



2020

*Highlight*





# Economic Performance Highlight



Dividend Policy

**≥50%**

of net profit



Revenues

**972**

Million USD



Gross Profit

**537**

Million USD



Operating Profit

**513**

Million USD



Net Profit

**460**

Million USD



Income Tax Payment

**49**

Million USD



Debt to Equity

**0.37**

Times



Net Debt to Equity

**(0.40)**

Times



Dividend Payout Ratio

**54.8%**



Effective Tax Rate

**9.70%**



# Environment Performance Highlight



**GHG Emissions** 185,667 Tonnes CO<sub>2</sub>e  
 Scope 1 : 41,746 Scope 2 : 143,921



## ENERGY CONSUMPTION

|                          |                              |                              |
|--------------------------|------------------------------|------------------------------|
| Total Energy Consumption | Renewable Energy Consumption | Energy Consumption Intensity |
| <b>17,860,818</b>        | <b>16,966,324</b>            | <b>633</b>                   |
| GJ                       | GJ                           | GJ/MWh                       |

Renewable Energy % **95%**

Lower CO2 Emission by **56%** vs Anthracite coal **30%** vs LPG



## WATER MANAGEMENT

|                        |                        |                        |
|------------------------|------------------------|------------------------|
| Water Withdrawal       | Water discharged       | Water recycle          |
| <b>7.26</b>            | <b>5.99</b>            | <b>0.73</b>            |
| Million m <sup>3</sup> | Million m <sup>3</sup> | Million m <sup>3</sup> |



## AIR EMISSIONS



SO<sub>2</sub> **1.2** ppm  
 NO<sub>2</sub> **71.8** ppm

## WASTE MANAGEMENT



|                      |                       |                           |
|----------------------|-----------------------|---------------------------|
| Total Waste Generate | Total Hazardous Waste | Total Non-Hazardous Waste |
| <b>8,719</b>         | <b>4,560</b>          | <b>4,158</b>              |
| Tonnes               | Tonnes                | Tonnes                    |

**0 Cases** No. of significant Oil and Chemical spills



**New suppliers/ key supplier** that were screened using environment criteria

**2 Cases**

### Our Approach



Our commitment to the UN SDGs



# Social Performance Highlight



amfori BSCI  
Trade with purpose

STGT  
Hat Yai

STGT  
Surat Thani

STGT  
Trang

The amfori Business Social Compliance Initiative (BSCI) is an industry-driven movement that aims to monitor and assess workplace standards across the global supply chain that all suppliers are treating workers ethically and legally.

A

B

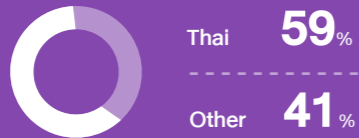
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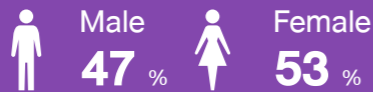
## EMPLOYEE

No. of Employees **7,839**  
Persons

### By Nationality



### By Gender



Total turnover rate  
**1.86** %

Disable Employees  
**71**  
Persons

Porportion of employees that return to work after parental leave **73** %



CUSTOMER SATISFACTION SCORE **85.2** %



## HUMAN RIGHTS

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



New suppliers/ key supplier that were screened using social criteria

**2 Cases**



## OCCUPATIONAL HEALTH & SAFETY

No. of hour worked  
**18,867,064** Hrs



Total recordable injury frequency rate (Person)

**7.33**  
Person/Mio/ Man hour



Lost time injury frequency rate (Person)

**2.6**  
Person/Mio/ Man hour

### Our Approach



Our commitment to the UN SDGs

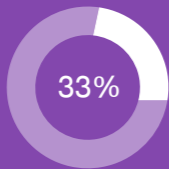


# Board Size

**12**  Directors  
Avg Age **54**

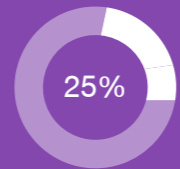
**4** 

Independent Directors



**3** 

No. of Women Board Member



**Director Meeting Attendance**

**96%**

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

**100%**



# SUPPLIER MANAGEMENT

Proportion of spending to local suppliers **93%**

# SUPPLIER CODE OF CONDUCT

Suppliers agreed to conform SCOC **112 (91%)** party

**Economic Value Distributed** **133** Million USD

Our Approach



Our commitment to the UN SDGs



# C Sustainability ertificates & Awards Highlight



# 10 Times Winner Thai FDA Quality Award



## Certificates



**ISO 14001:2015**  
Environmental Management System



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



**Environmental Good Governance**  
Sustainable Business Certificate From Thai Ministry of Industry



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



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

## Awards



CSR-DIW Award 2016



CSR-DIW Continuous Award 2017



CSR-DIW Continuous Award 2018



CSR-DIW Continuous Award 2019



CSR-DIW Continuous Award 2020



Disability Employment Award 2017



Disability Employment Award 2018



Disability Employment Award 2019



Environmental Governance Award 2019



Outstanding Social Activity Award 2020



Gold level plaque of honor waste water management

# OUR APPROACH



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

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

SDG GOALS

Our commitment to the UN SDGs

Our Approach ESG Coverage

## Sustainability *for supply chain and fair trade*

Responsibility  
Sourcing

Low Carbon  
Raw material

Environmental  
Impact

Sustainable  
Supply Chain

Economic &  
Social responsibility



## human *rights*

Health & Safety  
Workplace

Happy  
Workplace

Engagement &  
Recognition

Talent development  
& Career

Responsibility  
Employment



## animal *welfare*

Ecosystem  
Preservation

Stray Animal  
Welfare



## Responsibility *& sharing*

Economy  
& Social responsible

Communities  
Management

Education

Customer  
Management

Business  
Ethics



## environmentally *friendly technologies*

Low Carbon  
Production

Waste & Hazardous  
Management

Production  
Technology

Environmental  
Management

Sustainable  
Gloves

