 2030 compared to 2024 (base year) • Reducing greenhouse gas emissions of organization (Scope 1 and 2) by 23% within 2030 compared to 2024 (base year) • Net Zero by 2050 compared to 2024 (base year)	• Reduce 12.72% compared to 2024 (base year) • Reduce 17.24% compared to 2024 (base year)
Energy Management	• Reducing total energy consumption per product unit by 5.5% within 2027 compared to 2024 (base year)	• Reduce 3.69% compared to 2024 (base year)
Air Quality Management	• Zero number of non-compliance with environmental laws and regulations case	• 1[3]
Water and Effluent Management	• Reducing water consumption per product unit by 6% within 2029 compared to 2024 (base year)	• Reduce -2.75%[4] compared to 2024 (base year)
Waste Management	• Reducing the amount of non-hazardous manufacturing waste per unit of product disposed of by landfill by 50% within 2030 compared to 2024 (base year) • Reducing the amount of non-hazardous manufacturing waste disposed of by landfill to zero by 2050	• Reduce 6.05% compared to 2024 (base year) • The amount of non-hazardous manufacturing waste disposed of by landfill is 8,141 tons.
Consideration of Ecosystems and Biodiversity	• The branch factory (operational area) has received a 100% preliminary biodiversity risk assessment.	• 100%

Remarks:

3 Further details can be found in the section on Human Rights and Non-Discrimination Performance on page 121.
4 Further details can be found in the section on Water Management Performance on page 191.

Thank you to everyone who has been part of **Sri Trang Gloves' success**



As a world-leading manufacturer of rubber gloves; a vital product for protecting the health and hygiene of people worldwide Sri Trang Gloves recognizes that success cannot be achieved alone

This success stems from the continuous support and collaboration of stakeholders at every stage of our value chain among our trusting **customers**, our dedicated **employees**, and our **business partners and farmers** who responsibly supply traceable raw materials

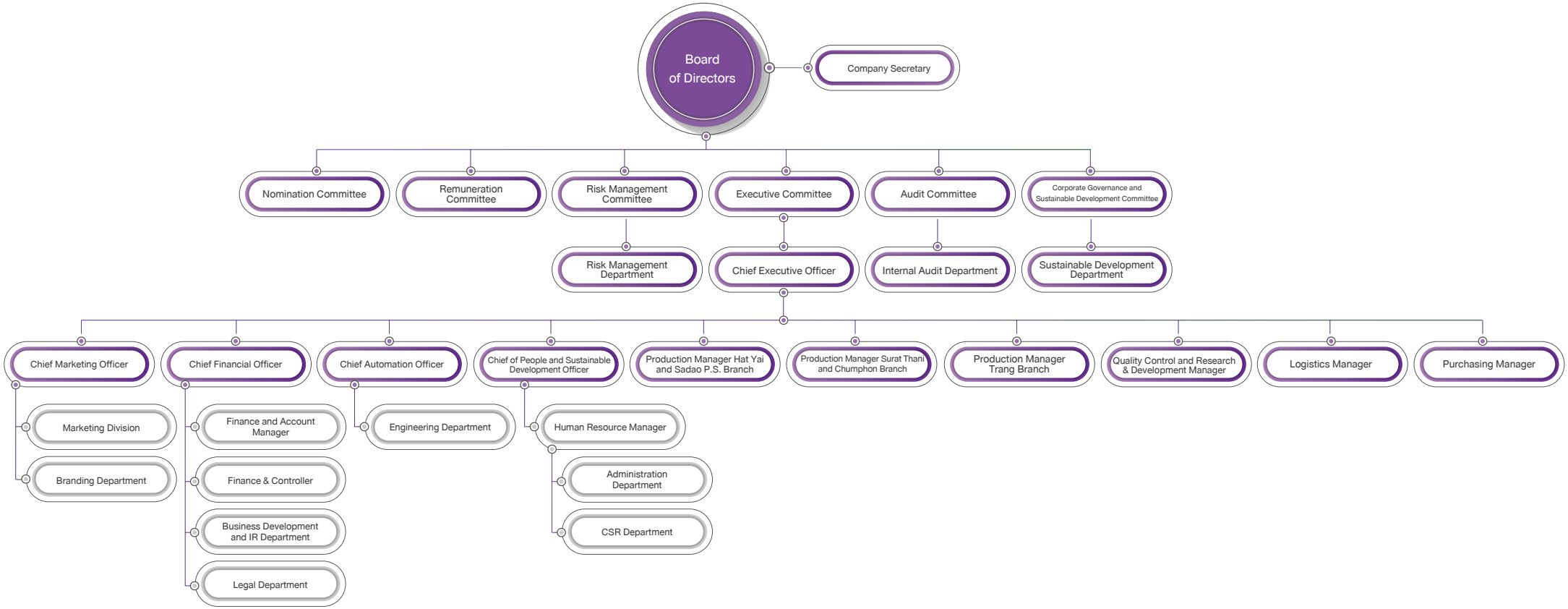
with our commitment to conducting business sustainably, with transparency and fairness, creating quality products through environmentally friendly innovation while prioritizing employee welfare and safety, as well as developing surrounding communities

through our philosophy of **"Protecting Every Touch with Care"** we care for "our fellow human beings" and "all life" on this planet

Sri Trang Gloves' products are truly **"Gloves of Life"**
Thank you for joining us in creating sustainable development together, meeting present needs without compromising the quality of life for future generations.

Corporate Governance Structure and Material Facts concerning the Board of Directors, Sub-committees, management, employees, and others.

Corporate Governance Structure as of 31 December 2025



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

Overview Of the Policy and Guidelines

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 S&P Global, FTSE Russell ESG Scores and IFRS S1 and IFRS S2. These updates were presented to the Board of Directors for approval.



"In the year 2025, the Board of Directors reviewed the Corporate Governance Policy, together with related policies and practices and considered that the current policy remains consistent with the good corporate governance principles of the Securities and Exchange Commission (SEC) and international standards and continues to support the Company's corporate governance framework and business operations efficiently and effectively."

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 new employee orientation, organization of the **"One Sritrang CG Day"** online activity, training through a self-learning system 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, infographic communication by email.

Principles and Policies of Corporate Governance

The Board of Directors places importance on adherence to sound corporate governance principles, encompassing eight core Corporate Governance practices, which may be summarized as follows.



Principle 1: Role and Responsibilities of the Board of Directors



Principle 2: Objectives and Main Goals of the Company for Sustainability



Principle 3: Strengthened Board Effectiveness



Principle 4: Recruitment and Development of Senior Executives and People Management



Principle 5: Business Operation with Responsibility



Principle 6: Appropriate Risk Management System and Internal Control



Principle 7: Maintenance of Integrity in Finance and Disclosure



Principle 8: Engagement of and Communication with Shareholders

For further details regarding the **"Corporate Governance Policy,"** please refer to the Company's official website at **https://www.sritranggloves.com/en/documents/corporate-policy**

Business Ethics

The Company has created a Code of Conduct 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. The Code of Conduct of the Company covers responsibilities toward shareholders, relationships with customers, business partners and competitors, treatments with creditors, responsibilities toward employees, society and the environment, as well as conduct relating to the political community (as disclosed in Section 6.1.2 Policies, Practices, and Measures concerning Shareholders and Stakeholders of in the Annual Report 2025 (Form 56-1 One Report)). Those required to follow this code of conduct 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 Company has also established disciplinary measures for any violations or actions that do not comply with the provisions of the Code of Conduct. In addition, the Company has developed supplementary codes and policies to guide appropriate conduct in various areas, including respect for human rights, stakeholders engagement and conflict of interest, intellectual property and copyrighted works, anti-corruption, whistleblowing and complainant protection, the giving and receiving of gifts, environmental management and occupational health and safety.

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.

Updates in the year 2025

Complaint Channels: The key updates are as follows:

- Added further details to enable the submission of complaints or reports on an anonymous basis
- Updated the current contact information of the Secretary to the Audit Committee

Objectives



- To align with the international sustainability assessment standards of S&P Global
- To revise the details in accordance with the Anti-Corruption Policy, the Anti-Corruption Guideline, and Whistleblowing Policy
- To update the current contact information of the Secretary to the Audit Committee

Furthermore, the Board of Directors has actively promoted the consistent implementation and monitoring of compliance with the Code of Conduct, encompassing ongoing communication and awareness-raising initiatives. In addition, the Company has developed educational materials and assessments pertaining to the Code of Business Conduct for directors, executives, and employees at all levels, with the aim of fostering a thorough understanding of and commitment to the prescribed ethical standards. The monitoring outcomes and performance results are summarized as follows:

- In the year 2025, the **"One Sritrang CG Day"** activity was organized in an online format, together with corporate governance and Business Code of Conduct training through a self-learning system, followed by an annual assessment conducted in the fourth quarter. The sessions were provided for directors, executives, employees/ workers, and new employees. Participation in the 2025 training and assessment reached **100 percent across all groups.**
- In the year 2025, there were no violations regarding the organization's business conduct of conduct.

In addition, the Company has prepared the Code of Conduct 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. Communication was carried out with business partners, all of whom acknowledged and agreed to comply by signing the declaration.

More details on **"Code of Conduct"** and **"Business Partner Code of Conduct and Guidelines"** are available on the Company's website at **https://www.sritranggloves.com/en/documents/corporate-policy**

In the year 2025, the Company implemented several significant changes and developments to its policies, practices, and overall corporate governance framework. The key highlights can be summarized as follows:

- Code of Conduct on Responsibility toward Shareholders
- Code of Conduct on Responsibility toward Employees
- Code of Conduct on Customers' Relationship
- Code of Conduct on Relationships with Business Partners and Business Competitors
- Code of Conduct Regarding Treatment of Creditors
- Code of Conduct Regarding Treatment with Political Community
- Code of Conduct on Social and Environmental Responsibility
- Code of Ethics on Respect for Human Rights
- Code of Ethics on Interests and Conflicts of Interest
- Code of Ethics on Intellectual Property and Copyrighted Works



Code of Conduct on Responsibility toward Shareholders

The Company has established a policy requiring all directors and executives have a duty to attend every shareholders' meeting, except in the case of reasonable necessity, wherein the company secretary is designated to be the assignee responsible for ensuring that proceedings on the day of the shareholders' meeting are carried out in an orderly, transparent, and efficient manner, as well as ensuring that all shareholders are treated equally in every meeting and facilitating the exercising of shareholders' rights. In addition, the Company has adopted technology to enhance the conduct of shareholder meetings, including the use of modern and reliable shareholder meeting system for registration, vote counting, and electronic meetings (E-AGM). This system is certified by the Electronic Transactions Development Agency (ETDA) and facilitates greater convenience by enabling shareholders to attend the meeting from any location, both domestically and abroad.

In the year 2025, 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 on 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.

More details on the **"Dividend Policy"**, **"Policy for Related Party Transactions and Connected Transactions"**, **"Policy for the Use of Inside Information"** and **"Policy for the Prevention of Conflict of Interests"** are available on the Company's website at **https://www.sritranggloves.com/en/documents/corporate-policy**

Code of Conduct on Responsibility toward Employees

The Company recognizes that workforce management is of paramount importance to its business success and sustainable growth. This encompasses employee occupational health and safety, as well as the development of capabilities and competencies across all levels, from executive to operational staff, through equitable and consistent opportunities. The Company provides fair remuneration and appropriate benefits based on performance evaluations, while ensuring that appointments, transfers, rewards, and disciplinary actions are carried out with integrity, impartiality, and in strict compliance with all applicable laws and regulations, without discrimination and with full respect for human dignity. The Company further supports and encourages the adoption of innovation and modern technology in the workplace.

In the year 2025, the Company successfully met all evaluation criteria and maintained certification in social and labor ethics standards across all six of its branch factories on a continuous basis. The Company also achieved a reduction in the number of workplace accidents compared to the previous year. Furthermore, the Company has continued to invest in employee development and training to enhance workforce capabilities, with a particular focus on Artificial Intelligence (AI) and digital tools. Efforts have been made to promote the integration of AI into organizational workflows, while simultaneously equipping employees to keep pace with rapid technological change through the launch of the "AI Clinic", a dedicated platform enabling employees to present AI-related ideas, supported by AI specialists from the Sri Trang Group who provide expert guidance and facilitate practical implementation. In addition, the Company organized the "Sri Trang Run 2025 – Get Fit, Conquer 100K" initiative to promote employee health and physical well-being through exercise, as part of the Company's commitment to its ESG policy framework.

For further details regarding performance outcomes related to employee treatment, please refer to the **"Social"** section of this report, under the topics **"Workforce Management and Human Capital Development"** and **"Occupational Health and Safety in the Workplace"**.

Code of Conduct on Customers' Relationship

The Company is committed to creating customer satisfaction and confidence in receiving good quality products and services which are according to proper standards at an appropriate price with complete, accurate and up-to-date information about the products and services, with good and sustainable relationships with customers being maintained by strictly following various conditions. In addition, the Company has set up a system for customers to make complaints about products and services, as well as organizing customer satisfaction inquiries with the information obtained being subsequently summarized for analysis.

In the year 2025, 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 dimension, social dimension and governance dimension (ESG).

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 managing information technology 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. More details can be found in the Annual Report 2025 (Form 56-1 One Report) in Section 9.1 Internal Control, under the assessment of the internal control system, Item 4) Information and Communication, as well as in Section 2 on Risk Management, specifically regarding information technology risks.

More details on the **"Personal Data Protection Policy for Third Parties"** is available on the Company's website at **https://www.sritranggloves.com/en/privacy-policy.**

Code of Conduct on Relationships with Business Partners and Business Competitors

(1) Relationships with Business Partners

In the year 2025, 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 business partners are encouraged to conduct business sustainably in line with the Company's business methods, through promotion of knowledge and understanding for business 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 business partners. The Company focuses on building good relationships and understanding with its business 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 the year 2025. In addition, the Company has actively encouraged and supported more than 10 of its business partners to declare their commitment to anti-corruption within one year. As a result, the Company was awarded the highest-level CAC Change Agent 3-Star certification in May 2025 and received the CAC Change Agent Award 2025 on 24 November 2025. These achievements mark an important milestone in strengthening the Thai private sector's collective effort to prevent corruption.*

More details on **the Code of Conduct on relationship with business partners**, Invitation letter to join **the Thai Private Sector Collective Action Against Corruption**, and **CAC Change Agent Certification** are available on the Company's website at **https://www.sritranggloves.com/en/documents/corporate-policy and https://www.sritranggloves.com/en/documents/anti-corruption**

(2) Relationships with Business Partners and Business 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 Conduct 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 the year 2025, the Company complied with all conditions stipulated in its agreements with both trade creditors and financial institution creditors.

Code of Conduct Regarding Treatment with Political Community

The 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 the year 2025, the Company conducted E-learning training on the Code of Conduct on Treatment of the Political Community, as well as the Political Action and Participation Policy. This training was provided to directors, executives, and employees to ensure proper and appropriate compliance.

Moreover, the Company has established clear practices concerning facilitation payments and the employment of government officials to guide all personnel in their interactions with governmental bodies and public sector entities. The Company and its subsidiaries operate with transparency and strictly adhere to all legally prescribed rules and procedures. The Company maintains a firm policy against providing facilitation payments that could result

in corruption and does not engage in the hiring of government officials in any capacity.

More details on the **"Anti-Corruption Policy Guideline"** and **"Political Action and Participation Policy"** are available on the Company's website **https://www.sritranggloves.com/en/documents/anti-corruption.**



Code of Conduct 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; supporting the creation of projects and activities that are beneficial to society and the environment; continuously advocating for greater awareness of social and environmental responsibility among employees at all levels. In addition, the Company also gives importance to engagement with business partners who share the same intentions in matters of social and environmental responsibility, including being a leader in promoting the efficient use and conservation of energy for the benefit of future generations and giving importance to participation in community and social activities which focus on the development of society, community and the environment.

In the year 2025, the Company continued to implement its environmental initiatives in accordance with its established action plans, with particular emphasis on responding to climate change. The Company implemented a range of internal social initiatives, including establishing safety guidelines and organizing safety activities for employees. Moreover, During the flooding in Songkhla Province, the Company prioritized the safety and welfare of permanent and daily employees and implemented several relief measures. These included distributing survival kits containing essential goods, providing financial assistance, and organizing home-cleaning support programs. The Company also established the "Sri Trang Field Kitchen for Disaster Relief" and temporary shelters at affiliated sites to support affected employees. In addition, the Company provided monetary donations and contributed medical rubber gloves and multipurpose rubber gloves to government agencies, evacuation centers, and external community organizations. These efforts reflect the Company's ongoing commitment to corporate social responsibility (CSR).

For further details regarding performance outcomes related to community and social engagement, please refer to the **"Social"** section of this report, under the topic **"Support and Participation with the Community"**.



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 the year 2025, the Company remained committed to advancing its social and labor practices by operating responsibly, respecting human rights, and treating workers fairly in accordance with the principles of the International Labour Organization (ILO) and international human rights frameworks, including the UN Guiding Principles on Business and Human Rights (UNGP). The Company also complied with international human rights standards in worker welfare and conducted comprehensive Human Rights Due Diligence (HRDD). As a result, the Company successfully achieved external assessments and received certifications under internationally recognized social and labor ethics standards, namely amfori BSCI, Sedex SMETA, and the ILO 11 Indicator of Forced Labor, covering all six of its manufacturing facilities. For further details regarding performance outcomes, please refer to the "Social" section of this report, under the topic "Support and Participation with the Community".

Code of Ethics on Interests and Conflicts of Interest

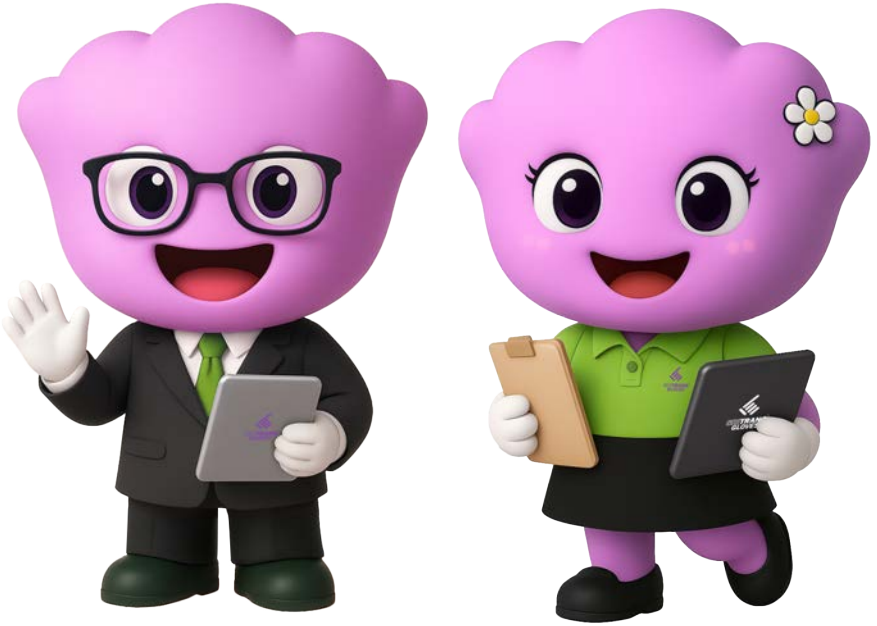
Directors and executives have a duty to create awareness for all personnel in the organization to honor and respect the intellectual property rights of others. The Company must legally obtain permission from the person who owns the intellectual property before using said intellectual property. The Company 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 Corporate Group requires employees at all levels to review and answer the electronic Conflict of Interest Report form every year. In the year 2025, 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 2025, the Board of Directors is comprised of 12 members that are 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 Director	Age	Gender	Position	Executive Director	Non-Executive Director	Independent Director	Date of Appointment
1. Professor Dr. Weerakorn Ongsakul	58	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	66	Male	• Vice Chairman • Member of Nomination Committee • Member of Remuneration Committee • Member of Executive Committee (Authorized Director)		✓		1 April 2019
3. Dr. Viyavood Sincharoenkul	70	Male	• Director • Honorary Chairman of Executive Committee (Authorized Director)		✓		1 April 2019

Name of Director	Age	Gender	Position	Executive Director	Non-Executive Director	Independent Director	Date of Appointment
4. Mr. Anan Pruksanusak	71	Male	• Director • Member of Executive Committee (Authorized Director)		✓		1 April 2019
5. Mr. Veerasith Sinchareonkul	41	Male	• Director • Chairman of Risk Management Committee • Member of Executive Committee (Authorized Director)		✓		1 April 2019
6. Mr. Vitanath Sincharoenkul	35	Male	• Director • Member of Corporate Governance and Sustainable Development Committee • Chairman of Executive Committee (Authorized Director)		✓		1 April 2019
7. Ms. Jarinya Jirojkul	54	Female	• Director • Member of Risk Management Committee • Member of Corporate Governance and Sustainable Development Committee • Member of Executive Committee (Authorized Director)	✓			1 April 2019

Name of Director	Age	Gender	Position	Executive Director	Non-Executive Director	Independent Director	Date of Appointment
8. Ms. Thanawan Sa-ngiamsak	47	Female	• Director • Member of Risk Management Committee • Member of Corporate Governance and Sustainable Development Committee (Authorized Director)	✓			1 April 2019
9. Mr. Chia Chee Ping	58	Male	• Director (Authorized Director)	✓			1 April 2019
10. Gen. Bundit Boonyapan	67	Male	• Independent Director • Member of Audit Committee • Chairman of Corporate Governance and Sustainable Development Committee • Chairman of Nomination Committee • Member of Remuneration Committee		✓	✓	28 December 2020
11. Mr. Thanatip Upatising	65	Male	• Independent Director		✓	✓	7 April 2022
12. Mr. Supachai Phanyawattano	63	Male	• Independent Director • Member of Audit Committee		✓	✓	8 August 2025

Remarks:

1) Directors No. 1 - 6 and No. 10 - 12 are Non-Executive Directors.

2) Directors No. 7 - 9 are Executive Directors.

3) Directors No. 1, 10, 11, and 12 are Independent Directors who fully meet the qualifications prescribed in the Audit Committee Charter, the definition of independent director, and the criteria of the SEC and the SET.

4) Authorized Directors of the Company are Directors No. 2–9.

5) Director No. 12 was appointed as an Independent Director effective 8 August 2025.

Board Skill Matrix

In the year 2025, the Board of Directors reviewed the structure, size and composition of the Board of Directors to ensure suitability for the Company. This review included a consideration of the Board Skill Matrix and Board Diversity to ensure that the information remains current and accurately reflects the directors' knowledge and experience. The Board of Directors also reviewed the qualifications of nominated directors to ensure alignment with the Company's business strategies and objectives, which emphasize business expansion, advanced technology development, the application of artificial intelligence (AI), and adherence to ESG principles. Furthermore, 100 percent of the Independent Directors (4 out of 4) have more than three years of knowledge and experience in the rubber glove industry (personal care/medical supplies). In addition, the Board of Directors includes directors with expertise in automation technology, digitalization, artificial intelligence (AI), engineering, law, accounting, finance, sustainability, and corporate governance. For example, Director No. 8 is a member of the SET ESG Experts Pool. The details are as follows:

List of Directors	Gender	Age	Work Experience relevant to the Company's Business	Knowledge and Expertise												
			Business/ Industry of Rubber Gloves/ Medical Supplies/ Personal Care (12)	Business Management / Public Administration (12)	Accounting and Finance (5)	Engineering (3)	Science and Technology (5)	Economics (2)	Law and Political Science (5)	Medical and Public Health (1)	Marketing (6)	Information Technology / AI and Innovation / Research and Development (8)	Occupational Health and Safety (2)	Internal Audit (3)	Risk and Opportunity Management (12)	Corporate Governance and Sustainability (ESG) (12)	Climate Change Management (6)
1. Professor Dr. Weerakorn Ongsakul	M	58	●	●	●	●	●		●					●	●	●	●
2. Mr. Kitichai Sincharoenkul	M	66	●	●				●	●			●			●	●	
3. Dr. Viyavood Sincharoenkul	M	70	●	●			●				●	●			●	●	
4. Mr. Veerasith Sinchareonkul	M	41	●	●	●		●				●	●			●	●	●
5. Mr. Anan Pruksanusak	M	71	●	●							●	●	●		●	●	
6. Mr. Vitanath Sincharoenkul	M	35	●	●			●				●	●			●	●	●
7. Ms. Jarinya Jirojkul	F	54	●	●		●	●				●	●	●		●	●	●
8. Ms. Thanawan Sa-ngiamsak	F	47	●	●	●			●	●			●			●	●	●
9. Mr. Chia Chee Ping	M	58	●	●	●					●	●	●			●	●	
10. Gen. Bundit Boonyapan	M	67	●	●		●			●					●	●	●	●
11. Mr. Thanatip Upatising	M	65	●	●					●						●	●	
12. Mr. Supachai Phanyawattano	M	63	●	●	●									●	●	●	

Board Diversity

>> Director Type

12 Board of Directors

3 Executive Directors	9 Non-Executive Directors	4 Independent Directors
(25 percent)	(75 percent) (including Independent Directors)	(33 percent)

>> Gender

12 Board of Directors

Male	Female
10 Directors (83 percent)	2 Directors (17 percent)

>> Age

(Demographic Segmentation: Generation)

Ages 61-79	Ages 46-60	Ages 29-45
6 Directors (50 percent)	4 Directors (33 percent)	2 Directors (17 percent)

>> Nationality

12 Board of Directors

Thai	Foreign
11 Directors (92 percent)	1 Director (8 percent)

>> Average Tenure of Directors

In the year 2025,

the average tenure of directors is

5.80 years.

The Company places importance on the diversity within the structure of the Board of Directors, including but not limited to, race, religion, national origin and gender, as well as expertise and experience that are beneficial 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 also supports the contribution of women on the Board of Directors by setting the target that the Board of Directors shall comprise at least two female directors. At present, the composition of the Board of Directors remains consistent with the specified target.

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;

(5) Encourage directors to exercise careful discretion and express their independent opinions;

(6) Promote good relationships among executive and non-executive directors and between the Board of Directors and the management; and

(7) 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 2025, the Corporate Governance and Sustainable Development Committee consists of 4 members including 1 independent director, representing 25.00 percent and 2 executive directors, representing 50.00 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. Saranthinee Mongkolrat	Secretary of Corporate Governance and Sustainable Development Committee

Remark:

Ms. Saranthinee Mongkolrat was appointed as the Secretary of Corporate Governance and Sustainable Development Committee, effective 31 October 2025.

Duties and Responsibilities of the Corporate Governance and Sustainable Development Committee as follows:

(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.

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 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 Climate Change 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 2025 (Form 56-1 One Report) on pages 232-235 on the Company's website: https://www.sritranggloves.com/en/investor-relations/downloads/yearly-reports.

The Results of Duty Performance of Corporate Governance and Sustainable Development Committee

In the year 2025, the Committee held a total of 6 meetings, with **all members attending, with an average attendance rate of 91.67 percent**. All meetings of the Corporate Governance and Sustainable Development Committee during the year were conducted through electronic conference. The individual attendance details and key responsibilities of the Corporate Governance and Sustainable Development Committee are summarized as follows:

- Considered and approved the Stakeholders Prioritization, the results of the Double Materiality assessment of sustainability topics and acknowledge the Company's stakeholders engagement performance for the year 2025. The Committee reviewed and updated these assessments every two years to ensure that the sustainability matters prioritized by the Company remain aligned with the business context, stakeholder expectations, and evolving sustainability trends.
- Determined targets for corporate governance and sustainability development that align with the Company's circumstances, industry context, national objectives, and applicable regulatory requirements, including both mandatory rules and voluntary or recommended practices.
- Oversaw and monitored sustainability performance, including the climate change action plan, for the year 2025.
- Acknowledged the results of the gap analysis on corporate governance disclosures under the CGR criteria of the IOD and the ASEAN CG Scorecard, as well as sustainability disclosures based on national and international frameworks such as the Corporate Sustainability Assessment (CSA) by S&P Global, FTSE Russell ESG Scores, and SET ESG Ratings. Additionally, considered and approved the improvement guidelines for policies and practices to enhance assessment results, including the partial adoption of sustainability disclosure requirements under TCFD, IFRS S1, and IFRS S2.

- Considered and oversaw the disclosure of corporate governance and sustainability information in the 56-1 One Report and the Sustainability Report for the year 2025 to ensure accuracy, completeness, and compliance with regulatory requirements, as well as alignment with national and international sustainability disclosure standards.
- Considered, reviewed, and updated the policies on corporate governance, the Code of Conduct, anti-corruption, whistleblowing, and other related practices to ensure alignment and suitability with the Company's current operations, as well as to enhance compliance with good corporate governance principles and sustainability standards at both national and international levels. The policies and practices endorsed by the Corporate Governance and Sustainable Development Committee and proposed to the Board of Directors for approval of revisions in 2025 are as follows:
  - Corporate Governance Policy
  - Code of Conduct
  - Anti-Corruption Policy and related guidelines
  - Whistleblowing Policy
  - Policy for the Prevention of Conflict of Interests
  - Policy for the Use of Inside Information
  - Corporate Social Responsibility Policy
- Considered and reviewed the Company's vision, mission, goals, and strategies to ensure alignment with current business operations, strengthen good corporate governance, and support sustainable business practices for the Company and its subsidiaries.
- Considered and reviewed the Charter of the Corporate Governance and Sustainable Development Committee and considered that no amendments were required, as the Charter remains aligned with the Committee's roles and responsibilities, the Corporate Governance Policy, and the Company's vision, mission, goals, and strategies. It also remains consistent with both national and international sustainability standards.
- Considered and reviewed the application of the Corporate Governance Code for Listed Companies B.E. 2560 (2017) issued by the SEC, together with relevant corporate governance and sustainability assessment criteria and standards at both national and international levels and considered their appropriate adaptation to the Company's business context, ensuring comprehensive coverage and alignment with emerging developments in good corporate governance and sustainability.
- Acknowledged the Company's corporate governance performance for the year 2025 to monitor the effectiveness of the implementation of the Corporate Governance Policy and the Code of Conduct, as well as compliance with domestic regulatory requirements and international standards.
- The Committee also supported activities to promote the Company's corporate governance culture in 2025, including the "One Sritrang CG Day 2025", which engaged more than 900 employees and the communication of the Group Company's ESG sustainability strategy through Infographic formats across social media platforms, email and the Company's Intranet.
- Considered and approved the performance report and acknowledged the performance evaluation results of the Corporate Governance and Sustainable Development Committee for the year 2025, **which achieved a score of 97.83 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. Bundit 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.

Remuneration Policy for Executive Directors and Executives

The Board of Directors at recommendation of the Remuneration Committee is to consider the structure and rate of remuneration for the Board of Directors both executive and non-executive directors, as well as the Sub-Committees, the Chief Executive Officer, and executives to be commensurable with their responsibilities and to motivate and lead the organization to achieve both short-term and long-term goals. The criteria for determining and paying remuneration for both executive and non-executive directors are as follows: (1) aligned with the Company's long-term strategy and goals (2) consider of experience, duties, scope of roles, accountability, and responsibility, including the benefits expected to be received from each director and (3) compare with the level practiced in the industry.

The shareholders will approve the structure and rate of remuneration of directors, both in monetary and non-monetary terms. The Board of Directors, as advised by the Remuneration Committee, will consider the appropriate type of compensation in connection with the value that the Company created for shareholders but not at a level that is too high to focus on short-term earnings. The Remuneration Committee will establish remuneration criteria that reflect the duties and responsibilities of each director. The Remuneration Committee may recruit an advisor or a person with an independent opinion to provide opinions or advice on methods for determining the remuneration of directors and executives as necessary and appropriate.

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 annual basis. The training is also aligned with the Company's mission and strategic direction for organizational development.

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

The Company requires the annual conduct of performance assessments for the Board of Directors through an online platform, encompassing both individual self-assessments and collective board assessments, as well as performance evaluations of sub-committees and Chief Executive Officer. These assessments are based on evaluation forms developed by the Stock Exchange of Thailand and adapted to reflect the Company's operational and business context. The assessment results serve as a framework for reviewing performance, identifying challenges and obstacles, and incorporating recommendations for improvement and development in accordance with good corporate governance principles. The results are further utilized as a basis for consideration in the approval of 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. The method and criteria of assessment are provided as follows:

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 2025 are summarized as follows:



The summary of the evaluation results for the Chief Executive Officer
in the year 2025 shows an average score in the Excellent range, equal to 90.19%



Prevention of the Use of Inside Information

The Board of Director has overseen the management of market sensitive information and enforced restrictions on securities trading during designated blackout periods. In this regard, the Company has established an insider information usage policy and implemented measures to prevent directors, executives; including those holding managerial positions at the department head level or equivalent in accounting or finance functions as well as employees of the Company and its subsidiaries, from utilizing confidential and/or insider information of the Company and its subsidiaries that has not yet been publicly disclosed, for the purpose of seeking personal gain or benefiting others, whether directly or indirectly, and regardless of whether remuneration is received. Such restrictions also extend to the use of such information for the purpose of trading 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 aspires 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.

More details about Anti-Corruption Policy and Anti-Corruption Policy Guideline are available on the Company's website **https://www.sritranggloves.com/en/documents/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 all aspects of corruption. Such corporate culture will serve as a robust foundation crucial to sustainable business organization developments going forward.

The significant performance and development of anti-corruption are as follows:

The Board of Directors has mandated the monitoring of compliance with the Corporate Governance Policy, including the Anti-Corruption Policy and its associated practices, and has ensured that such policies are effectively communicated to all personnel within the organization for their awareness and adherence.

1. Review of Anti-Corruption Adequacy and Monitoring of Compliance with the Anti-Corruption Policy

The Company conducts regular reviews of the adequacy of its anti-corruption measures and monitors compliance with the Anti-Corruption Policy. The Head of Internal Audit, who operates independently and reports directly to the Audit Committee, is responsible for examining whether operations are conducted in accordance with the Company's policies, practices, delegated authorities, procedures, applicable laws, and regulatory requirements. This is to ensure that the Company maintains an adequate and appropriate internal control system for managing potential corruption risks, with findings reported to the Audit Committee.

Furthermore, the Company has mandated periodic reviews of the Anti-Corruption Policy and its associated practices, encompassing areas such as hospitality and entertainment expenses, acceptance of gifts, assets, or other benefits, charitable donations and organizational sponsorships, political contributions, facilitation payments, and the engagement of government officials. The Company also communicates its "No Gift Policy" prior to the New Year and on other occasions through both internal and external channels, including the installation of promotional materials at various locations across all factory sites, and dissemination via the Company's Intranet system and official website at https://www.sritranggloves.com/th/home, to demonstrate its commitment and to inform all stakeholder groups, including business partners, customers, affiliated companies, and external parties.

In addition, the Company has reviewed its Whistleblowing Policy and the channels available for receiving complaints or tip-offs from both external parties and employees. Whistleblowing channels have been publicized on the Company's website, communicated via email, and posted on notice boards at various locations across factory premises, with particular emphasis on the protection of whistleblowers and complainants, including the option to submit reports anonymously.

2. Participation in Anti-Corruption Activities

- The Company was certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC) on 30 June 2022. As the initial three-year certification period concluded, the Company applied for renewal and successfully received its first CAC Re-Certification in March 2025.

- In the same year, the Company was certified as a CAC Change Agent member in May 2025 and was honored with the CAC Change Agent Award 2025 on 24 November 2025. This recognition reaffirms the Company's commitment to being a transparent, ethical, and anti-corruption organization, while actively encouraging SME business partners to declare their intention to join the CAC initiative, thereby fostering a collective network of transparent and sustainable business practices.

3. Corruption Risk Assessment and Identification

The Company conducts an annual corruption risk assessment process covering 100% of its business operations (GRI 205-1). Corruption risk is recognized as a significant risk factor, addressed at both the enterprise risk and sustainability dimensions, requiring all business units within the Group to jointly assess, monitor, and review control measures in alignment with evolving circumstances on a continuous basis. The Risk Management function is responsible for consolidating and summarizing the overall assessment results, which are subsequently reported to the relevant committees for acknowledgment, consideration, oversight, and policy-level recommendations. For further details regarding corruption risk assessment, please refer to Section 2: Risk Management, Sub-section 2.2: Business Risk Factors, in the Company's Annual Report 2025 (Form 56-1 One Report).

4. Communication and Training for Employees on Anti-Corruption Policies and Practices

All directors, executives, and employees have been fully informed of the Anti-Corruption Policy and its associated practices, achieving compliance awareness with 100%. The Company disseminates such policies and practices through its internal Intranet system and externally via the Company's official website. Knowledge refresher training is also provided to all directors, executives, and employees through various channels and activities, including new employee orientation, the online **"One Sritrang CG Day"** event and a self-learning platform with comprehension assessments. The training and assessment participation results are as follows:

Directors Training and assessment completion with **100%**

Executives Training and assessment completion with **100%**

Employees Training and assessment completion with **100%**

5. Review of Process Adequacy by the Audit Committee

The Audit Committee has reviewed and approved the internal audit plan developed on the basis of risk assessment, and reviews internal audit reports on a quarterly basis, providing recommendations for improving internal audit processes to enhance efficiency and effectiveness, while continuously monitoring the progress of management's corrective action plans. The Audit Committee has also reviewed the internal control system to assess its adequacy and effectiveness. Based on the annual internal audit report for 2025, which encompasses the Company's key operational systems, the Audit Committee is of the opinion that the Company's internal control system is adequate and appropriate.

With respect to anti-corruption matters, the Audit Committee has reviewed the Anti-Corruption Policy and its associated practices and concluded that the policy content is comprehensive and appropriate, with no recommendations for amendment. The Audit Committee has further recommended improvements to the Whistleblowing Policy to ensure alignment with international sustainability assessment standards.

Thereby enhancing the overall standard of corporate governance. Additionally, the Audit Committee has acknowledged the findings of fraud investigation reports and has provided recommendations and established preventive measures to preclude recurrence, with a view to strengthening the Company's internal control system and risk management framework.

Target

The employees have learned the principles of business ethics and anti-corruption and passed the e-testing with a **100%**.

The Company has **continuously** received certification in anti-corruption.

Performance

Performance of FY2025

The employees at all levels completed the Business Ethics and Anti-Corruption training course **and passed the assessments via e-testing, achieving completion with a 100%.**

The Company has maintained continuous anti-corruption certification from the CAC.

In 2025, the Company successfully received its first CAC Re-Certification, was recognized as a CAC Change Agent member and **was honored with the CAC Change Agent Award 2025**.

No breaches of business ethics were reported.



Whistleblowing

The Group 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.

The filing of complaints and reporting of corruption is the responsibility of all personnel at every level of the Company. Such reports may be submitted anonymously or without disclosure of the whistleblower's identity. Whistleblowers may submit reports or tip-offs to the Board of Directors through the Company Secretary, or to the Audit Committee through the Audit Committee Secretary, both of which operate as independent functions. Reports may be submitted through any of the following channels, as deemed appropriate to the circumstances:

1. By postage or by hand

Contact Person: The Company Secretary

Address: Park Ventures Ecoplex, Unit 1701, 1707-1712, 17th Floor No. 57 Witthayu Road, Lumphini 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

2. Telephone or Email

Contact Person: The Company Secretary

Telephone no: +66 2207 4500 ext. 1406

E-mail: stgt_corporatesecretary@sritranggroup.com

Contact Person: The Secretary to the Audit Committee

Telephone no: +66 7434 4663 ext. 2401

E-mail: anticorruption@sritranggroup.com

3. Complaint box at the Company group's factories and branches

4. HR Employee Relation or by directly report to the units responsible for that issue

5. The Company's website at https://www.sritranggloves.com/en/documents/anti-corruption

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 the year 2025, the Company and subsidiaries received 4 complaints as follows:

Category	Number of Complaints	Progress
1. Violation of the Code of Conduct • 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	2 Cases	• The Company has acted in accordance with its internal regulations and has improved the relevant internal control processes. These complaint have been closed.
3. Money Laundering or Insider Trading	- None -	- None -
4. Others	2 Cases	• The Company has acted in accordance with its internal regulations and has improved the relevant internal control processes. Of the complaints received, one case has been closed, while one case remains under investigation and is expected to be concluded within 2026.

Category	Number of Complaints	Progress
5. Damage and Penalties • Damage Value	No Significance No Significance	
• Penalties >> Layoff or Termination of Employment >> Others	- None - 2 Cases	- None - Refer to Item 4

For further details regarding whistleblowing and complaints, including investigation outcomes and corrective measures, please refer to Section 8.1: Summary of the Board of Directors' Performance in the Past Year, in the Company's Annual Report 2025 (Form 56-1 One Report), available on the Company's official website at **https://www.sritranggloves.com/en/investor-relations/downloads/yearly-reports.**

The Company and subsidiaries did not receive any significant damage from such complaints. 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.sritranggloves.com/en/corporate-info/corporate-governance/anti-corruption**

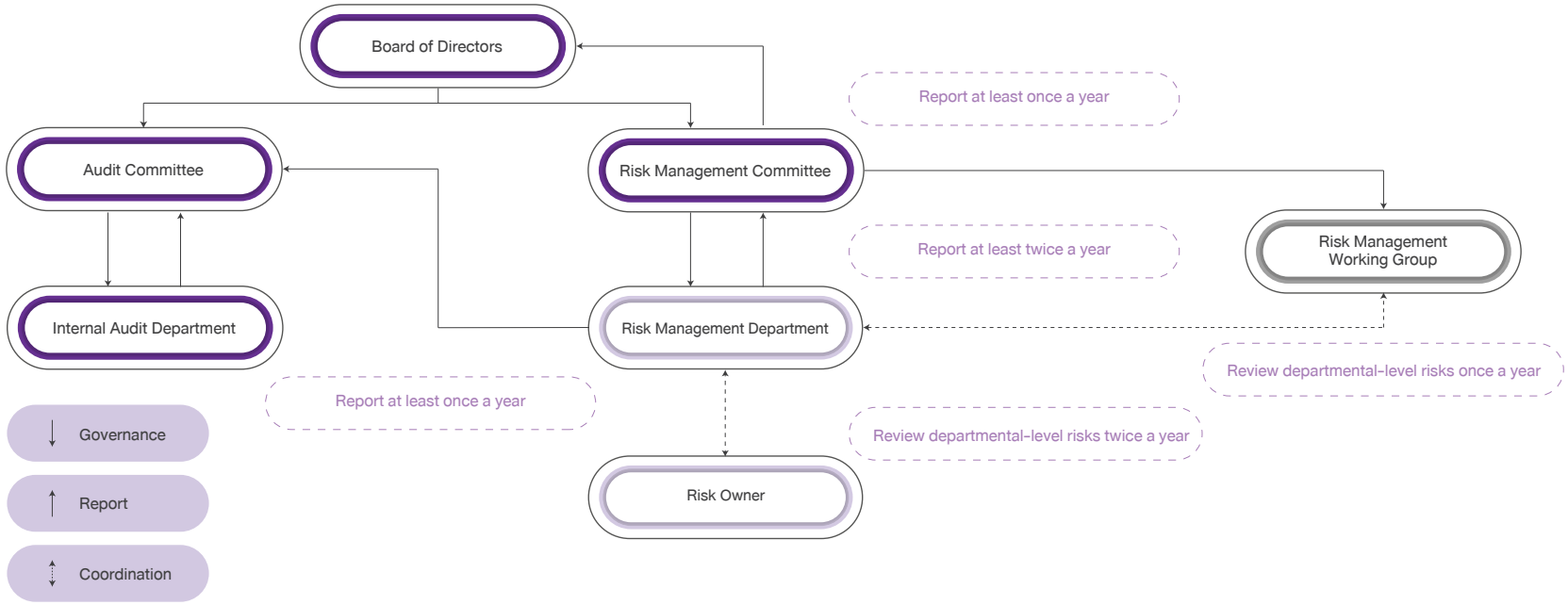


Risk Management and Business Continuity (GRI 3-3)

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 is committed to managing risks across the entire organization in a systematic manner 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, within an acceptable level of risk appetite, to ensure that the Company is able to create long-term value for its stakeholders and drive sustainable success.

Risk Governance Structure

The Company has established a risk governance structure in which the **Board of Directors** is responsible for overseeing enterprise risk management by considering both external and internal factors that may affect the achievement of the Company's business objectives. The Board of Directors has appointed a **Risk Management Committee** to formulate risk management policies and to oversee and support the effective implementation of risk management in accordance with established objectives. An **Enterprise Risk Management Working Group** has further been established to collaboratively analyze and assess enterprise-level risks, as well as to oversee and monitor risk management at the departmental level. This structure ensures that risk management is conducted throughout the entire organization, encompassing both a top-down approach; aligned with the policy framework to reflect the Company's vision, strategy, and business impact and a bottom-up approach; to reflect operational-level risk management and to align departmental risk management objectives with those at the enterprise level. The risk governance hierarchy is illustrated in the diagram below.



Risk Management Culture

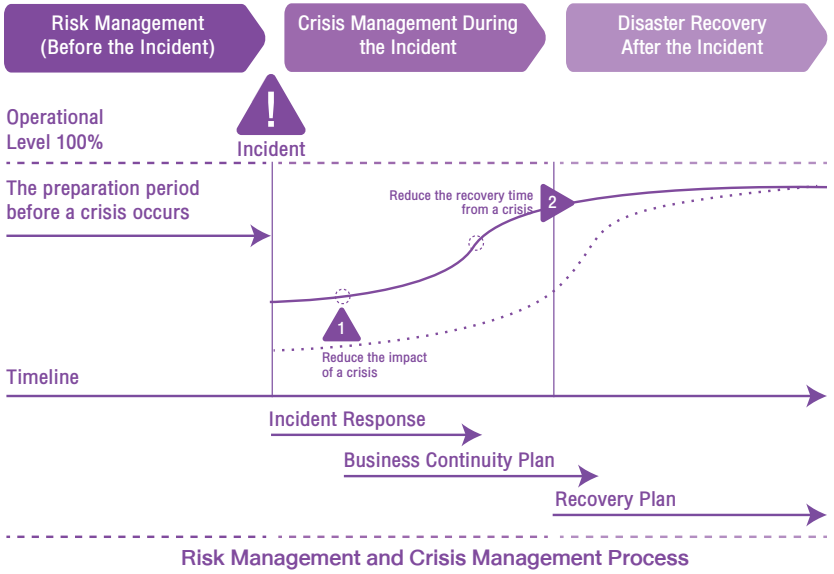
The Company integrates risk management into its organizational operations through the establishment of clearly defined Risk Owners for each key risk area. This approach ensures that risk management is aligned with corporate policies, core values, strategic plans, and relevant departmental Key Performance Indicators (KPIs), thereby promoting effective and practical implementation of risk mitigation measures. The Company also encourages executives and employees at all levels to remain aware of potential risks and to prioritize risk management. This is accomplished through various communication channels, such as departmental-level risk assessment and e-learning training were conducted, with a total of 1,610 employees and executives participating in the year 2025, representing 100% of eligible participants, as well as communication and awareness-raising through the Company's official website. In addition, the Company conducts regular monitoring and assessment of risks, and uses the evaluation results to support strategic decision-making, ensuring that risk management activities align with organizational objectives and contribute to long-term sustainable growth.

Target	Performance
The Company conducts practicing on business continuity management systems at least once per year	4 times/year
The Company has continuously received ISO 22301	The Company has received ISO 22301.
Zero number of business interruption	0

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.

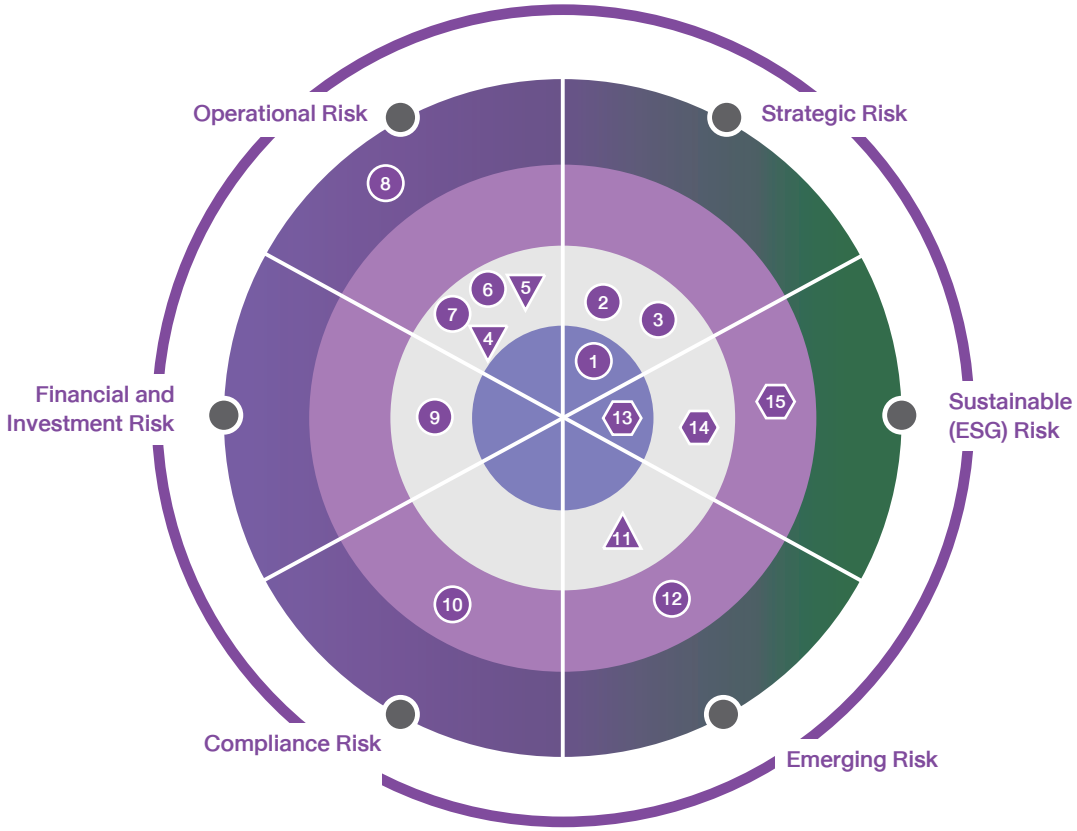
However, when a crisis occurs, the Company will proceed with the rescue plan and crisis management plan, and announce the Business Continuity Plan (BCP) to ensure that the business operations continue and suffer as little as possible from potential damage. After the situation improves, the Company will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



Risk Management and Crisis Management Process

Risk Factors for the Company's Business Operations

The Company has analyzed both the internal and external business environment, encompassing trends across economic, social, environmental, technological, industrial, competitive, and other relevant dimensions, in order to identify key risk factors material to the Company's business operations, including both current risks and emerging risks that may arise in the future. This analysis also covers sustainability-related risks (ESG), for which the Board of Directors bears responsibility for overseeing sustainability risk management through the Corporate Governance and Sustainable Development Committee, to ensure that comprehensive risk management measures are in place across all dimensions that may impact business operations. Accordingly, the Company has categorized its risk factors, risk levels, and risk priorities, the details of which are provided as follows:



Strategic Risk

1. Risk from intense competition with major manufacturers and distributors of similar products
2. Risk of shortage of key raw materials or other critical services essential to business operations arising from dependence on key suppliers
3. Risk from selling prices not reflecting volatile production costs

Operational Risk

4. Cybersecurity and data privacy risk
5. Risk from production and business disruption
6. Risk from failing to deliver products to customers as scheduled
7. Product quality and safety non-compliance risk
8. Corruption risk

Financial and Investment Risk

9. Risk from foreign exchange volatility

Compliance Risk

10. Risk from non-compliance with requirements and regulations of relevant regulatory or governmental authorities

Emerging Risk

11. Geopolitical risk
12. Risk from technological changes and advancements

Sustainable (ESG) Risk

13. Risk from the climate change strategy
14. Risk from workforce management and human capital development
15. Risk from adopting artificial intelligence in the Company

Monitor Change

▲ Increased ● Unchanged ▼ Decreased ⬢ New

Risk Level

Very High High Medium Low

For further information regarding the management of Risk Factors 1 through 4, please refer to Section 2: Risk Management in the Company's Annual Report 2025 (Form 56-1 One Report), available on the Company's official website https://www.sritranggloves.com/en/investor-relations/downloads/yearly-reports

Emerging Risk

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 Causes of Risk:

- International political or religious conflicts
- Trade war

Business Impact:

- 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)

Types 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

Risk from Technological Changes and Advancements

Risk Details

The introduction of new technologies, or the transition toward technology-driven systems in production and related processes, may affect the Company's existing workforce structure and could impact on product quality if such changes are not properly managed.

In addition, modern technologies such as online transactions, the use of artificial intelligence (AI) for market data analysis, and the expansion of sales channels through e-commerce may require adjustments to work procedures and related support functions. These developments may therefore have a significant impact on the Company's competitiveness and its readiness to adapt to future changes.

Risk Type

Technology

Source

Technological and economic changes

Root Causes of Risk:

- The rapid pace of technological and innovative change poses a risk that, should the Company fail to study or be delayed in adopting new technologies and innovations, it may lag behind competitors in adapting and fail to keep pace with evolving consumer behavior.

Business Impact:

- The Company may lose its competitive position in the market if it does not adapt to changing technologies.
- Revenue and market share may decline.
- The Company's credibility and reputation may be diminished.
- The Company may be unable to meet changing consumer demands.

Business Opportunities:

- Opportunities exist for enhancing operational efficiency through reductions in labor costs, minimization of human error, reduction of machine downtime, and increased production speed, enabling the business to price its products more competitively or to expand production capacity more rapidly

Trend Analysis:

The Company closely and consistently analyzes various internal and external risk factors to identify material impacts on business operations arising from technological changes and advancements. This involves studying, researching, and analyzing data from multiple sources to formulate assumptions, objectives, and strategic plans that enable the Company to adapt and respond effectively to stakeholder expectations. These matters are discussed in operational and management meetings, as well as by the Corporate Governance and Sustainable Development Committee and the Board of Directors.

Time Frame of Impact: Long Term (> 7 years)

Types of Impact: Economic

Measures to Address Risk Factors and Opportunities:

- Continuously studying and developing the implementation of automation to maintain competitiveness
- Establishing an Artificial Intelligence (AI) team to monitor, update, and assess the severity of potential impacts arising from emerging technologies that may affect the Company if not integrated into its operational processes
- Formulating policies related to the adoption of new technologies, such as an AI Governance Policy

Sustainable (ESG) Risk

Environmental Risk Factors

Risk from the Climate Change Strategy

Risk Details

The Company is affected by climate change and increasingly stringent regulations, including international trade requirements, the draft Climate Change Act, the SET guidelines, and customer demands for greenhouse gas disclosure and reduction aligned with agreed targets. These factors increase operating costs and require greater investment in low-carbon technologies. If not managed effectively, the Company may face business disruptions, reduced competitiveness, and long-term loss of stakeholder confidence. The Company's operations and production processes contribute to greenhouse gas emissions. Without an effective climate-risk strategy, the Company may face business disruptions and diminished long-term stakeholder confidence.

Risk Type

Environment

Source

Factors related to business operation

Root Causes of Risk:

- Emergency response plans and various contingency management plans may be inadequate to address flooding and severe rainfall events, potentially causing business disruptions and impacting labor, raw materials, factory assets, safety, product transportation, and wastewater leakage into the environment.
- Drought events and water scarcity may result in insufficient water supply for production processes and inadequate quality of recycled water and may also reduce the availability of natural rubber latex in the market, causing factory production capacity to slow down or cease.
- The implementation of carbon pricing mechanisms, such as a Carbon Tax or Emissions Trading Scheme (ETS), may increase operational costs if such costs cannot be passed on to consumers.
- Disclosure of greenhouse gas-related information and climate change risks in accordance with TCFD/IFRS frameworks may, if not conducted transparently and in alignment with international standards, undermine customer confidence and hinder access to international markets.
- Regulatory changes and increasing pressure to reduce greenhouse gas emissions may accelerate the adoption of low-carbon technologies, such as energy storage systems, AI technology, Carbon Capture and Storage (CCS), Bioenergy with Carbon Capture and Storage (BECCS), and other forms of renewable energy. Should the Company continue to rely on conventional high-carbon technologies, it may face heightened risks and loss of competitive advantage in the future.

Business Impact:

1. Business Continuity and Supply Chain

- Production disruptions caused by natural disasters, such as flooding
- Production resource crises: risks from shortages of energy (e.g., water and steam boiler) and raw materials (e.g., natural rubber latex), which directly affect manufacturing processes and may result in delays in product delivery
- Supply chain disruptions: volatility in raw materials and logistics constraints caused by severe and unpredictable natural disasters
- Occupational health and safety risks: potential impacts on the well-being of employees and surrounding communities due to accidents or pollution from production activities

2. Trust and Business Partnerships

- Loss of competitiveness: reduced opportunities to become a business partner to leading companies that select only business partners with high sustainability standards
- Brand image and value: declining confidence among investors and consumers

3. Regulatory Compliance and Financial Costs

- Carbon taxes and penalties: risks from carbon taxes or cross-border carbon pricing mechanisms (e.g., CBAM)
- Rising operational costs: increased supply chain and raw material costs driven by new environmental regulations that require modifications to production processes
- Restoration costs: restoration costs for ecosystem and society in the event of an incident



Business Opportunities:

- Development of low-carbon products and services, such as low-carbon goods (rubber gloves or products utilizing renewable energy) and Green Solutions services (energy-efficient design).
- Cost reduction through clean energy adoption, such as solar panel installation.
- Reputational opportunities and strategic competitive advantages arising from the serious implementation of a Climate Change strategy, to enhance investor confidence and strengthen brand appeal.



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, research, 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.



Time Frame of Impact: Long Term (> 7 years)



Types of Impact: Environment



Measures to Address Risk Factors and Opportunities:

1. Establishment of Business Continuity Plan (BCP)

- A Business Continuity Plan (BCP) has been established for flood situations and raw material shortages, with annual drills conducted to ensure operational readiness.

2. Additional Infrastructure Investment and Production Line Reconfiguration

- Investing in additional infrastructure and reconfiguring production lines to accommodate natural disaster events, such as flooding, in order to minimize disruption to the Company's business operations.

3. Elevating Standards and Regulatory Compliance

- Exceeding Legal Requirements: Focusing on the management of greenhouse gas emissions and waste at standards higher than those prescribed by law, supported by continuous improvement plans.
- Verification Against International Standards: Verifying and certifying the accuracy of the Company's Corporate Carbon Footprint (CFO) data by external agencies to ensure transparency and credibility.

4. Data Management and Innovation

- Carbon Footprint Assessment: Analyzing and establishing targeted approaches to reduce greenhouse gas emissions.
- Adoption of Low-Carbon Technologies: Identifying and exploring new technologies and fostering collaborative partnerships to update knowledge and drive innovation.

5. Energy Management and Infrastructure

- Accelerating the expansion and installation of solar cell systems
- Securing sustainable financing sources to support machinery procurement projects and greenhouse gas reduction activities

Social Risk Factors

Risk from Workforce Management and Human Capital Development

Risk Details

The Company promotes and supports continuous employee development in term of welfare, the working environment, and opportunities for career growth, in order to enhance employee capabilities and retain talented personnel within the organization. However, if employee care measures are insufficient, inappropriate, outdated, or if skill development is misaligned with the nature of the business, this may lead to higher turnover, particularly among high-potential employees. Such circumstances could reduce operational efficiency, increase human resource costs due to recruitment and training of replacements, and ultimately affect the Company's competitiveness and long-term sustainability.

Risk Type

Social

Source

Factors from social and business operation

Root Causes of Risk:

- Skills development plans are not aligned with current required competencies, which are subject to considerable volatility
- Individual competency and capability assessments lack systematic structure
- Career progression pathways are insufficiently defined
- Supervisors lack adequate coaching and personnel development skills
- Employees are unable to adapt and develop their skills and competencies in response to the current environment.
- Shifting patterns in individual perception and awareness

Business Impact:

- Increasing employee turnover rates, particularly among high-potential personnel
- Declining work efficiency and productivity, with the potential for operational discontinuity
- Rising human resource costs associated with the recruitment and training of replacement personnel
- Long-term decline in the organization's competitive capability

Business Opportunities:

- The Company has the opportunity to enhance production and service efficiency, which may directly contribute to increased profitability.
- The Company can develop a technology-ready workforce through upskilling and reskilling initiatives, potentially positioning itself as a leader in digital transformation.
- The Company can foster innovation that generates new revenue streams or achieves significant cost reductions through enhanced employee capabilities, such as data literacy, problem-solving, and lean thinking.
- The Company can strengthen its long-term competitive advantage by adapting more rapidly than competitors, delivering superior service quality, and earning the confidence of customers, business partners, and investors.
- The Company can mitigate turnover risk and attract high-quality talent.

Trend Analysis:

The Company has analyzed various internal and external risk factors to identify material impacts on business operations that may affect employee care and skills development. Accordingly, the Company has assessed potential impacts on employee capabilities and competencies, and has gathered feedback from all stakeholder groups to formulate assumptions, objectives, and strategic plans that enable the Company to adapt and respond effectively to stakeholder expectations.

Time Frame of Impact: Short to Long Term (0 years and beyond)

Types of Impact: Competitiveness

Measures to Address Risk Factors and Opportunities:

- Sourcing appropriate training programs and maintaining continuous employee skills development plans
- Allocating training and skills development budgets in a manner that is appropriate and responsive to current circumstances
- Conducting employee satisfaction surveys and incorporating employee feedback to adjust benefits and welfare packages in alignment with current conditions and the nature of the Company's business operations, to the greatest extent practicable.



Governance and Economic Risk Factors

Risk from Adopting Artificial Intelligence in the Company

Risk Details

The Company has adopted Sustainable Artificial Intelligence technologies to enhance operational efficiency, reduce operating costs, and improve the quality of its products and services. However, in the absence of an appropriate governance framework, adequate risk assessments, and sufficient workforce upskilling aligned with the utilization of such technologies, the Company may be exposed to legal risks, increased operational costs, reputational impacts, and a potential deterioration of its long-term competitiveness.

Risk Type

Technology and economy

Source

Technological change

Root Causes of Risk:

- Inadequate or inappropriate AI governance policies and frameworks
- Insufficient or inappropriate processes for validating the accuracy of data and AI models
- Insufficient workforce preparation in terms of upskilling and reskilling
- Internal processes and their enforcement are not sufficiently supportive

Business Impact:

1. Impact on the Accuracy of Business Decision-Making
   - Errors arising from inaccurate data or AI models may result in flawed strategic decision-making.
2. Increased Operational Costs
   - Expenses may be incurred in correcting, improving, or restoring AI systems to ensure they function efficiently and in compliance with applicable requirements.
3. Impact on Corporate Image and Stakeholder Confidence
   - Errors or inappropriate use of AI may undermine the Company's credibility and erode the trust of customers, business partners, investors, and regulatory authorities.
4. Employee Concerns Regarding Job Roles and Employment Security
   - The introduction of AI technology without appropriate communication or skills development may cause employees to feel insecure about their positions.
5. Underutilization of Technology Following Implementation
   - Delays or performance falling short of targets may occur if AI systems are not yet fully ready or if personnel lack sufficient expertise.

Business Opportunities:

- The Company is able to enhance operational efficiency and achieve sustainable cost reductions.
- The Company becomes stronger in the long term and gains a competitive advantage through AI Workforce Upskilling initiatives.

Trend Analysis:

The Company has analyzed various internal and external risk factors to identify material impacts on business operations arising from the adoption of Sustainable Artificial Intelligence. Accordingly, the Company has assessed potential impacts on employee capabilities and competencies and has gathered feedback from all stakeholder groups to formulate assumptions, objectives, and strategic plans that enable the Company to adapt and respond effectively to stakeholder expectations.

Time Frame of Impact: Short to Long Term (0 years and beyond)

Types of Impact: Competitiveness

Measures to Address Risk Factors and Opportunities:

1. Establishing and Enforcing a Data Governance Framework:

To ensure that data used in AI development and processing is accurate, secure, and compliant with applicable laws and organizational policies.

2. Providing AI Knowledge and Skills Training for Employees:

To enhance understanding of the appropriate use of AI technology, reduce the risk of misuse, and improve operational efficiency.

3. AI Project Prioritization:

Evaluating projects based on strategic importance, data readiness, business impact, and return on investment, to maximize the benefits derived from AI adoption.

4. Developing and Strengthening AI Infrastructure (AI Foundation Improvement):

Including data systems, platforms, supporting technologies, and security standards, to facilitate efficient and sustainable AI utilization.

5. Establishing an AI Solution Governance Framework:

To oversee and regulate the development, testing, deployment, and auditing of AI systems in a transparent and reliable manner, while mitigating legal and reputational risks to the organization.



Cybersecurity and Data Privacy and Artificial Intelligence

Cybersecurity and Data Privacy

Sri Trang Group, led by Sri Trang Agro-Industry Public Company Limited (STA), Sri Trang Gloves (Thailand) Public Company Limited (STGT) , recognizes the importance of protecting data and information technology systems from cyber threats and is committed to operating in accordance with international standards and relevant laws to ensure that the data of customers, business partners, shareholders, employees and all stakeholder groups is protected in accordance with the principles of Confidentiality, Integrity and Availability. However, Sri Trang Group is committed to continuously developing and reviewing its policies to respond to evolving technological threats and legal changes, while fostering a culture of security.

Management Guidelines

1. Policy and Governance Framework

- Establish an Information Technology Policy (IT Policy), Information Security Management System Policy, Cybersecurity Policy and Data Privacy Policy covering all departments and conduct annual policy reviews. Further details of these policies can be found on the Company's website. **(https://www.sritranggroup.com/en/home)**
- Comply with international standards such as ISO/IEC 27001, NIST Cybersecurity Framework and **the Personal Data Protection Act B.E. 2562** or PDPA Act
- Establish a Cybersecurity Working Committee reporting to the Board of Directors and senior management

2. Risk Management

- Conduct regular assessments of cybersecurity and personal data risks
- Perform Vulnerability Assessment and Penetration Testing at least once annually
- Develop an Incident Response Plan to address adverse events



"The Company is committed to continuously developing and responding to technological and legal threats, with the aim of fostering a culture of safety and security."

3. Control and Prevention Measures

- Implement Firewall systems and Multi-Factor Authentication (MFA)
- Encrypt critical data (Data Encryption) and implement Access Control
- Establish data backup systems, Disaster Recovery Plan (DR) and Business Continuity Plan (BCP)

4. Awareness Building

- Conduct Cybersecurity Awareness training for executives and employees at all levels
- Implement Phishing Simulation programs and ongoing educational campaigns
- Organize continuous internal awareness campaigns, such as disseminating infographics, articles and educational materials on secure information technology usage, to build awareness in daily work activities and promote a sustainable organizational culture of information security

5. Legal Compliance

- Comply with the PDPA and related laws
- Provide channels for data subjects to exercise their rights, such as requesting access, correction, or deletion of data

Management Structure

The Company has established a management structure related to cybersecurity and personal data protection, with dedicated departments and committees overseeing these matters, including:

Information Technology Department of Sri Trang Group and Affiliated Companies 1

Business Continuity Management (BCM) 2

- **Steering Committee**
- **Working Team**
- **Information Technology System Recovery Team**



The dedicated oversight units and committees responsible for this area carry out the following roles and responsibilities:

1 Information Technology Department of Sri Trang Group and Affiliated Companies

to oversee information security within the organization. The structure comprises the Board of Directors, executives or persons delegated by the Board of Directors, and specialized information technology personnel in various areas, with the following roles and responsibilities:

Roles	Responsibilities
1. Executive Commitment to Information Security in supporting organizational security through providing strategic direction, governance, leading by example, and establishing clear roles and responsibilities. Executives shall adhere to the following practices:	• Establish clear security objectives aligned with the Company's management policies • Oversee security effectiveness through regular reviews of security policies and actual operational performance • Provide support for resources used in security management, including personnel involved in operations • Support the promotion, education, and delivery of security awareness training for employees and relevant stakeholders
2. Coordination of Information Security within the Organization, with the following key areas:	• Coordinate to ensure compliance with laws, regulations, practices, and Company policies • Coordinate to facilitate risk assessment and risk management • Coordinate to promote security awareness
3. Assignment of Information Security Roles and Responsibilities	• Establish an information security management system, define asset protection measures and ensure data owners' participation in safeguarding their own assets
4. Approval of Process for Information Technology Systems Usage	• Designate directors, executives, or persons delegated by directors to approve the use of computers, portable computers and network equipment to verify compliance with laws, regulations, practices and Company policies before actual deployment

Roles	Responsibilities
5. Non-Disclosure Agreements	• Comply with relevant security policies regarding confidentiality to prevent information leakage to unauthorized parties, including cooperation in investigating activities in case of suspicion/complaints
6. Contact with Government Agencies	• Maintain a list of government agencies with authority to oversee information security, including law enforcement agencies, regulatory bodies, data service providers and telecommunications service providers, with regular reviews and updates to ensure current information
7. Contact with Security Experts	• Maintain a list and subscribe to security alert notifications from security experts to receive alerts on discovered vulnerabilities, technologies and security best practices
8. Independent Security Review (Third Party)	



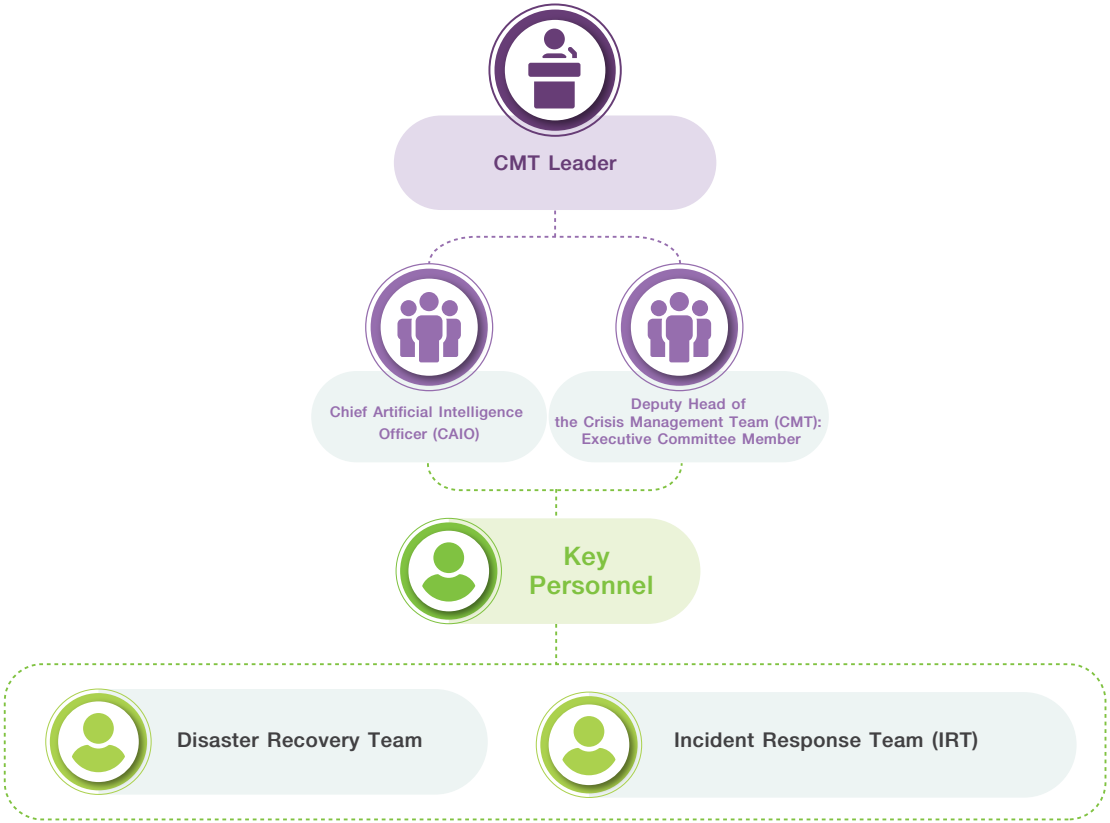
2. Business Continuity Management (BCM)

Working Committee to ensure the Company's business continuity management is conducted systematically, efficiently and effectively, encompassing cybersecurity management and data breach management. The committee shall have a management structure with the following key roles and responsibilities:

The Business Continuity Management (BCM Team) structure

- **Steering** Committee
- **Working** Team
- **Information Technology System Recovery** Team





The Business Continuity Management (BCM Team) structure consists of 3 main components as follows:



Steering Committee

with the following responsibilities:

Roles and Responsibilities
1. Review, determine and approve policies, strategies, business impact analysis results, risk assessment results, plans and allocation of budget and resources necessary for the Company's business continuity management
2. Control/oversee/ensure that drills are conducted according to the business continuity management plan
3. Support/promote/develop business continuity management communication as a continuous process aligned with the Company's objectives, goals, and culture
4. Monitor operations, provide guidance, compile issues and report progress of responsible business units to support continuous business operations
5. Oversee and coordinate the implementation of the Business Continuity Plan (BCP) for subordinate departments and resolve business continuity issues
6. Compile problems and issues requiring decisions for presentation to the Crisis Management Team (CMT) to address emergency response issues and ensure business continuity
7. Report on the situation to the Board of Directors and Crisis Management Team (CMT)
8. Support the preparation of information for internal and external organizational communication
9. Clarify, provide information and conduct communication both internally and externally
10. Appoint and define the roles and responsibilities of the Business Continuity Management Working Committee

Working Team

has the following responsibilities:

Roles and Responsibilities
1. Present draft policies and business continuity management guidelines to the Business Continuity Management Committee
2. Develop draft business continuity management strategies for presentation to the Business Continuity Management Committee
3. Establish the Maximum Tolerable Period of Disruption (MTPD) and Recovery Time Objective (RTO) for presentation to the Business Continuity Management Committee
4. Develop draft business continuity management plans for presentation to the Business Continuity Management Committee
5. Control/oversee/ensure that the business continuity management plan aligns with the Company's objectives, goals and culture
6. Conduct business impact analysis and assess risks to critical resources, including preparing risk management plans for presentation to the Business Continuity Management Committee
7. Conduct regular business continuity management plan drills under various scenarios
8. Prepare reports on problems and obstacles to provide information for improving and revising the business continuity management plan and report to the Business Continuity Management Committee
9. Organize meetings to review business continuity management system performance at least once annually

Information Technology System Recovery Team

has the following responsibilities:

Roles and Responsibilities

1. Responsible for managing incidents affecting systems and system recovery, including equipment and system networks and implementing troubleshooting
2. Recovery to restore equipment to operational

Performance

Number of Penetration Tests
100%
coverage of critical systems

Cybersecurity Awareness
98.00% of all employees involved with information systems

Cybersecurity Incident Response Time
within
24 hours

Data Breach Incidents
0 cases

Personal Data Protection

The Company places great importance on protecting the personal data of all stakeholder groups, considering it one of its sustainability commitments aimed at building trust and security in conducting business with transparency and good governance.

Personal Data Protection Policy

The Company has established a Personal Data Protection Policy covering stakeholder groups including external individuals, employees, directors, shareholders, application users, GPS-registered rubber sellers and individuals in areas where closed-circuit television (CCTV) is installed. This policy complies with the Personal Data Protection Act B.E. 2562 and international best practices.

The aforementioned related policies can be reviewed in further detail on the Company's website. https://www.sritranggroup.com/en/privacy-notice



Target

1. Cybersecurity of Personal Data

The Company aims to maintain
the security of personal data with
zero data breaches.

Performance



0
data breaches



Target

2. Personal Data Protection

The Company is able to fully comply with the requirements of
the Personal Data Protection Act B.E. 2562 (PDPA)
at **100%**.

Performance



Full compliance
was achieved
at **100%**.

Performance Results Over the Past 5 Years (FY2021–FY2025)

Cybersecurity Incidents

Over the past five years, the Company **has not experienced** any cybersecurity incidents impacting personal data and there **have been no cases** of personal data breaches or notifications of personal data violations submitted through the OneTrust system on the Company's website.

Employee Training on Personal Data Protection

In the year 2025, the Company began requiring all new employees to attend a personal data protection orientation course on their first day of work. For existing employees, the Company has implemented a self-learning training program entitled: **"PDPA Compliance & Risk Management for Employees"**.

PDPA Knowledge Sharing

The Company continuously disseminates and shares knowledge on PDPA through various internal communication channels, including the Company's internal email system, the Company's LINE Official Account, and the Company's online platforms (such as Facebook). Additionally, all published materials are archived on the Company's intranet, allowing employees to access and review them at any time.

Actions Taken in the Event of Personal Data Breach or Leakage

The Company places the highest priority on protecting the personal data of customers, employees, business partners and all stakeholder groups by strictly complying with PDPA Act to ensure that personal data is securely stored and used in a safe, transparent and fair manner. In the event of a Personal Data Breach incident, the Company has systematically established guidelines and an Incident Response Procedure to effectively control, mitigate and prevent potential impacts.

Incident Response Procedure

When a personal data breach or leakage is detected or suspected, the relevant departments will proceed as follows:

- **Verification and Confirmation of the Incident:** The information security team and Data Protection Officer (DPO) will collect information, analyze the cause, and confirm the scope of the incident.
- **Notification to Management and Relevant Working Teams:** Within 24 hours from the time of detection to enable timely response actions.
- **Notification to the Personal Data Protection Committee Office (PDPC):** If the incident may pose a risk to the rights and freedoms of data subjects, notification will be made to the PDPC within 72 hours in accordance with PDPA requirements.
- **Notification to Personal Data Subjects:** In cases where the breach may cause significant damage, data subjects will be notified of the nature of the breach and self-protection guidelines.

2 Impact Assessment

Following initial incident containment, the Company will conduct an impact assessment by considering the following issues:

- Type and volume of personal data affected
- Potential impacts on data subjects, such as data loss, unauthorized access, or misuse of data
- Severity of the incident and risks to organizational reputation or trust
- Assessment results will be used to establish corrective and preventive measures to avoid recurrence in the future.

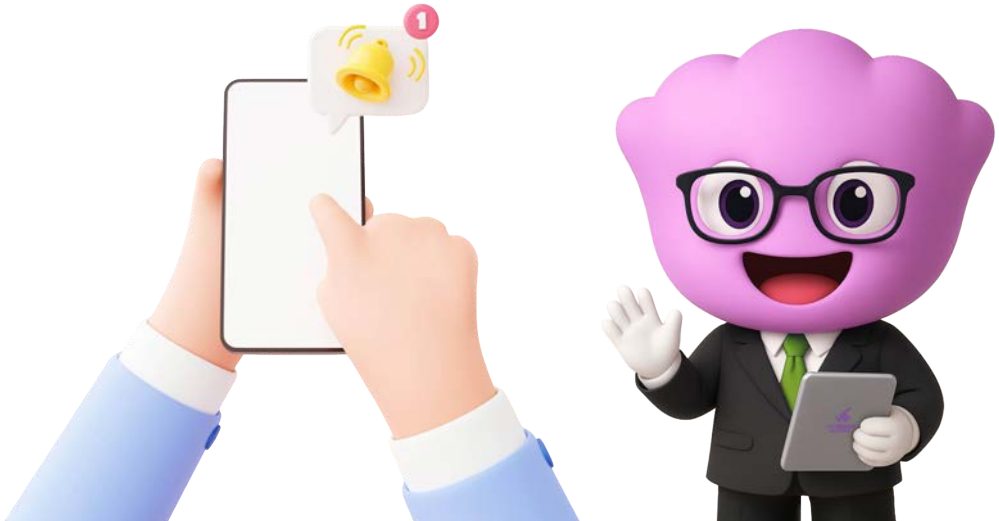
3 Mitigation Measures and Recurrence Prevention

The Company has established measures to reduce impact and prevent similar incidents as follows:

- Close system vulnerabilities and enhance information technology security measures
- Implement immediate password changes or restrict data access rights upon risk detection
- Provide support to affected data subjects, such as guidance on protecting their data
- Prepare a Post-Incident Report summarizing the incident and lessons learned for internal improvement
- Conduct continuous training and awareness-building for employees to strengthen the organizational culture of personal data protection

Contact Channels

- **Data Protection Officer:** DPO
- **Sri Trang Agro-Industry Public Company Limited, Sri Trang Gloves (Thailand) Public Company Limited, and their affiliated companies:** No. 57, Park Venture Ecoplex, Unit 1701, 1707-1712, 17th Floor, Wireless Road, Lumpini, Pathumwan, Bangkok, 10330
- **Email:** dpo@sritranggroup.com
- **Telephone number:** +662 207 4500
- **Reporting Personal Data Breach Incidents:** https://privacyportal-apac.onetrust.com/incident-portal/webforms/6229a9f5-fb7d-4e19-b874-81875130ce1f/6d1bf047-c0aa-49cb-a4f2-b2e2ca913ae9



Artificial Intelligence



Driving the Organization with Digitalization and Artificial Intelligence

Sri Trang Group continuously develops digital technologies and data management systems to enhance operational efficiency and strengthen readiness for enterprise-level adoption of Artificial Intelligence (AI).

Sri Trang Group prioritizes building robust data infrastructure, establishing governance frameworks and developing workforce capabilities to adapt to technological changes and evolving business directions, enabling all units to respond effectively to emerging challenges.

Digital and Data Infrastructure to Drive AI

Over the past decade, Sri Trang Group has consistently advanced its data and digital infrastructure across more than 35 major factories, enabling seamless data integration and effective application of innovations. Sri Trang Group has implemented interconnected data systems across all business units and factories to ensure interoperability and improve data quality, accuracy, and reliability.

Next step is the foundation which supports collaborative data usage and facilitates the digitalization and automation of processes to reduce redundancies and optimize workflows. AI technologies are applied in suitable areas such as document processing, production optimization and data analytics, resulting in agile operations, enhanced decision-making accuracy and readiness for AI-driven competitiveness and sustainable growth.

Key AI Applications

- Knowledge Intelligence is the AI systems for structured access to organizational knowledge, policies, procedures and internal documents.
- Operational and Quality Intelligence is the application of computer vision, optimization and machine learning to improve product quality, reduce errors, and enhance production efficiency.
- Document Intelligence use of Optical Character Recognition (OCR), Natural Language Processing, and summarization tools to digitize paper documents, analyze content, and extract actionable insights.
- Administrative Intelligence is the AI tools to manage meeting data, summarize key points, and organize information for decision-making.

These initiatives are overseen by Mr. Veerasith Sinchareonkul, CEO, with leadership from Mr. Rattapong Laparojsak, Chief Artificial Intelligence Officer (CAIO), and the Integrated Technology Team, comprising experts in IT (Information Technology), OT (Operational Technology) and AI (Artificial Intelligence) is primarily responsible for supporting, developing, operating, and integrating technology systems to ensure they move in the same direction and operate efficiently.

Data & AI Governance

Sri Trang Group has announced a **Data Governance Policy** and **AI Governance Guideline** across all subsidiaries to establish standards for the correct, secure, and legally compliant use of data and AI within the organization. The policy emphasizes the following key areas:

- Data classification
- Access rights management
- Usage monitoring
- Data security
- Data lifecycle management
- Responsible AI practices
- Personal data protection
- Compliance with relevant laws

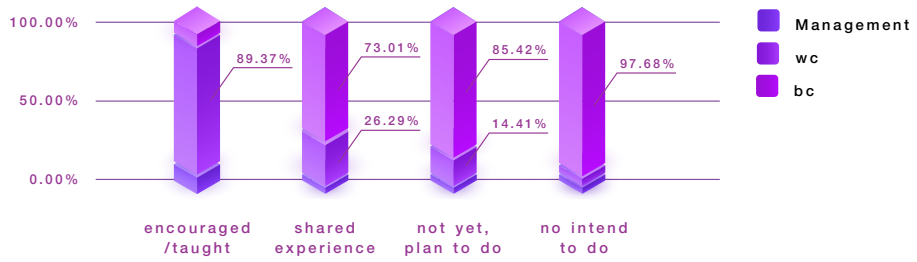
AI Talent & Workforce Readiness

The Company continuously promotes employee upskilling to enable effective collaboration with digital technologies and AI through two main initiatives:

AI Clinic (AI Sharing & Consultation Program)

This weekly program provides opportunities for employees from various departments to present challenges, share methods of applying AI in their work, and receive guidance from the technology team. The goal is to support individuals in improving their work processes through AI implementation.

The 2025 survey found that **over 89.00% of white-collar employees** share AI knowledge with others, and employees continuously exchange experiences, reflecting the establishment of a learning network.

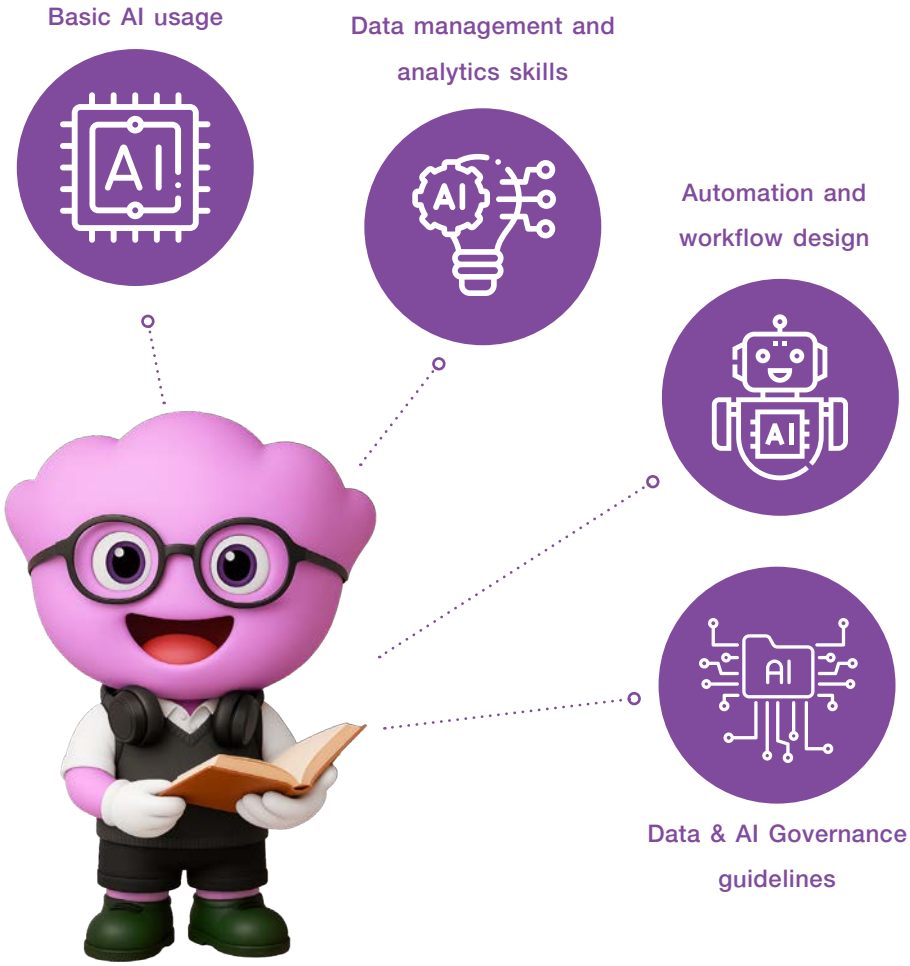


AI Upskilling Program

In 2025, a total of **30 digital and AI courses** were conducted, including:

- Empowering Senior Leaders to Drive AI Transformation and Social Impact held on January 9, 2025, with 156 participants
- AI-Bullet Train Strategy 2025 Course: From Idea to Action held on August 14, 2025, with 152 participants

These training courses covered the following topics:



Learning Need

According to the “Learning Needed” survey, most employees expressed interest in further development in three areas:

- **Basic AI skills**
- **AI application in work processes, such as OCR, RPA, and Workflow**
- **Data usage and Dashboard creation (Power BI & Analytics)**

Despite ongoing training, the organization continues to regularly survey learning needs to develop courses that align with actual work requirements and evolving technologies.

Business and Stakeholder Benefits from Digital Tools & AI Implementation

Digital Tools & AI for Sustainable Growth

The Company’s deployment of Digital Tools and AI focuses on

- creating business value
- encompassing operational dimensions, organizational development
- sustainable growth
- responsible risk management

“To deliver genuine benefits to the organization and all stakeholder groups”

Technology integration supports efficient and sustainable organizational growth through three main dimensions:



1 Run Better: Enhancing Operational Excellence

Technology helps streamline work processes to be faster, more accurate, and more systematic, directly impacting operational efficiency and costs:

- **Reducing redundancies and errors:** Automation systems reduce the burden of paperwork and manual data entry, ensuring consistent and accurate work processes while enabling employees to focus on higher-value tasks.
- **Stable production and operations:** Technology-enabled data analysis and predictive maintenance alerts help reduce risks from production disruptions and support efficient cost management.
- **Data-driven decision-making:** Management can monitor situations and operational results through data dashboards that provide real-time insights, enabling clear business decisions and appropriate responses to situations.

2 Build Better: Accelerating Development and Adaptation (Innovation Velocity)

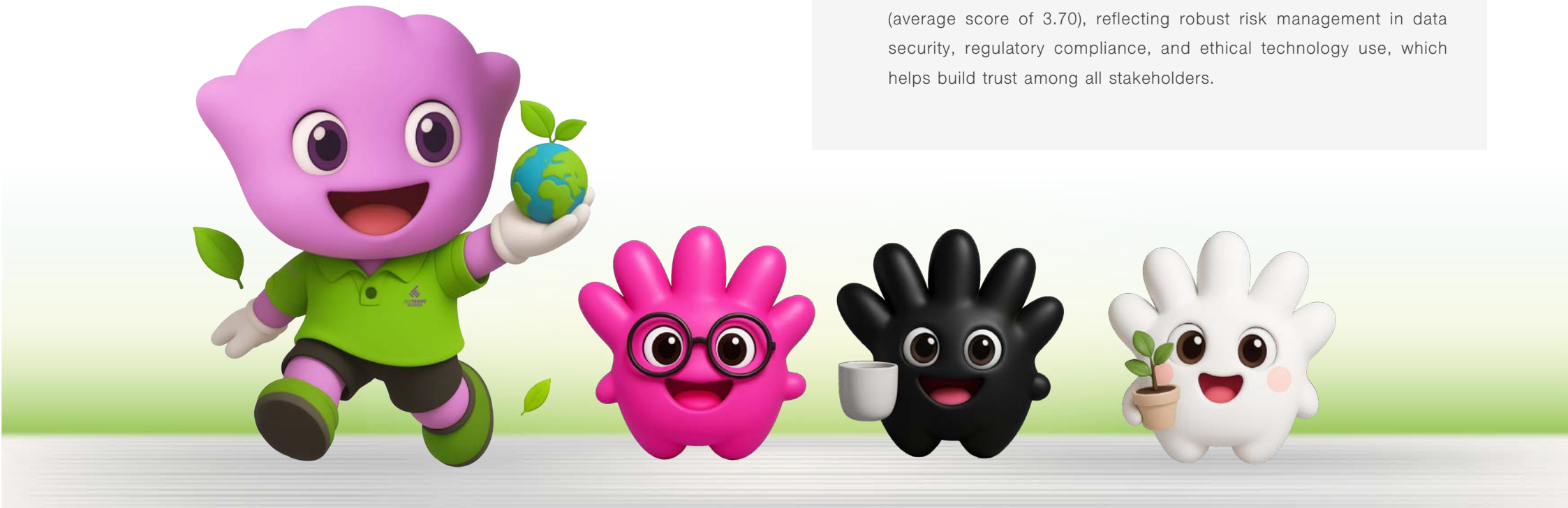
Data and technology accelerate business development and improvement processes, enabling the organization to innovate and respond to changes with agility.

- **Reducing development risks:** Digital modeling and simulations allow testing of new product or process feasibility before actual investment, reducing time and budget risks.
- **Understanding market needs:** Data analysis provides clear visibility into market trends and customer demands, leading to more precise improvements in products, services, and processes.

3 Work Smarter: Empowering Personnel and Building Confidence (Organizational Enablement)

Preparing the workforce alongside responsible AI governance forms the critical foundation for long-term sustainable growth

- **Employee upskilling:** The Company promotes digital skills development (upskilling) and understanding of working with AI to prepare for the future of work.
- **Agile operations:** Employees have tools to help analyze, summarize, and support their work, enabling convenient, fast, and efficient performance while fostering engagement and pride in being part of a progressive organization.
- **Confidence and governance:** The Company emphasizes comprehensive AI governance, with AI governance assessment scores at a good level (average score of 3.70), reflecting robust risk management in data security, regulatory compliance, and ethical technology use, which helps build trust among all stakeholders.



Sustainable Supply Chain Management (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.

Register

Fill out the Partner Registration Form when applying to be a STGT partner. The Procurement Department will notify the partner to submit supporting documents for registration, such as company certificate, Form Por.Por.20, copy of bank account, partner letter of intent, quotation, etc. Procurement Department will then enter the information in the partner registration form and present it for approval.

Screening

Fill out another form, the wholesaler or outsource assessment and selection form, with 5 assessment topics and a full score of 100 points, covering ESG risk issues such as safety, environment, and anti-corruption.

Vendor List

In the event that the selection criteria are met, the partner code will be approved.

Assessment

1. The partner conducts self-assessment.

2. Assessment is conducted of key partners in the operating area according to the annual plan in collaboration with the Quality.

Development

Take part in partner development to reduce resource consumption and greenhouse gas emissions.

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, 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, considering 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/documents/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:

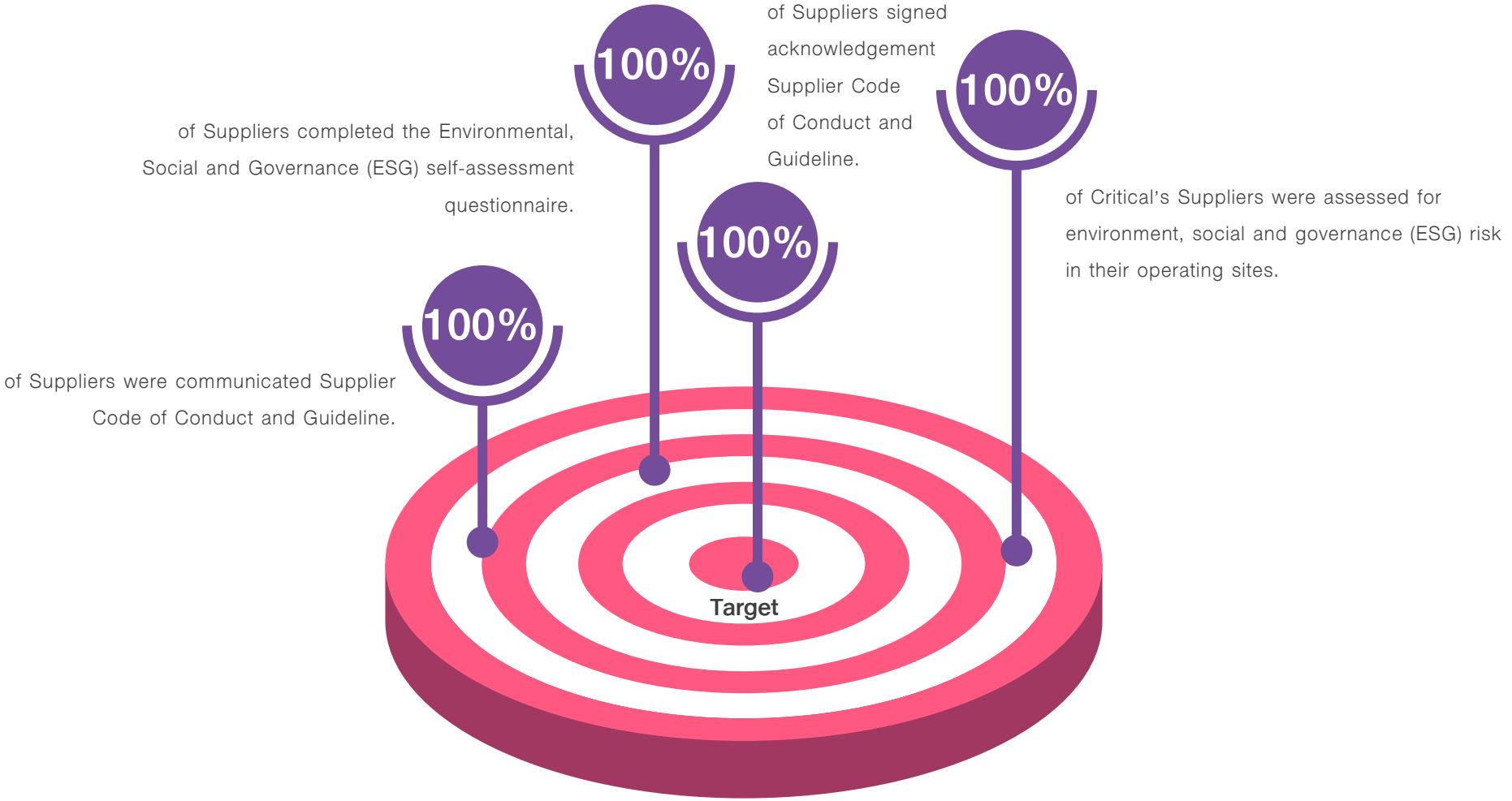


Based on the above criteria, major suppliers are divided into 2 main groups, namely raw materials and sub-contracting. In selecting trading partners, the Company evaluates and selects using comprehensive evaluation criteria in accordance with various standard systems that the Company has been certified such as **BSCI, SMETA, ISO 14001, ISO 45001, ISO 22301**, etc.

Regarding the EU Deforestation Regulation (EUDR) introduced by the European Union to reduce deforestation and address labor issues arising from the agricultural sector, the Company has already prepared its traceability system in readiness for compliance.

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, which directly impacts product quality and manufacturing processes, the Company mandates onsite audits at least once annually. This ensures that business partners operate in accordance with the Company's established standards and requirements. The Quality System Department coordinates meetings with relevant departments to review and select the list of suppliers to be audited each year. A systematic audit plan is then developed with clearly defined timeframes, and on-site assessments are conducted at partner facilities according to the scheduled plan. The Quality System Department evaluates partner performance using Spider Chart Analysis, which provides a clear overview of assessment results across multiple dimensions. The assessment results are analyzed to identify strengths and appropriate development opportunities, followed by the development of improvement plans in collaboration with partners and continuous progress monitoring.

Regarding transparency in the procurement system, the Company maintains internal audit and risk assessment systems to identify potential corruption risks. When lack of transparency or fraudulent activities are discovered, disciplinary action is taken against employees in accordance with Company regulations, and a **blacklist** system is applied to the respective business partners. In 2025, the number of suppliers with corrective action plans out of the total number of suppliers assessed as having significant actual or potential negative impacts was 0 suppliers.



Performance of FY2025 (GRI 308-1, 308-2)

Topics	Unit	FY2025
Tier 1 Suppliers	case	1,616
Non-Tier 1 Suppliers	case	-
Significant Suppliers in Tier 1	case	154
Significant Suppliers in Non-Tier 1	case	1,123

Topics	Unit	FY2025
Total local purchasing value of goods and services	Million Baht	17,891
Local purchasing value of goods and services	Million Baht	1,147
Proportion of local purchasing value of goods and services	percentage	6.41
Local purchasing value of goods and services (including Latex)	Million Baht	11,627
Proportion of local purchasing value of goods and services (including Latex)	percentage	64.99

Topics	Unit	FY2025
Suppliers signed the agreement to demonstrate their intent for anti-corruption (accumulate).	case	2,399
Suppliers signed the agreement to demonstrate their intent for anti-corruption.	case	395
Suppliers were communicated Supplier Code of Conduct and Guideline.	percentage	100
Suppliers signed acknowledgement Supplier Code of Conduct and Guideline.	percentage	100
Suppliers completed the Environmental, Social and Governance (ESG) self-assessment questionnaire.	percentage	100
Critical's Suppliers were assessed for environment, social and governance (ESG) risk in their operating sites.	percentage	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.

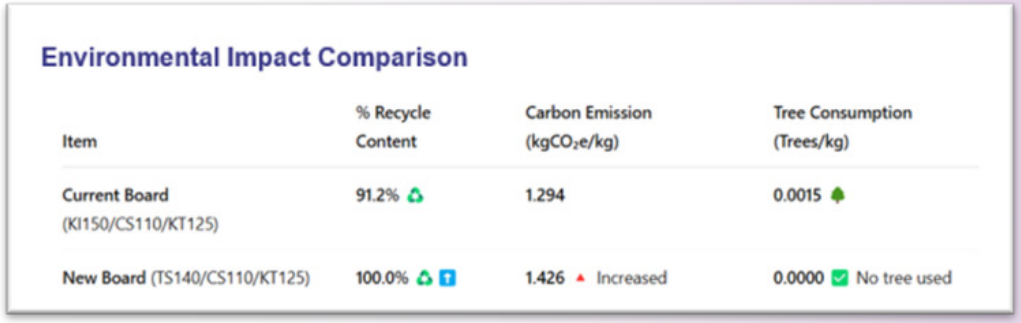
Packaging

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:

- The Company holds regular meetings to develop and update packaging information to effectively meet customer needs.
- The Company participates in packaging knowledge seminars organized by suppliers to enhance knowledge and stay updated on packaging production technology developments and emerging trends.
- The Company attended an academic seminar on packaging innovation organized by business partners to track advances in production technology and packaging development trends aligned with Environmental, Social, and Governance (ESG) principles. Partners presented the development of carbon footprint certification labels that can be printed on packaging to display the amount of carbon dioxide emissions generated during the production process, thereby building customer confidence and demonstrating the Company's environmental responsibility.

Furthermore, the Company promotes the use of dark brown paper made from 100% recycled pulp for outer packaging production, which reduces the use of natural raw materials and helps conserve forest resources. This aligns with the Company's environmental goals of reducing ecological impact and promoting the circular economy.







In the year 2025, 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.

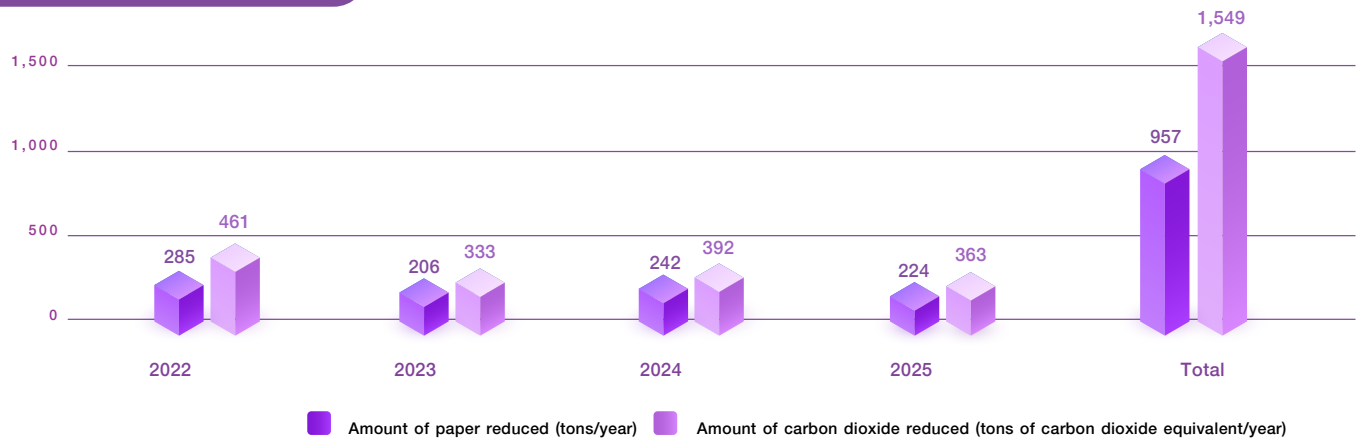
Performance

- From the year 2025 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 **1,569,554 pieces** or equivalent to the weight of paper that must be used in the production of approximately **449 tons**.
- 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 **784,777 pieces** or equivalent to the weight of paper that must be used in the production of approximately **225 tons**.

In summary, the Revolving Box project was able to help reduce the Company's use of paper by up to **224 tons/year**.



Results of the Project



Remark: Emission Factor = 1.6184 kilograms of carbon dioxide equivalent/kilogram
(Reference: https://thaicarbonlabel.tgo.or.th/index.php?lang=EN&mod=Y0hKdlplVmpkSE5mWlcxcGMzTnBiMjQ9)

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 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 15 – 60 days.

Credit Term
15 – 60 days

Actual Credit Term of FY2025
27 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 changes in thinking or improving work processes 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 conduct 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 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 to respond to customer needs and achieve sustainable business growth

Target

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

Performance

Research Development and Innovation Projects of FY2025 has the main objectives and goals of research and development as follows:

Innovation Development Project in FY2025		The project has been successfully implemented and continuously advancing over the year
To increase competitive efficiency (increase production efficiency and reduce costs)	67 projects	41 projects
To promote sustainability and environmental friendliness	1 projects	1 projects
To create business opportunities and support new businesses	5 projects	2 projects
Total*	**73 projects**	**44 projects**

For the above projects, there are **52 ongoing innovation research and development projects** from the previous year. The Company's research and innovation development expenses for FY2025 amounted to **80 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 Gloves, environmentally friendly gloves that are safe for consumers”, while at the same time adding value to the product. The Company has developed and innovated products manufactured from natural rubber through environmentally friendly production processes. Notable examples include Latex Powder-Free gloves produced using Online Polymer Coating technology, a chlorine-free process that eliminates chlorine residue in gloves. This advancement reduces the risk of skin irritation for users while minimizing environmental impact and elevating product quality standards to meet international benchmarks.

Furthermore, the Company has expanded its Specialty Gloves product portfolio to comprehensively address diverse consumer needs. Currently, the Company offers over 71 product variants, including Surgical Gloves, Diamond Texture Nitrile Gloves for industrial customers, Double Chlorination Natural Rubber Gloves, Online Polymer Coated Natural Rubber Gloves, and Long Cuff Natural Rubber Gloves, among others.

In the year 2025, the Company continued to develop and enhance existing products to better align with user requirements. Key developments include improved Surgical Gloves designed to facilitate easier double-gloving for medical personnel; enhanced Double Chlorination Natural Rubber Gloves; Nitrile Gloves with reduced zinc residue; Diamond Texture Nitrile Gloves specifically engineered for industrial applications; and Long Cuff Latex Powder-Free Gloves to enhance user safety during operation.

The Company remains committed to continuous product quality improvement in accordance with international quality standards and country-specific requirements, thereby strengthening user confidence and supporting sustainable and resilient business growth.

Projects Related to Automation Systems

The Company maintains strategic investments in knowledge acquisition and technology deployment, advancing organizational capabilities through comprehensive Automation and Digitalization initiatives. These technology-driven transformations are systematically implemented to enhance organizational productivity, optimize operational efficiency, maximize utilization of constrained resources, reduce labor intensity, minimize production costs, facilitate enhanced data accessibility for expedited decision-making protocols, and strengthen competitive market positioning. **Gloves Defect Detection System:** The Company has deployed an advanced quality assurance system integrating Vision Camera technology with Artificial Intelligence Vision Deep Learning algorithms. This automated system performs real-time detection and segregation of gloves exhibiting manufacturing defects or quality standard non-conformances throughout the production process. System implementation has yielded productivity enhancements of up to 50.00%, representing significant operational efficiency gains while maintaining stringent quality standards. **Quality Control Digitization Initiative:** This digital transformation project implements Handheld device technology with seamless SAP system integration across Quality Control Work-in-Process (WIP) and Packing operations. The digitization initiative has achieved productivity improvements of up to 36.00% while simultaneously eliminating paper-based documentation processes entirely, contributing to both operational efficiency and environmental sustainability objectives. **Smart Energy Management System:** The Company has developed a comprehensive Dashboard Monitoring System integrated with distributed sensor infrastructure to capture and monitor energy consumption data with real-time visibility and 99.00% data accuracy. This intelligent energy management platform provides decision-makers with immediate access to actionable insights, enabling rapid, data-driven optimization of energy utilization patterns and supporting the Company’s broader sustainability commitments regarding resource efficiency and environmental stewardship.



Gloves Defect Detection System



Quality Control Digitization Initiative



Smart Energy Management System

These technology initiatives collectively demonstrate the Company’s commitment to operational excellence through innovation, supporting enhanced productivity, resource optimization, and sustainable business practices aligned with stakeholder expectations and long-term value creation objectives.

Projects that Help Promote the Environment

The Company is committed to pursuing business growth in parallel with sustainable environmental stewardship. As such, we place significant emphasis on the continuous development and implementation of innovations throughout our operational processes to align with our organizational environmental objectives.

One of our key initiatives is the reduction of chemical usage in manufacturing processes. The Company has enhanced its nitrile glove production process by reducing chlorine consumption during manufacturing. This improvement decreases the release of hazardous chemicals into the environment, minimizes ecosystem impact, and further promotes environmentally friendly production practices.

The implementation of such initiatives not only mitigates environmental impact but also reflects the Company's commitment to conducting business with social and environmental responsibility, while supporting the organization's robust and sustainable long-term growth.

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, 2025,

the Company has filed a total of

3 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 (UNGP), 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 monitors 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 acknowledgement 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. Additional details regarding the policy can be viewed as published on the Company's website.

Human Rights and Non-Discrimination Policy

https://www.sritranggroup.com/en/cg/important-policies

Social and Labor Policy

https://www.sritranggroup.com/en/cg/important-policies



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. Furthermore, the Company advances equality principles and facilitates employment accessibility for socially vulnerable populations.



Promoting Equality and Employment Accessibility for Socially Vulnerable Groups

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.

Number of Disabled Persons Employed

	FY2021	FY2022	FY2023	FY2024	FY2025
Number of disabled persons employed (person)	90	97	80	87	107
Value of employment of disabled persons (million Baht)	6,597,732	7,762,232	7,116,176	7,746,693	9,598,114

In 2025, 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 (UNGP). 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.



Respect Children's Rights and Commit to Supporting Children's Rights

The Company provides substantial importance to matters pertaining to children's rights and has formally declared its commitment to conducting business operations in accordance 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:

Sustainability for Supply Chain and Fair Trade

>> CRBP Principle

In the Workplace

Item 2. Support the elimination of child labor problems in business operations and dealings

Item 4Take into consideration child protection and safety in the workplaces and business operations

>> Action

- 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)

Human Rights

>> CRBP Principle

In the Workplace

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

In the Marketplace

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

>> Action

- 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)

Responsibility & Sharing

>> CRBP Principle

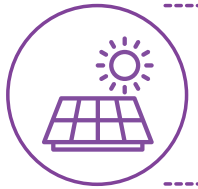
Community & Environment

Item 10 Promote the role of the state and communities in protecting and fostering children's rights

>> Action

- 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)





The Environmentally Friendly Technologies

>> CRBP Principle

Community & Environment

Item 7 Respect and promote children's rights when engaging in environmental activities, land ownership and use

>> Action

- 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

The Company's Human Rights Risk	Impact Assessment Issues
Labor Rights 	• Upholding freedom of association • Elimination of forced labor • Abolishing all forms of child labor • Elimination of discrimination • Welfare and social security • Participation in corporate transparency

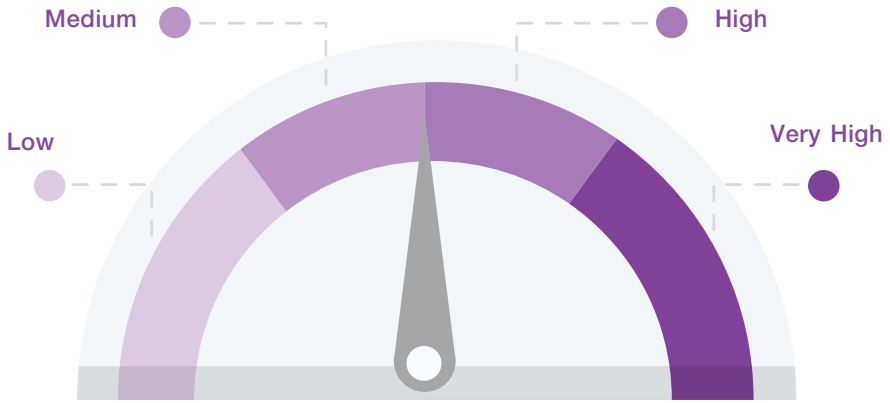
Rights of Local and Indigenous Communities	• Protection of local communities' rights • Participation in public hearings and community development • Community Impact Assessment • Support for gender and sexual equality
Rights in the Supply Chain	• Compliance with business ethics for business partners on ESG issues • Safety standards related to products or services • Protection and prevention of intellectual property infringement
Security and Safety Rights	• Safe and healthy work environment • Management of hazardous substances • Protection of Personal Data Rights
Environmental Rights	• Respectful use of water resources • Waste management • Respectful use of energy • Pollution management • Respect for biodiversity • Reducing the impacts of climate change
Rights of Customers and Consumers	• Protection of health and product safety rights

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

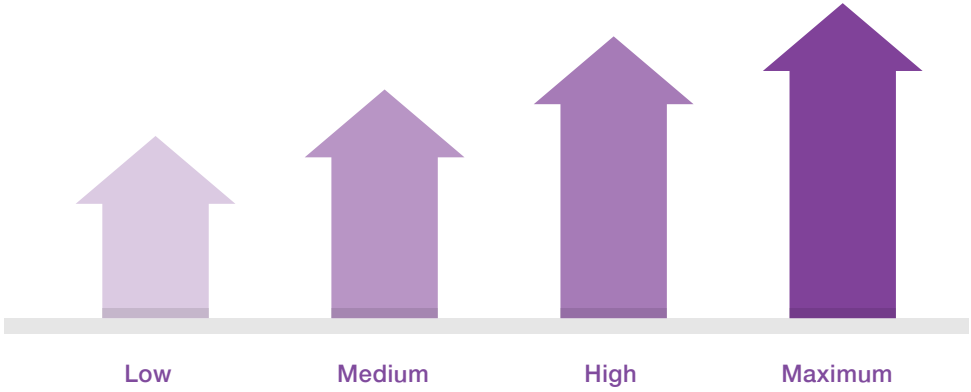
Risk Level Criteria

Consideration of the level of risk and impact on human rights is divided into 4 levels:



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:



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

As a result of the comprehensive human rights status investigation in the Company's business operations of 2025, 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 **showed the risks were medium level.**"

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
Environmental rights	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 render smog and may cause a nuisance to nearby communities. (Moderate risk level)	• 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
Supply chain risk	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. (Moderate risk level)	• 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.

Target

- 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.

Performance

In 2025, the Company's performance pertaining to human rights is as follows:

- The Company's business operations have been assessed on human rights risks and impacts at 100 percent.
- There was a total of 1 complaint related to environmental impacts (air). The Company has successfully resolved the issue, including providing remediation as agreed, and continues to monitor the results to ensure the effectiveness of operations and satisfaction of affected parties.

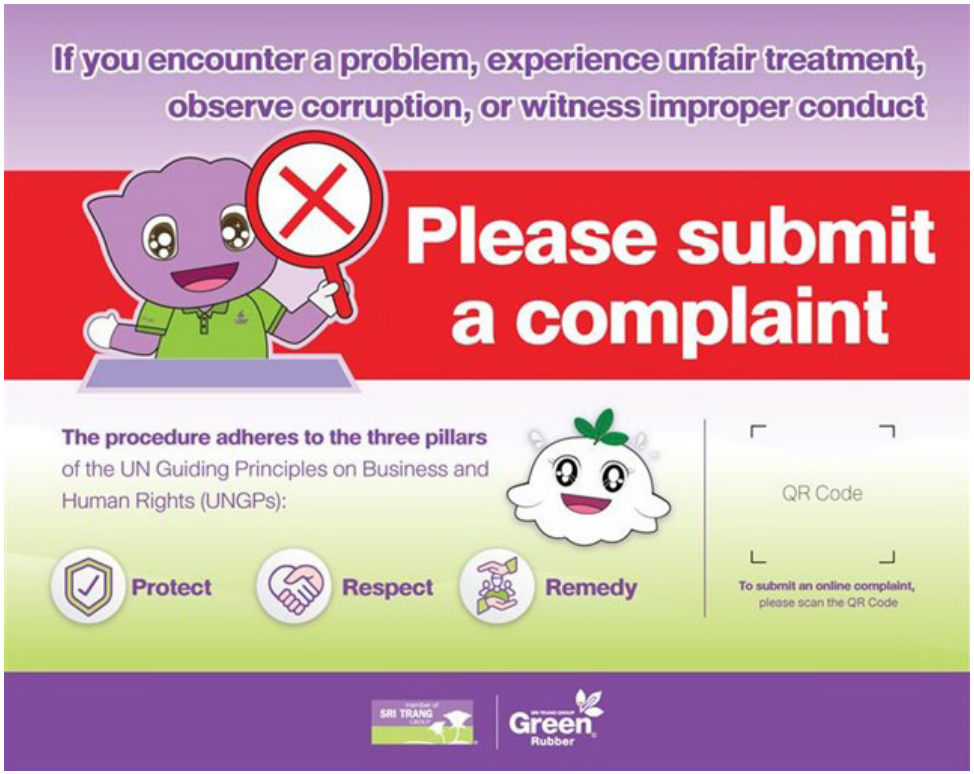
Collective Bargaining (Negotiation)

The Company facilitates structured communication between management representatives and employee representatives through the Welfare Committee, which is constituted by democratically elected employee representatives who engage in negotiations pertaining to mutual benefits within the statutory framework of national labor legislation. Systematic meetings are convened between management and the Welfare Committee on a regular basis, with 100% of the workforce covered under collective bargaining arrangements (GRI 2-30, 407-1). Furthermore, the Company has instituted formal channels for the receipt of complaints and recommendations through written correspondence and electronic communications directed to the Company Secretary, thereby establishing transparency and stakeholder confidence. **The Company maintains an exemplary record, having experienced no significant labor disputes, no human rights complaints, no material contraventions of social legislation or regulatory requirements, and no allegations of adverse social impacts throughout the preceding three-year period** (GRI 419-1)**.**

Grievance Mechanism

The Company has instituted a comprehensive grievance policy and established operational procedures for its grievance mechanism that encompass all stakeholder constituencies, thereby enabling the safe and transparent reporting of inappropriate incidents or human rights violations. This framework demonstrates alignment with

the principles articulated in the United Nations Guiding Principles on Business and Human Rights (UNGPs), which accord primacy to the concepts of protection, respect, and remediation. A multiplicity of reporting channels has been established, encompassing postal correspondence, electronic communications to the Company Secretary, physical complaint receptacles, QR code accessibility, and direct engagement with designated responsible departments. The mechanism has been architected to maintain complainant confidentiality, preclude retaliatory measures, and implement equitable investigative protocols, thereby ensuring that the business operations of the Sri Trang Group authentically embody respect for human rights principles.



Complaint and Whistleblowing Channels

Complainants are afforded the opportunity to submit complaints or provide confidential information to the Board of Directors through the office of the Company Secretary, or to the Audit Committee through the office of the Audit Committee Secretary, utilizing appropriate communication channels commensurate with the particular circumstances:

1. Sending a letter by post or submit directly at/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 Kanchanawanit Road, Phatong Subdistrict, Hat Yai District, Songkhla Province 90230

2. Communicating via electronic mail (E-mail):

Contact: **The Company secretary**

E-mail address: stgt_corporatesecretary@sritranggroup.com

Contact: **The Secretary of the Audit Committee**

E-mail address: anticorruption@sritranggroup.com

3. Communicating by telephone:

Contact: **The Company Secretary**

Number: 0-2207-4500 ext. 1406

Contact: **The Secretary of the Audit Committee**

Number: +66 7434 4663 ext. 331

4. Physical complaint receptacles positioned at the Group's manufacturing facilities and branch offices, in addition to accessibility through the Human Resources Employee Relations department. Furthermore, complainants may lodge reports through suitable channels encompassing both digital platforms (QR Code) and written documentation.

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. A comprehensive Data Governance Standard Policy and Procedure has been promulgated to establish guidelines for personal data management, risk governance frameworks, prevention of data security breaches, in conjunction with employee capacity-building and awareness cultivation programs. The Company undertakes systematic reviews and continuous enhancement of data protection measures to ensure sustained alignment with evolving regulatory frameworks and technological advancements.

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 2025, 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.



Workforce Management and Human Capital Development (GRI 3-3)

Recruitment

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.

Furthermore, the Company places significant emphasis on generating economic value for communities in its operational areas through fair and responsible local employment practices (GRI 202). The Company prioritizes hiring workforce from local communities to promote income distribution, reduce inequality, and support sustainable local economic development. In the year 2025, local personnel accounted for 63.05 percent of the Company's total workforce. Additionally, senior management positions are filled by individuals from operational areas at appropriate proportions, reflecting the Company's commitment to creating long-term employment opportunities and strengthening the bond between the Company and local communities.

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.

The total number of employees of the Company as of December 31, 2025 is 8,955 persons

Performance

Employment of FY2025

Permanent employee

by gender	Person	Percentage
Male	4,334	48.46
Female	4,610	51.54
Total	**8,944**	**100**

by region	Person	Percentage
Thai	**5,667**	**63.36**
South	5,203	58.17
Northeastern	110	1.23
Eastern	7	0.08
North	33	0.37
Central	132	1.48
Western	182	2.03

by region	Person	Percentage
Foreigner	**3,277**	**36.64**
Indonesia	8	0.09
Myanmar	3,172	35.47
Cambodia	14	0.16
Laos	-	-
Malaysia	6	0.07
Morocco	-	-
Taiwan	-	-
India	-	-
Vietnam	7	0.08
China	53	0.59
Philippines	3	0.03
Singapore	1	0.01
U.S.A.	13	0.15

Temporary employee

by gender	Person	Percentage
Male	10	90.91
Female	1	9.09
Total	11	100

by region	Person	Percentage
Thai	11	100
South	11	100
Northeastern	-	-
Eastern	-	-
North	-	-
Central	-	-
Western	-	-

by region	Person	Percentage
Foreigner	-	-
Indonesia	-	-
Myanmar	-	-
Cambodia	-	-
Laos	-	-
Malaysia	-	-
Morocco	-	-
Taiwan	-	-
India	-	-
Vietnam	-	-
China	-	-
Philippines	-	-
Singapore	-	-
U.S.A.	-	-

Employee termination

by gender	Person	Percentage
Male	1,385	41.82
Female	1,927	58.18
Total	3,312	100

Turnover rate	Person	Percentage
Turnover rate	268	12.63
Voluntary employee turnover rate	219	10.32

Workers who are not employees

	Person	Percentage
Total	-	-

New employee

by gender	Person	Percentage
Male	637	46.87
Female	722	53.13
Total	1,359	100

by age	Person	Percentage
Under 30 years	998	73.44
30-50 years	359	26.42
Upper 50 years	2	0.15
Total	1,359	100

Maternity leave	Person	Percentage
Maternity leave	217	10.23
Return after maternity leave	169	77.88



Monthly Recruitment of New Employees

Employee Recruitment Data	FY2021	FY2022	FY2023	FY2024	FY2025
New Employment Numbers (Person)	485	154	237	437	142
Internal Job Openings (%)	10.00	19.00	17.00	16.00	13.00
The average cost of recruiting new employees (Baht/Person)	2,954	12,388	17,953	13,016	8,479

Workforce Management

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 bargaining 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 **(employee participation rate in the provident fund: 60.18% of eligible employees in 2025)**, 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

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:

Indicator	Unit	FY2025	Target
Employee engagement	Percentage	80.82	>85
The proportion of employees who respond to the assessment	Percentage	98.35	≥85

The Company prioritizes the long-term development of employee quality of life and well-being (Employee Wellness Program) under its sustainability framework, focusing on creating a work environment conducive to physical and mental health (Happy Workplace), as well as strengthening organizational engagement through the design of health promotion activities accessible to and inclusive of employees at all levels.

In the year 2025, the Company continued to conduct employee well-being and engagement surveys to systematically gather feedback and assess satisfaction across various aspects of work. This year's survey results fell below target due to decreased scores in certain dimensions compared to the previous year. However, the Company has analyzed employee feedback and developed appropriate action plans to respond to expectations and promote positive impacts on employee quality of life and well-being. Examples of implemented programs include:

Physical Health Promotion Program: Sri Trang Run 2025 – Get Fit, Conquer 100K



This program was organized to promote a lifestyle emphasizing regular exercise and establish a sustainable organizational health culture, with participation from all subsidiaries within Sri Trang Group. The program was conducted in a Virtual Run format to reduce location and time constraints, allowing employees to exercise according to individual convenience, with a target distance of 100 kilometers per person within a specified timeframe.

Program Results

- Employees registered for the program: 1,826 participants (91.00% of target)
- Employees who started accumulating distance: 1,370 participants (75.03% of registered participants)
- Employees who achieved the 100-kilometer goal: 842 participants (61.46% of active participants)

Beyond quantifiable physical health results, the program created significant positive impacts on workplace atmosphere and organizational engagement. Feedback surveys from program participants revealed that many employees cited exercising with colleagues as a key motivational factor for continuing activities consistently. The program also strengthened interpersonal relationships and team collaboration, resulting in a stronger and more widespread organizational wellness culture throughout the Company.

This physical health promotion program forms an essential part of the Company's commitment to its corporate sustainability policy, particularly in the social dimension emphasizing long-term Shared Value Creation through investment in human capital and employee quality of life development. The Company has systematically integrated wellness programs into its human resource development strategy, covering multiple dimensions including promoting regular physical activity, providing health screening services based on individual risk factors for both physical and mental health, conducting training to build knowledge and understanding of good health maintenance, and utilizing health innovation and digital technology to effectively monitor and evaluate performance. The Company recognizes that employees with good well-being form the most critical foundation for building organizational competitiveness and long-term sustainable growth.

Mental Health Care Program: Mental Health Check-up 2025

This program systematically assessed employees' mental health status, workplace well-being, and support needs to develop appropriate and effective support plans based on collected data.

>> Duration and Scope

Duration: May - June 2025

Scope: Covering factories and offices nationwide

Implementers: Psychology specialists and psychiatrists

Program Results

The Company conducts regular assessments of employee mental well-being to ensure that all employees receive appropriate and comprehensive care. The assessment results indicate that employees' overall mental well-being is at a satisfactory level. Nevertheless, the Company's commitment extends beyond assessment alone; the findings are utilized as a basis for implementing targeted care and support measures for employees requiring additional assistance, including counseling services and continuous follow-up.

This mental well-being assessment program serves as a vital tool that enables the organization to systematically understand the mental health landscape of its workforce and to utilize such data in planning long-term support measures. These measures encompass personnel development, welfare provision, and the creation of a work environment conducive to the well-being of all employees. The program therefore constitutes an integral component in driving the Sri Trang Group's sustainability strategy in the social dimension, and reflects the Company's unwavering commitment to the holistic and continuous care of its people.

Fair Compensation Management and Cost of Living Considerations

The Company establishes compensation structures by considering knowledge, capabilities, job responsibilities, performance results through Key Performance Indicators (KPI), labor market conditions, and industry benchmarking to ensure competitive and fair compensation for employees at all levels. Performance indicators for each unit are determined through committee review to verify the appropriateness of metrics and targets, without discrimination based on gender, age, race, religion, or any other status (GRI 2-19, 2-20).

Additionally, the Company recognizes the importance of cost of living in employees' lives and incorporates national basic cost of living data as a factor in determining appropriate compensation aligned with economic conditions, inflation rates, and changing living costs. The Company sets basic wage rates in compliance with and above the legal minimum wage, along with additional compensation such as performance pay, attendance allowances, and other performance-based incentives to help reduce cost of living burdens and promote employees' quality of life.

For executive compensation, the Company has relevant committees overseeing the determination of appropriate, transparent compensation aligned with roles, responsibilities, and company performance. Compensation is linked to both financial and sustainability performance to promote responsible management and support the organization's long-term sustainable growth.

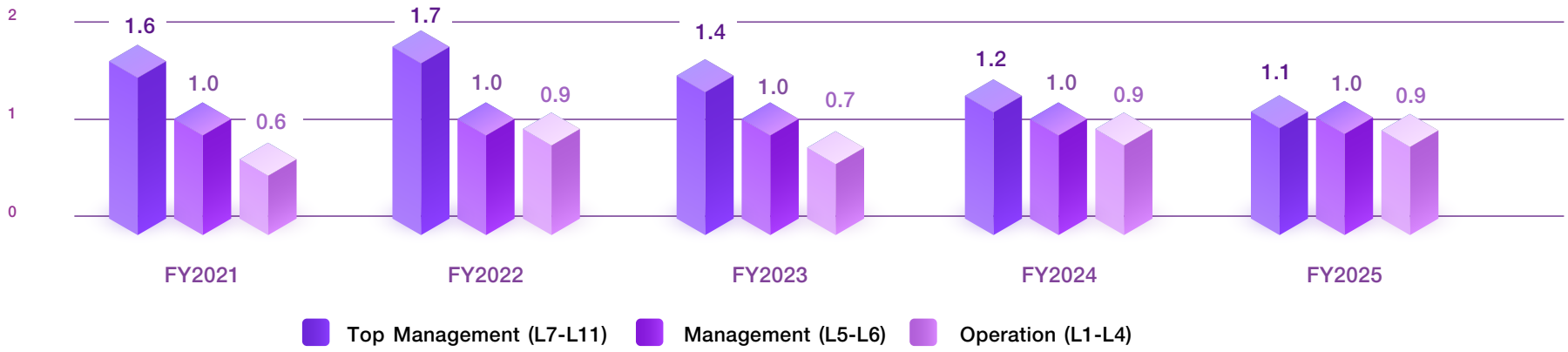
In the year 2025, **100% of employees received a performance evaluation based on the Key Performance Indicators (KPIs) of each department**, which regular reviews the performance and career development path (GRI 404-3).

In order to manage remuneration appropriately, the Company has conducted a survey on remuneration and welfare to compare with similar industries as well.

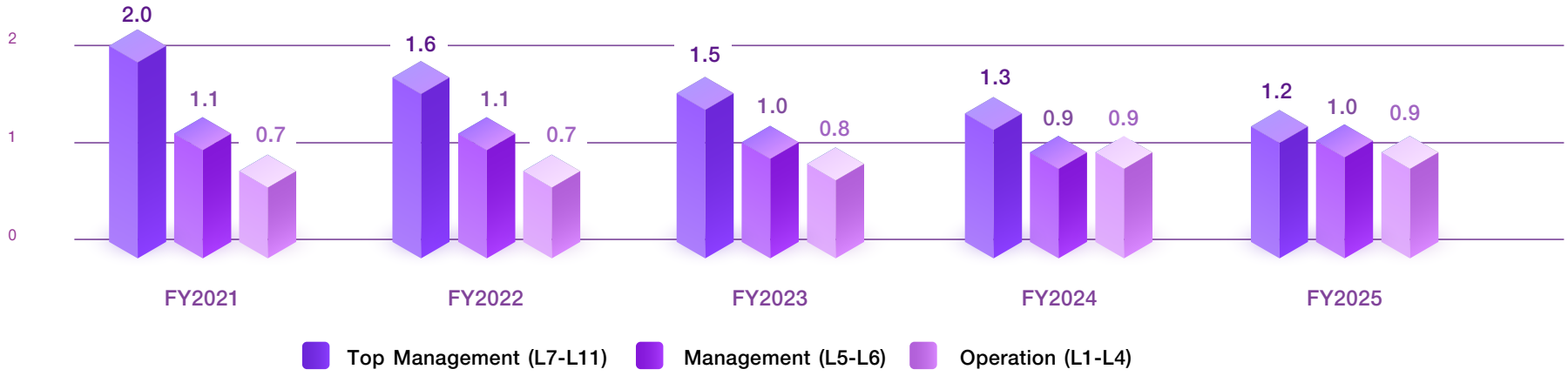
Performance

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

Base salary only



Base salary + bonus and other cash incentives



Human Capital Development

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.

Target

Training Hours Average

35 Hours/Person/Year

Performance

Training Hours Average (GRI 404-1)

46.16 Hours/Person/Year

The details of employee training for the year 2025 are as follows:

Total Training Hours

422,073 Hours



by gender

	Unit	FY 2025
Male	Hours	210,480
Female	Hours	211,593

by age

	Unit	FY 2025
Under 30 years	Hours	137,270
30-50 years	Hours	263,954
Upper 50 years	Hours	20,850

by level

	Unit	FY 2025
Operation (Level 1-4)	Hours	359,918
Middle Management (Level 5-6)	Hours	56,142
Top Management (Level 7-11)	Hours	6,013

by skill

	Unit	FY 2025
Administration	Hours	51,789
Manufacturing	Hours	41,190
Training	Hours	53,541
Service	Hours	23,251
Technical	Hours	47,534
Environmental	Hours	12,560
Occupational Safety and Health	Hours	94,882
Quality	Hours	26,049
Artificial Intelligence (AI)	Hours	71,277

Total cost of training

	Unit	FY 2025
Total cost of training employees	Baht	9,217,975.38
Total cost of training employees average	Baht/ Person/ Year	1,008.09
Human Capital Return on Investment- HC ROI	Ratio	0.89

Promoted Employee

	Unit	FY 2025
Promoted Employee	Percentage	10.72

** Since the year 2024, 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.

Employee Training and Skills Development Project

DIGITAL TRANSFORMATION (DX): The Path to Organizational Excellence

>> Background and Significance

In the current era, the world is experiencing rapid and comprehensive transformation into the digital age. Digital technology has come to play a vital role in how work is conducted. These changes require the Company to adapt and develop its capabilities in alignment with the digital age context by applying digital technology to systematically elevate organizational operations. For this reason, the Company has developed DIGITAL TRANSFORMATION (DX): The Path to Organizational Excellence as a primary tool to enhance efficiency, drive innovation, and strengthen competitive capabilities.

>> Project Goals and Expected Outcomes

Training will be provided to executives and employees to:

- Develop a Digital Mindset
- Learn, understand, and build Digital Literacy and Digital Skills
- Understand the Digital Transformation Framework
- Be able to define appropriate Digital Transformation Strategies, action plans, and budgets that provide value for investment
- Integrate and link data management systems to ensure accuracy, completeness, currency, and security

>> Benefits for Employees

Employees will gain knowledge, skills, and approaches for applying digital technology in their work to increase efficiency and prepare for changes in the digital age.

>> Benefits for the Company

The Company will be able to formulate strategies and execute digital transformation effectively, enhance competitive capabilities, and support sustainable development.

>> Number of Project Participants

13 people (executive level, such as Chief Financial Officer (CFO) and Branch Factory Managers)







STGT Young Blood Program: New Employee Potential Development (Group 1 and 2)

>> Background and Significance

The Company aims to develop the potential of new employees who have just completed their probationary period and have no more than 1 year of service, to ensure they have a clear understanding of STGT's roles, mission, Core Values, and organizational culture. This serves as a guideline for efficient work performance aligned with the Company's goals. In an era where work requires collaboration and rapid adaptation, building Collaboration and Soft Skills such as communication, teamwork, and positive thinking is essential for new employees. This program is therefore designed to include both theoretical learning and practical activities (Workshop, Group Discussion, Role Play, and Team Building) to strengthen organizational commitment and create a harmonious work atmosphere, while preparing employees to grow steadily with the organization.

>> Project Goals and Expected Outcomes

Training is provided to enable employees to:

- Have knowledge and understanding of STGT's roles, mission, Core Values, and organizational culture to use as a framework for efficient work performance
- Recognize and understand the organizational structure, executives, and interconnected work systems
- Build collaboration skills and Soft Skills necessary for new employees
- Acquire knowledge, skills, and techniques in the process of building organizational commitment and apply them creatively

>> Benefits for Employees

Employees will gain knowledge and understanding of STGT's roles, mission, values, and organizational culture, along with essential collaboration and Soft Skills through Workshop and Team Building activities. These help strengthen communication, coordination, and adaptation skills, enabling employees to have a positive attitude, organizational commitment, and readiness to grow steadily in their careers.

>> Benefits for the Company

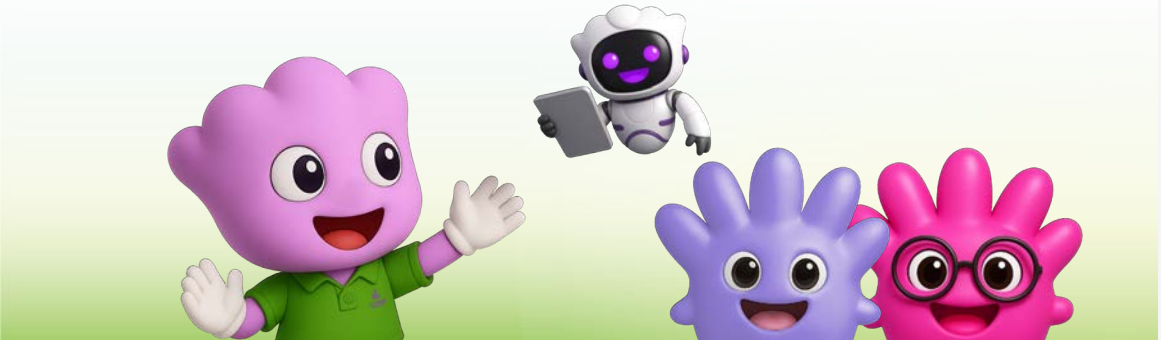
The Company has fostered a work environment characterized by unity and collaboration, which enhances operational efficiency, reduces conflicts, and strengthens organizational commitment, resulting in a workforce that is well-equipped to support long-term growth and sustainability.

>> Number of Project Participants

Group 1: 58 people and Group 2: 63 people, totaling 121 people







Leadership and Effective Team Management for Supervisors Program, Generation 2

>> Background and Significance

Teamwork is essential for developing work quality and organizational quality. However, when it comes to teamwork, some people view it as easy, while others see it as difficult. This is due to factors such as individual backgrounds, knowledge, capabilities, expertise, personality traits, and attitudes of each person. These elements can become significant obstacles to good teamwork. This program is designed to help participants understand both the concepts and methods, as well as gain perspective on effective teamwork, which will ultimately impact the quality of work and the organization as a whole.

>> Project Goals and Expected Outcomes

Training is provided to enable executives and employees to:

- Inspire and enhance knowledge, tools, and leadership skills for the Company's senior managers
- Apply AI-driven changes to work processes
- Integrate interactive learning with practical applications tailored to the rubber industry

>> Benefits for Employees

Supervisors will gain knowledge, skills, and approaches for effective team management in areas including planning, communication, motivation, and collaboration, to enhance work quality and team relationships.

>> Benefits for the Company

The Company will have supervisors with strong leadership who can manage teams effectively, resulting in smooth collaboration, improved work quality, and a strong, sustainable work culture.

>> Number of Project Participants

48 people





Age 50+ Program: Preparing for a Prosperous Life... Welcoming Retirement

>> Background and Significance

The demographic shift toward a fully aging society presents both challenges and opportunities for organizations. The Company recognizes the value and extensive experience of employees aged 50 and above, who have been a vital force driving the organization throughout. To enable this group of employees to prepare for this significant life transition with quality and stability, the Age 50+ Program: Preparing for a Prosperous Life... Welcoming Retirement has been established. With a commitment to equipping employees with the knowledge and skills necessary for comprehensive retirement life planning-covering financial planning, physical health, mental health, and purposeful living-this program represents part of the Company's Social Sustainability policy, which emphasizes employee care throughout their working life and into a fulfilling retirement.

>> Project Goals and Expected Outcomes

Training is provided to enable employees to:

- Build awareness and develop skills in post-retirement financial planning for the target employee group
- Promote good health and support psychological adjustment in transitioning to retirement
- Support social responsibility toward society and personnel

>> Benefits for Employees

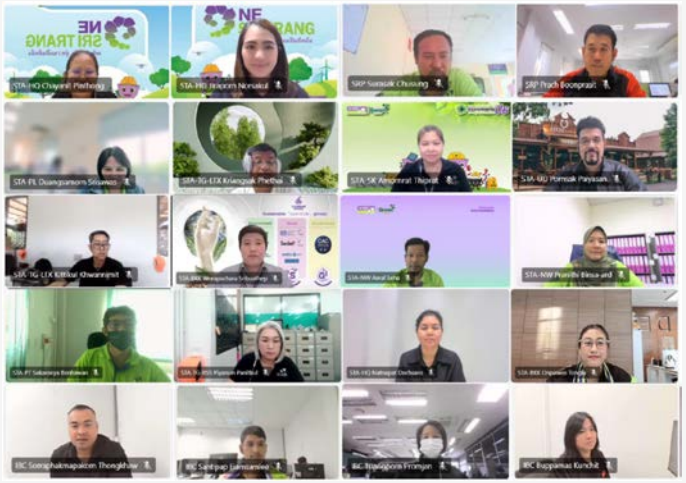
Employees can clearly define life goals and choose post-retirement careers or supplementary activities, reducing anxiety and uncertainty about retirement.

>> Benefits for the Company

The Company can reduce risks by ensuring employees have clear options and post-retirement life plans, helping reduce anxiety and enabling them to fully focus on their work in the final years. This indirectly contributes to increased efficiency and productivity.

>> Number of Project Participants

166 people



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	FY2020		FY2021		FY2022		FY2023		FY2024		FY2025	
	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)	Number of topics	Cost reduction (million Baht)
OPL	1,529	-	2,159	-	4,458	-	1,828	-	3,455	-	2,265	-
Kaizen	656	115	1,092	241	1,481	176	496	129	652	308	330	212
QCC	199	123	216	92	193	99	140	118	170	178	111	182

Employee Development and Promotion of Innovation Projects

Ash Accumulation Reduction and Boiler System Efficiency Improvement Project

Location: Surat Thani Branch Factory

Background and Significance: The branch factory identified that its biomass boiler system was consuming fuel at a rate exceeding standard benchmarks, attributable to the accumulation of ash within the system. This condition resulted in reduced combustion efficiency, increased production costs, and heightened occupational safety risks for employees.

Implementation Details: The engineering and maintenance teams collaborated to analyze and optimize the airflow control mechanisms within the combustion chamber. These improvements were designed to minimize ash accumulation and enhance overall combustion performance.

Benefits Realized:

Dimensions	Outcomes
Economic	Reduced production costs by approximately 3 million Baht per unit per year
Environmental	Decreased biomass fuel consumption and reduction in carbon dioxide (CO_2) emissions from combustion processes
Safety	Reduced necessity for personnel to work in high-temperature and confined-space environments
Delivery	Improved on-time product delivery resulting from enhanced system stability

This project reflects the Company's commitment to efficient resource utilization, minimization of environmental impact and the safeguarding of employee health and safety throughout its production processes.

Automated Material Part Verification System Development Using iLogic

Location: Premier System Engineering Co., Ltd. (PSE)

Background and Significance: The previous Material Part verification process required manual data transcription on a page-by-page basis within the design software, averaging 2.33 minutes per page. This approach resulted in process delays, increased risk of human error and inefficient utilization of personnel resources.

Implementation Details: The project team developed an automated program embedded within the design system, enabling simultaneous data extraction and export across all drawing pages in a single operation. The solution incorporates automatic database connectivity, thereby eliminating redundant tasks and minimizing errors associated with manual data transcription.

Benefits Realized:

Dimensions	Outcomes
Economic	Reduced operational costs by approximately 262,847 Baht per year
Efficiency	Reduced verification time by up to 97% per page
Quality	Eliminated manual transcription errors through fully automated verification processes
Safety	Reduced visual fatigue among personnel resulting from high-volume data review
Environmental	Decreased consumption of paper, printing ink and electrical energy

This project reflects the Company's commitment to leveraging digital technology to enhance operational efficiency, reduce resource consumption and elevate the quality of work in a sustainable manner.

Transformation of Filter Press Sludge from Cost to Revenue

Location: Hat Yai Branch Factory

Background and Significance: The branch factory had been incurring disposal costs associated with sludge generated by its Filter Press system. In response, the Environmental Department initiated a feasibility study to explore the commercial utilization of this sludge as an alternative to conventional disposal, in alignment with the principles of the Circular Economy.

Implementation Details: The Environmental Department conducted a market survey and engaged in negotiations with prospective buyers capable of utilizing the sludge as a raw material in reclaimed rubber production processes. The initiative included obtaining the requisite permits for the removal of non-utilized materials from the Department of Industrial Works in full compliance with applicable regulations. In addition, improvements were made to the packaging and storage systems prior to the commercial sale of the sludge at a price of THB 3 per kilogram.

Benefits Realized:

Dimensions	Outcomes
Economic	Reduced disposal cost by approximately 310,714 Baht
Environmental	• Diverted 66 tons of waste from landfill • Reduced greenhouse gas emissions by 52 tons of carbon dioxide equivalent (tCO_2eq)
Circular Economy	Reintegrated sludge into the production value chain through upcycling, reducing reliance on virgin raw materials
Regulatory Compliance	Ensured full adherence to environmental legislation and Department of Industrial Works regulations

This project serves as a concrete example of waste management in accordance with Circular Economy principles, demonstrating the Company's ability to generate economic value whilst simultaneously reducing environmental impact in a measurable and tangible 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 (GRI 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 2025, 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 Anvar**.

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.

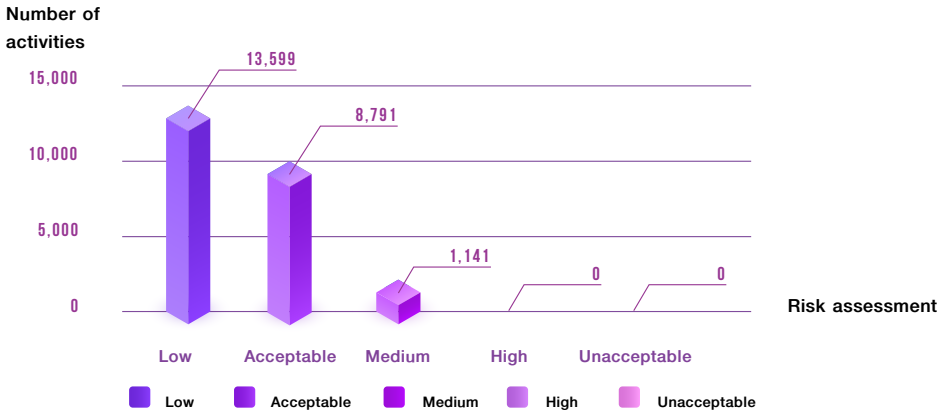
The Company has established procedures for handling incidents involving physical or property damage, as well as work-related illnesses. This includes an accident investigation process to determine the causes, set corrective measures, and prevent recurrence, as well as follow up on the implementation 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 2025, 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 2025 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 five levels, it was found that there were 13,599 activities with low risks, 8,791 activities with acceptable risks, 1,141 activities with medium 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:



1. Cutting/Slicing/Stabbing by Objects

>> Cause identification

- Negligence of employees not wearing personal safety equipment, or using specified equipment or tools
- Failure to comply with operational safety regulations

>> Accident prevention

- 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
- Install yellow tape to demarcate areas around machines or structures where touching is prohibited and clarify to employees accordingly
- Require monitoring and supervision of employees to ensure compliance with safety regulations



2. Bumping/Crashing by Objects

>> Cause identification

- Employee negligence in not wearing personal protective equipment, or using it improperly or using the wrong type of said equipment
- Negligence of employees in not using designated tools or devices or not working according to the required procedure

>> Accident prevention

- 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
- Carry out appropriate improvements, repair and maintenance of equipment, tools, machinery and work areas as required
- 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

- Employees' failure to follow work procedures and correct work methods
- Negligence of employees in operating machinery

>> Accident prevention

- Clarify and remind employees to follow safe work procedures
- Prohibit the use of equipment or machinery which is damaged or not in good working condition until a safeguard or remediation is undertaken
- Require the installation of a safeguard switch and an emergency button on machinery
- 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 covering 4 crisis scenarios, including: fire, boiler explosion, flooding, and cyber attack.

Moreover, the Company has conducted a risk improvement survey organized by the Insurance Department in collaboration with the insurance broker (Marsh PB Co., Limited). Any deficiencies or recommendations identified during the inspection are used to develop corrective and preventive action plans, as well as continuous improvement measures to reduce risks that may impact the Company.

Work-related Health Services (GRI 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.





Monitoring and analyzing the work environment
(Covering both work areas and personal)

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. 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 Inspection Activity





Safety Greeting Culture Project



KYT Activity

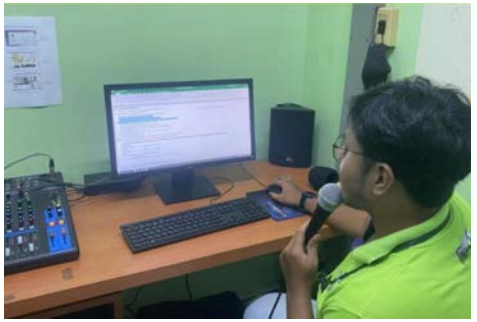


Safety Talk Activity





Safety Day



Safety Radio Activity



Safety Q&A 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 tracksuits 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.

- **Training to Promote Occupational Safety, Health, and Environmental Conditions**



Training to Promote Occupational Safety, Health, and Environmental Conditions



- **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

- **Emergency Prevention and Response Training**



Basic Firefighting Training



Ammonia Leak Response Drill



Basic Incident Reporting and Suppression Training



Practice Fire Suppression Plans



Practice Plans to Stop Nitric Acid Leaks



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 Chumphon and Surat Thani Branch Factory.



Medical Building



Employee Health Check



Health Promotion and Disease Prevention Program for Employees in the Workplace



Basic First Aid and Workplace Ergonomics





- 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 2025

- Safety to School Activity





Educating Students on How They Would Evacuate from Fire

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.



Target

- Zero number of fatal accidents from work
- Zero number of occupational illnesses for all workers





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	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Fatality as a result of Work-Related Injury	Case							
• Employee		0	0	1	0	0	0	0
• Contractor		0	0	0	0	0	0	0
Lost-Time Injury Frequency Rate (LTIFR)	Case/1,000,000 worked hours							
• Employee		1.26	2.68	2.08	1.93	1.40	0.38	0.34
• Contractor		-	NA	NA	0	0	0	0
Injury Severity Rate (LTISR)	Case/1,000,000 worked hours							
• Employee		-	17.52	10.86	5.42	7.95	1.43	0.63
• Contractor		-	NA	NA	0	0	0	0
Total Recordable Injury Frequency Rate (TRIFR)	Case/1,000,000 worked hours							
• Employee		2.50	3.27	2.88	4.34	3.81	2.10	1.68
• Contractor		-	NA	NA	0	0	0	0
High-Consequence Work-related Injuries Rate*	Case							
• Employee		0	0	0	1	0	0	0
• Contractor		-	NA	NA	0	0	0	0
Occupational Illness Frequency Rate (OIFR)	Case							
• Employee		0	0	0	0	0	0	0
• Contractor		-	NA	NA	0	0	0	0

** 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

Product Quality and Safety (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 not received any complaints related to customer data breaches or data privacy incidents (GRI 418-1).**

Regarding product responsibility, the Company has established **product recall procedures** by creating standard operating methods and a reference control document system, which clearly defines the methods, procedures, and responsible people to ensure the Company can correctly recall products from the market and handle returned products accordingly. This helps build customer and consumer confidence in product warranties. **During the past four years, the Company has experienced no instances of product recalls.**

Development of Products which are Safe for Consumers as well as Environmentally-Friendly (GRI 416-1)

Sri Trang Gloves (Thailand) Public Company Limited operates under the guiding principle of "Clean World Clean Gloves," representing our commitment to developing environmentally responsible products that prioritize consumer safety. Through systematic research and development initiatives, the Company manufactures innovative natural rubber products utilizing environmentally sound production methodologies that address the evolving requirements of our customers and consumers. The Company's product portfolio consists of natural rubber gloves engineered to eliminate protein-induced hypersensitivity reactions during use (GRI 416-1). This safety profile has been substantiated through comprehensive testing protocols aligned with two internationally recognized standards: Total Protein (ASTM D 5712-15) and 4 Major Allergen Protein (ASTM D7427-16). Our powder-free formulations are designed to prevent allergic responses and dermatological irritation, as validated through Biocompatibility Testing protocols. The products demonstrate freedom from toxicity, heavy metal contamination, and residual chemical substances, thereby meeting food-contact safety requirements. The Company's products exhibit enhanced elasticity and mechanical strength, demonstrating resistance to non-polar oils, aqueous solutions, and selected chemical agents. Manufacturing processes exclude chlorination procedures, eliminating concerns regarding chlorine residue. Products feature optimized surface characteristics that facilitate application and ensure user comfort throughout extended wear periods. Environmental considerations are integrated throughout the product lifecycle, with natural biodegradability and manufacturing processes designed to minimize greenhouse gas emissions through biomass energy deployment and optimized chemical utilization strategies.

Additionally, to ensure customers and consumers demonstrate supply chain responsibility, the Company has obtained FSC™-COC (Chain-of-Custody Certification) for both medical and industrial natural rubber glove operations. Furthermore, the Company utilizes FSC™ (Forest Stewardship Council) certified packaging materials, representing internationally validated assurance that products do not contribute to deforestation. The Company's commitment to maintaining exemplary quality and safety standards is substantiated through documented operational performance. **Throughout the preceding four-year period, the Company has maintained a record of zero significant complaints pertaining to product quality deficiencies or regulatory non-compliance from customers or end consumers (GRI 416-2).**

The Company maintains comprehensive and transparent disclosure protocols regarding product and service attributes through diversified communication channels and product labeling systems. Information is conveyed utilizing precise, accurate, and accessible language, supplemented with appropriate safety warnings in full accordance with applicable regulatory frameworks and legal requirements. This encompasses guidance on safe product utilization protocols and end-of-life disposal procedures (GRI 417-1). The Company has incorporated the Children's Rights and Business Principles (CRBP) framework into operational protocols. Developed collaboratively by UNICEF, the UN Global Compact, and Save the Children, this framework ensures that the Company's business operations systematically respect and advance children's rights across all operational dimensions, reflecting our substantive commitment to corporate social responsibility and stakeholder welfare.

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



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.















Customers Relationship (GRI 3-3)

Customer Satisfaction Assessment

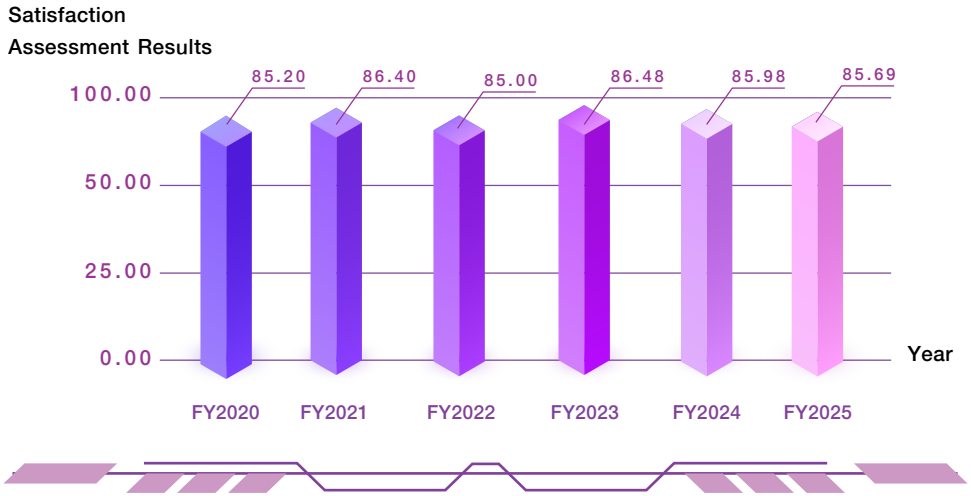
The Company conducts a survey and assessment of customer satisfaction annually, the results of which are evaluated to further develop the Company's products and services to better meet the needs of customers as much as possible. The Company's satisfaction assessment survey covers the accuracy and completeness 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.

Target

The customers and consumers satisfaction equals 80%.

Performance

Performance of Customer Satisfaction



The Company has undertaken continuous product quality development and improvement initiatives, with customer satisfaction assessment results serving as a key consideration. Notable examples include the development of packaging manufactured from recycled materials that maintains equivalent strength properties to conventional materials, thereby achieving significant reductions in natural resource consumption. Furthermore, the Company systematically analyzes customer feedback and complaints to enhance operational processes across all dimensions, encompassing production, packaging, and product distribution, to align with customer expectations and elevate customer satisfaction levels.

In fostering transparency and customer confidence, the Company has established a comprehensive traceability system for natural rubber-based products, enabling verification back to raw material origins.

This system has been designed in accordance with the European Union Deforestation Regulation (EUDR) requirements. The Company's manufacturing facilities have undergone verification and certification confirming that natural rubber products are not linked to deforestation activities and that operations are conducted in strict compliance with applicable laws and regulations, thereby providing customers with assurance regarding quality control and responsible raw material sourcing.

Performance regarding Building Relationships with Customers and Consumers (GRI 3-3)

Throughout the year 2025, the Company maintained proactive stakeholders engagement with domestic and international customers on Environmental, Social, and Governance (ESG) performance matters. Engagement mechanisms included comprehensive assessment questionnaire responses, structured consultation dialogues, and facilitated factory site visits, providing stakeholders with direct visibility into the Company's operational practices and sustainability initiatives. The Company's demonstrated commitment to sustainable business practices has garnered significant industry recognition: SX TSCN Sustainability Award 2025: Awarded for the second consecutive year, recognizing excellence in sustainability performance, Business Partners Award - Platinum Level: Achieved for the second consecutive year, representing the highest tier of business partnership excellence and Business Partner of the Year 2025: Designated as one of three recipients, acknowledging outstanding partnership contribution. These accolades were conferred at the TSCN Business Partner Conference 2025 and ThaiBev Business Partner Award Ceremony 2025. The Company's subsequent invitation to formal award program membership serves to reinforce stakeholder confidence in our comprehensive sustainable operations framework, which integrates environmental stewardship, social responsibility, corporate governance excellence, and economic sustainability principles.





Support and Participation with the Community (GRI 3-3)

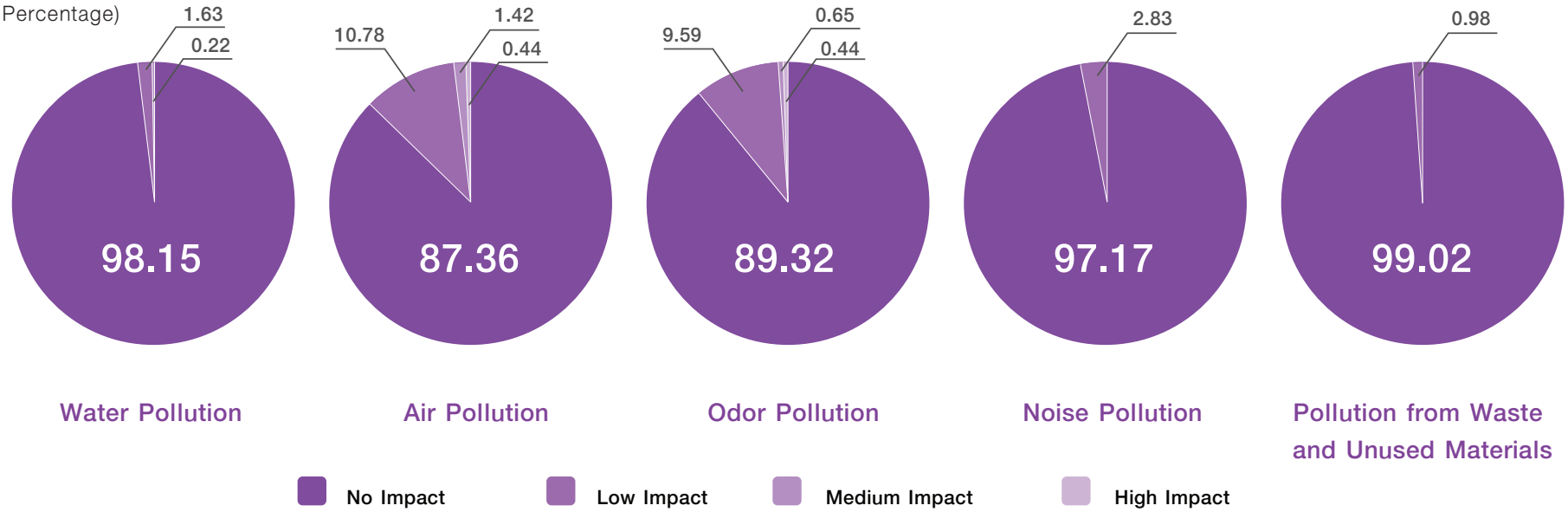
The Company places importance on participation in community and social development alongside its business operations and, therefore, promotes active engagement in community development and fosters a positive sense of corporate social responsibility in supporting the well-being of local communities, taking 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.

In the year 2025, the results of the environmental impact assessment around the Company's 6 branch factories, covering 70 communities within a 5-kilometer radius, totaling 918 sample groups, **did not find any significant negative impacts** (GRI 413-2).

The summary is as follows:

(Unit: Percentage)



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:

- Children and Youths
- Environment
- Local Arts, Culture and Traditions
- Good Health and Occupational Hygiene
- Development of Local Career and Well-Being
- Assistance for Disaster Victims and Vulnerable Groups



Volunteer Employees 971 persons with totaling 3,702 hours

In the year 2025, 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:

Children and Youths

51 Activities

Investment 247,079 Baht (9.37%)

Local Arts, Culture and Traditions

59 Activities

Investment 239,961 Baht (9.10%)

Development of Local Career and Well-Being

34 Activities

Investment 282,885 Baht (10.73%)

Environment

19 Activities

Investment 129,427 Baht (4.91%)

Good Health and Occupational Hygiene

40 Activities

Investment 445,958 Baht (16.91%)

Assistance for Disaster Victims and Vulnerable Groups

37 Activities

Investment 1,292,097 Baht (48.99%)

Total 241 Activities with Investment 2,637,407 Baht

Children and Youths

The Company is committed to supporting and empowering children and youths across all professional fields through quality rubber glove products under the “Sri Trang Gloves” brand. These products facilitate skill development and critical thinking processes beyond classroom learning, enabling students to apply their professional knowledge to address public health issues, recommend disease prevention approaches, promote health, and contribute to societal benefit as future contributors to national development. Supported programs include the Mahidol Camp Project, Young Scientists Camp Project, Veterinary Volunteer Camp Project, Mobile Animal Health Service Project, Urban and Rural Community Development Volunteer Project, and Open House Medical School Project.

In the year 2025, the Company donated a total of 60,000 medical gloves to support the learning and development of children and youths.





“Children’s Day with Sri Trang Gloves” Activity

The Company actively participates in National Children’s Day activities organized in areas where branch factories are located, emphasizing enjoyment and constructive learning for children through activities such as interactive games that develop alertness and various skills. These activities not only provide entertainment for children but also strengthen relationships among the organization, government agencies, and communities.




"The Miracle of the First 1,000 Days of Life to 2,500 Days" Project

The Company provides both volunteer personnel and funding to support the health and development of women and children from pregnancy through age 5, enabling Thai children to reach their full potential with good health, age-appropriate development, and quality of life. This project extends **the "First 1,000 Days of Life"** concept (from conception to age 2) to cover children up to age 5, establishing a solid foundation for long-term health and quality of life through collaboration with community and local network partners. The initiative includes field activities providing knowledge to new mothers on nutrition and early childhood development in areas where the Company operates.




Local Arts, Culture and Traditions

The Company recognizes the importance of preserving local arts, culture, traditions, and indigenous heritage without discrimination, and is committed to sustaining valuable cultural traditions within local communities through continuous support and promotion of various activities, such as the La Sang Festival (a celebration following rice harvest), the Thai Cultural Community Ties of Patong event, and Waqaf ceremonies to foster harmony in multicultural society.




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 (Pallets Sarn Rak)

Surat Thani Branch Factory has organized the "Pallets Sarn Rak" project for the **fifth consecutive year**. As of the current period (the year 2025), the project has generated **a total income of 481,290 Baht** for the participating group.

The Company has reduced storage space requirements by disposing of **5,872 pieces** of unused pallet wood.

Performance



Satisfaction Assessment Results from Project Participation **98.00%**

(Target: 85%)

Social Return on Investment (SROI) **3.93**





"Breakfast for Students Year 2" Project

Breakfast is the most important meal of the day, particularly for children and youth in their school years, as this is when the body and brain require adequate energy and nutrients. Proper and consistent breakfast consumption promotes growth and effective learning throughout daily activities. Currently, many families in various areas continue to face challenges regarding food quantity, quality, and nutritional diversity.

The "Breakfast for Students Year 2" project represents the continuation and expansion of the original initiative. Expert speakers were invited to provide knowledge to students on chicken farming, mushroom cultivation, and red worm farming as a natural protein source that enhances chicken immunity, reduces animal feed costs, and promotes cost-effective utilization of local resources.

Performance



Satisfaction Assessment Results from Project Participation **96.00%**

(Target: 85%)

Social Return on Investment (SROI) **2.89**





“1,000 Pollen Products Promotion” Project

Sadao P.S. Branch Factory identified opportunities to further develop and generate income for local communities through the Economic Insect Farming Promotion Project, which supports occupational development and community self-reliance. This initiative builds upon the “Stingless Bee Honey Farming” project to develop Stingless Bee Honey products and online sales channels on the TikTok platform, including marketing guidance and content creation for shop promotion.

Performance in the year 2025, The project achieved cost reduction and generated **a total income of 96,480 Baht** for members, while diverting **6 tons** of general waste from pallet wood disposal, which the group repurposed into Stingless Bee hives.

Performance



Satisfaction Assessment Results from Project Participation **95.00%**

(Target: 85%)

Social Return on Investment (SROI)

4.60









"Proud Fabric" Project (Pha Poom Jai)

The Company creates shared value (CSV) that benefits both economic development and society while instilling a green culture among employees regarding environmental stewardship. The project accepts donations of unused employee uniforms for conversion into reusable cleaning cloths for tools and machinery within the organization. The Songkhla Special Correctional Institution's Vocational Training Unit serves as the pilot organization, with plans to expand to vulnerable groups and interested communities.

Performance in the year 2025, the project recycled a total of **2 tons** of waste and generated a total income of **39,600 baht** for members.



Performance



Satisfaction Assessment Results from Project Participation **85.00%**



(Target: 85%)





In addition to promoting and jointly developing various community livelihood projects, the Company maintains a policy of utilizing community products for packaging and gift baskets for visitors on important occasions. In the year 2025, **total community product subsidies amounted to 101,000 Baht.**

- **Giant Bee Hive Community Enterprise Products**
  Khok Muang Subdistrict, Hat Yai District, Songkhla Province
- **Stingless Bee Honey Products**
  Ban Tua Yang Community, Sadao Subdistrict, Sadao District, Songkhla Province
- **Processed Food Products, Pak Kadae Community**
  Pak Kadae Community, Kanchanadit District, Surat Thani Province
- **Care Clean Ban Thai-Junglon Community Enterprise**
  Samnak Kham Subdistrict, Sadao District, Songkhla Province
- **Tie-Dye Fabric Products, To Mueang Batik Community**
  To Mueang Community, Bang Mak Subdistrict, Kantang District, Trang Province
- **Processed Food Products, Khao Chai Rat**
  Khao Chai Rat Subdistrict, Pathio District, Chumphon Province

“STGT Repair, Build, Develop Community” Project

The Company participates in the development of surrounding communities through budget allocation and deployment of specialized personnel in appropriate fields, such as repairing roads and public buildings within communities, repairing water supply systems, and repairing community electrical systems, as well as promoting good sanitation practices to enhance the quality of life for community members.



“STGT Repair, Build, Develop Community” Project: Thung Thong Community Roadside Landscape Improvement

Khao Chai Rat Subdistrict, Pathio District, Chumphon Province



“STGT Repair, Build, Develop Community” Project: Community Road Repair

Soi Jom Thong, Phlai Was Subdistrict, Kanchanadit District, Surat Thani Province



“STGT Repair, Build, Develop Community” Project: Khlong Tong Landscape Improvement

Phatong Subdistrict, Hat Yai District, Songkhla Province



“STGT Repair, Build, Develop Community” Project: Lop Mum Community Landscape Improvement

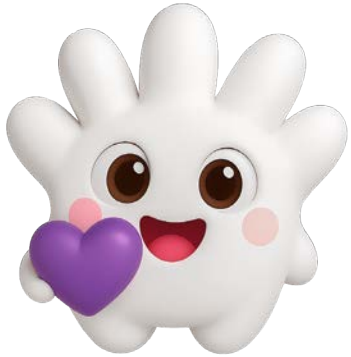
Phatong Subdistrict, Hat Yai District, Songkhla Province



“STGT Repair, Build, Develop Community” Project: Lop Mum Community Sports Field Improvement

Phatong Subdistrict, Hat Yai District, Songkhla Province







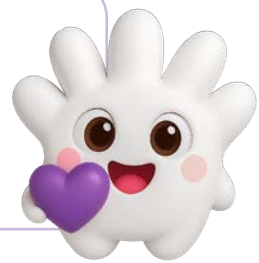
Good Health and Occupational Hygiene

As a medical equipment business organization, the Company aspires to enhance well-being across all communities by utilizing resources to achieve maximum efficiency through diverse activities. These include donating medical equipment for community healthcare, such as medical gloves, blood pressure monitors, blood glucose meters, and weighing scales. The Company also conducts mobile health screening units for community members and provides training courses on “Safety Skills Development and Basic First Aid” to village health volunteers, village doctors, students, and the general public. The objective is to equip communities with sufficient knowledge for self-care and assistance to others in emergencies, contributing to sustainable community development. Throughout 2025, the Company conducted activities across 5 areas with a total participation of 262 individuals.

“Blood Donation to Help Humanity” Project

The Company organizes blood donation activities for employees in collaboration with the Thai Red Cross Society every three months to support the Thai Red Cross blood service and replenish blood used to save patients’ lives in various situations. This activity also promotes employee altruism and strengthens health.

In the year 2025, employees from all six branches participated in the project, **with a total of 817 participants** donating **367,650 cc** of blood.















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:








ONE SRITRANG

"Sri Trang Shares Compassion" Project

The Company provided recovery assistance and moral support to flood victims since November 2025.

Sri Trang Agro-Industry Public Company Limited, Sri Trang Gloves (Thailand) Public Company Limited, and subsidiary companies



"Distribution of rubber gloves for cleaning, totaling 909,400 gloves covering over 37 areas, with a cumulative value exceeding 1,000,000 Baht"

"Sri Trang Shares Compassion" Project

The Company provided recovery assistance and moral support to flood victims since November 2025.

Sri Trang Agro-Industry Public Company Limited, Sri Trang Gloves (Thailand) Public Company Limited, and subsidiary companies jointly delivered relief bags, drinking water, and essential living supplies, while deploying volunteer employees and fire trucks to assist with cleanup in various affected locations across Songkhla, Pattani, Yala, and Narathiwat provinces, with a cumulative value exceeding 452,610 Baht. Distribution of rubber gloves for cleaning, clean water, and volunteer employees to assist with household cleanup, totaling 909,400 gloves covering over 37 areas, with a cumulative value exceeding 1,000,000 Baht.

Financial assistance for Southern flood recovery was also provided through the following organizations:

- Songklanagarind Hospital Foundation: 1,500,000 Baht
- Thai Red Cross Society: 1,000,000 Baht
- Hat Yai Hospital: 1,000,000 Baht
- Prince of Songkla University Shelter Center: 300,000 Baht

“Persons with Disabilities Capacity Development” Project

The Company is committed to respecting human rights and complying with the Persons with Disabilities Empowerment and Quality of Life Promotion Act B.E. 2550 (Section 33) by implementing employment programs for persons with disabilities through both direct employment within the Company and collaboration with provincial offices of the Ministry of Social Development and Human Security to arrange suitable positions in government agencies, such as the Sadao Municipality Community Happiness Repair Center, hospitals, and Subdistrict Administrative Organizations, covering Songkhla, Trang, Surat Thani, and Chumphon provinces. The program has operated continuously from 2016 to the present.

Beyond legal employment requirements, the Company emphasizes enhancing the quality of life for persons with disabilities to support the Sustainable Development Goals (SDGs), particularly SDG 1: No Poverty and SDG 10: Reduced Inequalities. The Company has continuously promoted training and skills development for employees with disabilities working at the Sadao Municipality Community Happiness Repair Center to strengthen confidence, competence, and work capacity, while serving as a model for collaboration between the private sector and local government in sustainably improving the quality of life for persons with disabilities.





Environment

“Sri Trang Go Green: Blue Carbon Restoration” Project

Blue Carbon refers to carbon dioxide stored in marine and coastal ecosystems, including mangrove forests, tidal flats, seagrass beds, and salt marshes. These ecosystems are up to four times more efficient at carbon sequestration than terrestrial forests due to their superior capacity to capture carbon dioxide and store it in sediment layers, effectively reducing atmospheric greenhouse gas concentrations and mitigating climate change impacts.

The Company continues to champion this project for the **second consecutive year** in collaboration with the Faculty of Fisheries Science and Technology, Marine Science and Environment Program, Rajamangala University of Technology Srivijaya, Trang Campus. This year, the project has conducted studies and experimental cultivation of sea purslane or black purslane (pioneer plants for preventing beach erosion) in various environmental conditions to collect survival rate data before actual planting implementation at Mod Tanoi Beach, Trang Province.





Environmental Partnership Network

The Company prioritizes collaboration in preserving the natural environment, mitigating global warming, and supporting ecosystem restoration and biodiversity conservation. In partnership with network allies, local authorities, and various organizations, the Company organizes tree planting activities and aquatic species releases into rivers, canals, and seas to restore ecosystems and maintain natural abundance.













Environmental Management Systems (GRI 3-3)

The Company has implemented the environmental management standard system ISO 14001:2015, which encompasses 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 on 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.



"Conserve environment
to heed and preserve
Sri Trang...will develop and
introduce value to our society"

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
- Focus on conserving resources and energy by using them sparingly and making the most thereof
- Prevent and reduce the occurrence of waste and support recycling to minimize the impact on the environment
- 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
- Continuously and regularly improve and develop the environmental management system by monitoring and auditing
- 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 the year 2025, 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 and Anvar 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 year 2025 annual survey found that the community was not negatively affected in any significant way.

As detailed in the topic of Community Support and Engagement, page 153.






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, training and other activities 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 monthly environmental quiz activities, bicycle riding programs within factory premises and employee residences, and the adoption of digital programs and processing systems to reduce paper consumption. The Company has also launched the Reduce Usage = Reduce Waste project and the Recycling Waste Bank in Exchange for Eggs project to promote waste segregation by type, encourage reuse, and minimize waste sent for disposal. Additionally, the Company has expanded green spaces within the organization and actively participated in reforestation activities and weir construction in collaboration with local communities and government agencies. These initiatives are aligned with the Company's objective to achieve Level 4 Green Culture status under the Green Industry criteria established by 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 61 courses, such as Science-based Targets initiative (SBTi), ISO 14001:2015 Requirements & Environmental Aspect, ISO14064-1: 2018 Organizational Level Requirements and Guidelines for Quantification and Reporting of Greenhouse Gas Emissions



Campaign for Waste Segregation



Cycling within the Factory and Employee Residences

and Reductions, ISO 14067: Understanding and Managing Product Carbon Footprint, Fundamentals of Energy Engineering, Solar Power Plant Project with Battery Storage Integration (SPP Hybrid), Decarbonization & Smart Energy Solution by Mitsubishi Electric: Sustainable Energy Management Solutions for Carbon Reduction, Environmental Emergency Management, Waste and Material Disposal Management, Wastewater Treatment System Operation and Control, Effluent Quality 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 the year 2025, the number of employees participating in training is categorized as follows:



Greenhouse Gas Management or Climate Change Management
3,148 persons

Environmental Management System
1,155 persons

Pollution Management
346 persons



Green Bond

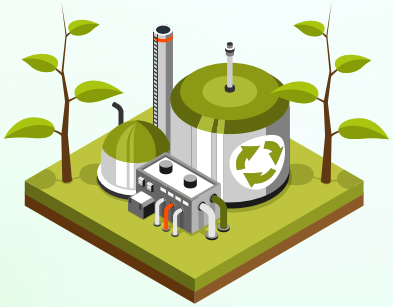
The Company places importance on and is committed to conducting business with consideration to the environment in order to create sustainable business growth. The Company has initiated the development of a framework for fundraising criteria for environmental conservation projects for the purpose of investing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

01



Renewable Energy

02



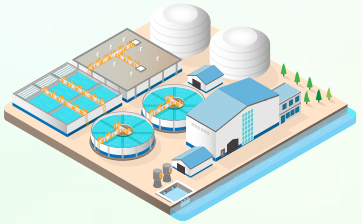
Pollution Prevention and Control

03



Energy Efficiency

04



Sustainable Water and Wastewater Management

05



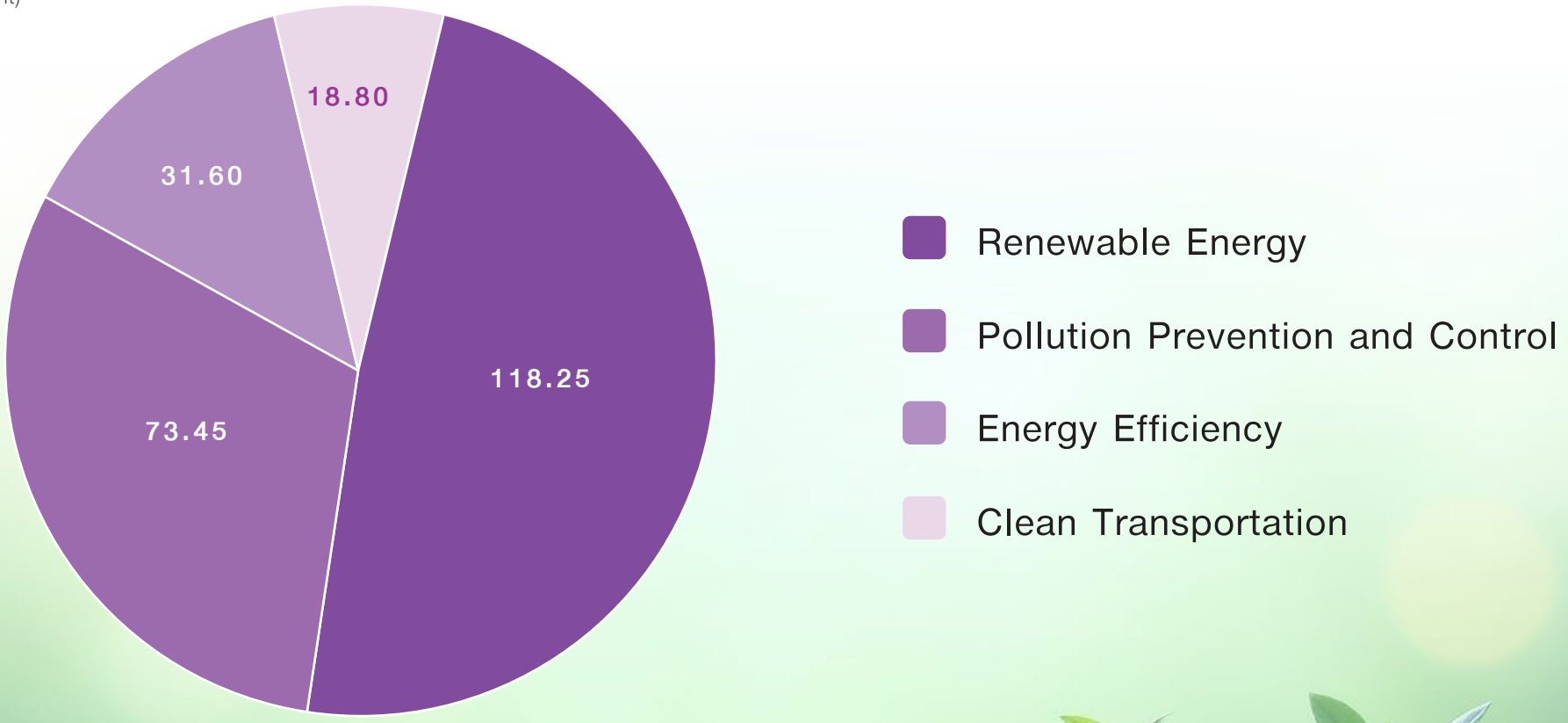
Clean Transportation



In the year 2025, the Company allocated investment funds to environmental projects from green bonds. The percentage distribution of the funds utilized is shown in the graph

Investment amount in the year 2025

(Unit: million Baht)



Since the issuance of the sustainability bonds through December 31, 2025, the Company has utilized a total of 1,500 million Baht from the total proceeds of 1,500 million Baht. During the period from January 1 to December 31, 2025, investment expenditures amounted to 242.10 million Baht. The allocation of proceeds across the five designated categories is presented in the table below.

Project Type	Project Name	Project Details	Project Station (Branch Factory)	Investment Amount (million Baht)	Number of installations	Results
Renewable Energy	Solar Rooftop and Solar Floating Installation Project	The Company installed solar photovoltaic systems, including both rooftop (Solar Rooftop) and floating systems (Solar Floating), to generate renewable electricity during daytime operations. This initiative reduces dependence on grid electricity and promotes the use of clean energy.	Hat Yai Surat Thani Sadao P.S.	118.25	4.94 MWp	1. Reduced electricity consumption by 6,921,101 kWh per year 2. Reduced greenhouse gas emissions by 3,288 tCO_2eq per year
Pollution Prevention and Control	Installation of 20-ton Boiler to Replace 10-ton Boiler	A high efficiency 20 ton boiler equipped with Multicyclone and Bag Filter air pollution control systems was installed to replace the previous 10 ton boiler. The project enhances steam generation efficiency and reduces air emissions.	Hat Yai	73.45	1 Unit	1. Reduced woodchips consumption by 4,250 tons per year 2. Reduced greenhouse gas emissions by 818 tCO_2eq per year
Energy Efficiency	Replacement of High-Efficiency Air-Conditioning Systems	The Company replaced older, low efficiency air-conditioning units that used R22 refrigerant with new high efficiency systems. This initiative improves energy performance and eliminates the use of ozone depleting substances.	Hat Yai	31.60	12 Units	1. Reduced electricity consumption by 30 kWh per year 2. Reduced greenhouse gas emissions by 14 tCO_2eq per year
	Auto Blow System Installation Project	The Company installed Auto Blow systems to reduce compressed air consumption in the glove removal process, thereby improving energy efficiency and reducing operational costs.	Trang		22 Lines	1. Reduced electricity consumption by 818,000 kWh per year 2. Reduced greenhouse gas emissions by 389 tCO_2eq per year
Clean Transportation	Transition from Fuel Vehicles to Electric Vehicles (forklifts, wheel loaders and motorcycles)	The Company replaced fuel-powered forklifts, loaders, and motorcycles with electric vehicles to reduce diesel consumption and lower greenhouse gas emissions from transportation.	Hat Yai Trang	18.80	20 Vehicles	1. Reduced diesel consumption by 119,956 liters per year 2. Reduced greenhouse gas emissions by 206 tCO_2eq per year

Climate Strategy (GRI 3-3)



Greenhouse Gas Emission Reduction (GRI 305)

The Company recognizes the importance of climate change management, which impacts business operations and society as a whole. Climate change is not only a significant challenge but also an opportunity to create sustainability and long-term growth. Furthermore, greenhouse gas emission reduction is a material sustainability topic for the Company, which has been reviewed and approved by the Corporate Governance and Sustainable Development Committee and the Board of Directors.

Therefore, to demonstrate commitment to mitigating climate change impacts and reducing greenhouse gas (GHG) emissions, to support alignment with the Paris Agreement; which aims to limit the global average temperature increase to well below 2 degrees Celsius above pre-industrial levels and pursue efforts to limit the increase to 1.5 degrees Celsius and to support Thailand's transition toward Net Zero greenhouse gas emissions, while creating value for all stakeholder groups, the Company has established the following operational guidelines:

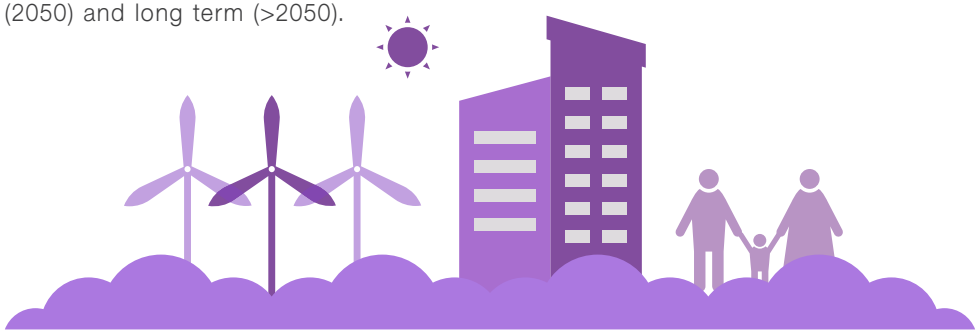
Governance

The Board of Directors has assigned the Corporate Governance and Sustainable Development Committee, comprising directors, the Chief Executive Officer (CEO), the Sustainability Development Division Manager and the Chief Financial Officer (CFO), to oversee, review, and monitor climate change and greenhouse gas emission-related issues, as well as establish policies and practices for their management.

To ensure effective management, the Corporate Governance and Sustainable Development Committee meets with the Risk Management Committee at least once annually to discuss risks and opportunities related to sustainable business operations and climate risk management aligned with changing business environmental factors, as well as business management strategies under acceptable risk levels and appropriate costs for the Company. (Details of the governance structure, roles and responsibilities of the Board of Directors, management, and various departments related to climate change and greenhouse gas emissions can be found in the Annual Report 2025 (Form 56-1 One Report) on pages 232-235 on the Company's website at https://www.sritranggloves.com/en/investor-relations/downloads/yearly-reports.)

Risk Management

The Risk Management Division and Sustainability Development Department have developed processes for assessing and managing climate change-related risks through meetings with management, risk working groups, and the Sustainability Development Division to evaluate risks and opportunities from relevant scenarios, enabling the Company to effectively respond to potential risks in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework and IFRS S2 (International Financial Reporting Standard S2) to identify, assess and prioritize risks and opportunities that may affect the business in the short term (2030), medium term (2050) and long term (>2050).



Climate-related Risks and Opportunities

Risk/Opportunity Type	Description	Time Horizon	Risk/Opportunity Level	Potential financial impacts	Response and Adaptation
Physical Risks **- Flooding**	Increased precipitation and flash flooding may disrupt operations through labor and raw material shortages, damage to assets, employee safety concerns, and delayed product deliveries. Environmental incidents could also impact stakeholder confidence and revenue.	Short Term (2030) to Medium Term (2050)	Medium	• Capital expenditure for repairing, restoring, or preventing damage from such events • Increased operating costs from emergency maintenance, logistics adjustments, workforce support, and raw material price volatility, etc. • Temporary production loss and production decline may impact revenue and sales opportunities	• Optimize resource management to maximize operational efficiency • Implement Emergency Response Plans including sandbags, water pumps, and barriers around vulnerable areas, as well as Business Continuity Plans (BCP) • Manage raw material and product inventory according to different scenarios to prevent shortages, such as maintaining adequate reserves of critical materials during crises (e.g., chemicals, chlorine, firewood and packaging) and identifying alternative suppliers • Adapt production strategies based on raw material availability, such as producing synthetic rubber gloves as substitutes for natural rubber gloves • Plan and inspect warehouse structures regularly, with improvements aligned to site conditions and risk profiles • Provide temporary accommodation and transportation for employees in high-risk areas • Establish a War Room for communication, public relations, and real-time situational monitoring • In case of delivery disruptions, arrange shipments from nearby branch plants or negotiate extended delivery timelines with customers
Physical Risks **- Severe Storms**	Extreme weather events, including tropical cyclones and tropical storms, may interrupt supply chains and constrain access to key inputs such as natural latex and biomass fuel for boiler, potentially delaying customer deliveries.	Short Term (2030) to Medium Term (2050)	Medium		

Risk/Opportunity Type	Description	Time Horizon	Risk/Opportunity Level	Potential financial impacts	Response and Adaptation
Physical Risks **- Drought**	Severe drought conditions resulting from climate change, prolonged dry spells, and El Niño phenomena may reduce rainfall, leading to water scarcity in manufacturing processes. This could compromise product quality through reliance on substandard recycled water systems. Furthermore, drought conditions may adversely affect both the quantity and quality of natural rubber latex supply in the market, creating raw material shortages that could slow production capacity or cause operational disruptions.	Medium Term (2050) to Long Term (>2050)	Medium	• Capital expenditure for the acquisition of fixed assets to repair, restore, or prevent damage from climate-related events • Increased operational costs arising from emergency maintenance, alternative logistics arrangements, workforce welfare provisions, water reserve expenses, and higher raw material prices • Loss of production output and reduced yield, potentially impacting revenue and sales opportunities	• Implementation of efficient water management programs and water stress risk assessments to enable proactive water resource planning, including the excavation of additional water storage reservoirs • Optimization of water usage conditions within production processes through reduction, reuse, and recycling strategies • Adjustment of production portfolio strategies to maximize resource utilization efficiency
Physical Risks **- Rising Temperatures**	Climate change and global warming have resulted in rising average temperatures, adversely affecting the volume of natural rubber raw material entering manufacturing facilities. This may lead to reduced production capacity for natural rubber gloves, consequently impacting business continuity. Additionally, elevated temperatures may adversely affect the health and work performance of the labour force, particularly workers engaged in outdoor operations under extreme heat conditions.	Medium Term (2050) to Long Term (>2050)	Low		• Promotion of adherence to policies and regulations concerning greenhouse gas emissions and waste management, with performance targets exceeding regulatory requirements • Encouragement of supply chain stakeholders to adopt business practices aligned with greenhouse gas and waste reduction principles • Organization of environmental awareness campaigns, including employee waste segregation initiatives, bio-fermented liquid production, and reforestation activities • Deployment of new technologies to reduce greenhouse gas emissions and mitigate future climate-related hazards • Adoption of renewable energy sources to reduce greenhouse gas emissions, including solar photovoltaic systems, electric vehicles (EVs), biomass fuel utilization, and cogeneration systems
Physical Risks **- Sea Level Rise**	Climate change-induced sea level rise increases exposure to coastal storm surges, tidal flooding, and inundation risks at coastal manufacturing facilities. Such events may cause damage to critical infrastructure, production disruptions, and equipment impairment. Furthermore, there are heightened risks of coastal erosion and saltwater intrusion, which may compromise water quality, affect raw material supply from rubber plantations, and threaten the long-term stability of the supply chain.	Medium Term (2050) to Long Term (>2050)	Medium		

Risk/Opportunity Type	Description	Time Horizon	Risk/Opportunity Level	Potential financial impacts	Response and Adaptation
Transition Risks **- Carbon Pricing** 	Should Thailand implement carbon pricing mechanisms such as a Carbon Tax or an Emissions Trading Scheme (ETS), the Company would incur additional costs associated with carbon taxation. Furthermore, the Company may be required to purchase carbon credits to offset greenhouse gas emissions.	Short Term (2030) to Medium Term (2050)	High	Incremental costs from carbon taxation	• Formulation of clear policies and targets for greenhouse gas reduction, encompassing all relevant operational processes • Continuous monitoring and adaptation to evolving greenhouse gas regulations and legislative requirements • Engagement with business partners and suppliers to ensure alignment with the Company's policies and targets
Transition Risks **- Mandatory Climate Disclosure** 	The introduction of mandatory greenhouse gas emissions reporting and product carbon footprint disclosure requirements would necessitate systematic investment in data management infrastructure. Failure to ensure transparency and alignment with international standards may adversely affect customer confidence and access to international markets.	Short Term (2030) to Medium Term (2050)	Medium	• Data management and information system costs • Reporting preparation and external assurance expenses	• Preparation of transparent annual reports and verification of emissions data in accordance with the Thailand Greenhouse Gas Management Organization (TGO) standards and ISO 14064-1 • Monthly monitoring and digital tracking of greenhouse gas emissions data to support the implementation of the Net Zero strategy
Transition Risks **- Energy Policy and Carbon Price** 	Changes in energy policies and carbon pricing may result in increased volatility in energy and raw material costs, alongside growing demand for renewable energy sources such as biomass. These renewable sources may become subject to sustainability certification and traceability requirements, thereby affecting production costs and future competitiveness.	Short Term (2030) to Medium Term (2050)	Medium	Increased production costs	Promotion of renewable energy adoption, including biomass fuel and solar energy, alongside enhanced energy efficiency and optimal resource utilization

Risk/Opportunity Type	Description	Time Horizon	Risk/Opportunity Level	Potential financial impacts	Response and Adaptation
Transition Risks **- Technological Transition**	Regulatory pressures and decarbonization targets are accelerating the adoption of low-carbon technologies and innovations across industries. Continued reliance on high-carbon technologies may expose the Company to stranded asset risks and loss of competitive advantage.	Medium Term (2050)	Medium	Capital investment costs for upgrading or replacing existing technologies	• Communication of clear policies and targets to drive initiatives related to greenhouse gas reduction, including solar photovoltaic installation and electric vehicle adoption • Planning and allocation of capital to support decarbonization objectives, including the issuance of Green Bonds for capital raising, supporting for environmental projects and sustainability-linked financing mechanisms • Establishment of a dedicated function to continuously research emerging technologies and innovations, such as battery energy storage systems
Transition Risks **- Changing Customer and Investor Preferences**	Consumer behaviour and investor interest in environmental performance and ESG criteria continue to intensify, driving sustained demand growth for sustainable and low-carbon products. Failure to adapt in a timely manner may result in market share erosion, revenue loss, and reputational damage.	Short Term (2030) to Medium Term (2050)	Low	Potential revenue impact within sustainability-focused customer segments	• Continuous strategic plan adjustments to align with evolving market conditions • Market research and product development in response to customer demand
Transition Risks **- External Stakeholders Examination**	Increased monitoring and assessment by customers, external assurance providers, investors, regulators, NGOs, and community stakeholders drive the Company toward greater sustainability and transparency in operations, consistent with ESG frameworks. Insufficient responsiveness to these expectations may result in reputational damage, erosion of stakeholder trust, restricted capital access, and heightened societal demands for expedited corporate transformation.	Short Term (2030) to Medium Term (2050)	Low	Increased operational costs to ensure compliance with regulatory requirements and industry standards	Membership in the Thailand Carbon Neutral Network (TCNN) and participation in TGO programs such as T-VER and LESS, including pursuit of carbon footprint labelling certification for various products

Risk/Opportunity Type	Description	Time Horizon	Risk/Opportunity Level	Potential financial impacts	Response and Adaptation
Climate Opportunity **- Renewable Energy Adoption** 	The energy transition has facilitated the adoption of renewable energy sources, including solar power, biomass, and other alternatives, across manufacturing facilities and production processes. This reduces dependence on fossil fuels, mitigates exposure to energy price volatility, decreases greenhouse gas emissions, and lowers long-term energy costs.	Short Term (2030) to Medium Term (2050)	Very High	• Reduced energy costs • Tax incentives and fiscal benefits	The Company has implemented solar photovoltaic installations across its facilities totalling 14.72 MWp in 2025, with ongoing expansion planned to support greenhouse gas reduction in alignment with the Net Zero strategy
Climate Opportunity **- Carbon Credit Value Creation** 	Opportunities exist for the development of carbon credit projects under both domestic frameworks (such as T-VER) and international standards (such as Verra and Gold Standard). These initiatives enable the generation of additional value from carbon credits while enhancing the Company's reputation as a developer of carbon sequestration and clean energy projects.	Short Term (2030) to Medium Term (2050)	High	Additional revenue streams from carbon credits	The Company is developing T-VER projects from solar energy installations and has established a long-term collaboration with STA to explore carbon sink potential and carbon capture technologies such as Bioenergy with Carbon Capture and Storage (BECCS) and biochar production. These initiatives aim to establish a high-quality carbon credit portfolio to support the Sri Trang Group's Net Zero objectives and unlock new business opportunities
Climate Opportunity **- Sustainable and Low-Carbon Products** 	Growing demand for environmentally friendly and low-carbon products presents opportunities for the Company to develop sustainable product lines that comply with the EU Deforestation Regulation (EUDR) and embody the "Clean World Clean Gloves" philosophy. Production utilizing EUDR-compliant latex will generate added value, strengthen brand reputation, and drive revenue growth from sustainable and low-carbon products.	Short Term (2030) to Medium Term (2050)	High	• Market expansion opportunities • Revenue growth • Enhanced competitive positioning	The Company supports and develops environmentally friendly products, including Low-protein natural rubber gloves (hypoallergenic, biodegradable), Double chlorination gloves, High-risk 300 mm gloves, Accelerator-free nitrile gloves and Gloves manufactured from EUDR compliant latex. And the Company has obtained Carbon Footprint of Product (CFP) certification from TGO for selected products.

The Company has performed climate scenario analysis to identify and assess the most material climate-related risks and opportunities to its operations. This analysis is based on the IPCC's Shared Socioeconomic Pathways (SSPs) framework, complemented by International Energy Agency (IEA) assumptions and relevant academic research, enabling comprehensive projections of climate trends and potential business impacts across short term, medium term and long term timeframes.

Climate Scenario Analysis

Climate-related Risk and Opportunities	Risk and Opportunities Level				Potential Financial Impact
	Scenario	Time Horizon			
		Short Term (2030)	Medium Term (2050)	Long Term (>2050)	
Physical Risks • **Flooding**	RCP 2.6 or SSP1 2.6 (1.3 – 2.4 •C)	Medium	Medium	Medium	In the year 2030, under various intensifying climate scenarios, three out of six manufacturing facilities may be exposed to localized flooding events. The potential financial impact is estimated to vary depending on the value of assets utilized in the operations of the affected factories, including inventories in the form of raw materials, work-in-progress, and finished goods, as well as the severity of the event and the duration of any production disruption. The Company currently has a Business Continuity Plan (BCP) for flood-prone areas and maintains comprehensive insurance coverage, including business interruption insurance.
	RCP 7.0 or SSP3 4.5 (2.8 – 4.6 •C)	High	High	High	
	RCP 8.5 or SSP5 8.5 (3.3 – 5.7 •C)	High	High	High	
Transition Risks • **Carbon Pricing**	IEA Stated Policies (STEPS)	Medium	Medium	Medium	In the year 2030, under various policy scenarios, the Company may be exposed to financial impacts arising from carbon pricing mechanisms, contingent upon the stringency of policy implementation and the extent of cost pass-through to consumers (0–100%). Nevertheless, the Company remains committed to executing its Net Zero strategy to reduce greenhouse gas emissions and enhance business competitiveness, thereby positioning the organization for the long-term transition to a low-carbon economy.
	IEA Announced Pledges (APS)	High	High	High	
	IEA Net Zero Emissions (NZE)	Very High	Very High	Very High	

Climate-related Risk and Opportunities	Risk and Opportunities Level				Potential Financial Impact
	Scenario	Time Horizon			
		Short Term (2030)	Medium Term (2050)	Long Term (>2050)	
Climate Opportunity • **Renewable Energy Adoption**	IEA Stated Policies (STEPS)	Medium	Medium	Medium	In the year 2030, under various scenarios characterized by increasingly stringent climate and energy policies, electricity costs; particularly the fuel tariff (Ft) component reflecting fuel costs may experience heightened volatility. In response, the Company has invested in solar photovoltaic projects totaling over 52.75 MWp. Based on the electricity tariff rate as of December 2025, the utilization of such solar energy is estimated to generate cost savings of approximately 291 MB, subject to domestic electricity pricing and the levelized cost of energy (LCOE) over the project lifetime.
	IEA Announced Pledges (APS)	Medium	High	Medium	
	IEA Net Zero Emissions (NZE)	High	High	Medium	

Remarks: Climate scenarios represent technical modelling frameworks that simulate future conditions under varying levels of policy ambition and greenhouse gas emissions paths

- *SSP1–RCP2.6 | IEA NZE: This scenario assumes accelerated global decarbonization efforts, a rapid transition to clean energy, and effective limitation of global temperature rise to below 1.5 °C*
- *SSP3–RCP7.0 | IEA APS: This scenario reflects the implementation of announced national commitments and pledges; however, decarbonization measures remain insufficient to arrest climate change, resulting in continued global warming and increased climate variability*
- *SSP5–RCP8.5 | IEA STEPS: This scenario represents a future characterized by continued heavy reliance on fossil fuels, persistently high greenhouse gas emissions, severe global temperature rise, and increased frequency and intensity of climate-related disasters*



Strategy

The Company has established greenhouse gas emission reduction strategies aligned with international and national commitments, focusing on

- **Enhancing energy efficiency** through production process improvements and the adoption of high-efficiency technologies
- **Increasing the proportion of renewable energy use,** particularly biomass and other clean energy sources
- **Transitioning to low-carbon technology** in production processes
- **Implementing carbon management projects** through reforestation activities and ecosystem restoration to sequester carbon dioxide

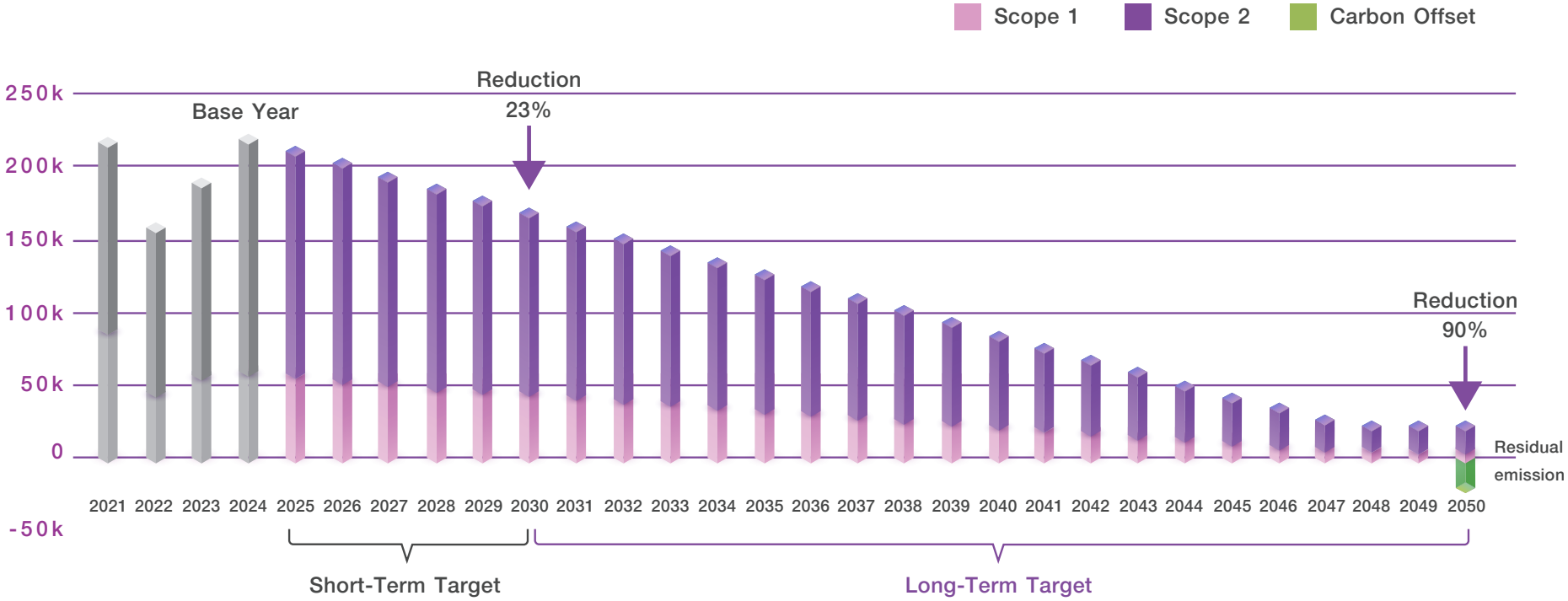
The Company has formulated climate change-related risks and opportunities, including management approaches reviewed by the Risk Management Committee and the Corporate Governance and Sustainable Development Committee, and approved by the Board of Directors, as follows:

Net Zero Pathway

The Company's ambition extends beyond mere compliance with the SBTi, which permits residual emissions of up to 10%. The Company holds a broader vision to drive its operations towards the achievement of absolute Net Zero greenhouse gas emissions by 2050. This commitment encompasses the pursuit of greenhouse gas emission reductions across all business activities, alongside the maximization of carbon sequestration efforts, with the aim of fully neutralizing all remaining emissions.

STRATEGY





Climate Change Management

The Company recognizes the risks and opportunities arising from climate change impacts on business operations, as well as the necessity to strengthen climate resilience. The Company is committed to participating in greenhouse gas emission reduction aligned with the Paris Agreement and national targets, while implementing the Company's Net Zero Pathways to achieve stated commitments.

Therefore, to ensure orderly, efficient, and effective implementation toward these objectives, the Company has established a Climate Change Working Group to oversee and drive operations toward the desired outcomes. Ms. Jarinya Jirojkul, Chief Executive Officer (CEO) of the Company, has declared the Net Zero Commitment, with continuous review and adjustment of targets to align with business context, ensuring that operational results reflect actual circumstances and are concretely achievable. Furthermore, the Company has communicated this commitment to employees at all levels throughout the organization for acknowledgment and implementation, while publicly disclosing this commitment on the Company's website to demonstrate transparency and accountability to all stakeholder groups.

Greenhouse Gas Emission Reduction Targets and Action Plans

Based on risk and opportunity assessments, the Company has established greenhouse gas emission reduction goals and action plans from business processes toward achieving Net Zero emissions by applying the Science Based Targets initiative (SBTi), a collaborative project of leading global organizations including CDP (Carbon Disclosure Project), UNGC (United Nations Global Compact), WRI (World Resources Institute), and WWF (World Wide Fund for Nature), which jointly support organizations worldwide in setting greenhouse gas emission reduction targets based on scientific standards. Additionally, the Company manages operations to align with and respond to relevant United Nations Sustainable Development Goals (UN SDGs), including:



SDG 7 (Affordable and Clean Energy):

Renewable energy utilization and energy efficiency enhancement



SDG 13 (Climate Action):

Greenhouse gas emission reduction and carbon capture and storage technology to mitigate climate change impacts



SDG 15 (Life on Land):

Tree planting and forest restoration to preserve terrestrial biodiversity and ecosystems



Management Guidelines

- Identify significant greenhouse gas emission sources and implement emission reduction through Carbon Footprint assessment
- 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
- Provide education to business partners to foster understanding of greenhouse gas emission reduction, covering both raw material procurement and transportation processes, enabling partners to apply this knowledge in their operations and collectively create an environmentally-friendly supply chain

Target

The set targets cover reductions of both short-term, medium-term and long-term greenhouse gas emissions.

- Reducing greenhouse gas emissions per product unit (Scope 1 and 2) by **20%** within 2030 compared to 2024 (base year)
- Reducing greenhouse gas emissions of organization (Scope 1 and 2) by **23%** within 2030 compared to 2024 (base year)
- Net Zero by 2050 compared to 2024 (base year)

Performance

Greenhouse Gas (GHG) Emissions*	Unit	FY2024	FY2025
Scope 1 GHG Emissions	tCO_2eq	58,944	43,635
Scope 2 GHG Emissions	tCO_2eq	159,015	136,750
Total GHG Emissions (Scope 1 and 2)	tCO_2eq	217,959	180,385
Reducing GHG Emissions of Organization (Scope 1 and 2)	percentage	-	17.24

(The performance organizational greenhouse gas emission reporting can be found in the data table at the end of this report on page 223.)

Greenhouse Gas (GHG) Emissions per Product Unit (Scope 1 and 2) or GHG Intensity

Unit	FY2024	FY2025	Reduce (%)
Tons of Carbon Dioxide Equivalent per Million Pieces (tCO_2eq/Mpcs.)	5.57	4.86	12.72

In 2025, six branch factories; namely, Hat Yai, Surat Thani, Trang, Chumphon, Sadao P.S. and Anvar prepared and registered **Carbon Footprint of Products (CFP) for a total of 24 products** with the Thailand Greenhouse Gas Management Organization (Public Organization) and obtained verification for four greenhouse gas indicators in accordance with the requirements for calculating and reporting **Carbon Footprint for Organization (CFO)** for the 2025 reporting period.

Key Initiatives in the year 2025

The Company and Trang Branch Factory

receive recognition as a “Climate Action Leading Organization (CALO)” from the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO in collaboration with the Thailand Carbon Neutral Network Working Group. Trang Branch Factory served as the pilot project, with subsequent expansion to organization-level certification to ensure consistent greenhouse gas management throughout the entire organization. Additionally, the Company registered its commitment toward the Net Zero greenhouse gas emission target following TGO guidelines, reflecting the Company’s sustainability commitment and participation in Thailand’s transition toward a low-carbon economy and achievement of national targets.

Hat Yai Branch Factory

receives the Greenhouse Gas Emission Reduction Award from the Low Emission Support Scheme (LESS) program for the following projects (certification period: 2024):

- Waste Management Projects: 4 activities achieving greenhouse gas reduction of 1,196 tCO_2eq
- Energy Project: 1 activity achieving greenhouse gas reduction of 2,356 tCO_2eq



Surat Thani Branch Factory

receives the Greenhouse Gas Emission Reduction Award from the Low Emission Support Scheme (LESS) program for the following projects (certification period: 2023-2024):

- Waste Management Projects: 2 activities achieving greenhouse gas reduction of 1,685 tCO_2eq
- Energy Projects: 2 activities achieving greenhouse gas reduction of 55 tCO_2eq



Trang Branch Factory

receives the Greenhouse Gas Emission Reduction Award from the Low Emission Support Scheme (LESS) program for the following projects (certification period: 2023-2024):

- Waste Management Projects: 6 activities achieving greenhouse gas reduction of 3,349 tCO_2eq
- Energy Projects: 2 activities achieving greenhouse gas reduction of 1,300 tCO_2eq

Chumphon Branch Factory

receives the Greenhouse Gas Emission Reduction Award from the Low Emission Support Scheme (LESS) program for the following projects (certification period: 2024):

- Waste Management Project: 1 activity achieving greenhouse gas reduction of 126 tCO_2eq
- Energy Projects: 2 activities achieving greenhouse gas reduction of 149 tCO_2eq

Energy Management (GRI 3-3)

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, reducing energy costs and reducing 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**, and has implemented a solar photovoltaic system installation project to power production processes. These initiatives not only reduce electricity procurement costs but also support the organization's greenhouse gas emission reduction targets (GRI 302).

Management Guidelines

- 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 2025-2028 as follows:

Type	Installed Capacity (MWp)	Reduction in Scope 2 Greenhouse Gas Emissions (tCO_2eq)
Solar Rooftop	26.92	17,921
Solar Floating	10.33	6,877
Solar Farm	15.50	10,319
Total	**52.75**	**35,118**

The projects in the year 2025 are as follows:



The Company promotes solar energy utilization through the installation of Solar Rooftop and Floating Solar systems across all six branch factories

with a total installed capacity of 14.72 megawatts (FY2024: 2.97 megawatts)

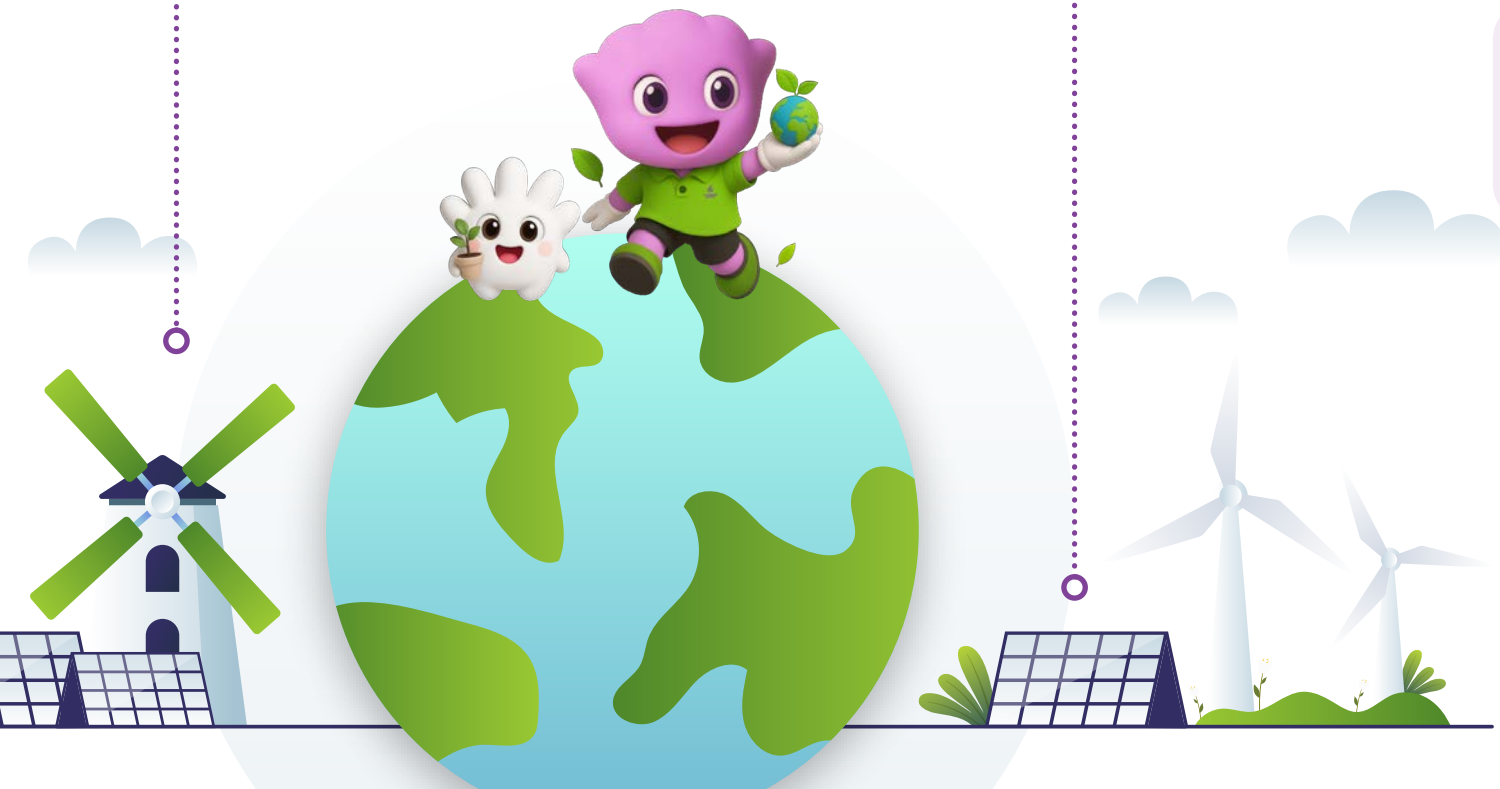


The generated electricity is utilized in production processes and office operations, reducing Scope 2 greenhouse gas emissions from purchased electricity

The average annual electricity generation amounts to 20,632 megawatt-hours

by a total of 9,800 tons of carbon dioxide equivalent per year

resulting in approximately 81 million Baht in external electricity cost savings







Solar Rooftop
at Chumphon Branch Factory



Solar Rooftop
at Trang Branch Factory

Target

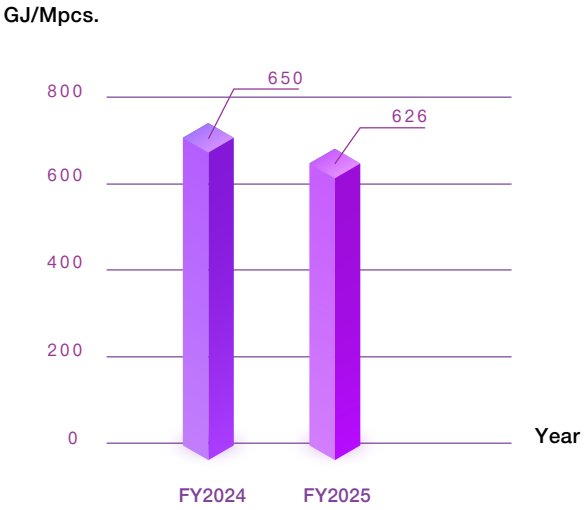
Reducing total energy consumption per product unit by **5.5%** within 2027 compared to 2024 (base year)



Performance

Total Energy Consumption

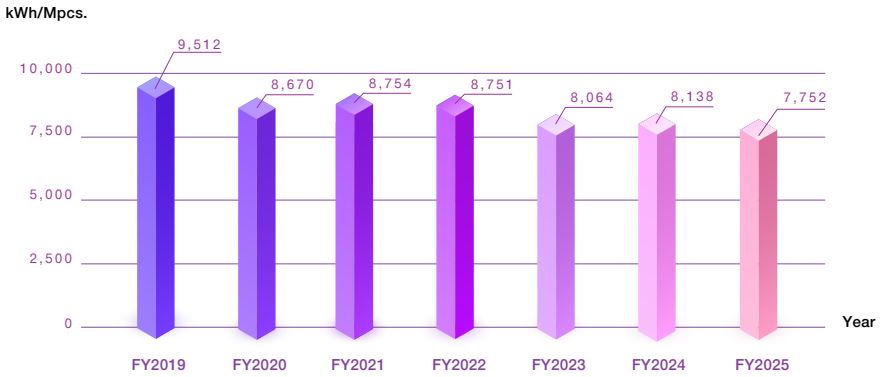
Total energy consumption intensity



Reducing total energy consumption intensity **3.69%**

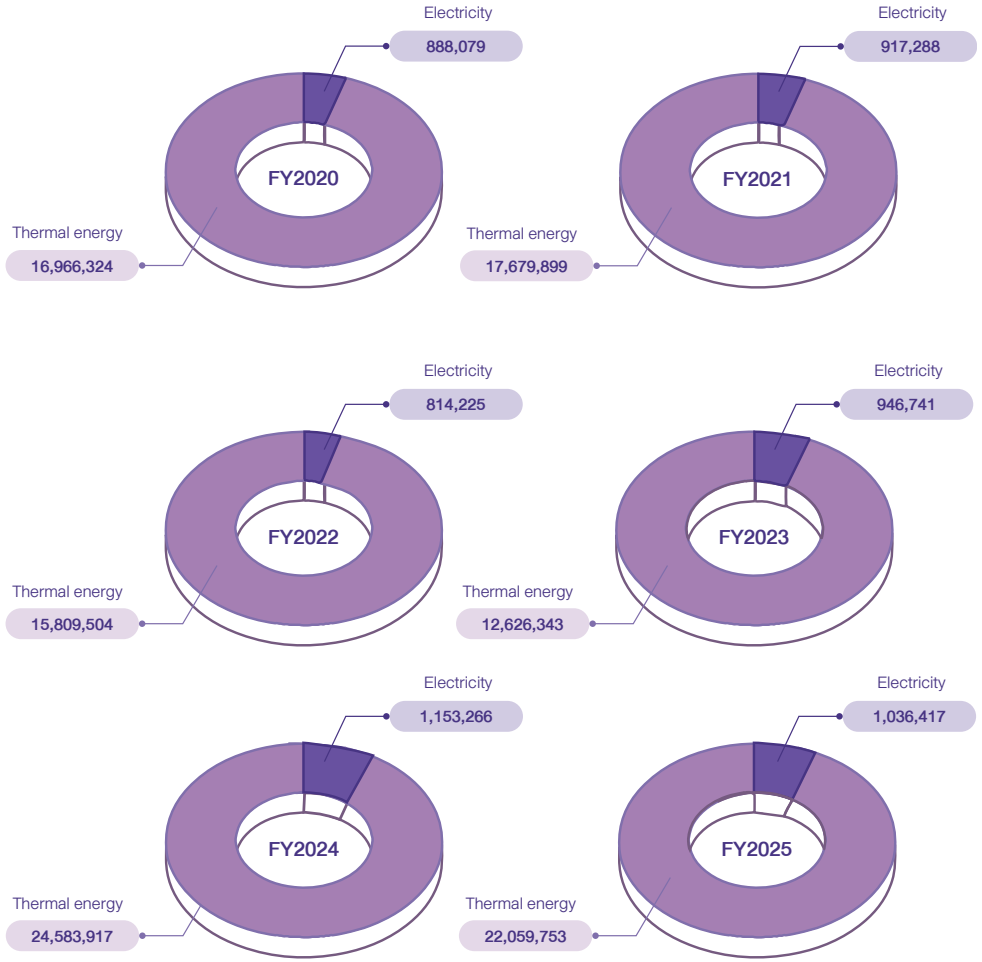
Electricity Usage

Electricity consumption intensity





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



Energy Reduction Management Project

Cleaning Brush System Improvement Project

Location: Anvar Branch Factory

Background and Significance: The existing cleaning brush system across the production lines utilized a high number of motors per line, resulting in elevated electricity consumption and suboptimal cleaning performance. The branch factory consequently initiated an improvement project to systematically reduce energy usage and enhance overall production efficiency.

Implementation Details: The branch factory designed and installed a new cleaning brush system to replace the existing infrastructure, covering 10 production lines. The implementation was carried out between October 2024 and April 2025.

Benefits Realized:

Dimensions	Outcomes
Energy Saving	Reduced electricity consumption within the cleaning brush system by 50.00% per production line
Production Efficiency	Decreased energy cost per unit of production by 5.76%
Electricity Cost Saving	Reduced electricity expenditure by 252,228 Baht per month
Environmental	Lowered greenhouse gas emissions through reduced electricity consumption across the production process

This project reflects the Company's commitment to enhancing energy efficiency throughout its production processes, in alignment with its targets for greenhouse gas emission reduction and sustainable resource utilization.



Air Quality Management (GRI 3-3)

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



Number of incidents of non-compliance with environmental laws and regulations: 1 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:

1. **For the biomass fuel heating boiler (chopped wood),** the Company installed three types of pollution treatment systems:
   - Single Cyclone and Multi Cyclone (dry dust and dry ash collection system)
   - Wet Scrubber (dry dust and wet ash collection system)
   - Bag Filter (collector that removes with high efficiency)
2. **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 224 on Sustainability Report 2025.

*Remark: * Further details can be found in the section on Human Rights and Non-Discrimination Performance on page 121.*

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, water-related regulatory changes and pricing structure and water-related stakeholder conflicts.

In 2022, the Company began to analyze and assess the risk situation pertaining to sufficiency of water resources of all branch 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 the year 2025 indicate the Trang branch factory is located in an area classified as having low-medium water stress levels. The Hat Yai, Sadao P.S., Anvar and Chumphon branch factories are situated in areas characterized by medium-to-high water stress levels. Meanwhile, the Surat Thani branch factory is located in an area designated as having high water stress levels, which represents a zone of significant risk with respect to water resource scarcity. Nevertheless, assessment results derived from the WRI indicate that the Company's groundwater consumption across all branch facilities remains at a level that does not generate adverse impacts on either the quantity or the quality of the surrounding groundwater sources, 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:

Management Guidelines

- 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

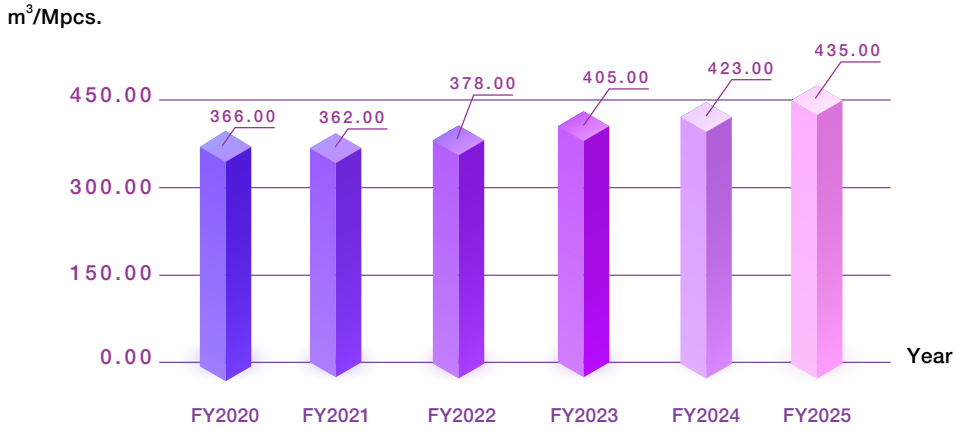


Target

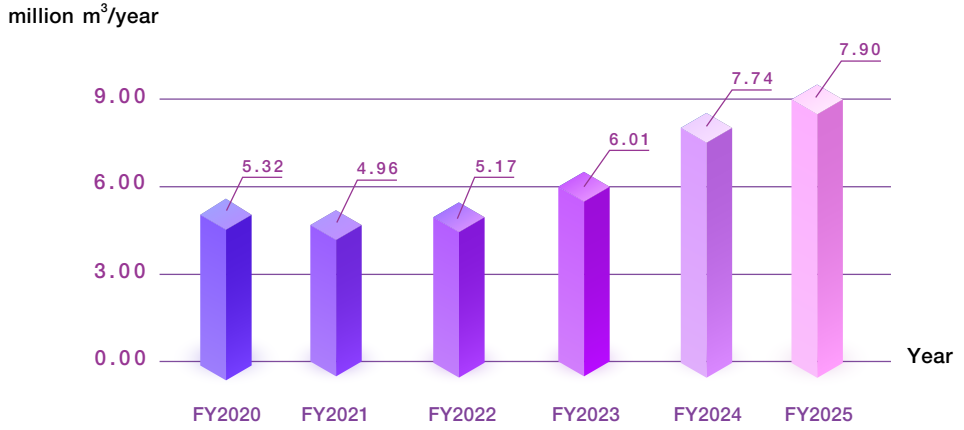
Reducing water consumption per product unit by **6%** within 2029 compared to 2024 (base year)

Performance

Water consumption per product unit (m^3/Mpcs.)



Groundwater Usage (million m^3/year)



In 2025, the Company did not achieve its established water consumption reduction targets. This performance variance is attributable to the inherent complexity of production water management, which is influenced by multiple interdependent operational parameters such as Regulatory and Customer Specification Requirements: Product specifications must conform to diverse regulatory frameworks and quality standards that vary significantly across customer requirements and jurisdictional mandates. These varying compliance requirements necessitate specific production parameters that influence water utilization patterns. Production Process Variables: Water consumption is directly affected by production control factors, including raw material characteristics and chemical formulation requirements throughout the manufacturing process. These variables create operational constraints that impact the Company's ability to optimize water usage while maintaining product quality and compliance standards. Notwithstanding the current performance gap, the Company maintains its unwavering commitment to efficient water resource stewardship. In response to the identified challenges, the Company has implemented an intensified water management framework encompassing: Process Optimization Initiatives, Enhanced Monitoring Protocols, Technology and Innovation Deployment. This reinforced management approach is designed to ensure the Company achieves its revised water management targets within the established timeframe, demonstrating substantive progress toward sustainable water stewardship objectives and responsible environmental resource management. The Company's continued commitment to addressing these complex operational challenges reflects its dedication to environmental sustainability and long-term operational excellence.

Water Reduction Management Projects

Water Consumption Reduction Project

Location: Surat Thani 3 Branch Factory (SR3)

Background and Significance: The SR3 factory identified that treated hot water was being discharged directly into the wastewater drainage system without further utilization. This practice resulted in unnecessary loss of water resources and placed an avoidable burden on the wastewater treatment system.

Implementation Details: The SR3 factory installed a piping system to redirect wastewater discharge into a holding tank, from which the collected water is pumped and reused as a substitute in the production process, in place of being discharged.

Benefits Realized:

Reduced water consumption by **70,170 cubic meters per year,** equivalent to **22 cubic meters per million pieces**

Decreased operational cost by **565,678 Baht per year**

This initiative reflects the Company's commitment to enhancing resource efficiency throughout its production processes, in alignment with its targets for greenhouse gas emission reduction and sustainable resource utilization.



Water Supply Pipe Downsizing Project

Location: Trang Branch Factory

Background and Significance: The existing water supply pipes within the production lines were oversized, resulting in water flow rates that exceeded operational requirements. The branch factory consequently investigated appropriate pipe size reductions to better align with actual usage demands, with the objective of minimizing water resource losses throughout the production process.

Implementation Details: The branch factory reduced the diameter of water supply pipes to regulate flow rates in accordance with actual operational requirements, without compromising production process efficiency.

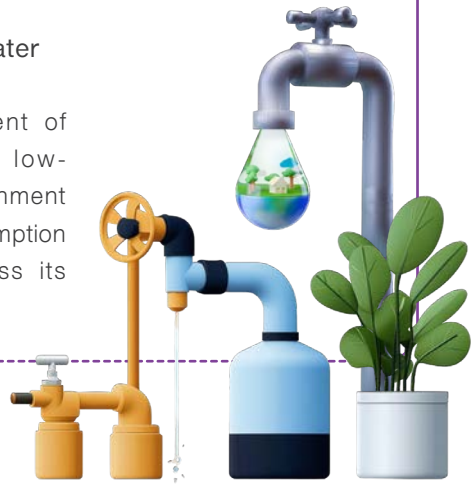
Benefits Realized:

Reduced water consumption by **62.00%**

Decreased water consumption by **9,800 cubic meters per year**

Lowered the volume of wastewater

This project exemplifies the achievement of significant resource savings through low-investment process improvements, in alignment with the Company's targets for water consumption reduction and waste minimization across its production processes.



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 page 227 on Sustainability Report 2025.



Effluent Reduction Management Project

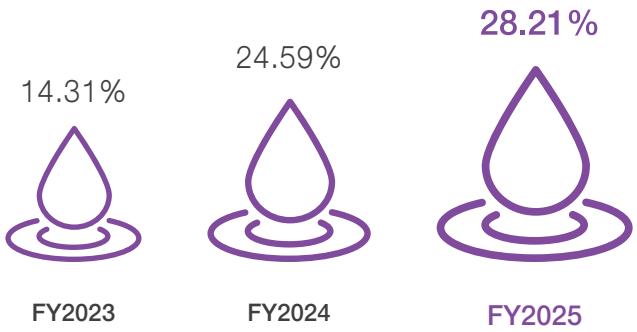
Treated Water Reclamation in Production Processes Project

Location: Chumphon Branch Factory

Background and Significance: The branch factory established a target to reclaim and reuse a minimum of 10% of treated water within its production processes, with the objective of reducing dependence on external water sources and minimizing the volume of wastewater discharged into the environment.

Implementation Details: The branch factory installed a Reclaim Water System at the final wastewater retention pond (Oxidation Pond). Treated water undergoes a conditioning process involving chemical treatment, pH adjustment, disinfection, and sedimentation, followed by filtration, to achieve the water quality standard required for reintroduction into the production process.

Benefits Realized:



Year	Volume of Water Reclaimed
2023	14,458 cubic meters per month, equivalent to 14.31%
2024	30,547 cubic meters per month, equivalent to 24.59%
2025	40,639 cubic meters per month, equivalent to 28.21%

In the year 2025, the volume of water reclaimed exceeded the established target of 10% by a factor of 2.80 times, representing a substantial advancement beyond the original objective.



Waste Management (GRI 306-1, 306-2)

The Company places importance on efficient management of waste or 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.



Further details can be found in the section on Support and Participation with the Community Performance on pages 157-159.

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. These efforts aim to reduce waste generation and promote sustainable waste management, which also encompasses reducing landfill disposal that contributes to carbon dioxide emissions.



Further details can be found in the Supplier Development section on pages 109-110.

Management Guidelines

- 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
- Sort and store waste/unused materials by type so that they can be further utilized or sent for legal disposal
- Establish measures to reduce, limit, and eliminate the use of single-use foam food containers and plastic bags within the Company
- Foster collaboration with business partners to reduce packaging waste by modifying raw material receiving processes and packaging delivery methods to enable reuse

Target

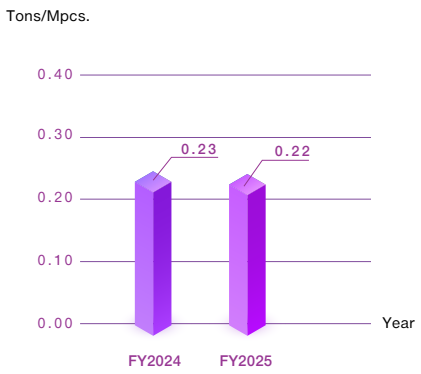
- Reducing the amount of non-hazardous manufacturing waste per unit of product disposed of by landfill by 50% within 2030 compared to 2024 (base year)
- Reducing the amount of non-hazardous manufacturing waste disposed of by landfill to zero by 2050



Performance

Waste Management:

The amount of non-hazardous manufacturing waste per unit of product disposed of by landfill

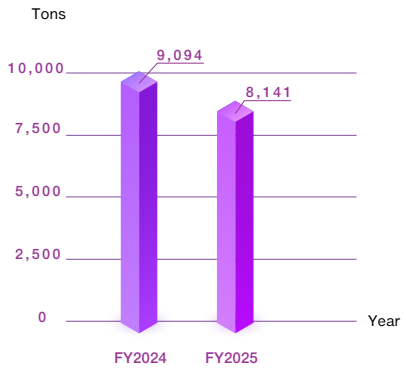


Reduce from FY2024 (base year)
6.05%

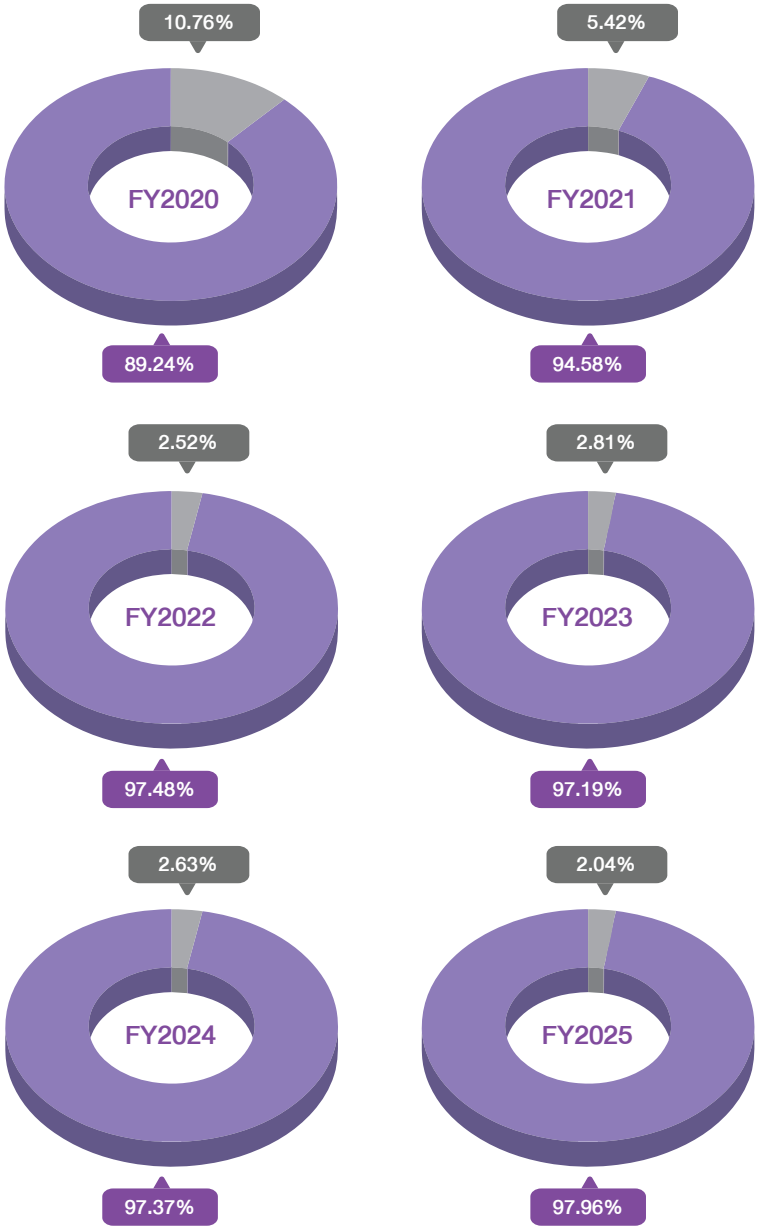


Waste Management:

The amount of non-hazardous manufacturing waste disposed of by landfill



Type of Waste (Hazardous Waste : Non-Hazardous Waste)



Project Implementation Results

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

Reduce usage = Reduce Waste's Project at Hat Yai Branch Factory

Reduce Costs by THB 6 million per year

- Reduce office paper usage by 122 kilograms per year
- Reduce chemical packaging by 114,380 kilograms per year
- Reduce outer box usage by 250 kilograms per year
- Reduce plastic rubber sheet usage by 667 kilograms per year
- Reduce sticker usage by 1,454 kilograms per year

The Recycling Waste Bank in Exchange for Eggs Project

Hat Yai Branch Factory
was able to separate recyclable waste 8,782 kilograms per year.

Trang Branch Factory
was able to separate recyclable waste 5,943 kilograms per year.

Surat Thani Branch Factory
was able to separate recyclable waste 4,529 kilograms per year.

Sadao P.S. and Anvar Branch Factory
were able to separate recyclable waste 6,084 kilograms per year.

Chumphon Branch Factory
was able to separate recyclable waste 7,931 kilograms per year.





Sample Images from Hat Yai Branch Factory

Hazardous Waste Reduction Project (continuous project since FY2021)

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





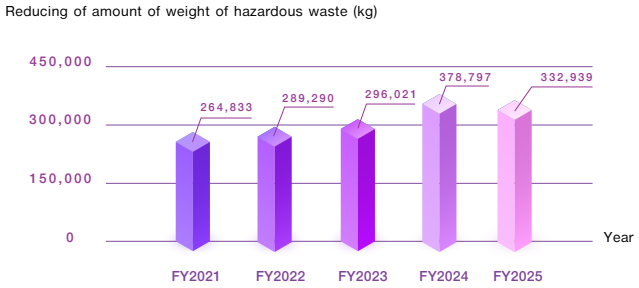




1. Reduce the amount of hazardous waste in the form of chemical tanks

>> Action

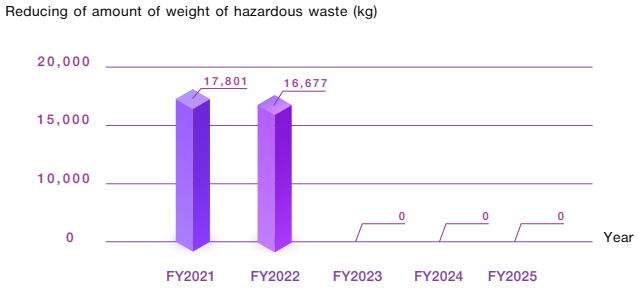
- Replace the plastic tanks with Tank Cars



2. Reduce the amount of hazardous waste in the form of sacks

>> Action

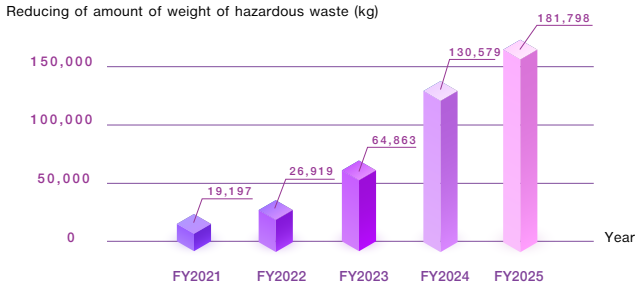
- Replace the sacks with Tank Cars



3. Reduce the amount of hazardous waste in the form of 1,000 liter bulk tanks

>> Action

- Replace the 1,000 liter bulk tanks with Tank Cars



Amount of weight of hazardous waste (kg)



Weight of hazardous waste (kg) FY2021 = 301,831

Weight of hazardous waste (kg) FY2022 = 332,886

Weight of hazardous waste (kg) FY2023 = 360,884

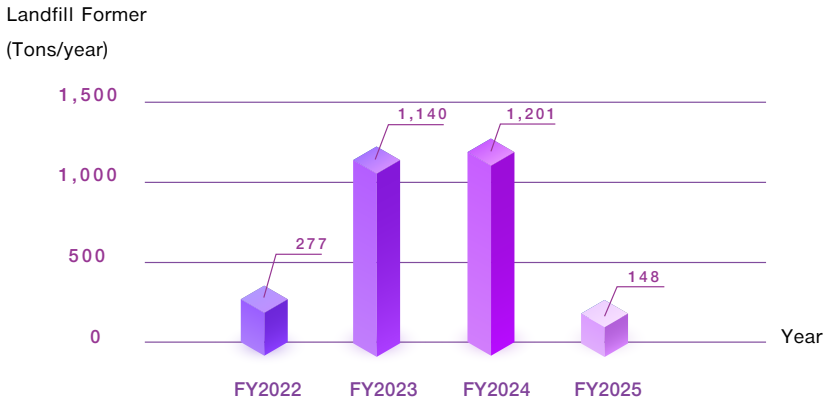
Weight of hazardous waste (kg) FY2024 = 509,376

Weight of hazardous waste (kg) FY2025 = 514,737

Circular Economy Project

Waste Former to Refractory Project (continuous project since 2022)

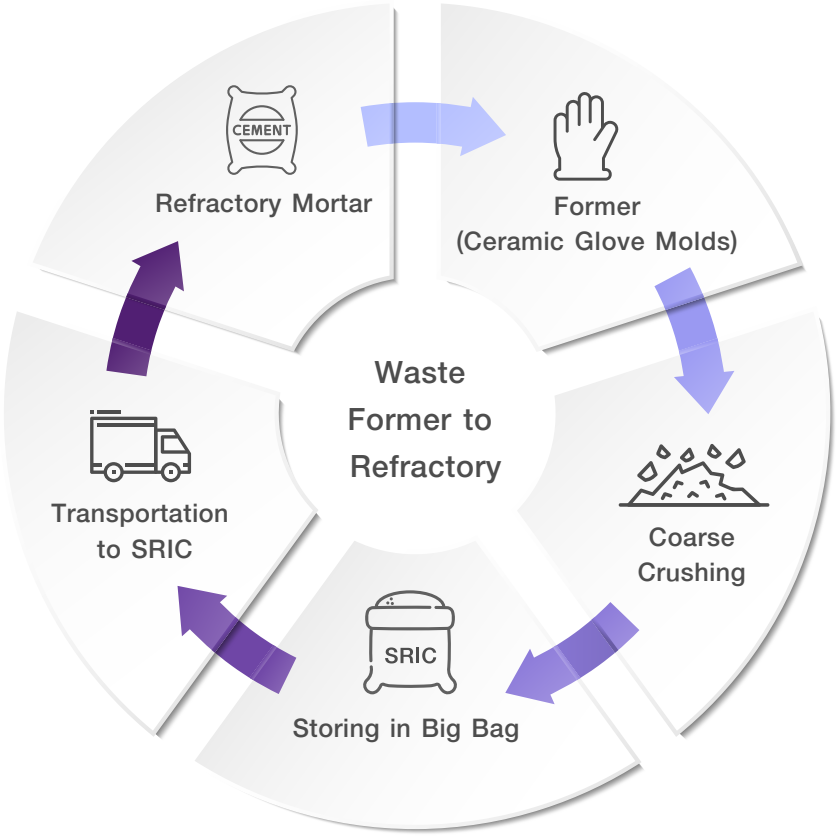
This project is collaboration between STGT and SRIC, a subsidiary of SCG, whereby STGT sends its expired ceramic glove molds to be substituted raw material for the production of SRIC's refractory mortar.



Total amount of 2,088 tons per year

In the year 2025

The Company was able to reduce landfill waste by **1,660 tons per year** and decrease disposal costs by **3,452,800 Baht per year.**



Sample Images of Project Materials and Equipment



Glove Molds



Coarse Crushing



Refractory Motar

Circular Economy Project

Sri Trang Eco-Coasters Project

In the year 2025, the Company collaborated academically with Thaksin University and business partners 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 Company's 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.



Remark: Natural Rubber Gloves

Circular Economy Project

Implementing Circular Economy Frameworks to Transform Rubber Scraps from Gloves Production Process into Value-added Resources (Waste to Value) Project

In the year 2025, the Hat Yai branch factory was selected to participate in the Industrial Establishment Development and Enhancement Program for Circular Economy Implementation in Organizations, organized by the Department of Primary Industries and Mines in collaboration with the ISO Certification Institute. The program aimed to study the reuse of waste materials from production processes to maximize benefits according to circular economy principles and support the Zero Waste to Landfill target. Rubber scraps from gloves production process have been utilized asraw materials to produce shock-absorbent foam rubber sheets, which were donated to the Prathan Kheeri Wat community for installation as flooring in their boxing training facility.











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

The branch factory (operational area) has received a **100%** 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 Thailand,** in the year 2025, it was found 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 the year 2025, the Company conducted a biodiversity survey in the areas surrounding the factory. The survey revealed various animal species in the vicinity of the wastewater treatment ponds, including the Little Cormorant, Great Cormorant, Asian Openbill, White-breasted Waterhen, White-throated Kingfisher, Crested Myna, Little Egret, Great Egret, Drongo, Little Grebe, Hawk, Bee-eater, Coucal, Squirrel, etc. Notably, the Great Cormorant is a rare bird that is not commonly found in general areas. Notably, the Great Cormorant is a rare species not commonly found in general areas, reflecting the quality of the ecosystem in the Company's operational area.



Great Cormorant



Black-winged Stilt



Intermediate Egret



Bee-eater



Great Myna or White-vented Myna



Squirrel

"Teal conservation area" Project

Trang Branch Factory 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.





Meanwhile, 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.

Environmental expense accounting of the year 2025

Expenses for pollution control equipment	Unit	Total
Wastewater treatment	million Baht	33
Air pollution treatment	million Baht	107
Waste disposal	million Baht	39
The cost of operating the environmental management system	million Baht	1
The cost of environmental measurement	million Baht	11
The cost of maintenance (Annual Preventive Maintenance (PM))	million Baht	23
Total expenses (from 6 branch factories)	**million Baht**	**215**





Summary of Operating Performance

Summary of operating performance of Sri Trang Gloves (Thailand) Public Company Limited
in 2025 to communicate sustainability performance,
namely governance, social and environment.



Governance Performance

Financial

GRI standard	Topic	Unit	2022	2023	2024	2025
GRI 201-1 (2016)	Revenue from sales and services	MB	23,305	19,665	25,002	23,890
	Profit for the year	MB	1,652	153	995	(109)
	Dividends paid to shareholders	MB	3,294	716	1,432	1,433
	Wages and compensation for employees	MB	2,535	2,320	2,706	2,548
	Interest and finance charges to borrowers	MB	187	306	292	235
	Taxes paid to the government and local government agencies such as corporate income tax, Local maintenance tax, school tax, etc.	MB	181	44	109	101
	Expenses for support and implementing projects for social and community development	MB	11	1	1	2
	Compensation expenses that the organization pays to the Social Security Fund, Provident funds and retirement arrangements for employees	MB	73	96	111	110
	Compensation expenses that the organization pays to the Social Security Fund	MB	42	72	79	74
	Expenses that the organization pays into the provident fund	MB	15	17	16	17
	Expenses for retirement arrangements for employees	MB	16	8	16	18
GRI 201-4 (2016)	Tax benefits and others received from government and local authorities from the Promotion of Investment and Development (BOI)	MB	127	-	-	-
GRI 202-2 (2016)	(Percentage of senior management at significant locations of operation that are hired from the local community)	%	36.00	50.00	52.00	57.00

Sustainable Management of Supply Chain

GRI Standard	Type of Suppliers	2022		2023		2024		2025	
		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	1,573	100	1,490	100	1,505	100	1,616	100
	Critical Tier 1 Suppliers	164	46.00	155	91.00	161	92.00	154	92.00
	Critical Non-Tier 1 Suppliers	-	-	-	-	985	-	1,123	-

GRI Standard	Topic	Unit	2022	2023	2024	2025
GRI 204-1 (2016)	Spending on products and services from local partners and contractors	MB	1,866	1,174	1,408	1,147
	Total procurement costs	MB	10,976	6,372	10,854	17,891
	Spending on products and services from local partners and contractors vs. total procurement spend	%	17.00	8.00	7.00	6.41

Social Performance

Employee

GRI Standard	Topic	2022		2023		2024		2025	
		Person	%	Person	%	Person	%	Person	%
GRI 2-7 (2021), 405-1 (2016)	**Employee**	**8,104**	**100**	**9,316**	**100**	**10,929**	**100.00**	**8,955**	**100**
	Permanent employee								
	by gender								
	Male	3,967	49.47	4,379	47.20	5,098	46.69	4,334	48.46
	Female	4,052	50.53	4,898	52.80	5,820	53.31	4,610	51.54
	Total	8,019	100	9,277	100	10,918	100.00	8,944	100
	by region								
	Thai	**5,622**	**70.11**	**6,254**	**67.41**	**6,936**	**63.53**	**5,667**	**63.36**
	South	5,220	65.10	5,729	61.75	6,392	58.55	5,203	58.17
	Northeastern	139	1.73	143	1.54	131	1.20	110	1.23
	Eastern	8	0.10	10	0.11	11	0.10	7	0.08
	North	27	0.34	37	0.40	42	0.38	33	0.37
	Central	106	1.32	115	1.24	141	1.29	132	1.48
	Western	122	1.52	220	2.37	219	2.01	182	2.03
	Foreigner	**2,397**	**29.89**	**3,023**	**32.59**	**3,982**	**36.47**	**3,277**	**36.64**
	Indonesia	-	-	-	-	6	0.05	8	0.09
	Myanmar	2,071	25.83	2,709	29.20	3,676	33.67	3,172	35.47
	Cambodia	306	3.82	297	3.20	209	1.91	14	0.16
	Laos	12	0.15	9	0.10	4	0.04	-	-
	Malaysia	7	0.09	7	0.08	10	0.09	6	0.07
	Morocco	-	-	-	-	-	-	-	-
	Taiwan	-	-	-	-	1	0.01	-	-
	India	1	0.01	1	0.01	1	0.01	-	-
	Vietnam	-	-	-	-	9	0.08	7	0.08
	China	-	-	-	-	53	0.49	53	0.59
	Philippines	-	-	-	-	2	0.02	3	0.03
	Singapore	-	-	-	-	1	0.01	1	0.01
	U.S.A.	-	-	-	-	10	0.09	13	0.15
	Total	8,019	100	9,277	100	10,918	100	8,944	100

GRI Standard	Topic	2022		2023		2024		2025	
		Person	%	Person	%	Person	%	Person	%
	Temporary employee								
	by gender								
	Male	81	95.29	39	100	8	72.73	10	90.91
	Female	4	4.71	-	-	3	27.27	1	9.09
	Total	85	100	39	100	11	100.00	11	100
	by region								
	Thai	**85**	**100**	**39**	**100**	**11**	**100.00**	**11**	**100**
	South	81	95.29	37	94.87	10	90.91	11	100
	Northeastern	1	1.18	1	2.56	1	9.09	-	-
	Eastern	-	-	-	-	-	-	-	-
	North	-	-	-	-	-	-	-	-
	Central	3	3.53	1	2.56	-	-	-	-
	Western	-	-	-	-	-	-	-	-
	Foreigner	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	Indonesia	-	-	-	-	-	-	-	-
	Myanmar	-	-	-	-	-	-	-	-
	Cambodia	-	-	-	-	-	-	-	-
	Laos	-	-	-	-	-	-	-	-
	Malaysia	-	-	-	-	-	-	-	-
	Morocco	-	-	-	-	-	-	-	-
	Taiwan	-	-	-	-	-	-	-	-
	India	-	-	-	-	-	-	-	-
	Vietnam	-	-	-	-	-	-	-	-
	China	-	-	-	-	-	-	-	-
	Philippines	-	-	-	-	-	-	-	-
	Singapore	-	-	-	-	-	-	-	-
	U.S.A.	-	-	-	-	-	-	-	-
	Total	85	100	39	100	11	100	11	100

GRI Standard	Topic	2022		2023		2024		2025	
		Person	%	Person	%	Person	%	Person	%
GRI 2-8 (2021)	**Workers who are not employees**	**4,839**	**-**	**5,526**	**-**	**-**	**-**	**-**	**-**
GRI 405-1 (2016)	**Diersity and equal opportunity**								
GRI 2-7 (2021), 405-1 (2016)	**by level**								
	Top management (L7-L11)								
	Male	18	0.22	19	0.20	24	0.22	25	0.28
	Female	9	0.11	11	0.12	17	0.16	22	0.25
	Total	27	0.33	30	0.32	41	0.38	47	0.52
	Management (L5-L6)								
	Male	182	2.25	186	2.00	215	1.97	209	2.33
	Female	146	1.80	153	1.64	198	1.81	198	2.21
	Total	328	4.05	339	3.64	413	3.78	407	4.54
	Operation (L1-L4)								
	Male	3,848	47.48	4,213	45.22	4,867	44.53	4,110	45.90
	Female	3,901	48.14	4,734	50.82	5,608	51.31	4,391	49.03
	Total	7,749	95.62	8,947	96.04	10,475	95.85	8,501	94.93
	Management level (L5-L11)								
	by age								
	Under 30 years								
	Male	7	0.09	10	0.11	13	0.12	9	0.10
	Female	4	0.05	7	0.08	23	0.21	18	0.20
	Total	11	0.14	17	0.18	36	0.33	27	0.30

GRI Standard	Topic	2022		2023		2024		2025	
		Person	%	Person	%	Person	%	Person	%
	30-50 years								
	Male	178	2.20	174	1.87	202	1.85	203	2.27
	Female	137	1.69	135	1.45	163	1.49	175	1.95
	Total	315	3.89	309	3.32	365	3.34	378	4.22
	Upper 50 years								
	Male	15	0.19	21	0.23	24	0.22	22	0.25
	Female	14	0.17	22	0.24	29	0.27	27	0.30
	Total	29	0.36	43	0.46	53	0.48	49	0.55
	Operation level (L1-L4)								
	by age								
	Under 30 years								
	Male	1,800	22.21	1,987	21.33	2,370	21.69	1,775	19.82
	Female	1,802	22.24	2,207	23.69	2,658	24.32	1,800	20.10
	Total	3,602	44.45	4,194	45.02	5,028	46.01	3,575	39.92
	30-50 years								
	Male	1,921	23.70	2,063	22.14	2,314	21.17	2,200	24.57
	Female	1,988	24.53	2,392	25.68	2,781	25.45	2,480	27.69
	Total	3,909	48.24	4,455	47.82	5,095	46.62	4,680	52.26
	Upper 50 years								
	Male	127	1.57	163	1.75	183	1.67	135	1.51
	Female	111	1.37	135	1.45	169	1.55	111	1.24
	Total	238	2.94	298	3.20	352	3.22	246	2.75

GRI Standard	Topic	2022		2023		2024		2025	
		Person	%	Person	%	Person	%	Person	%
GRI 401-1 (2016)	**Employment**								
	New employee								
	by gender								
	Male	1,169	47.19	1,645	40.89	2,336	43.08	637	46.87
	Female	1,308	52.81	2,378	59.11	3,086	56.92	722	53.13
	Total	2,477	100	4,023	100	5,422	100	1,359	100
	by age								
	Under 30 years	1,732	69.92	2,727	67.79	3,799	70.07	998	73.44
	30-50 years	740	29.87	1,289	32.04	1,607	29.64	359	26.42
	Upper 50 years	5	0.20	7	0.17	16	0.30	2	0.15
	Total	2,477	100	4,023	100	5,422	100	1,359	100
	by region								
	Thai	**2,363**	**95.40**	**2,790**	**69.35**	**3,648**	**67.28**	**1,060**	**78.00**
	South	2,072	83.65	2,354	58.51	3,281	60.51	918	67.55
	Northeastern	49	1.98	49	1.22	56	1.03	17	1.25
	Eastern	11	0.44	7	0.17	11	0.20	4	0.29
	North	17	0.69	22	0.55	25	0.46	6	0.44
	Central	37	1.49	53	1.32	67	1.24	22	1.62
	Western	177	7.15	305	7.58	208	3.84	93	6.84
	Foreigner	**114**	**4.60**	**1,233**	**31**	**1,774**	**32.72**	**299**	**22.00**
	Indonesia	-	-	-	-	1	0.02	1	0.07
	Myanmar	113	4.56	1,138	28.29	1,743	32.15	272	20.01
	Cambodia	1	0.04	94	2.34	1	0.02	2	0.15
	Laos	-	-	-	-	-	-	-	-
	Malaysia	-	-	1	0.02	3	0.06	-	-
	Morocco	-	-	-	-	-	-	-	-
	Taiwan	-	-	-	-	1	0.02	-	-
	India	-	-	-	-	-	-	-	-
	Vietnam	-	-	-	-	2	0.04	4	0.29
	China	-	-	-	-	10	0.18	10	0.74
	Philippines	-	-	-	-	-	-	1	0.07
	Singapore	-	-	-	-	-	-	-	-
	U.S.A.	-	-	-	-	13	0.24	9	0.66
	Total	2,477	100	4,023	100	5,422	100	1,359	100

GRI Standard	Topic	2022		2023		2024		2025	
		Person	%	Person	%	Person	%	Person	%
GRI 401-1 (2016)	**Employee termination**								
	by gender								
	Male	1,811	45.74	1,237	44.07	1,665	42.97	1,385	41.82
	Female	2,148	54.26	1,570	55.93	2,210	57.03	1,927	58.18
	Total	3,959	100	2,807	100	3,875	100	3,312	100
	by age								
	Under 30 years	2,425	61.25	1,738	61.92	2,485	64.13	2,363	71.35
	30-50 years	1,499	37.86	1,046	37.26	1,350	34.84	941	28.41
	Upper 50 years	35	0.88	23	0.82	40	1.03	8	0.24
	Total	3,959	100	2,807	100	3,875	100	3,312	100
	by region								
	Thai	**3,390**	**85.61**	**2,200**	**78.38**	**2,988**	**77.11**	**2,308**	**69.69**
	South	3,131	79.07	1,888	67.26	2,642	68.18	2,089	63.07
	Northeastern	84	2.12	43	1.53	67	1.73	36	1.09
	Eastern	14	0.35	5	0.18	9	0.23	8	0.24
	North	23	0.58	13	0.46	20	0.52	15	0.45
	Central	57	1.44	44	1.57	41	1.06	30	0.91
	Western	81	2.05	207	7.37	209	5.39	130	3.93
	Foreigner	**570**	**14.39**	**607**	**21.62**	**887**	**22.89**	**1,004**	**30.31**
	Indonesia	-	-	-	-	-	-	-	-
	Myanmar	307	7.75	500	17.81	777	20.05	775	23.40
	Cambodia	258	6.52	103	3.67	89	2.30	197	5.95
	Laos	1	0.03	3	0.11	5	0.13	4	0.12
	Malaysia	1	0.03	1	0.04	-	0.00	4	0.12
	Morocco	1	0.03	-	-	-	-	-	-
	Taiwan	1	0.03	-	-	-	-	1	0.03
	India	1	0.03	-	-	-	-	1	0.03
	Vietnam	-	-	-	-	1	0.03	6	0.18
	China	-	-	-	-	9	0.23	10	0.30
	Philippines	-	-	-	-	-	-	-	-
	Singapore	-	-	-	-	-	-	-	-
	U.S.A.	-	-	-	-	6	0.15	6	0.18
	Total	3,960	100	2,807	100	3,875	100	3,312	100

GRI Standard	Topic	2022		2023		2024		2025	
		Person	%	Person	%	Person	%	Person	%
	Total female employee	4,056	50.05	4,898	52.58	5,823	100.00	4,611	51.49
	Female in all management positions (junior, middle and top management	376	44.66	373	44.30	503	8.64	495	49.80
	Female employee in operation positions (L1-L3)	3,680	50.67	4,525	53.40	5,320	91.36	4,116	51.70
	Female employee in junior management positions (L4-L5)	311	45.27	298	44.54	407	6.99	391	50.19
	Female employee in middle management positions (L6-L7)	62	42.76	71	43.83	90	1.55	98	48.51
	Female employee in top management positions (L8-L11)	3	30.00	4	36.36	6	0.10	6	46.15
	Female employee in top management positions with maximum two levels aways from the CEO	2	22.22	3	30.00	5	0.09	5	45.45
	Female employee in management positions in revenue-generating functions, e.g. sales (marketing), etc.	63	34.81	58	34.32	56	0.96	74	62.18
	Female employee in STEM-related positions	262	14.16	288	15.85	296	5.08	201	11.20
STGT indicator	Number of internship	30		41		62		39	

GRI Standard	Topic	Unit	2022	2023	2024	2025
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	%	1.7	1.4	1.2	1.1
	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	%	0.9	0.7	0.9	0.9
	Base salary + bonus and other cash incentives					
	Top management (L7-L11)					
	Male	%	1.0	1.0	1.0	1.0
	Female	%	1.6	1.5	1.3	1.2
	Management (L5-L6)					
	Male	%	1.0	1.0	1.0	1.0
	Female	%	1.1	1.0	0.9	1.0
	Operation (L1-L4)					
	Male	%	1.0	1.0	1.0	1.0
	Female	%	0.7	0.8	0.9	0.9

GRI standard	Topic	Unit	2022	2023	2024	2025
GRI 401-1 (2016)	**Employment**					
	Turnover rate	**%**	**3.55**	**15.16**	**16.55**	**12.63**
	by gender					
	Male	Person	288	134	155	164
	Female	Person	149	90	109	104
	Total	Person	437	224	264	268
	by age					
	Under 30 years	Person	239	120	155	209
	30-50 years	Person	193	103	105	59
	Upper 50 years	Person	5	1	4	-
	Total	Person	437	224	264	268
	Voluntary employee turnover rate	**%**	**10.33**	**12.32**	**13.98**	**10.32**
GRI 401-3 (2016)	**Maternity leave**					
	Maternity leave					
	by gender					
	Male	Person	-	-	-	-
	Female	Person	173	235	168	217
	Total	Person	173	235	168	217
	Return after maternity leave					
	by gender					
	Male	Person	-	-	-	-
	Female	Person	137	189	150	169
	Total	Person	137	189	150	169
	Return after maternity leave	**%**	**79.19**	**80.43**	**89.29**	**77.88**

Developing Employees' Skills

GRI standard	Topic	Unit	2022	2023	2024	2025
GRI 404-1 (2016)	**Training and education**					
	Training hours					
	Target	hr	40	40	35	35
	Total hours	hr	389,451	276,636	475,050	422,073
	Average hours/person/year	hr/person/year	42.00	30.00	46.00	46.16
	by gender					
	Male	hr	224,388	141,047	196,179	210,480
	Female	hr	165,063	135,589	278,871	211,593
	by age					
	Under 30 years	hr	-	-	-	137,270
	30-50 years	hr	-	-	-	263,954
	Upper 50 years	hr	-	-	-	20,850
	by level					
	Operation (L1-L4)	hr	351,134	247,259	431,718	359,918
	Management (L5-L6)	hr	36,853	26,997	39,911	56,142
	Top management (L7-L10)	hr	1,305	2,382	3,421	6,013
	by skil					
	Administration	hr	10,941	14,486	55,710	51,789
	Manufacturing	hr	81,266	48,813	85,797	41,190
	On the job training	hr	189,177	94,671	158,529	53,541
	Service	hr	4,424	4,716	2,351	23,251
	Technical	hr	103,483	16,745	45,396	47,534
	Environmental	hr	-	5,200	3,344	12,560
	Occupational Safety and Health	hr	-	70,604	113,284	94,882
	Quality	hr	-	21,401	10,639	26,049
	Artificial Intelligence (AI)	hr	-	-	-	71,277
	by cost					
	Total training costs	Baht	5,358,182	12,773,336	10,358,420	9,217,975.38
	Training investment/person/year	Baht/Person/Year	-	1,148.00	976.00	1,008.09
	Human Capital Return on Investment-HC ROI	ratio	1.66	1.01	1.16	0.89

Occupational Health and Safety in the Workplace

GRI Standard	Topic	Unit	Target	2022	2023	2024	2025
GRI 403-9 (2018)	**Occupational Health and Safety**						
	Working hours						
	Working hours	Hour	-	18,058,769	19,054,823	35,035,469	22,147,632
	Employee	Hour	-	16,594,836	18,618,296	23,850,824	20,773,945
	Supplier	Hour	-	1,463,933	436,527	11,184,645	1,373,688
	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	0	0	0	0
		case/1,000,000 worked hours	-	0	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	-	72	71	50	35
		case/1,000,000 worked hours	2.50	4.34	3.81	2.10	1.68
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	case	-	0	0	0	0
		case/1,000,000 worked hours	-	0	0	0	0
		Information coverage (percentage of operations)	-	100	100	100	100

GRI Standard	Topic	Unit	Target	2022	2023	2024	2025
GRI 403-9 (2018)	**Lost-Time Injury Frequency Rate: LTIFR**						
	Employee	case	-	32	26	9	7
		case/1,000,000 worked hours	1.26	1.93	1.40	0.38	0.34
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	case	-	0	0	0	0
		case/1,000,000 worked hours	-	0	0	0	0
		Information coverage (percentage of operations)	-	100	100	100	100
	Lost-Time Injury Severity Rate: LTISR						
	Employee	Day	-	90	148	34	13
		Day/1,000,000 worked hours	-	5.42	7.95	1.43	0.63
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	Day	-	0	0	0	0
		Day/1,000,000 worked hours	-	0	0	0	0
		Information coverage (percentage of operations)	-	100	100	100	100
	High-Consequence Work-Related Injuries						
	Employee	case	0	1	1	0	0
		Information coverage (percentage of operations)	-	100	100	100	100
	Supplier	case	0	0	0	0	0
		Information coverage (percentage of operations)	-	100	100	100	100
	Near Miss						
	Employee and Supplier	case	-	0	0	0	0
	Employee	case	-	0	0	0	0
	Supplier	case	-	0	0	0	0
	Information coverage (percentage of operations)		-	100	100	100	100

GRI Standard	Topic	Unit	Target	2022	2023	2024	2025
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)	-	0	0	0	0
		Occupational Illness Frequency Rate (Cases/1,000,000 Hours Worked)	-	0	0	0	0
		Number of Fatality Occupational Illness & Disease (Cases)	-	0	0	0	0
		Information coverage (percentage of operations)	-	100	100	100	100

Relationship with Customers and Consumers

GRI Standard	Topic	Unit	2022	2023	2024	2025
STGT indicator	Customer satisfaction	%	85.00	86.48	85.98	85.69
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	2022	2023	2024	2025
GRI 301-1 (2016)	**Materials used by weight or volume**	**Tons**	**186,987**	**178,903**	**299,897**	**231,555**
	Natural Latex	Tons	142,615	155,973	203,352	148,486
	Synthetic Latex	Tons	44,372	22,931	96,545	83,069
	Packaging	**Tons**	**23,282**	**55,686**	**60,486**	**31,788**
	Paper box	Tons	22,913	54,626	58,936	31,164
	Plastic	Tons	369	1,060	1,550	624
GRI 301-2 (2016)	Recycled input meterials used	%	85.00	85.00	85.00	85.00
	Dispenser	%	80.00	80.00	80.00	80.00
	Carton	%	90.00	90.00	90.00	90.00
GRI 302-1 (2016)	**Total Energy Consumption**	**GJ**	**16,715,580**	**13,650,879**	**16,892,979**	**23,231,390**
	Non renewable energy	**GJ**	**906,076**	**1,019,604**	**1,233,544**	**1,113,430**
	Diesel	GJ	61,718	69,791	86,830	75,515
	Gasohol	GJ	914	1,411	1,578	1,498
	Fuel oil	GJ	29,219	1,660	-	-
	LPG	GJ	-	-	-	-
	Purchased electricity	GJ	814,225	946,741	1,145,136	1,036,417
	Renewable energy	**GJ**	**15,809,504**	**12,631,276**	**15,659,435**	**22,117,960**
	Steam and heat, Biomass (woodchips)	GJ	15,809,504	12,626,343	15,642,287	22,059,753
	Solar power	GJ	-	4,932	17,148	58,207
GRI 302-3 (2016)	Energy intensity	GJ/Mpcs.	647	646	650	626

GRI standard	Topic	Unit	2022	2023	2024	2025
GHG Emissions						
GRI 305-1 (2016)	**Direct (Scope 1) GHG emissions**	**tCO_2eq**	**45,407**	**57,272**	**58,944**	**43,635**
	- CO_2	tCO_2eq	7,312	5,434	6,545	5,301
	- CH_4	tCO_2eq	27,393	37,812	35,309	21,864
	- N_2O	tCO_2eq	10,393	13,459	16,673	16,005
	- HFCs	tCO_2eq	309	566	417	465
	- Other Biogenic GHG emissions	tCO_2eq	1,090,415	1,414,151	1,751,936	1,632,682
	- Other Biogenic GHG emissions	tCO_2eq	1,113	649	384	104
GRI 305-2 (2016)	**Energy indirect (Scope 2) GHG emissions**	**tCO_2eq**	**113,081**	**131,422**	**159,015**	**136,750**
	- CO_2	tCO_2eq	113,081	131,422	159,015	136,750
GRI 305-3 (2016)	**Other indirect (Scope 3) GHG emissions**	**tCO_2eq**	**878,790**	**1,139,906**	**383,833**	**361,673**
	- CO_2	tCO_2eq	878,790	1,139,906	383,833	361,673
	- Purchased goods and service	tCO_2eq	-	259,565	241,801	236,573
	- Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	tCO_2eq	-	161,297	133,862	120,792
	- Waste generated in operations	tCO_2eq	-	28,005	8,170	4,308
	- End-of-life treatment of sold products	tCO_2eq	-	691,038	-	-
	Total GHG emissions (Scope 1 and 2)	tCO_2eq	158,488	188,694	217,959	180,385
	Total GHG emissions (Scope 1, 2 and 3)	tCO_2eq	1,037,278	1,328,600	601,792	542,058
GRI 305-4 (2016)	GHG emissions intensity (Scope 1 and 2)	tCO_2eq/Mpcs.	6.13	5.83	5.57	4.86
	GHG emissions intensity (Scope 3)	tCO_2eq/Mpcs.	34.00	41.01	15.17	9.74

GRI standard	Topic	Unit	2022	2023	2024	2025
GRI 305-6 (2016)	**Emissions of ozone-depleting substances (ODS)**					
	1. HCFC22	Tons	-	-	-	-
	2. Ozone depletion	Tons CFC-11e	-	-	-	-

Remarks:

1. The calculation of GHG emissions and used emissions factors followed the GHG Protocol, ISO14064-1, 2006 IPCC Guidelines and Thailand Greenhouse Gas Management Organization (Public Organization) (TGO) (Latest Revised Version: July 2022 and January 2026). Global Warming Potential (GWP) used in the calculation refered to the IPCC Fifith Assessment Report (AR5) and Sixth Assessment Report 2023 (AR6). The calculation involves multipying activity data with emission factors and expressing the results in tons of carbondioxide equivalent (tCO2eq).
2. Emission factor used for the calculation of indirect (Scope 2) GHG emissions from purchased electricity followed the value set by TGO (Latest Revised Version: January 2026).
3. The calculation of GHG emissions intensity included direct (scope 1) GHG emissions and indirect (scope 2) GHG emissions.
4. The calculation of GHG emissions intensity included Other indirect (Scope 3) GHG emissions.
5. During 2024–2025, the Company conducted a review of the categorisation criteria 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.
6. The rationale for choosing 2021 as the base year is the first year that the relevant information of greenhouse gas emissions was completely assuranced 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	2022	2023	2024	2025
Air Pollutions						
GRI 305-7 (2016)	NO_x (from combustion)	Tons	265.88	842.42	1,145.93	1,305.35
	NO_x intensity	Tons/Mpcs.	0.01	0.03	0.16	0.04
	SO_2 (from combustion)	Tons	4.00	23.31	31.76	30.60
	SO_2 intensity	Tons/Mpcs.	-	0.00	0.00	0.00
	Total Susptended Particulate (TSP) (from combustion)	Tons	363.00	1,167.62	1,116.41	678.63
	TSP intensity (from combustion)	Tons/Mpcs.	0.03	0.04	0.15	0.02

GRI standard	Topic	Unit	2022	2023	2024	2025
Water Withdrawal						
GRI 303-3 (2018)	**Water withdrawal by sources & by total dissolved solids**	**million cubic meters**	**10.52**	**13.15**	**16.13**	**16.88**
	Water withdrawal from freshwater sources (< 1,000 mg/L Total Dissolve Solids)	**million cubic meters**	**10.52**	**13.15**	**16.13**	**16.88**
	- Surface water/river water	million cubic meters	5.35	7.13	8.39	8.98
	- Groundwater	million cubic meters	5.17	6.01	7.74	7.90
	- 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**	**-**	**-**	**-**	**-**
	- 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 from all areas with water stress	**million cubic meters**	**-**	**-**	**3.51**	**13.42**
	Water withdrawal from all areas with water stress (< 1,000 mg/L Total Dissolve Solids)	**million cubic meters**	**-**	**-**	**3.51**	**13.42**
	- Surface water/river water	million cubic meters	-	-	0.63	7.78
	- High		-	-	-	0.79
	- Medium to High		-	-	-	6.99
	- Low to Medium		-	-	-	1.20
	- Groundwater	million cubic meters	-	-	2.88	5.64
	- High		-	-	-	2.54
	- Medium to High		-	-	-	3.10
	- Low to Medium		-	-	-	2.26
	- Water from raw materials	million cubic meters	-	-	-	-
	- Tap water	million cubic meters	-	-	-	-

GRI standard	Topic	Unit	2022	2023	2024	2025
	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**	**16.88**
	- Surface water/river water	million cubic meters	5.35	7.13	8.40	8.98
	- Groundwater	million cubic meters	5.17	6.01	7.74	7.90
	- 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**	**8.09**	**9.97**	**12.05**	**11.45**
	Water discharged to canals	**million cubic meters**	**8.09**	**9.97**	**12.05**	**11.45**
	- Freshwater (< 1,000 mg/L Total Dissolve Solids)	million cubic meters	1.87	9.97	12.05	11.45
	- Other water (>1,000 mg/L Total Dissolve Solids)	million cubic meters	6.23	-	-	-
	Water discharged to cannals in water stress areas	**million cubic meters**	**-**	**-**	**3.07**	**8.37**
	- Freshwater (≤ 1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	3.07	8.37
	- High		-	-	-	2.57
	- Medium to High		-	-	-	5.80
	- Low to Medium		-	-	-	3.08
	- Other water (>1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	-	-

GRI standard	Topic	Unit	2022	2023	2024	2025
Water & Effluent Management						
	Total water recycled & reused	million cubic meters	0.20	0.45	0.87	0.89
	Percentage of water recycled and reused to total water withdrawal	%	1.90	3.42	5.40	5.27
	Water discharge quality					
	- BOD	mg/L	5.60	5.62	6.83	7.34
	- COD	mg/L	67.27	69.53	73.21	70.93
	- SS	mg/L	18.17	18.77	16.24	16.91
	- pH		8.33	8.34	8.48	8.42
	- TDS	mg/L	1,542.37	1,391.24	1,358.97	1,305.09
	- Oil&Grease	mg/L	3.14	2.96	3.02	2.68
Water Consumption						
GRI 303-5 (2018)	Water Consumption	million cubic meters	2.43	3.18	4.08	5.43
	Water consumption in water stress areas	million cubic meters	-	-	0.44	5.05
	Change in water storage in tank between Jan 1 and Dec 31 of the year	million cubic meters	-	-	-	-

Remarks:

1. Aqueduct Water Risk Atlas of World Resources Institute (WRI) was used as a credible tool for assessing areas with water stress.
2. The volume of water in water-stressed areas in 2025 reflects a significant increase compared to 2024. It should be noted, however, that this increase does not result from a rise in actual volume, but rather from a revision to the classification criteria for water-stressed areas. Specifically, the reporting scope has been expanded to encompass areas designated as medium-to-high water stress levels, whereas previously, only areas classified as having high water stress levels were included in the disclosure.
3. In 2023-2025, the water consumption calculation methodology was revised to ensure compliance with GRI 303-5 standards.

GRI standard	Topic	Unit	2022	2023	2024	2025
Waste Management						
GRI 306-3 (2020)	**Total weight of waste generated**	**Tons**	**26,948**	**28,746**	**36,314**	**40,561**
	- Hazardous waste generated	Tons	678	807	955	826
	- Non-hazardous waste generated	Tons	26,270	27,938	35,359	39,735

GRI standard	Topic	Unit	2022	2023	2024	2025
GRI 306-4 (2020)	**Total weight of waste diverted from disposal**	**Tons**	**3,396**	**19,512**	**26,901**	**32,137**
	Total hazardous waste diverted from disposal	**Tons**	**507**	**625**	**778**	**598**
	- Preparation for reuse	**Tons**	**458**	**586**	**756**	**579**
	Onsite preparation for reuse	Tons	-	-	-	-
	Offsite preparation for reuse	Tons	458	586	756	579
	- Recycling	**Tons**	**49**	**39**	**22**	**19**
	Onsite recycling	Tons	-	-	-	-
	Offsite recycling	Tons	49	39	22	19
	- Other recovery operations	**Tons**	**-**	**-**	**-**	**-**
	Other onsite recovery	Tons	-	-	-	-
	Other offsite recovery	Tons	-	-	-	-
	Total non-hazardous waste diverted from disposal	**Tons**	**2,889**	**18,887**	**26,123**	**31,539**
	- Preparation for reuse	**Tons**	**-**	**-**	**-**	**-**
	Onsite preparation for reuse	Tons	-	-	-	-
	Offsite preparation for reuse	Tons	-	-	-	-
	- Recycling	**Tons**	**2,889**	**2,598**	**3,247**	**7,694**
	Onsite recycling	Tons	-	-	-	-
	Offsite recycling	Tons	2,889	2,598	3,247	7,694
	- Other recovery operations	**Tons**	**-**	**16,289**	**22,876**	**23,845**
	Other onsite recovery	Tons	-	-	-	-
	Other offsite recovery	Tons	-	16,289	22,876	23,845

GRI standard	Topic	Unit	2022	2023	2024	2025
GRI 306-5 (2020)	**Total weight of waste directed to disposal**	**Tons**	**23,552**	**9,234**	**9,271**	**8,424**
	Total hazardous waste directed to disposal	**Tons**	**171**	**182**	**177**	**228**
	- Incineration with energy recovery	**Tons**	**171**	**182**	**177**	**228**
	Onsite incineration with energy recovery	Tons	-	-	-	-
	Offsite incineration with energy recovery	Tons	171	182	177	228
	- 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**	**-**	**-**	**-**	**-**
	Other onsite disposal operations	Tons	-	-	-	-
	Other offsite disposal operations	Tons	-	-	-	-
	Total non-hazardous waste directed to disposal	**Tons**	**23,381**	**9,052**	**9,237**	**8,196**
	- Incineration with energy recovery	**Tons**	**-**	**-**	**28**	**55**
	Onsite incineration with energy recovery	Tons	-	-	-	-
	Offsite incineration with energy recovery	Tons	-	-	28	55
	- Incineration without energy recovery	**Tons**	**-**	**-**	**115**	**-**
	Onsite incineration without energy recovery	Tons	-	-	-	-
	Offsite incineration without energy recovery	Tons	-	-	115	-
	- Landfilling	**Tons**	**7,864**	**9,052**	**9,094**	**8,141**
	Onsite landfilling	Tons	-	-	-	-
	Offsite landfilling	Tons	7,864	9,052	9,094	8,141
	- Other disposal operations	**Tons**	**15,517**	**-**	**-**	**-**
	Other onsite disposal operations	Tons	-	-	-	-
	Other offsite disposal operations	Tons	15,517	-	-	-

GRI standard	Topic	Unit	2022	2023	2024	2025
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	2
	Monetary value of fines associated with non-compliance with environmental laws and regulations	Baht	0	0	0	319,125

Remarks:

1. In the year 2025, the Company encountered operational incidents involving non-compliance with applicable environmental regulations pertaining to air quality and water quality. The Company has since completed remedial actions addressing both matters. In addition, compensation measures for affected parties have been carried out in accordance with the agreed terms. The Company continues to monitor operational performance on an ongoing basis to ensure the effectiveness of the implemented measures and to ensure the satisfaction of all affected parties. The details are as follows:
   - Air Quality Incident, an exceedance occurred at the Anvar branch factory in February 2025, where carbon monoxide (CO) emissions from the boiler stack exceeded the prescribed standard limits. The facility promptly implemented corrective measures and conducted re-testing, with subsequent measurements confirming compliance with the applicable standards. Remedial actions were completed by May 2025.
   - Water Quality Incident, an exceedance occurred at the Surat Thani branch factory (SR3) in June 2025, where effluent discharge exhibited Chemical Oxygen Demand (COD) levels exceeding the prescribed standard limits. The facility promptly implemented corrective measures and conducted re-testing, with subsequent measurements confirming compliance with the applicable standards. Remedial actions were completed by July 2025.

GRI standard	Topic	Unit	2022	2023	2024	2025
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

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 2025, 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	Disclosure
STRATEGY, GOVERNANCE AND ENGAGEMENT			
Scope: Implement the Ten Principles into Strategies & Operations	1. Describes mainstreaming into corporate functions and business units	• Message from the Board of Directors to Stakeholders • Sustainable Responsibility Management • Corporate Sustainability Policy	• Sustainability Report 2025, pages 6-9, 24-27
	2. Describes value chain implementation	• Stakeholders Engagement • Sustainable Supply Chain Management	• Sustainability report 2025, pages 28-33, 104-111
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	• Human Rights and Non-Discrimination Policy • Human Rights • Workforce Management and Human Capital Development • Occupational Health and Safety in the Workplace	• Sustainability report 2025, pages 115-147
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	• Message from the Board of Directors to Stakeholders • Human Rights and Non-Discrimination Policy • Human Rights • Workforce Management and Human Capital Development	• Sustainability report 2025, pages 6-9, 115-137
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	• Message from the Board of Directors to Stakeholders • Sustainable Responsibility Management • Environment • Research, Development and Innovation • Sustainable Supply Chain Management • Customers and Consumers Responsibility • Support and Participation with the Community	• Sustainability report 2025, pages 6-9, 24-27, 104-114, 114-205
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	• Good Corporate Governance and Code of Conduct • Anti-Corruption Policy • Declaration of Intent to join the Thai Private Sector Collective Action against Corruption	• Sustainability report 2025, pages 50-77
	13. Describes effective management systems to integrate the anti-corruption principle	• Good Corporate Governance • Anti-Corruption • Whistleblowing Policy • Sustainable Supply Chain Management	• Sustainability report 2025, pages 50-77, 104-111
	14. Describes effective monitoring and evaluation mechanisms for the integration of anti-corruption		

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 2025, pages 22-23
	16. Describes strategic social investments and philanthropy	• Customers and Consumers Responsibility • Support and Participation with the Community	• Sustainability Report 2025, pages 148-164
	17. Describes advocacy and public policy engagement	• Sustainable Responsibility Management	• Sustainability Report 2025, pages 24-27
	18. Describes partnerships and collective action	• Membership of Organizations for Governance, Social and Environmental Development	• Sustainability Report 2025, pages 44
GOVERNANCE			
Scope: Corporate Sustainability Governance and Leadership	19. Describes CEO commitment and leadership	• Message from the Board of Directors to Stakeholders	• Sustainability Report 2025, pages 6-9
	20. Describes board adoption and oversight	• Good Corporate Governance	• Sustainability Report 2025, pages 50-71
	21. Describes stakeholders engagement	• Stakeholders Engagement	• Sustainability Report 2025, pages 28-33

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 2025 - 31 December 2025.
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	13-19			
	2-2	Entities included in the organization's sustainability reporting	14, 17, 22			
	2-3	Reporting period, frequency and contact point	22-23			
	2-4	Restatements of information	22-23			
	2-5	External assurance	22-23, 239-240			
	2-6	Activities, value chain and other business relationships	20, 104-111, 115-123			
	2-7	Employees	124-126, 209-215			SDG 8, 10
	2-8	Workers who are not employees	125			
	2-9	Governance structure and composition	49			SDG 5, 16
	2-10	Nomination and selection of the highest governance body	59-65			SDG 5, 16
	2-11	Chair of the highest governance body	69			SDG 16
	2-12	Role of the highest governance body in overseeing the management of impacts	66-68			
	2-13	Delegation of responsibility for managing impacts	66-68			
	2-14	Role of the highest governance body in sustainability reporting	67			
	2-15	Conflicts of interest	71			SDG 16
	2-16	Communication of critical concerns	66-67			
	2-17	Collective knowledge of the highest governance body	62			SDG 4
	2-18	Evaluation of the performance of the highest governance body	69-70			
	2-19	Remuneration policies	69, 128-129			
	2-20	Process to determine remuneration	69, 128-129			
	2-21	Annual total compensation ratio	Due to confidentiality constraints, this information is considered sensitive and cannot be disclosed in the current reporting period.			
	2-22	Statement on sustainable development strategy	6-9			
	2-23	Policy commitments	24-27, 45-47			
	2-24	Embedding policy commitments	24-27			
	2-25	Processes to remediate negative impacts	121			
	2-26	Mechanisms for seeking advice and raising concerns	74-75, 122			SDG 16
	2-27	Compliance with laws and regulations	230			SDG 16
	2-28	Membership associations	44			
	2-29	Approach to stakeholder engagement	28-33			
	2-30	Collective bargaining agreements	121			SDG 8

GRI Standard	Disclosure		Location	Omission	External Assurance	SDGs
Material Topics						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	34-43			
	3-2	List of material topics	36			
Governance Standard Series						
Economic Performance						
GRI 3: Material Topics 2021	3-3	Management of material topics	38-39, 45, 50-71			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	207			SDG 2, 5, 8, 9
Risk Management	STGT Indicator	KRI does not exceed risk thresholds	79			
Procurement Practices						
GRI 3: Material Topics 2021	3-3	Management of material topics	39, 45, 104-111			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	108			SDG 5, 8
Anti-Corruption						
GRI 3: Material Topics 2021	3-3	Management of material topics	38, 45, 72-77			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	72-77, 78-80			SDG 16
	205-2	Communication and training about anti-corruption policies and procedures	73-74			SDG 16
	205-3	Confirmed incidents of corruption and actions taken	76-77			SDG 16
Environmental Standard Series						
Materials						
GRI 3: Material Topics 2021	3-3	Management of material topics	20, 21, 25, 27, 29, 109-110, 165-167, 195-202			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	222			SDG 8, 12
Energy						
GRI 3: Material Topics 2021	3-3	Management of material topics	20, 21, 25, 27, 43, 47, 170, 184-188			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	43, 47, 184-188, 222		Yes	SDG 7, 8, 12, 13
	302-3	Energy intensity	186, 222			SDG 7, 8, 12, 13
	302-4	Reduction of energy consumption	186			SDG 7, 8, 12, 13
	302-5	Reductions in energy requirements of products and services	187-188			SDG 7, 8, 12, 13
Water and Effluents						
GRI 3: Material Topics 2021	3-3	Management of material topics	20, 21, 25, 27, 43, 47, 190-194			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	190			SDG 6, 12
	303-2	Management of water discharge-related impacts	193			SDG 6
	303-3	Water withdrawal by source	43, 47, 190-194, 225-226		Yes	SDG 6
	303-4	Water discharge	43, 193-194, 226-227		Yes	SDG 6
	303-5	Water consumption	43, 47, 190-194, 227		Yes	SDG 6

GRI Standard		Disclosure	Location	Omission	External Assurance	SDGs
Biodiversity						
GRI 3: Material Topics 2021	3-3	Management of material topics	20, 21, 25, 27, 43, 47, 106, 176, 203-204			
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	203-204			
	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 page 183-184.			
Emissions						
GRI 3: Material Topics 2021	3-3	Management of material topics	20, 21, 25, 27, 42, 47, 168-170, 171-183			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	181, 223		Yes	SDG 3, 12, 13, 14, 15
	305-2	Energy indirect (Scope 2) GHG emissions	181, 223		Yes	SDG 3, 12, 13, 14, 15
	305-3	Other indirect (Scope 3) GHG emissions	223		Yes	SDG 3, 12, 13, 14, 15
	305-4	GHG emissions intensity	182, 223		Yes	SDG 13, 14, 15
	305-5	Reduction of GHG emissions	181-182			
	305-6	Emissions of ozone-depleting substances (ODS)	224			
	305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	224		Yes	SDG 3, 12, 14, 15
Waste						
GRI 3: Material Topics 2021	3-3	Management of material topics	20, 21, 25, 27, 42, 47, 195-202			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	197-199			SDG 3, 6, 11, 12
	306-2	Management of significant waste-related impacts	197-199			SDG 3, 6, 8, 11, 12
	306-3	Waste generated	227		Yes	SDG 3, 11, 12
	306-4	Waste diverted from disposal	228		Yes	SDG 3, 11, 12
	306-5	Waste directed to disposal	229-230		Yes	SDG 3, 11, 12
Supplier Environmental Assessment						
GRI 3: Material Topics 2021	3-3	Management of material topics	20, 21, 24, 39, 47, 104-111			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	106-108, 208			
	308-2	Negative environmental impacts in the supply chain and actions taken	106-108, 208			
Social Standard Series						
Employment						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 41, 115-123, 124-128, 128-129, 130-137			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	125, 213, 217			SDG 5, 8, 10
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	128-129, 216			SDG 3, 5, 8
	401-3	Parental leave	125, 217			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	30, 40, 46, 138-147			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	138			SDG 8
	403-2	Hazard identification, risk assessment, and incident investigation	138-141			SDG 3, 8
	403-3	Occupational health services	141			SDG 3, 8
	403-4	Worker participation, consultation, and communication on	141-142			SDG 8, 16
	403-5	Worker training on occupational health and safety	143-144			SDG 8
	403-6	Promotion of worker health	144-145			SDG 3
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	146			SDG 8
	403-8	Workers covered by an occupational health and safety management system	146			SDG 8
	403-9	Work-related injuries	147, 219-221		Yes	SDG 3, 8, 16
	403-10	Work-related ill health	147, 221		Yes	SDG 3, 8, 16
Training and Education						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 41, 46, 130-137			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	46, 131			SDG 4, 5, 8, 10
	404-2	Programs for upgrading employee skills and transition assistance programs	132-137			SDG 8
	404-3	Percentage of employees receiving regular performance and career development reviews	132			SDG 5, 8, 10
Diversity and Equal Opportunity						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 41, 46, 115-123, 124-128, 128-129, 130-135			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	63, 124-125			SDG 5, 8
	405-2	Ratio of basic salary and remuneration of women to men	129, 216		Yes	SDG 5, 8, 10
Non-Discrimination						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 40-41, 46, 115-123, 124-129			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	46-47, 121, 224, 230			
Freedom of Association and Collective Bargaining						
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 121-122			
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	104-105			

GRI Standard	Disclosure		Location	Omission	External Assurance	SDGs
Child Labor						
GRI 3: Material Topics 2021	3-3	Management of material topics	116-121, 149			
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	148-150			
Forced or Compulsory Labor						
GRI 3: Material Topics 2021	3-3	Management of material topics	115-123, 148-150			
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	116-121			
Local Communities						
GRI 3: Material Topics 2021	3-3	Management of material topics	31, 40, 46, 153-164			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	153, 166, 189			
	413-2	Operations with significant actual and potential negative impacts on local communities	153, 166, 189, 230			
Community Engagement	STGT Indicator	Community satisfaction score	46			
Customer Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	29, 40-41, 46, 148-152			
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	148			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	148			SDG 16
Customer Satisfaction	STGT Indicator	Percentage of customer satisfaction related to products & services	29, 46, 151, 221			
Marketing and Labeling						
GRI 3: Material Topics 2021	3-3	Management of material topics	29, 46, 148-152, 221			
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	148-150			SDG 12
	417-2	Incidents of non-compliance concerning product and service information and labeling	150			SDG 16
	417-3	Incidents of non-compliance concerning marketing communications	150			SDG 16
Customer Satisfaction	STGT Indicator	Percentage of customer satisfaction	29, 46, 151, 221			
Customer Privacy						
GRI 3: Material Topics 2021	3-3	Management of material topics	25, 29, 46, 148-152, 221			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	97, 148			SDG 16

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INDEPENDENT ASSURANCE STATEMENT

The 2025 Sustainability Report of
SRI TRANG GLOVES (THAILAND) PUBLIC CO., LTD.
Statement No: AAST/TRTH/BS-A04/2-2/2026SD

TÜV Rheinland Thailand Ltd. (hereinafter "TÜV Rheinland" or "we") has been engaged by the management of Sri Trang Gloves (THAILAND) Public Co., Ltd. (hereinafter "STGT" or "the Reporting Company") to provide an independent assurance of the Sri Trang Gloves (THAILAND) Public Co., Ltd. Sustainability Report 2025 (hereinafter, "the Report"). TÜV Rheinland, headquartered in Germany, is a global independent Environmental, Social, and Governance ("ESG") & Sustainability Assurance service provider with qualified ESG practitioners worldwide.

This assurance statement applies only to the relevant information included in the scope of the assurance. The entire content and information of the Report is in the responsibility of STGT. The responsibility of the assurance team (or the "Assurer") is to provide STGT and its stakeholder with an independent assurance statement based on our expert opinions by applying the verification methodology for the specified assurance scope. The overall objective is to provide STGT's stakeholders with assurance on the reliability and objectivity of the information contained in the Report. The intended users of this assurance statement are stakeholders who are interested in STGT's overall sustainability performance and the impacts of its business activities.

SCOPE OF ASSURANCE AND SUBJECT MATTER

The scope of assurance engagement agreed upon with STGT includes the following:

1. The reporting period: 1st January 2025 to 31st December 2025.
2. The assurance covers the selected reporting criteria including evaluation of quality, accuracy and reliability of performance information for all facilities under the operational control of STGT Thailand including:
    - 1. STGT-HY (Hat Yai Branch) 110 and 109/2 and 110/3 M.8, Kanjanavanit Road, Pahtong Subdistrict, Hat Yai District, Songkhla 90230.
    - 2. STGT-SR (Surat Thani Branch) 189 M.7, Phlai Wat Subdistrict, Kanchanadit District, Surat Thani 84180, and 110/19 M.7 Surat-Nakhonsri Thammarat Road, Phlai Wat Subdistrict, Kanchanadit District, Surat Thani 84180.
    - 3. STGT-TG (Trang Branch) 85 M.6, Kwuan Thani Subdistrict, Kantrang District, Trang 92110.
    - 4. STGT- PS (Sadao P.S. Branch) 207/1, Padang-Besa Road, Sadao Subdistrict, Sadao District, Songkhla 90230.
    - 5. STGT-CP (Chumphon Branch) 88/8 M.11 Khao Chairach Subdistrict, Patiew District, Chumporn 86210.
    - 6. STGT-ANV (Anvar Branch) 88/3 M.3, SamnakKham Subdistrict, Sadao District, Songkhla 90230.

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3. Selected reporting criteria (subject matter) under scope of assurance which include:
    - 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 GHG emissions (Scope 1)
    - GRI 305-2 Energy indirect GHG emissions (Scope 2)
    - GRI 305-3 Other indirect GHG emissions (Scope 3) for selected criteria
    - GRI 305-4 Emission Intensity
    - GRI 305-7 Nox, 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
    - GRI 403-9 Work-related injuries
    - GRI 403-10 Work-related ill health
    - GRI 405-2 Ratio of basic salary and remuneration of women to men

REPORTING CRITERIA AND FRAMEWORK

- Reporting in accordance with the Global Reporting Initiative Standards 2021 ("GRI 2021").

ASSURANCE STANDARD AND LEVEL OF ASSURANCE

The independent assurance was conducted in accordance:

- AA1000AP (2018) Principles, covering the accountability principles of inclusivity, materiality, responsiveness, and impact (the "AA1000AP (2018) Principles").
- AA1000AS v3 with assurance engagement: **Type 2** and level of assurance: **Moderate.**

LIMITATIONS

The assurance was performed at a moderate assurance level in accordance with AA1000AS. The information and performance data subject to assurance is limited to the content of the Report and supporting data provided by the reporting organization. It implies that no significant errors were found during the assurance process and that there are limitations related to the unavoidable risks that may exist.

ASSURANCE METHODOLOGY

- We have evaluated the overall disclosure according to selected criteria disclosed in the Report. We have performed an objective review of the reported information and evidence gathered against the criteria defined in the assurance standards, i.e. the accountability principles of inclusivity, materiality, responsiveness and impact.
- The processes and system controls applied by the Reporting Company in the disclosure of quantitative and qualitative information on sustainability performance, from source to aggregation, were evaluated. Analytical procedures, interviews, and data testing were performed on a sample basis to test the generation and collection of data for defined sustainability key performance

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indicators in accordance with STGT's corporate sustainability strategy, governance, and management systems as disclosed in the Report.

- Our work included interviews with STGT representatives, including senior management as well as relevant employees responsible for collecting, aggregating and reporting the data. The assurance work was performed by our multidisciplinary team of experienced professionals in the areas of corporate sustainability, climate change, environmental, social, governance and stakeholder engagement. The opinion expressed is based on a moderate level of assurance and at the level of materiality of the Assurer's professional judgment.
- Visiting STGT's operation offices to validate site data and information included Head Office in Bangkok and sampling sites, namely, STGT-HY (Hat Yai Branch), STGT-SR (Surat Thani Branch), STGT-TG (Trang Branch), STGT- PS (Sadao P.S. Branch), STGT-CP (Chumphon Branch), and STGT-ANV (Anvar Branch).

ADHERENCE TO THE AA1000AP

Inclusivity:

STGT ensures inclusiveness by proactively identifying and engaging with diverse stakeholder groups, whose concerns are systematically addressed throughout the Report. Its approach to stakeholder engagement is supported by formal strategies designed to foster ongoing communication and collaboration. In addition, STGT is transparent in communicating sustainability goals and commitments to stakeholders. This ensures that stakeholders are well-informed about initiatives and progress toward its sustainability goals.

Materiality:

STGT has systematically conducted a materiality assessment of sustainability issues, taking into account the industry landscape, due diligence findings, risk assessments and stakeholder engagement. These material issues are then methodically addressed in specific sections, each outlined by measurable metrics. In this assurance engagement, not all material topics are included in the scope, only specific material topics are assured according to the defined scope.

Responsiveness:

STGT is committed to respond to material sustainability topics and their related impacts on its external and internal stakeholders. An effective response is aligned with the organization's objectives and integrated into its strategy, taking into account identified material topics and their related impacts.

Impact:

STGT adheres to the GRI principles and AA1000AP standard, which prioritize the assessment of internal and external impacts. STGT has systematically identified the impacts associated with its operations and products. Their commitment to impact assessment is reflected in careful documentation and tracking of impacts through internal processes and systems. Impact analysis covering environmental, economic, social, people and its human rights. In addition, their commitment to identifying and mitigating negative impacts is evident in their program and action plan disclosed in the report.

STATEMENT OF RESPONSIBILITY OF THE MANAGEMENT OF STGT

The Management of STGT has sole responsibility for preparing and presenting the Subject Matter in accordance with GRI topic standard and preparing the Report in adherence to the AA1000AP (2018) Principles. STGT's responsibilities also include maintaining effective internal controls over the information and data, resulting in the preparation of the Subject Matter in a way that is free from material misstatements.

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STATEMENT OF RESPONSIBILITY, COMPETENCY, INDEPENDENCY AND IMPARTIALITY OF ASSURANCE PROVIDER

TÜV Rheinland ensures that appropriately qualified individuals are selected based on their qualifications, training and experience. We have maintained complete impartiality and independence throughout the assurance engagement and have not been involved in the preparation of the content of the Report or provided any related information. The assurance statement is only valid if it is published in its entirety with the Report. TÜV Rheinland does not accept any liability or responsibility to any third party for any perception or decision regarding STGT based on this assurance statement.

CONCLUSION AND OPINION

In conclusion, we can mention that no instances or information came to our attention that would be contrary to the statement made below:

- The Report 2025 **meets** the requirements of the AA1000AP Accountability Principles.
- The Report **meets** the requirements of Type 2, **Moderate Assurance Level** according to the AA1000AS v3 and follows the requirements of reporting **in accordance with** GRI 2021.
- The Report contains statements and claims that reflect STGT's sustainability achievements and challenges, supported by documentary evidence and internal records.
- The Assurer concludes that the Report for agreed performance indicators related to the material topics are **reasonably represented**, and nothing has come to our attention that would cause us to believe that STGT has not presented accurate and not reliable data.

For and on behalf of TÜV Rheinland Thailand Ltd.
Bangkok, 12 March 2026

Mr. Stefan Heuer
Managing Director

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Sharing
Touch of Love

“Clean World Clean Gloves”

This represents Sri Trang Gloves’ commitment to conducting its business sustainably and responsibly, while continuously enhancing production systems for greater efficiency and ensuring that all rubber glove products are clean and free from contaminants.

Sri Trang Glove (Thailand) Public Company Limited

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