



2021 Highlight





Dividend
Policy

$\geq 30\%$ of net
profit



Revenues

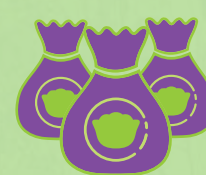
3,699



Gross Profit

1,190

Million USD



Operating Profit

913

Million USD



Net Profit

496

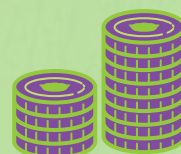
Million USD



Income Tax Payment

79

Million USD



Debt to Equity

0.8

Times



Net Debt to Equity

0.3

Times



Dividend Payout Ratio

40%



Effective Tax Rate

8.8%



Environmental Management Systems (EMS)

44% of our factories certified with

ISO 14001 : 2015



GHG Emissions

Total
GHG Emissions
(scope 1 & 2)

141,497
tCO₂e

GHG Emissions
Intensity

0.12
tCO₂e/ton product

Direct
GHG Emissions
(Scope 1)

32,983
tCO₂e

Indirect
GHG Emissions
(Scope 2)

108,514
tCO₂e



ENERGY Consumption

Energy Consumption
Intensity

1.9
GJ/ton product

Electricity Consumption
Intensity

187
kWh/ton product

Percentage of Renewable
Energy Consumption

50%
of total energy consumption



WATER Management

Water withdrawal
Intensity

2.05
m³/ton product

Water Consumption
Intensity

1.60
m³/ton product

Water Discharge
Intensity

0.25
m³/ton product



WASTE Management

Waste Generated
Intensity

7.23
kg/ton product

Percentage of Hazardous
Waste

1%
of waste generated

Percentage of (Reduce, Reuse & Recycle) Waste Management

79%
of waste generated

Percentage of Waste Disposal

1.8%
of total waste generated



EMPLOYEE

No. of Employees **6,652**
employees

Female
33%

Male
67%

Thai
78%



Total turnover rate **2.9%**



Employed
46 disabled
Employees

Employee Engagement
Score

87%



Fully
Vaccinated
Company

3rd dose

our 1st dose JUL 2021

our 2nd dose AUG 2021

our 3rd dose DEC 2022



HUMAN CAPITAL DEVELOPMENT

Training Investment

1.96 M
THB

Average training hours

38.5
hours/person/year



OCCUPATIONAL HEALTH & SAFETY

Factory certified with
ISO 45001 : 2018

STA-HD



Lost time injury
frequency rate (LTIFR)

6.79
Number/million
hours worked



Fatalities case

0



COMMUNITY & SOCIAL DEVELOPMENT

Volunteer hours

1,031 hours



HUMAN RIGHTS

Records of human rights
violation & discrimination

0 Cases

BOARD OF DIRECTORS

Board Size **13** directors

Independent Directors **38%**

Executive Directors **62%**

Female Directors **8%**

Board Meeting Attendance **99%**

INNOVATION

Numbers of innovation projects **47** projects

Investment in R&D and innovation **43.4 M** THB



Code of Business Conduct

Corporate Governance Report (CGR) **Excellence** Recognition Level

Numbers of suppliers signing agreement on anti-corruption **224** suppliers

Anti-Corruption

Percentage of employees participating in anti-corruption training and passed the test **95%**

SUPPLY CHAIN MANAGEMENT

Total tier-1 suppliers **2,045** suppliers

Critical tier-1 suppliers **630** suppliers

Procurement spent on local suppliers **14%**

Forest Stewardship Council (FSC) certified



MARKETING

Customer satisfaction **84%**

C Sustainability CERTIFICATES & Awards Highlight

Certificates



Outstanding Establishment
in Labor Relations and Labor
Welfare of the Year 2021
at the national level



Honorary Award for
Good Labour Practice – GLP
of the Year 2021



Gold Plus Award



Award for Healthy Working Day
Promotion with a 10 Package
Guideline with a Very Good
result at the district level



Outstanding Role Model
Establishment in Safety,
Occupational Health and
Working Environment of
the Year 2021
at the provincial level



Labor Skill Standards of
Workers in Vocational
Profession in the Category
of Mechanics, Maintenance
Technician, Level 1



Sustainability
Disclosure
Award 2021



Environmental Management
System for Industrial
(EMS-DIW) level 2

Awards

TO Be Number One Club

Project in Outstanding Establishment
in the northeastern region and at the
national level



Thailand Sustainability Investment (THIS)

The list of "Sustainable Stocks"
for the 7th consecutive year from
the Stock Exchange of Thailand.



Establishments passed the Environmental Governance Assessment



Outstanding Organization Supporting the Disabled Affairs for 2021



CSR-DIW Continuous Award



Outstanding Award for Agro-Industry and Food Industry



Green Industry level 4 (Green Culture)



Disease-free, Safe, Happy Life



SRI TRANG GROUP Green[®] Rubber



GREEN PRODUCTS

We produce high-quality products that are free of chemical substances that detrimentally affect the health and safety of end-users.



GREEN PROCESS

The production process for everyone of our products is based on the concept of sustainability and energy efficiency. Our production facilities do not generate hazardous substances that cause adverse impact on the environment and the neighboring communities.



GREEN PROCUREMENT

We source raw materials from ethical suppliers with sustainable practices and strive to guide rubber farmers toward the sustainable management of rubber plantations.



GREEN COMPANY

In every aspect of our operations, we are guided by the belief that transparency is key to building trust and achieving long-term success. We also seek to make a positive difference to the local communities and foster long-lasting relationships through various forms of community engagement.

