



SET AWARDS 2025

SUSTAINABILITY EXCELLENCE

SRI TRANG GLOVES (THAILAND) PUBLIC COMPANY LIMITED

10th September 2025



Corporate Governance and Sustainable Development Committee



Gen. Bundit Boonyapan

Independent Director

Chairman of Corporate Governance and Sustainable Development Committee



Mr. Vitanath Sincharoenkul

Acting Chairman

Member of Corporate Governance and Sustainable Development Committee



Ms. Jarinya Jirojkul

Chief Executive Officer

Member of Corporate Governance and Sustainable Development Committee



Ms. Thanawan Sa-ngiamsak

Chief Financial Officer

Member of Corporate Governance and Sustainable Development Committee

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







Deliver Touch of Life™
on a Global Scale

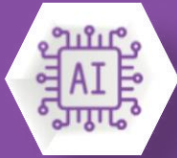
Mission: TRACEABILITY



Supply Chain Traceability



Carbon Footprint & Credit



Artificial Intelligence (AI) & Data Center



Research & Development

Goal: Become the First of Choice in Global Gloves Supply



Best
Quality



Best
Cost



Best
Process



Best
Service



Best
Innovation



Best
Sustainability



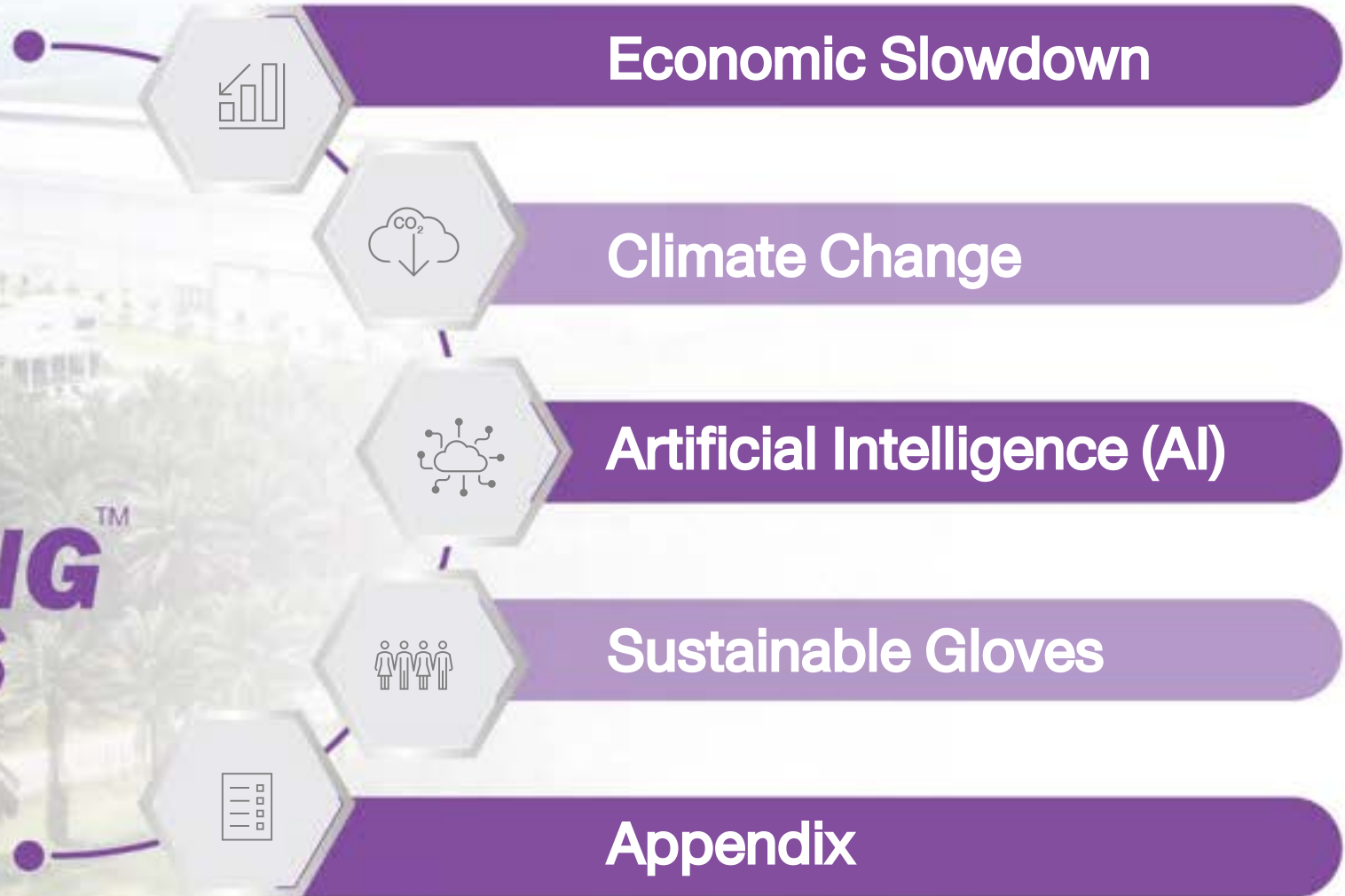
Best
Culture



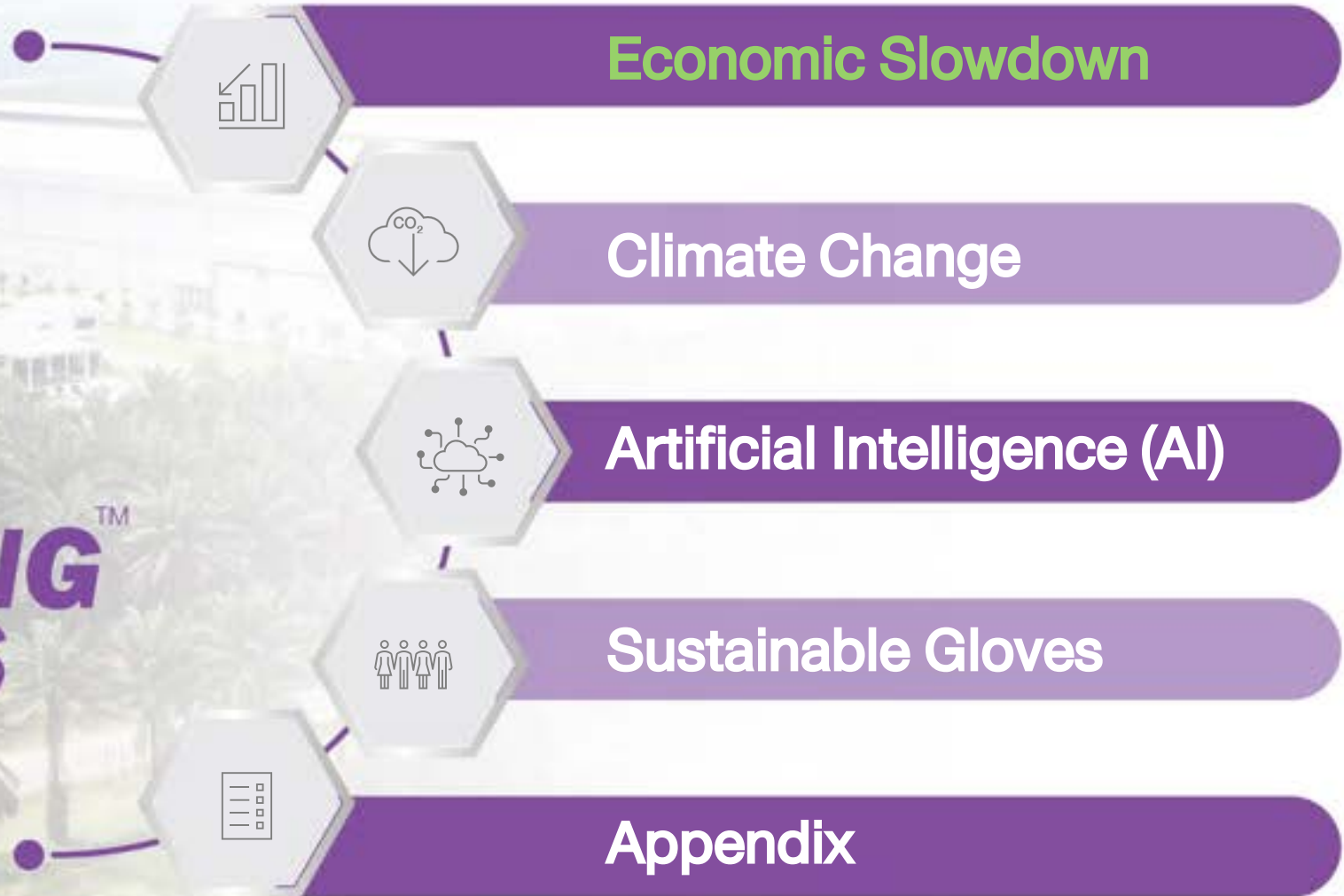
Best
Performance

Core Values: Specialist Teamwork Accountability

Strategic Challenges



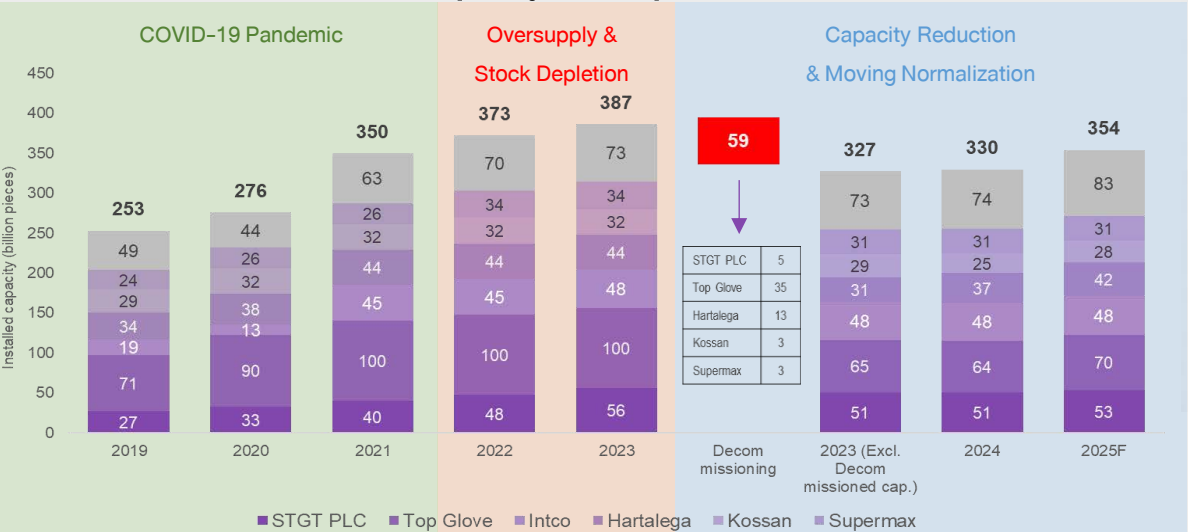
Strategic Challenges



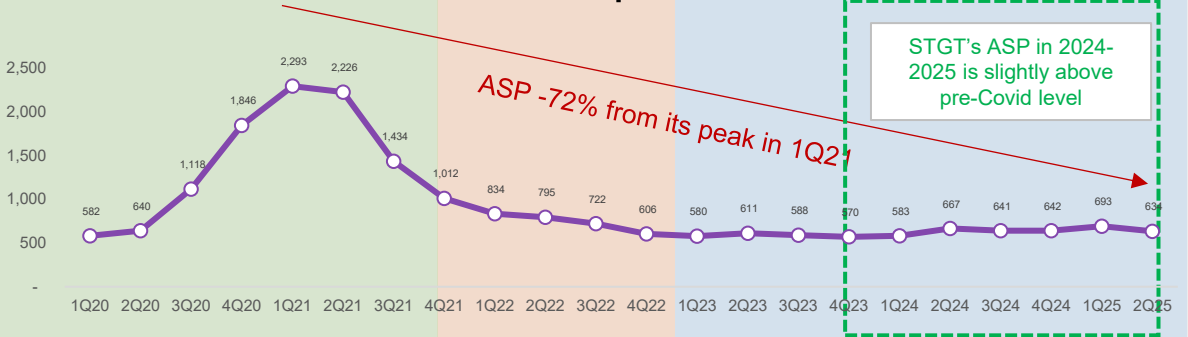
Glove Industry Development & STGT Positioning



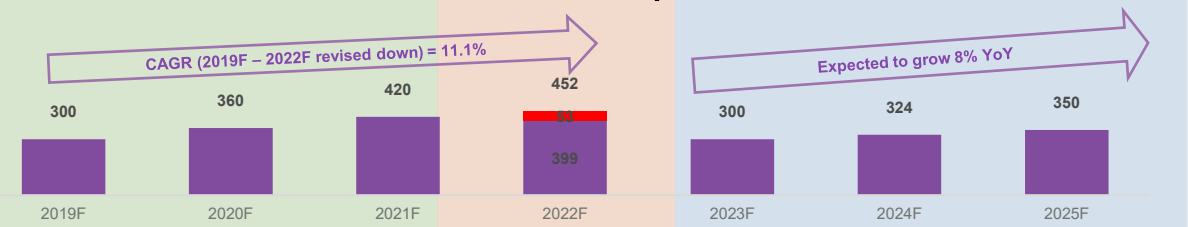
Capacity Development



Price Development



Demand Development



Thailand

- focuses on medical and food-grade gloves, with key factors being international standards and safety
- faces raw material price volatility and high competition



Dominant Natural Rubber Gloves Player

is the only gloves manufacturing having

Natural Rubber Gloves > 50-80% of total sales

Export

Market Share



Malaysia



China



Thailand



Others

Parent Company Integration

STGT is a subsidiary of STA; a leading natural rubber producer

Core Business

main revenue comes from exports

Geographic Advantage

manufactures located in Thailand

Product & Quality

innovative and high-quality gloves meet global/local regulations, standards and certifications

Sustainability Leadership

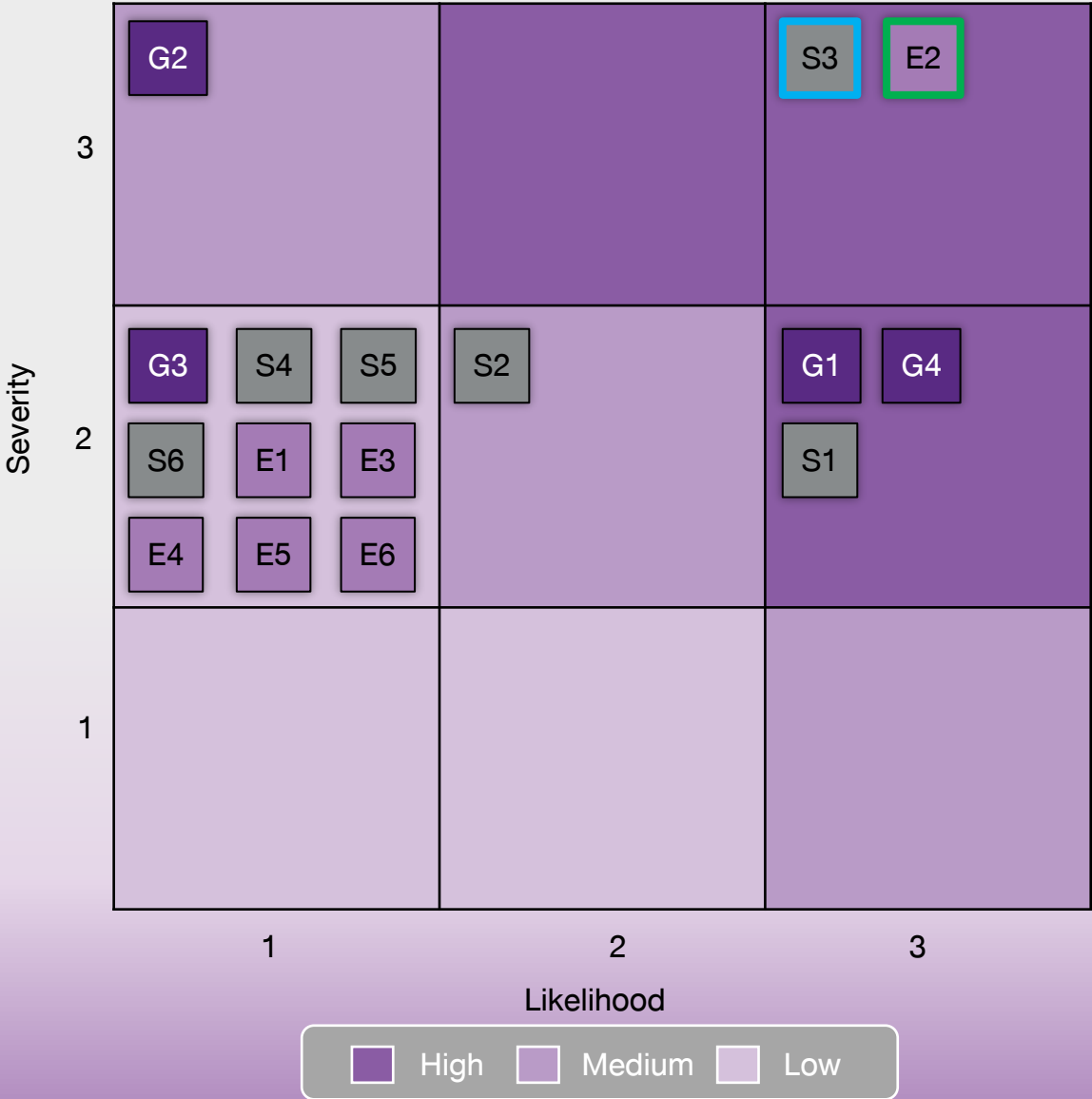
recognition and awards leader through sustainable practices

Efficiency & Intelligence

cost optimization by using technology and AI

Material Topics

Level of Negative Impact



Governance Dimension

- G1 Good Corporate Governance and Anti-Corruption
- G2 Sustainable Management of Supply Chain
- G3 Research, Development and Innovation
- G4 Risk Management and Business Continuity

Social Dimension

- S1 Occupational Health and Safety in the Workplace
- S2 Caring for and Developing Employees' Skills
- S3 Quality and Safety of Products**
- S4 Human Rights and Non-Discrimination
- S5 Support and Participation with the Community
- S6 Customers and Consumers Responsibility

Environment Dimension

- E1 Water and Effluent Management
- E2 Reducing Greenhouse Gas Emissions and Energy Management**
- E3 Management of Waste and Unused Materials
- E4 Environmental Management Systems
- E5 Consideration of Ecosystems and Biodiversity
- E6 Air Quality Management



Risks

Declining Average Selling Prices

Oversupply and post-pandemic normalization have driven gloves prices down, impacting revenue and margins.

Global Oversupply and Competition

Intense competition from Malaysia and China continues to pressure STGT's market share and profitability.

Geopolitical Challenges

International conflicts and trade tensions have disrupted shipping routes and increased tariffs, affecting export dynamics.

Volatile Input Costs

Rising costs of raw materials, energy and labor due to inflation and geopolitical tensions can erode margins.



Opportunities

Sustainability Focus & Compliance

STGT is pioneering **EUDR-compliant** gloves exports, aligning with global demand for sustainable and ethically sourced products.

Global Expansion

STGT is strategically positioned to expand its market share through its well-diversified geographical presence and resilient production facilities.

Cost Optimization and Operational Efficiency

STGT has already begun reducing costs and improving efficiency. Continued focus on lean operations can help maintain competitiveness even in tough times.

Cost Optimization



The diagram illustrates a strategic framework. At the top, the text 'Cost Optimization' is positioned above a large, light gray hexagonal box. A dashed arrow points from 'Cost Optimization' down into this box. Inside the box, the text 'Value Maximization with Responsibility' is displayed in a bold, purple font. From the bottom of this central box, three dashed arrows point outwards to three separate hexagonal icons. The left icon is green and labeled 'Environment', the bottom icon is pink and labeled 'Social', and the right icon is yellow and labeled 'Governance'. Each icon contains a stylized letter (E, S, and G respectively) and a graphic element (a leaf, a group of people, and a building) that represents its respective pillar.

**Value Maximization
with Responsibility**





Climate Change Actions



Production Efficiency



Renewable Energy Revolution
biomass, solar cell



Advanced Water Reduction Systems



Circular Economy: Waste Utilization



EUDR / FSC:
Zero Deforestation Sourcing



Clean Air



Productivity & Efficiency



Customer Responsibility &
Satisfaction



Safety-First Culture



Human-AI Collaboration



Upskill Employees



Human Rights, Diversity and
Inclusion



Community Engagement



Transparent Leadership



Good Corporate Governance &
Compliance



Proactive ESG Risk Management



International Best Practices

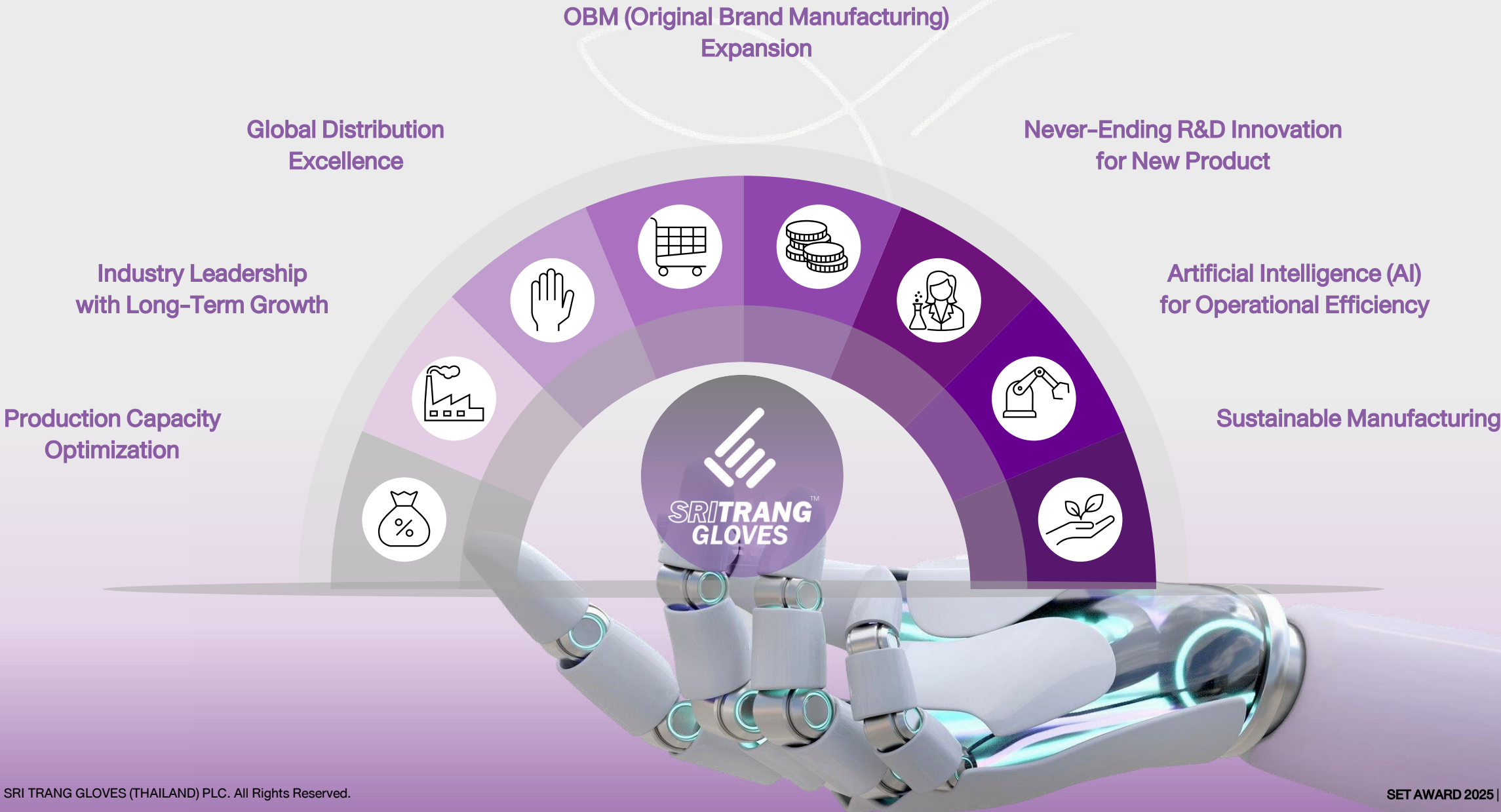


Sustainable Supply Chain



Data-Driven Decision

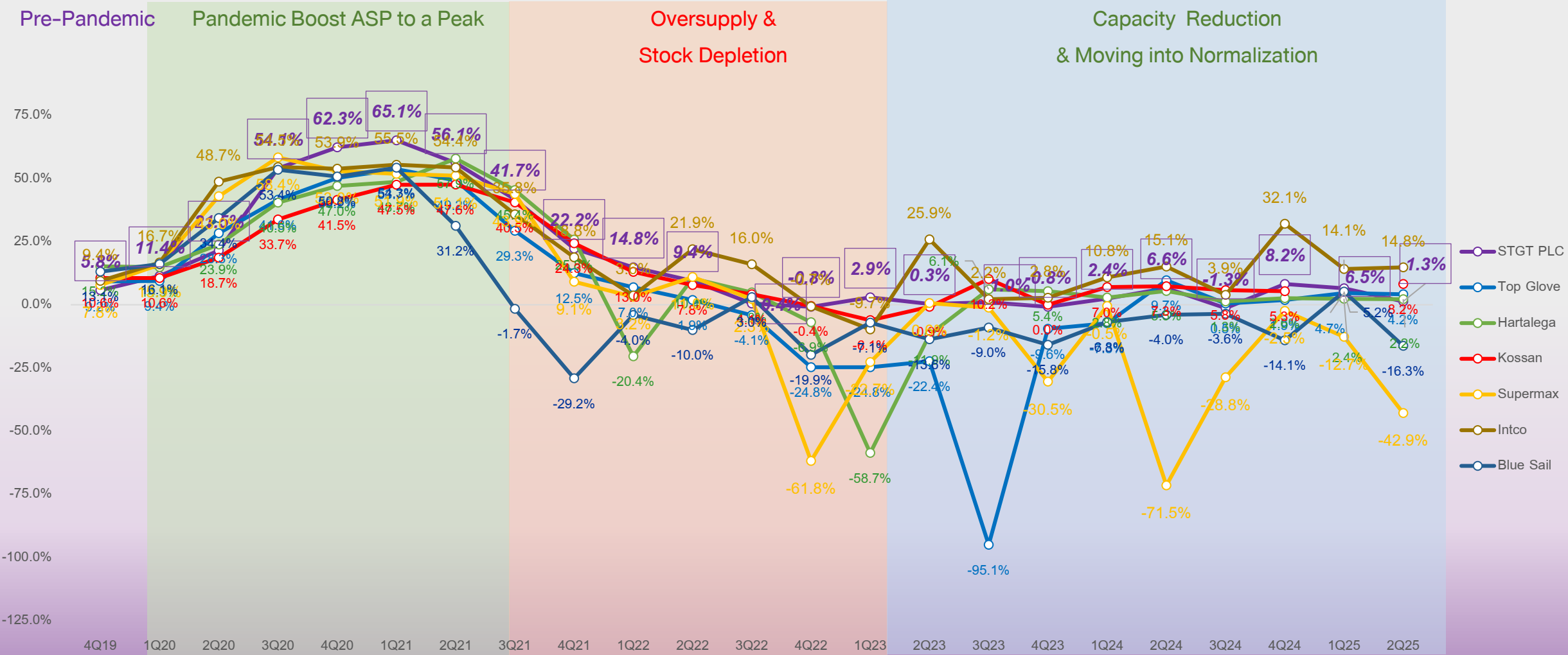
Short-, Medium- and Long-Term Strategies



STGT Sustains Top-Tier Profitability through Industry Cycles



Net Profit Margin (%) of Big Gloves Companies



Environmental Opportunity



Climate Strategy

GHG Emissions Reduction



Efficiency Improvement
(เพิ่ม)

Maximize energy efficiency in operations and reduce GHG from significant sources

Biomass Renewable Energy

Energy Efficiency Improvement

Breakthrough Technology
(เปลี่ยน)

Low-carbon technologies and fuels acquisition
e.g., renewable energy projects

Solar Project
(Solar Rooftop / Solar Floating / Solar Farm)

EV Forklift

EV Car

Sri Trang Carbon Offsetting and Absorption
(เก็บ)

Sri Trang Group Carbon Credit
T-VER plantation registration

CARBON CREDIT

CCS/CCUS
Carbon Capture, Utilization and Storage

Green Financing Framework

designed with considerations to



The Green Bond Principles (“GBP”), issued by the International Capital Market Association (“ICMA”)

The ASEAN Green Bond Standards (“AGBS”), issued by the ASEAN Capital Markets Forum (“ACMF”)



Green Loan Principles (“GLP”), issued by the Loan Syndications and Trading Association (“LSTA”)

Eligible Green Categories

Example of impact indicators

Renewable Energy

- Increase in consumption of renewable energy (kWh)
- Reduction in amount of non-renewable energy consumed or purchased (kWh)
- Reduction in total GHG emissions including the indirect scope 2 GHG emissions (tCO2e)

Prevention Pollution

- Reduction in vented particulate matter (ppm)
- Reduction in disposal of mixture of wood bark and soil (tons)
- Improvement in the utilization of biomass resources (%)

Energy Efficiency

- Reduction in energy consumption (GJ)
- Reduction in electricity consumption (kWh)
- Reduction in steam/heat consumption (GJ)
- Reduction in total GHG emissions including the indirect scope 2 GHG emissions (tCO2e)

Water & Wastewater Management

- Increase in water recycled (m3)
- Reduction in new water withdrawal (m3)
- Improvement in (or the efficiency of) wastewater treatment systems (%)

Clean Transportation

- Annual reduction in GHG emissions (tCO2e)

1,500

1,260

Total Investment
(THB million)

831

6

THB million Projects

Green Projects 2024

Social Responsibility



ISO 14001:2015
Environmental Management System

STGT-HY	✓	STGT-SR	✓	STGT-PS	✓
STGT-TG	✓	STGT-CP	✓	STGT-ANV	✓



International
Labour
Organization

International Labour Organization Audit

Comprehensive system of instruments
on work and social policy, backed by
a supervisory system

STGT-HY	✓	STGT-SR	✓
STGT-TG	✓	STGT-PS	✓
STGT-CP	✓	STGT-ANV	✓



Business Social Compliance Initiative

Supply Chain management system international
labour standards protecting workers' rights

STGT-HY	A GRADE	STGT-SR	A GRADE
STGT-TG	A GRADE	STGT-PS	A GRADE
STGT-CP	A GRADE	STGT-ANV	A GRADE



Ethical Trade Audit

Ethical audit methodology which
encompasses all aspects of
responsible business practice.

STGT-HY	✓	STGT-SR	✓
STGT-TG	✓	STGT-PS	✓
STGT-CP	✓	STGT-ANV	✓

Human Rights and Non-Discrimination

No human rights risk

Employed
 87 people
with disability

Employees' Caring

Employee engagement
86%
(Target 85%)

Occupational Health and Safety in the Workplace

No occupational illness No fatality as a result of worked-related injury



ISO 45001: 2018
Standard of
Occupational Health & Safety
Management System

Our factory branches received
ISO 45001, representing
100%
of all factory branches



Customers and Consumers Responsibility

Customer satisfaction score

Target
80%
Result
86%

Good Corporate Governance and Anti-Corruption

Received the CGR assessment results for 2024

‘Excellent Level’
for the **3rd** consecutive year

Certified as member of Thai Private

Sector Collective Action Against Corruption (CAC)



Sustainable Management of Supply Chain

100%
Suppliers

- ✓ were communicated and signed acknowledgement Supplier Code of Conduct and Guideline
- ✓ completed ESG self-assessment questionnaire
- ✓ were assessed for ESG risk in their operating sites



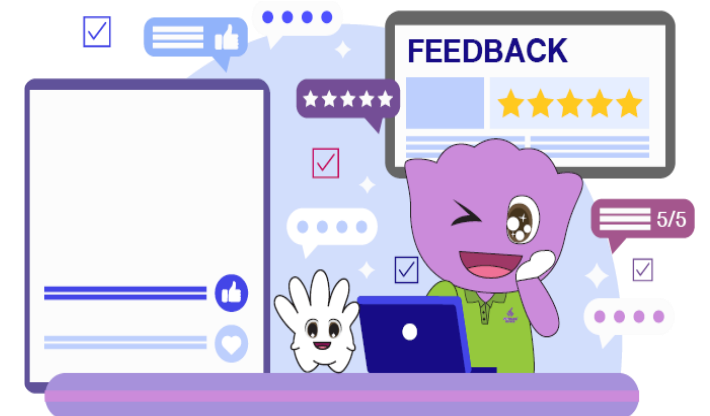
Research, Development and Innovation

Innovation Development Project in 2023–2024

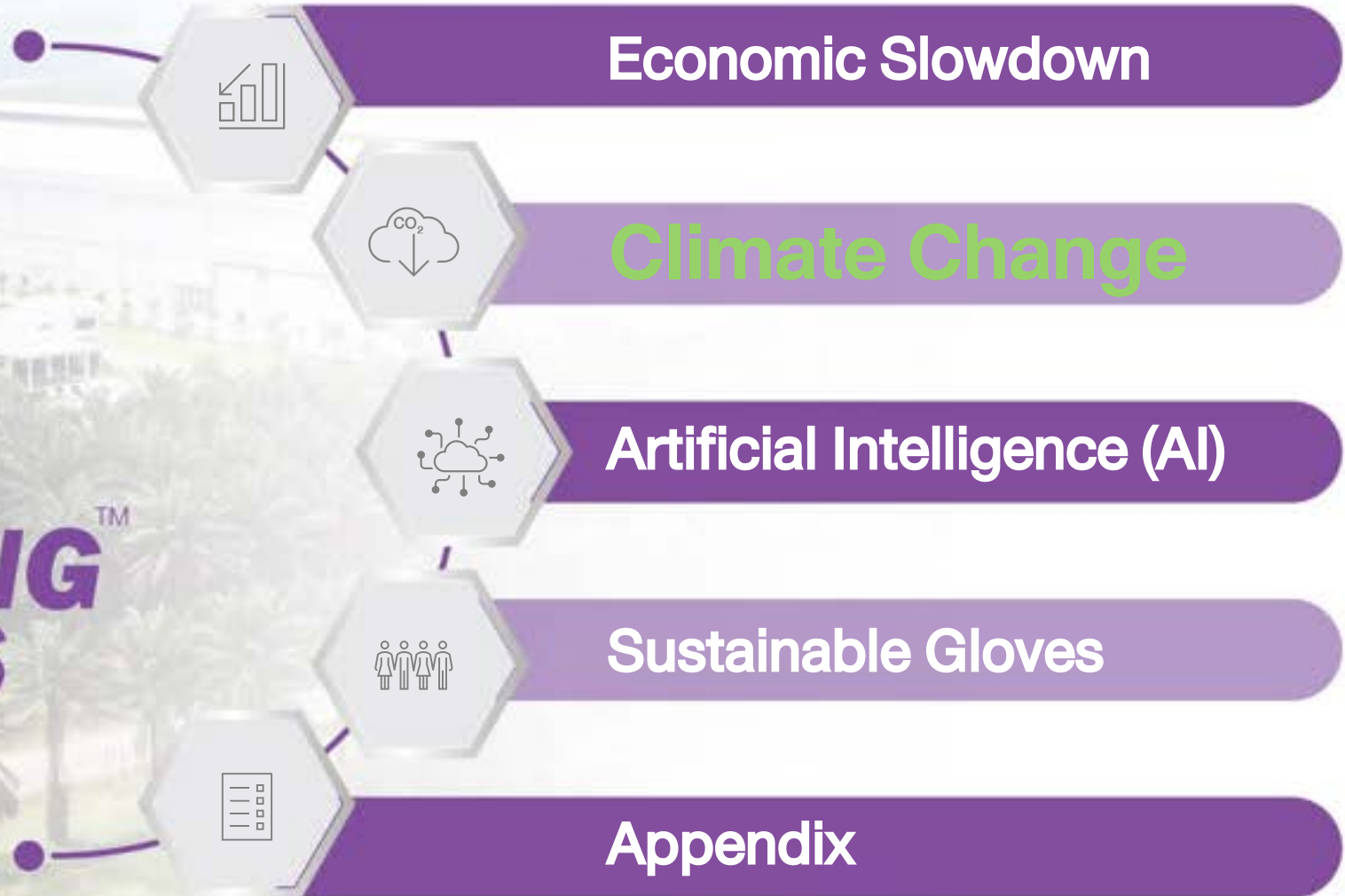
90 Projects*

*including 31 projects continuous w/ **+15%** performance gains

- 📌 To increase competitive efficiency (increase production efficiency and reduce costs)
- 📌 To promote sustainability and environmental friendliness
- 📌 To create business opportunities and support new businesses



Strategic Challenges



Climate Crisis: A Global Race Against Time



US rejoins the Paris Agreement



EU sets Net-Zero by 2050



COP26 calls for global Net-Zero commitments



Business sector fights to keep global temperature rise below 1.5 °C



Thailand sets Carbon Neutral by 2050 and Net-Zero by 2065

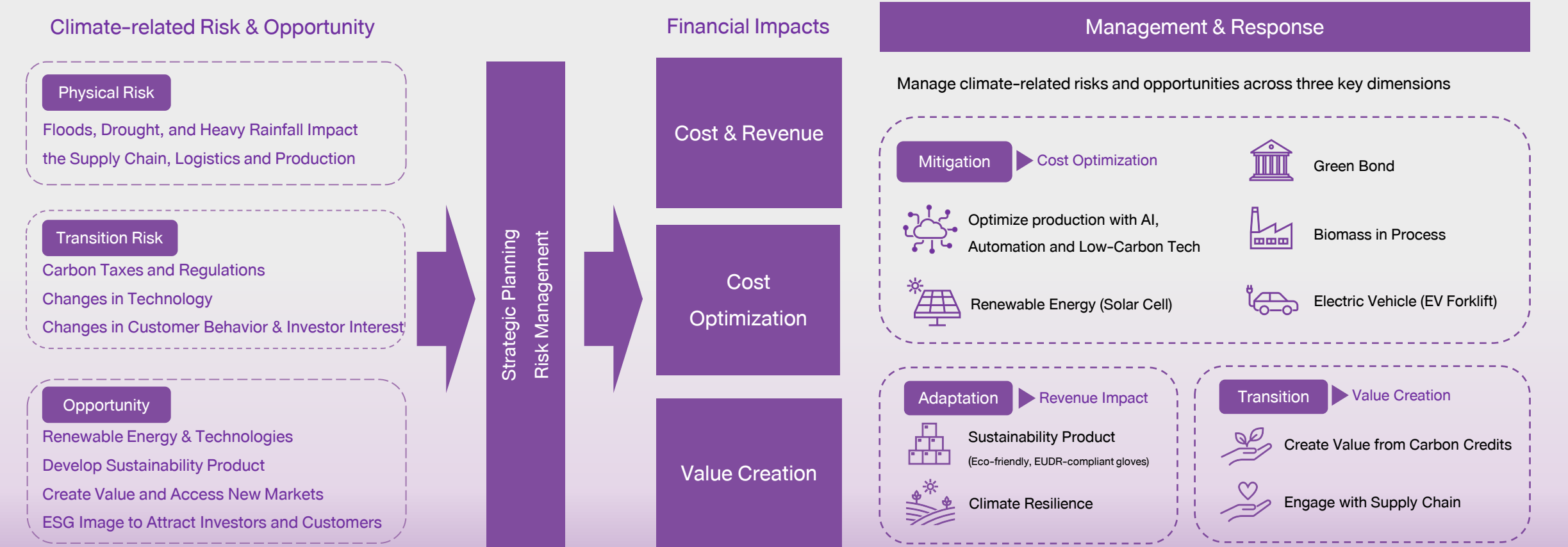


Climate crisis ranks in the Top 3 global risks

STGT's Climate Related Risk and Opportunity



STGT integrates climate-related issues into strategic decision-making and risk management, emphasizing greenhouse gas reduction and support for the Net-Zero target. Key actions include risk assessments, investments in renewable energy, low-carbon technologies, and forestation projects for carbon sequestration, demonstrating the Company's commitment to managing risks and creating sustainable business opportunities.



A message from Our CEO

STGT commits to reach



Net-Zero greenhouse gas emissions by 2050

GHG Reduction Target against Base Year

Reduce GHG Emissions

Intensity

20%

compared with 2024 (base year)

by 2030

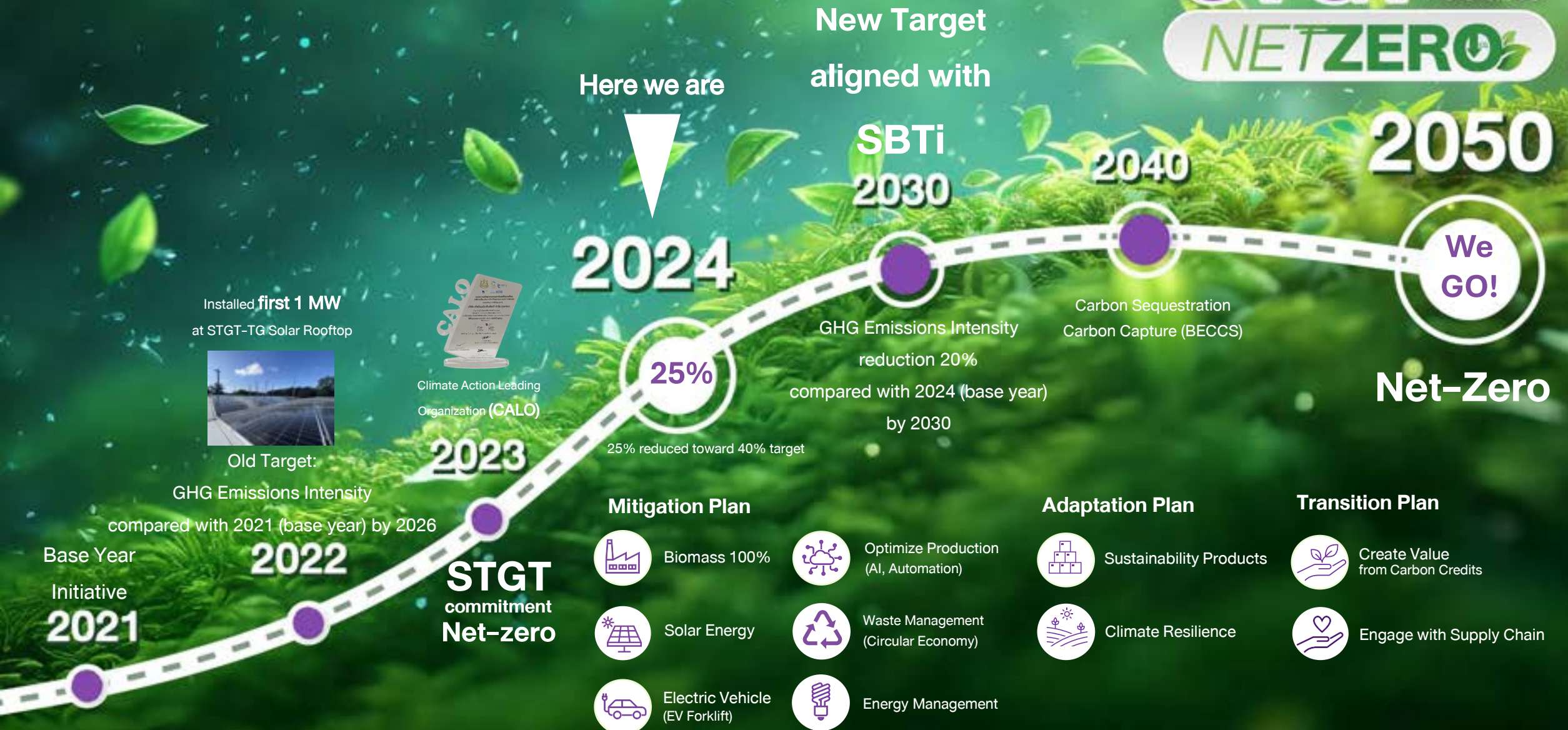


Ms. Jarinya Jirojkul

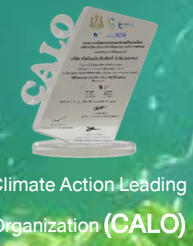
Chief Executive Officer



STGT road to NETZERO



Installed **first 1 MW** at STGT-TG Solar Rooftop



Climate Action Leading Organization (CALO)

STGT
commitment
Net-zero

Mitigation Plan



Biomass 100%



Solar Energy



Electric Vehicle (EV Forklift)



Optimize Production (AI, Automation)



Waste Management (Circular Economy)



Energy Management

Adaptation Plan



Sustainability Products



Climate Resilience

Transition Plan



Create Value from Carbon Credits



Engage with Supply Chain

STGT's GHG Emissions Scopes

Sri Trang Gloves (Thailand) Public Company Limited (STGT)

have the annualized installed capacity of over **51,112 million pieces** of rubber gloves per year, with production lines located in our **6 factories** in Thailand.

STGT's GHG Emissions of 2024

Scope 3 Breakdown

Upstream: Supplier Activities

64%

Cat 1: Purchase goods & services

40%

Cat 3: Fuel & Energy related activities

22%

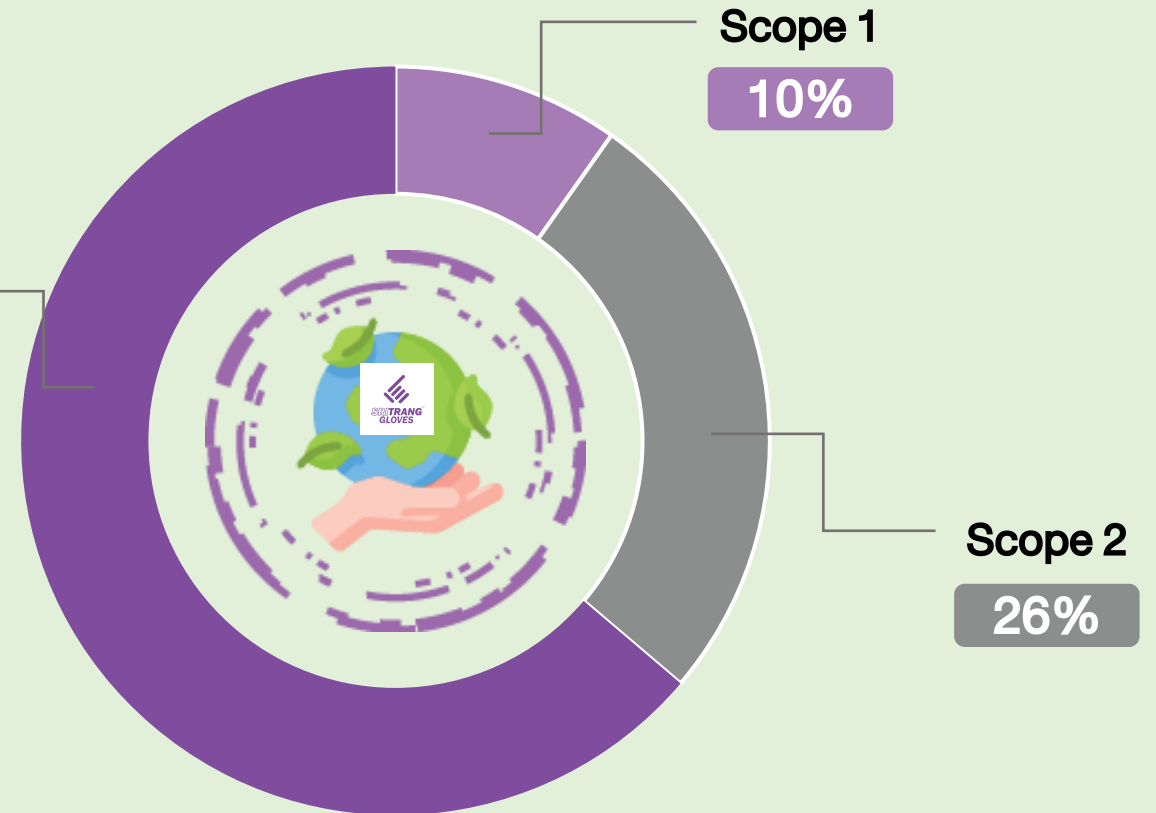
Cat 5: Waste generated in operations

2%

Scope 3
64%

Scope 1
10%

Scope 2
26%



State of GHG Emissions Disclosure

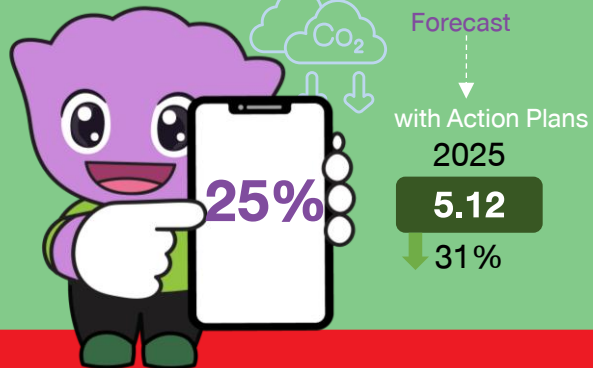
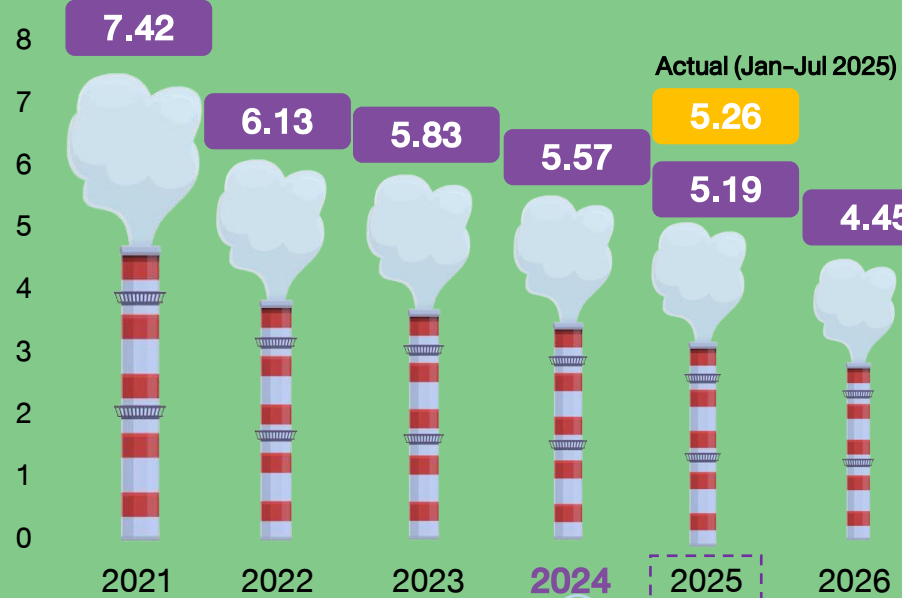


	Unit		Malaysia “A”	Malaysia “B”	Malaysia “C”	China “A”
Scope 1 GHG Emissions	tCO ₂ eq	58,944	349,138	394,037	252,525	1,366,700
Scope 2 GHG Emission	tCO ₂ eq	159,015	160,567	62,039	94,741	346,300
Total GHG Emissions (Scope 1&2)	tCO ₂ e	217,959	572,454	456,076	347,267	1,713,000
GHG Emissions Intensity	tCO ₂ eq / 1,000pcs	0.006	0.018	0.022	0.023	1.80*
Scope 3 GHG emissions	tCO ₂ eq	383,833	572,454	4,679	54,150	x
- Cat 1 Purchased goods and services	tCO ₂ eq	241,801	565,307	x	x	x
- Cat 3 Fuel- and energy related activities	tCO ₂ e	133,862	x	x	48,503	x
- Cat 5 Waste generated in operations	tCO ₂ eq	8,170	2,977	x	2,011	x
- Cat 6 Business travel	tCO ₂ eq	x	311	4,679	315	x
- Cat 7 Employee commuting	tCO ₂ eq	x	2,065		3,322	x
- Cat 13 Downstream leased assets	tCO ₂ eq	x	1,794	x	x	x
*Ton of carbon dioxide equivalent per revenue (10,000 RMB)		As of 2024	As of 2024	As of 2024	As of 2024	As of 2024

Target and Performance

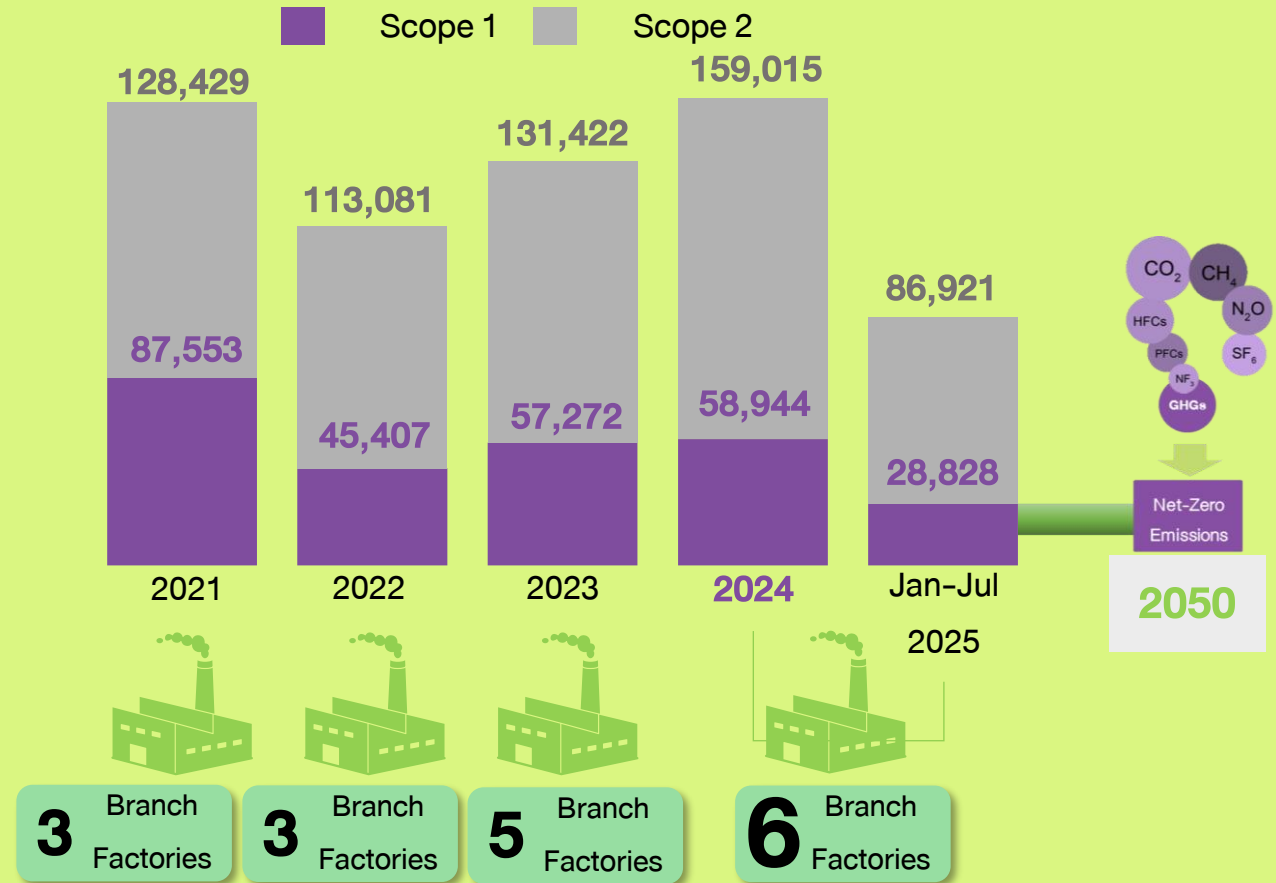
GHG Emissions Intensity

Unit: tCO₂eq/Mpcs



GHG Emissions Absolute

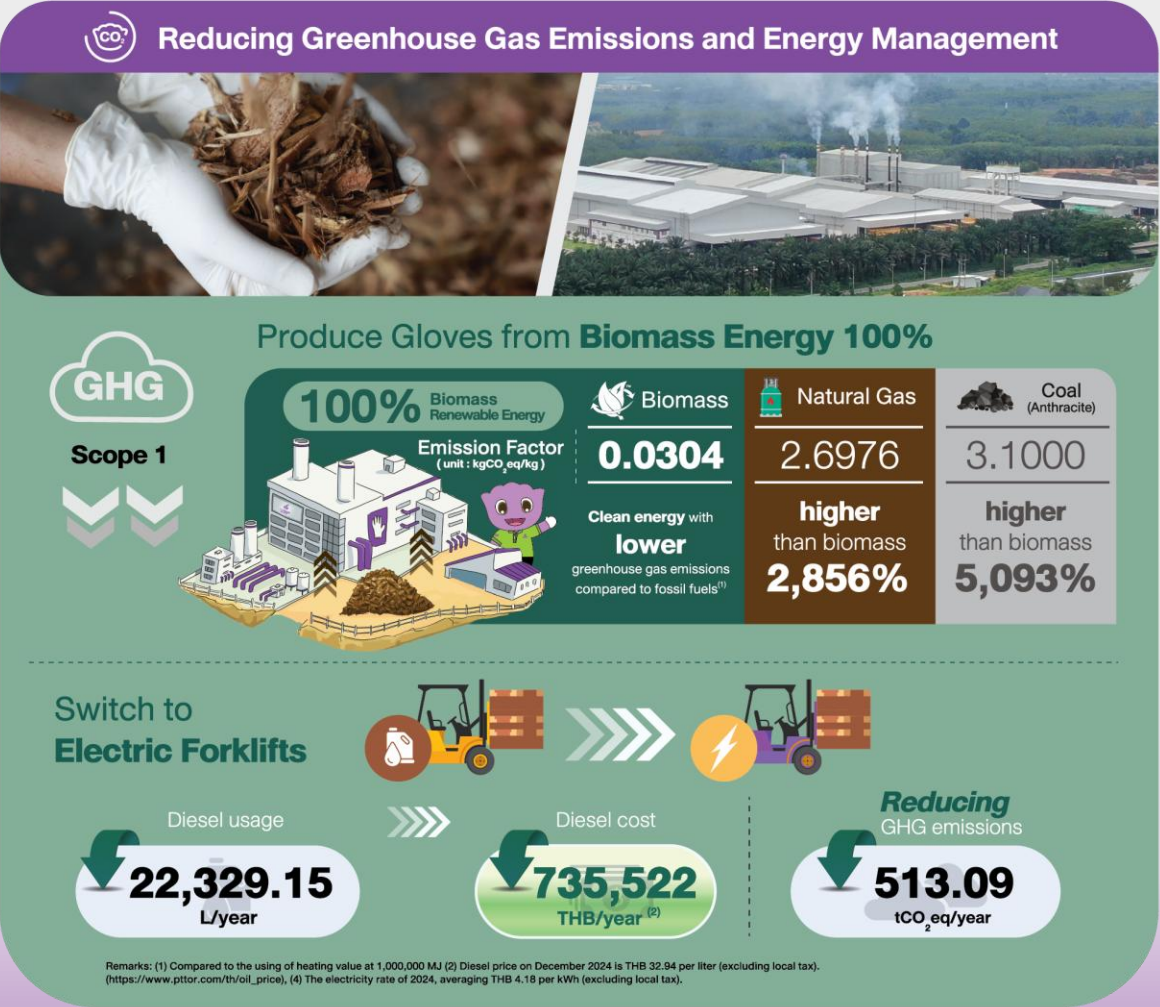
Unit: tCO₂eq



2050

Net-Zero Emissions

Cost Optimization of Environment



Cost Optimization of Environment



Water and Effluent Management



3Rs Water Management Reuse Reduce Recycle

Project to reuse treated water
in the production process

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

408,577 >>>
m³/year

Reducing water cost
THB 1,072,514 per year

Remarks: (5) The groundwater price is THB 2.855 per m³. (<https://www.sri-gloves.com/news/24/3737>)



Management of Waste and Unused Materials



Manage waste with 
Circular Economy and the 3Rs principle

**Waste Former
to Refractory**

reduce the cost of
sending out for disposal
**by THB 2,137,549
per year**

Performance of Management of Waste and Unused Materials



Reduced 40%
from base year 2019

Waste Intensity
kg/ton



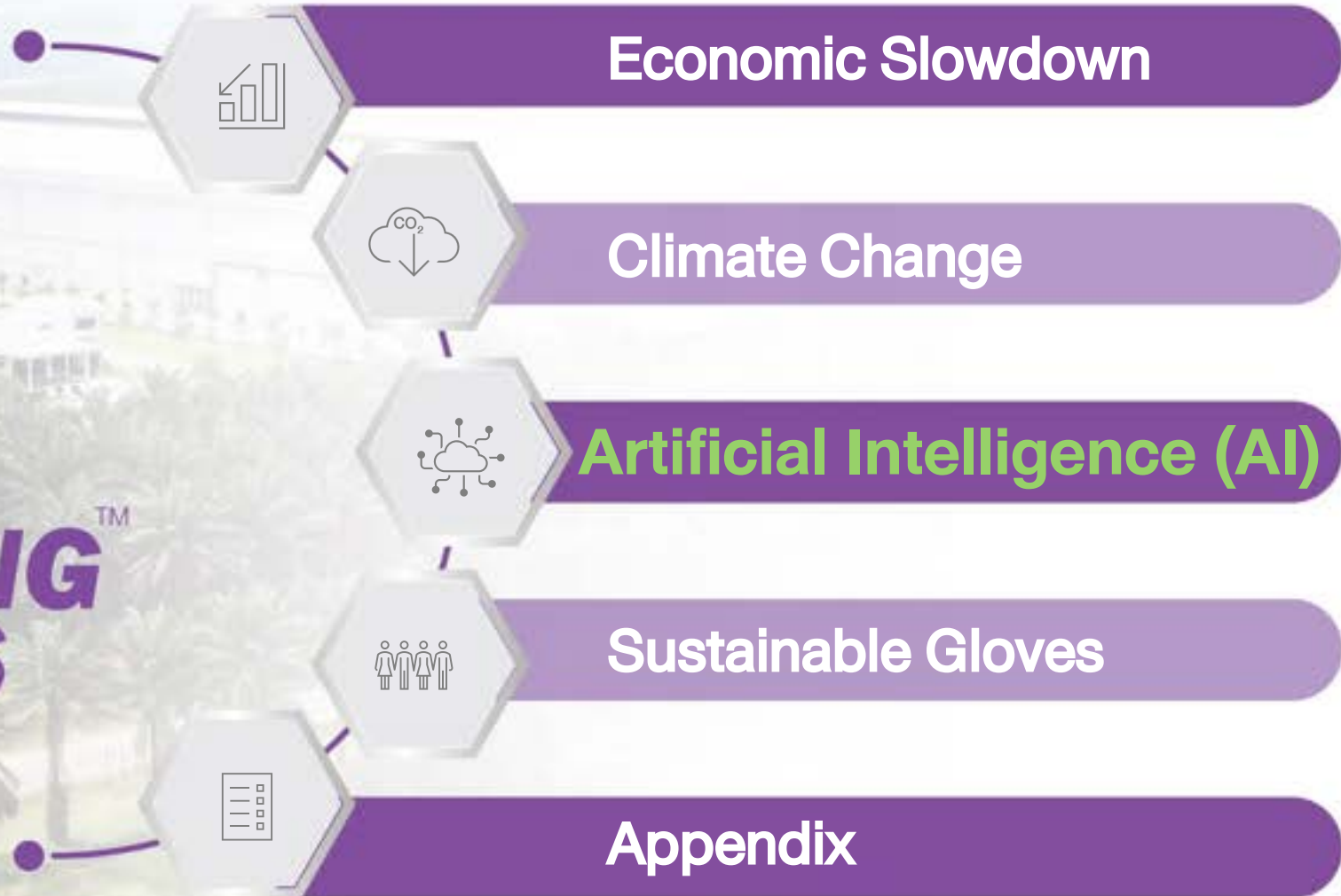
**Standard of Environmental
Management System**



ISO 14001 : 2015
Environmental
Management System

Our factory branches received ISO 14001, representing
100% of all factory branches

Strategic Challenges



AI for Sustainability



Predictive Analytics

analyzes historical
and real-time data
to forecast



Process Automation

reduces labor costs
and improves
operational efficiency



Real-Time Monitoring

identifies related risks
and opportunities



Supporting Net-Zero Goal

improves
transparency and
helps to achieve goal

TOWN HALL



AI Transformation Journey at STGT

Sri Trang Gloves Thailand (STGT) is leveraging artificial intelligence to revolutionize our operations, enhance productivity, and deliver superior quality products to our customers. Our comprehensive approach spans across enterprise systems, factory operations, and workforce development.

Upskill Employees

500+

Employees

assisted decision-making
with data dashboards

increased productivity
with automated workflows

enhanced skills
through AI literacy training



Factory Automation



Enterprise Data Platform & BI



STGT-Sales by region

Country Text
Search
☐ Afghanistan



Year
2023 2024 2025

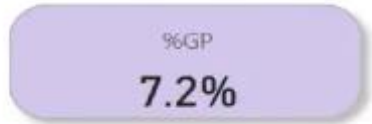
Quarter
Q2

Month
Jan Feb Mar Apr

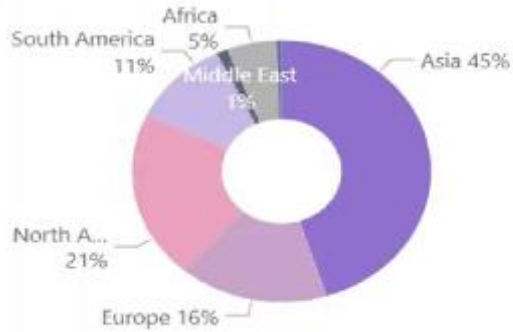
Product group
PD PF NBR

Product
All

Grade group
Medical Foods Industrial GP



Sales Vol by Region



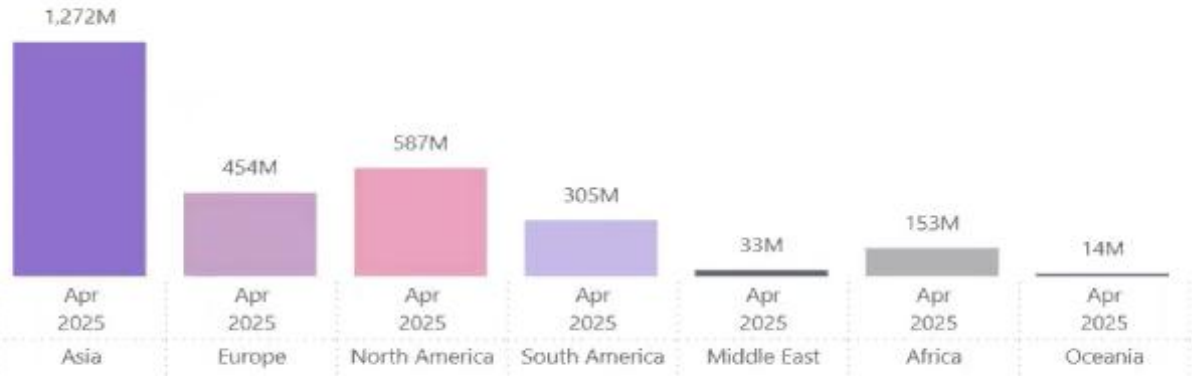
STGT-Sales Vol



STGT-Sales Vol and %GP by Region



Sales Vol by Region



stafamily

Not secure stafamily/

NEWS STA ANNOUNCEMENT STGT ANNOUNCEMENT ACTIVITY STA APP CENTER PRIVACY CENTER RUBIQ (SRI TRANG GPT)

SRI TRANG

Al Suite

Your AI Buddy @ Work

#STAI

W

PDF

rublQ

มีอะไรสงสัย? ตาม rublQ ได้เลย!

ตามเรื่องงาน เรื่องทั่วไป

แปลภาษา / โคลด

สรุปไฟล์ (Word, PDF, รูป)

ค้นหาข้อมูลในองค์กร

CLICK HERE

NEWS

News

STGT-SR หลักสูตรวิธี
การใช้และบำรุงรักษา
อุปกรณ์ป้องกันภัยส่วนบุคคลอย่างถูกต้องและ
เหมาะสม (PPE) วันที่ 2

STA ANNOUNCEMENT

STA Announcement

ระเบียน บริษัท สตรีตจิ่ง
แอนด์อินดัสทรี จำกัด
(มหาชน) ที่เกี่ยวข้องกับ
พนักงาน

STGT ANNOUNCEMENT

STA Announcement

MISSION 2025 :
TRACEABILITY "การ
ตรวจสอบย้อนกลับ"

ACTIVITY

Activity

STGT-TG : เข้าร่วม
กิจกรรมจิตอาสา "เรา
ทำความดีด้วยหัวใจ"
ณ วัดสวนธานี

Strategic Challenges



Economic Slowdown



Climate Change



Artificial Intelligence (AI)



Sustainable Gloves



Appendix



Product Certificates



Factory Management Certificates



Key Highlight for Sustainable Gloves



STGT pioneers delivery of EUDR Rubber Gloves to Europe, continuing its leadership as **Thailand's first EUDR rubber gloves producer** and responding to traceability measures globally



Deliver the 「Touch Of Life™」 on a Global Scale

Sustainability
in your Hands



Sustainable
Sourcing



Low Carbon
Production



100% Biomass
Renewable Energy



Clean
Optimization



Appendix





“CLEAN WORLD CLEAN GLOVES”

is our brand promise to give priority to the sustainability-minded operations and production of high-quality, environmentally friendly gloves

Sustainable sourcing

Logistic management

Environmentally-friendly manufacturing

Human dignity and social responsibility

Clean optimization

Clean natural product

Sustainability for Supply Chain and Fair Trade

STGT focuses on sustainable supply chain management in accordance with international standards.



Human Rights

We value our employees as part of STGT family. We are committed to no child labor and no forced labor policy.



Animal Welfare

STGT is committed to advancing animal welfare in Thailand through its Touch Of Life™ initiative, providing love and support to stray animals and wildlife through CSR activities.



Responsibility & Sharing

STGT produce highest quality gloves and deliver our products under Touch Of Life™ mindset for customers throughout the world. STGT promote our sharing engagement to our society and a better world.



Environmentally Friendly Technologies

STGT is proud of our ecological biomass energy, promoting renewable energy, including waste management according to the principle of Circular Economy and moving towards green factory which is friendly to environment as well as communities around us.



- ✓ Reducing greenhouse gas emissions per product unit by 40% within 2026 compared to 2021 (base year)
- ✓ Carbon Neutral by 2030 and Net-Zero by 2050
- ✓ Reducing total energy consumption per product unit by 5.5 % within 2024 compared to 2019 (base year)
- ✓ **Reducing electricity consumption per product unit by 10% within 2024 compared to 2019 (base year)**
- ✓ Reducing water consumption per product unit by 10% within 2024 compared to 2019 (base year)
- ✓ **Reducing waste per product unit by 20% within 2024 compared to 2019 (base year)**
- ✓ Reducing the amount of non-hazardous waste from the production process that is disposed in landfills to 0 by 2030



- ✓ Zero number of fatal accidents from work
- ✓ Zero number of occupational illnesses for all workers
- ✓ The customers and consumers satisfaction equals 80%
- ✓ The employees' satisfaction greater than 85%
- ✓ 35 hrs/person/year of training hours average
- ✓ Community engagement projects can be measured under SROI

RELATIONSHIP WITH 7 GROUP OF STAKEHOLDERS

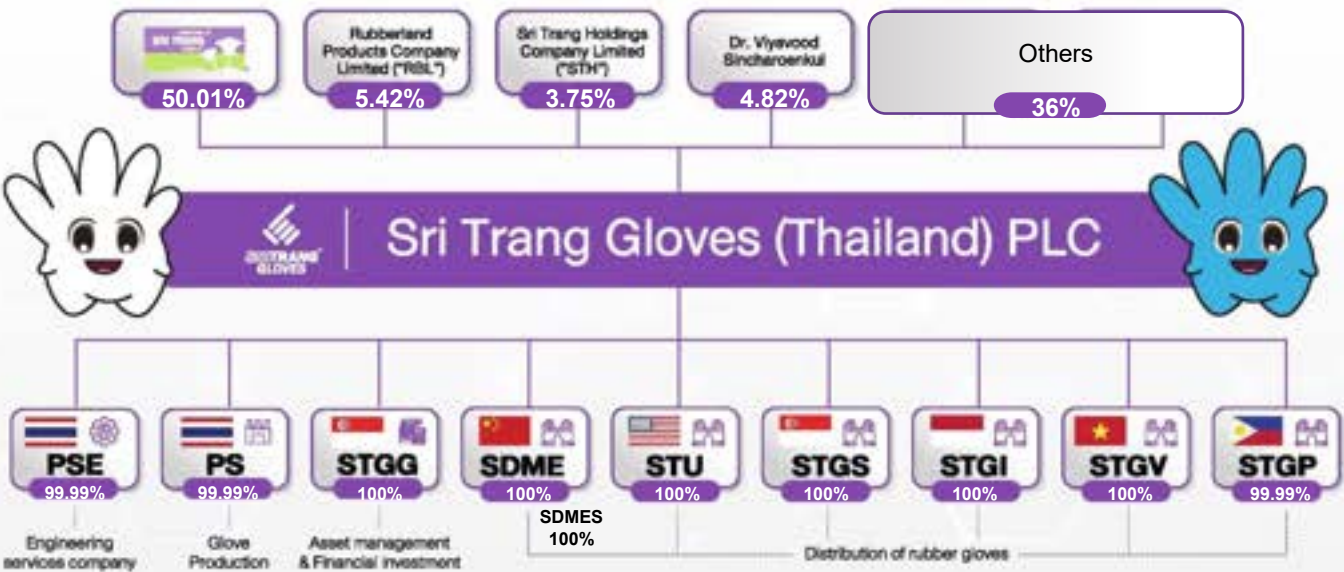
CORPORATE GOVERNANCE AND SUSTAINABLE DEVELOPMENT COMMITTEE AND CORPORATE SUSTAINABILITY POLICY

STGT At a Glance

STGT's annualized installed capacity approx. 51,112 million pieces per annum; marked as **the world's top 5** rubber gloves manufacturers



Shareholding Structure



as of 31/12/2024

Business Overview and Performance



Data as of January 2025

Sale & Production

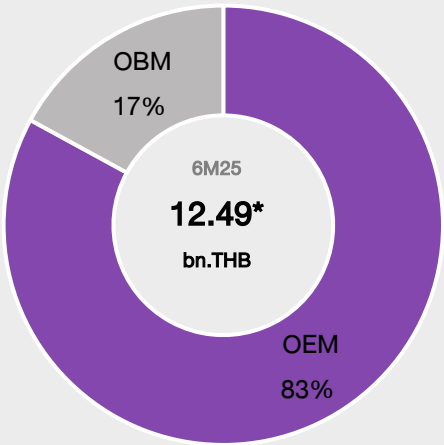
The World's Leading Sustainable Gloves Manufacturer



Supply 71 Product Types Worldwide

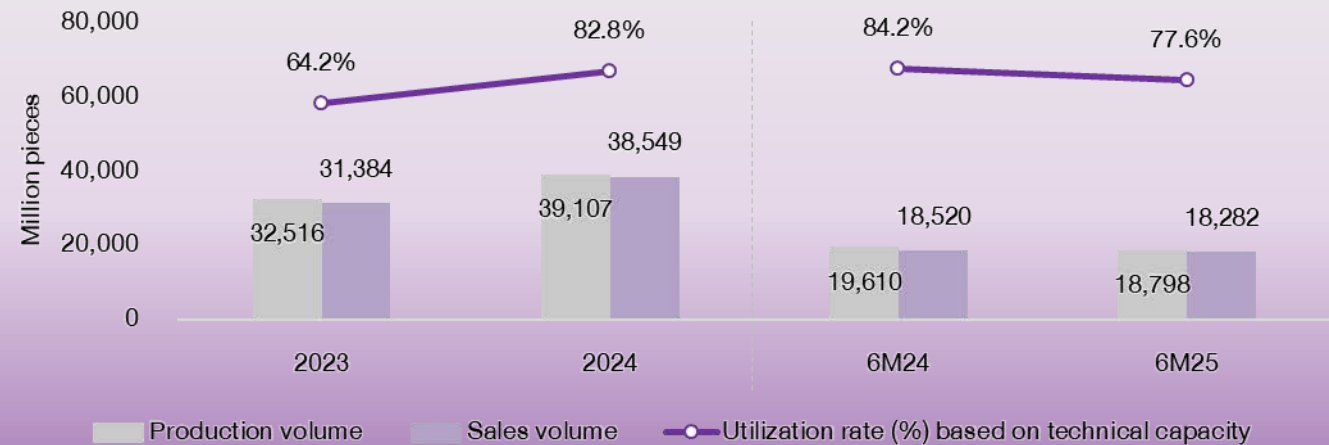


STGT's Product Mix by Gloves Sales

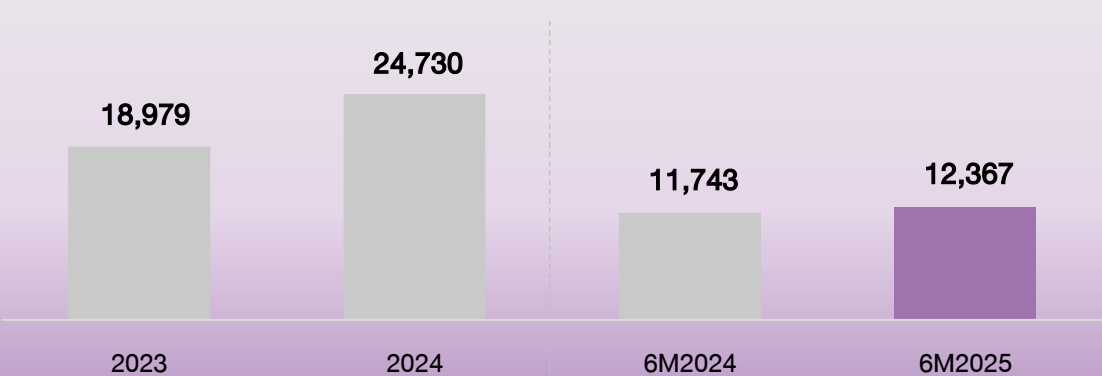


*Non-glove sales revenue is excluded of THB 52.8 million.

Sales Volume & Production

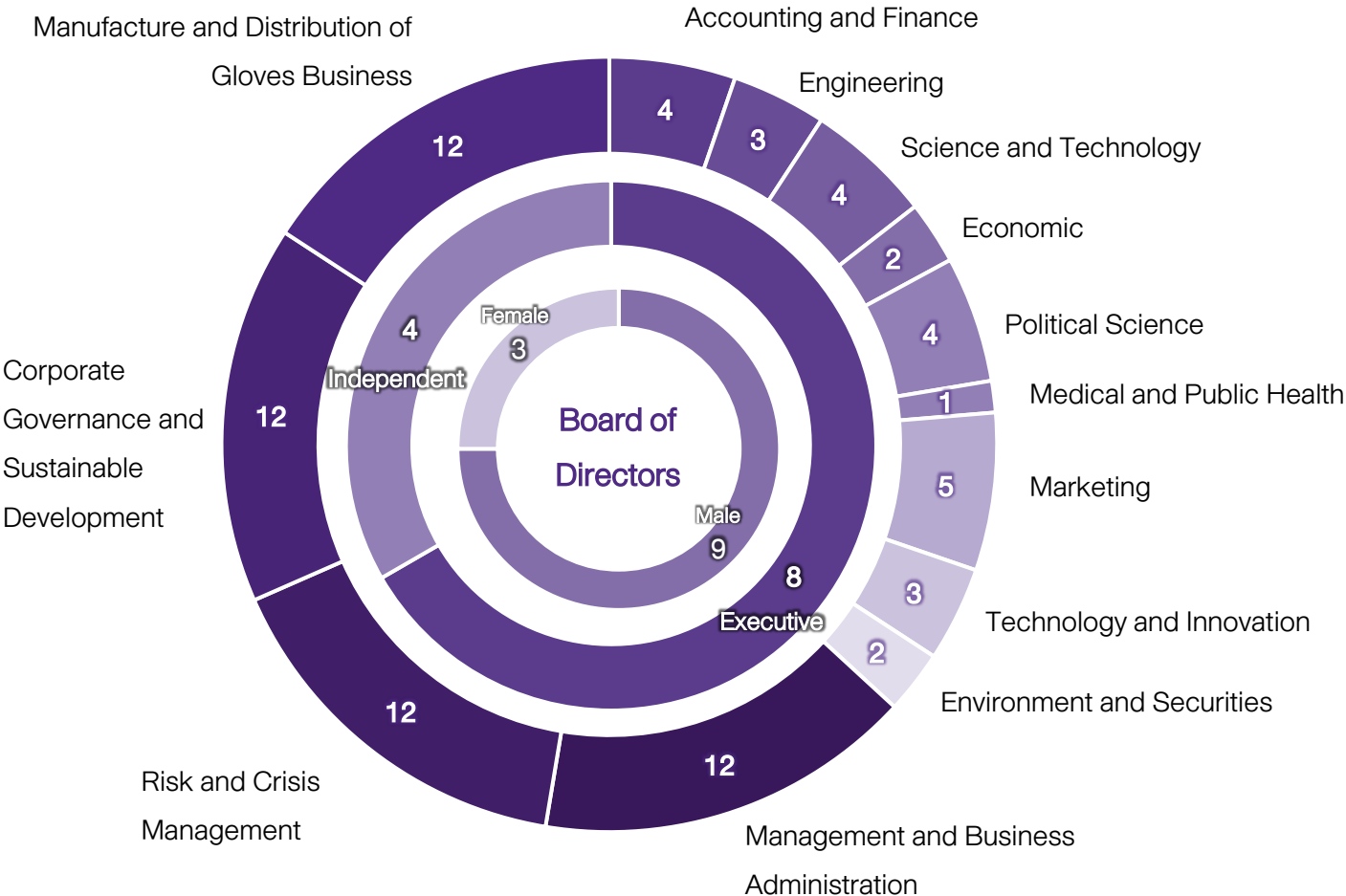


Gloves Revenue



Sustainability Governance Structure

Diversity of Expertise



The Sub-Committees

The Executive Committee

The Risk Management Committee

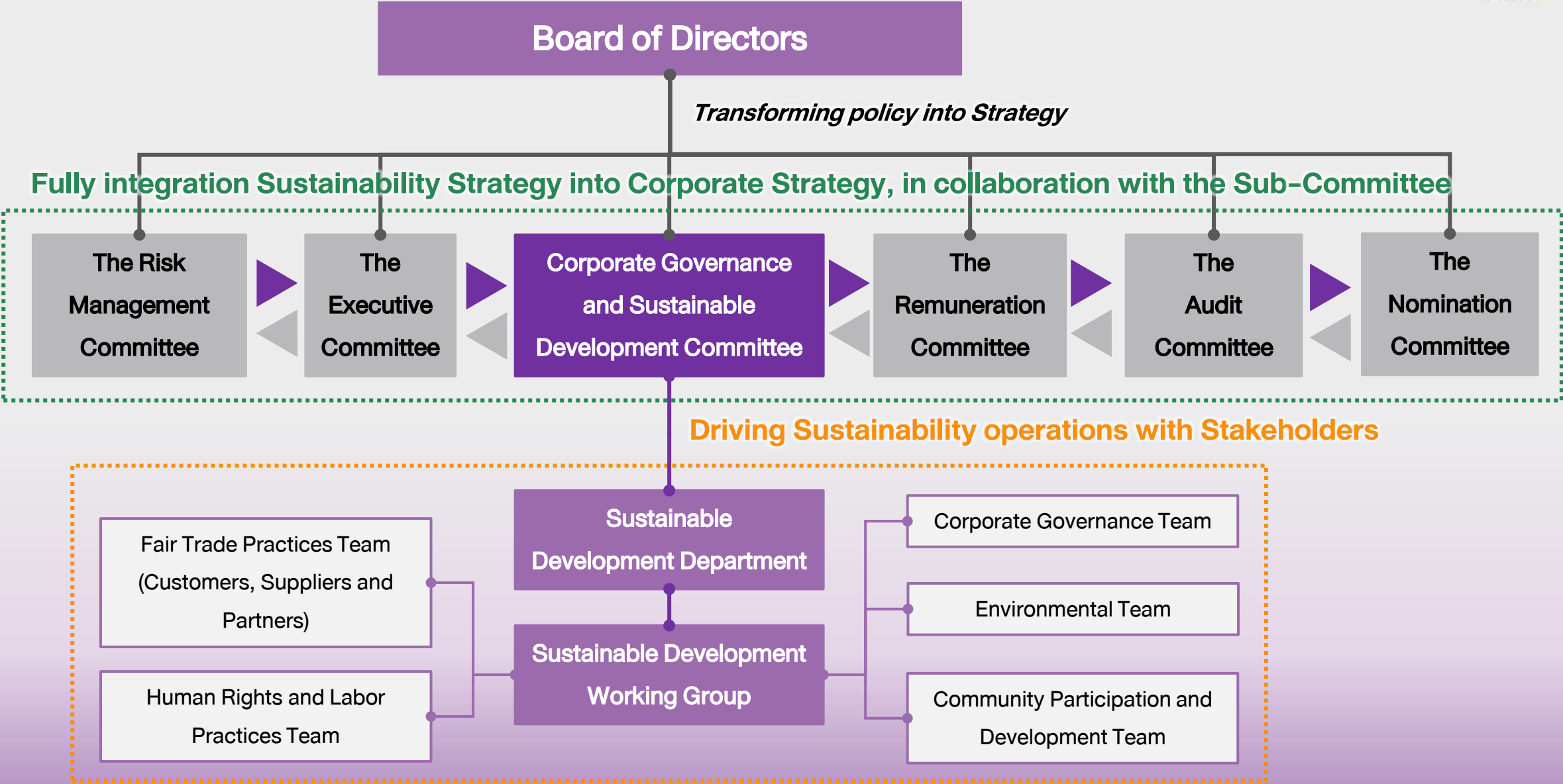
Corporate Governance and Sustainable Development Committee

The Remuneration Committee

The Audit Committee

The Nomination Committee

Sustainability Governance Structure



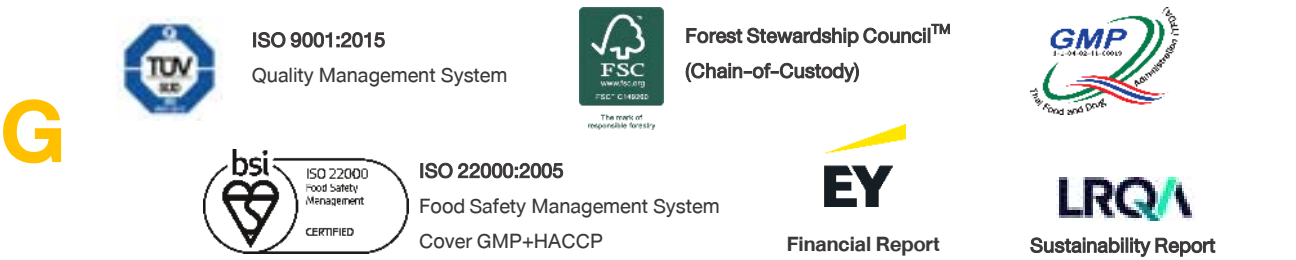
Transparency and Credibility



Together with STA, STGT is the only DLC in the stock exchange



Third Party Verification & Accreditation



Comprehensive ESG Ratings



S&P Global



a Morningstar company

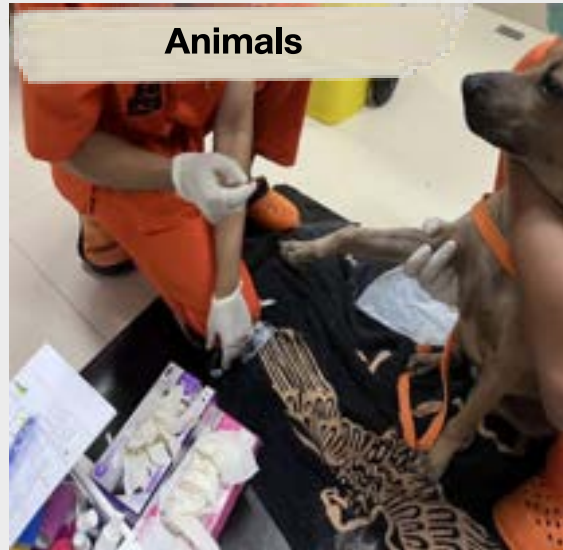


The Power of Collaboration

We Give



Volunteers



Animals



Employees



Students

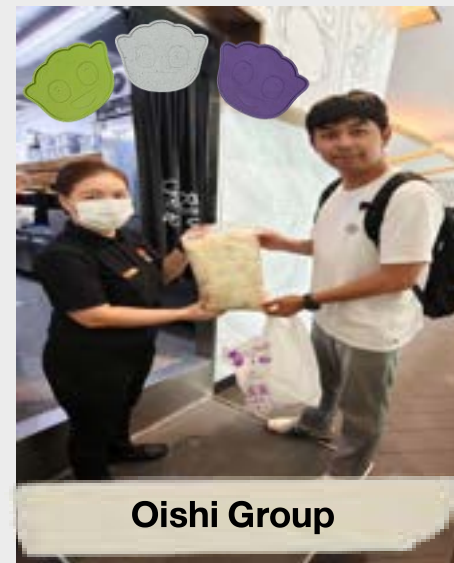


Communities



We Partner

SCleco (SCG)



Oishi Group

Packaging Partners



We Engage





**"Clean World
Clean Gloves"**

Journey with us towards
A GREENER TOMORROW

THANK YOU VERY MUCH

