member of SRI TRANG GROUP

SRI TRANG GROUP Green Rubber

SRI TRANG AGRO-INDUSTRY PUBLIC COMPANY LIMITED

The 2026 Annual General Meeting of Shareholders

Thursday, 9 April 2026 at 2 p.m.

through Electronic Media (E-AGM)



The 2026 Annual General Meeting of Shareholders held through electronic media



- Meeting control system (Zoom Meeting) which certified
- Inventech Connect voting system which has passed the Self-Assessment from the Electronic Transactions Development Agency (ETDA)



Dr. Viyavood Sincharoenkul

Chairman

Chairman of Executive Committee



Ms. Anusra Chittmittrapap

Vice Chairman

Independent Director

Chairman of Audit Committee

Chairman of Remuneration Committee

Chairman of Corporate Governance Committee



Mr. Veerasith Sinchareonkul

- Managing Director (CEO)
- Chairman of Risk Management Committee
- Chairman of Sustainable Development Committee
- Member of Corporate Governance Committee



Mr. Kitichai Sincharoenkul

- Director
- Executive Director
- Member of Nomination Committee



Mr. Vitchaphol Sincharoenkul

Director | Executive Director

Member of Sustainable Development Committee



Mr. Patrawut Panitkul

Director | Member of Risk Management Committee

Executive Director | Chief Financial Officer (CFO)



Mr. Chalermpop Khanjan

Director | Member of Risk Management Committee
Executive Director | Member of Sustainable Development Committee



Mr. Chaiyos Sincharoenku

Director | Executive Director



Mr. Lee Paul Sumade

Director | Executive Director



Gen Thanasorn Pongarna

Independent Director | Member of Audit Committee

Chairman of Nomination Committee | Member of Remuneration Committee



Ms. Nongram Laohaareedilok

Independent Director

Member of Audit Committee

Member of Nomination Committee

Member of Remuneration Committee



Mr. Thanatip Upatising

Independent Director

Member of Corporate Governance Committee

Meeting attendees

Auditor : Ms. Krongkaew Limkittikun

EY Office Limited

Inspector : Mr. Visarut Meakha-aphirak

lawyer from Siam Premier International Law Office Limited



Company Secretary : Mrs. Pacharin Anuwongwattanachai

The Company publishes the invitation letter on the Company's website

Shareholders can download the Form for submitting questions in advance

SHAREHOLDERS MEETING

Home • Investor Relations • Shareholder Information • Shareholders Meeting

Year: 2026

Annual General Meeting (Publication date of the invitation on the website: 10 March 2026)	
Invitation to the 2026 Annual General Meeting of Shareholders (Full)	Download
Invitation to the 2026 Annual General Meeting of Shareholders	Download
Form for submitting questions in advance for the 2026 Annual General Meeting of Shareholder	Download
Enclosure 1 Minutes of the 2025 Annual General Meeting of Shareholders of Sri Trang Agro-Industry Public Company Limited	Download
Enclosure 2 2025 Annual Report together with the financial statements of the Company for the year ended 31 December 2025 (QR Code)	Download
Enclosure 3 Profiles of the nominated directors of the Company to replace the directors who retire by rotation and qualification of independent directors	Download
Enclosure 4 Profiles of the proposed Auditors for the year 2026	Download



The record date for determining the shareholders entitled to attend the 2026 AGM of shareholders is 5 March 2026

Registered capital
1,535,999,999
Baht

divided into
1,535,999,998
shares

Paid-up capital
1,535,999,998
Baht

Issued and
paid shares
1,535,999,998
shares

Par value
1 Baht



Meeting Procedures and Criteria

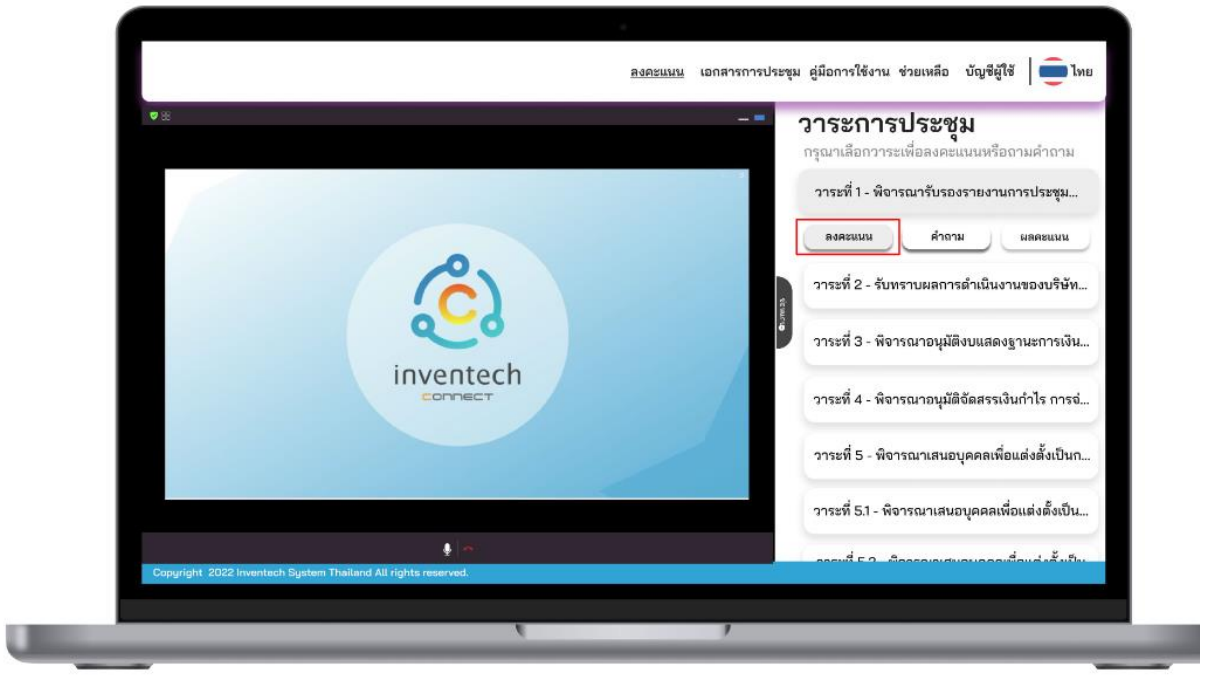
- 1 share is entitled to 1 vote
- 1 shareholder has the right to vote only one way : Agree, Disagree or Abstain
  Except for custodians, who are permitted to split their votes
- For agenda item 5, concerning the election of directors to replace the directors who retire by rotation, will use the method of election on an individual basis

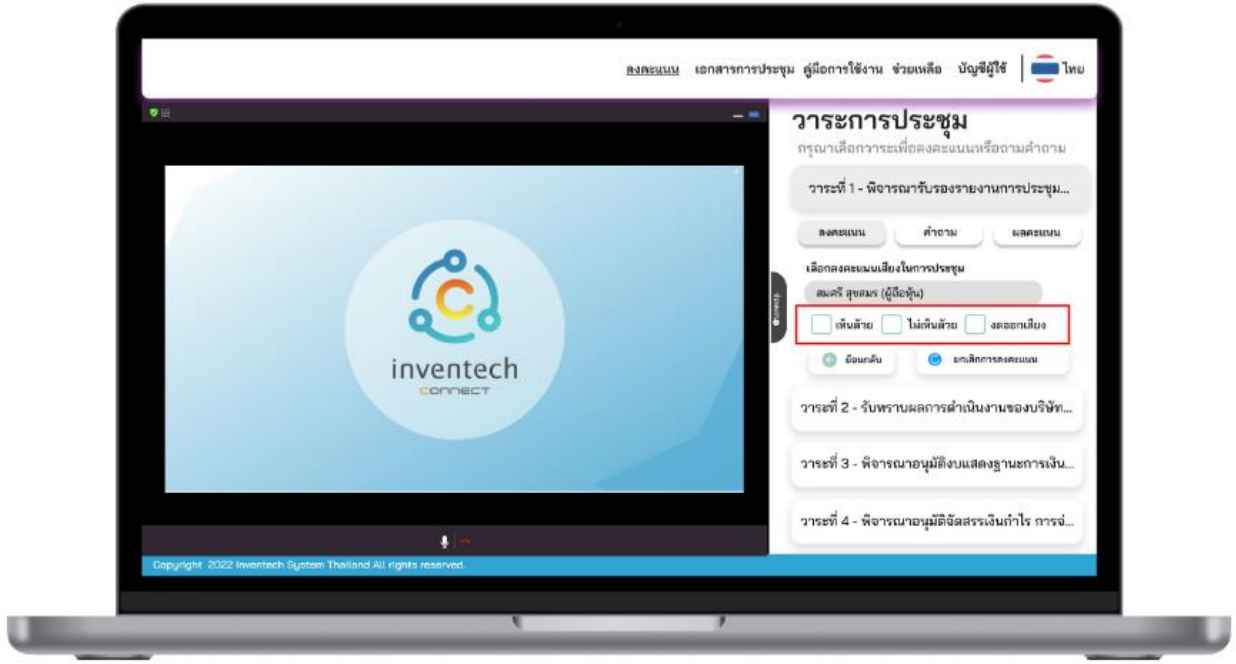
In assurance that the Company will protect and treated shareholders personal data in compliance with the Personal Data Protection Act BE 2562 (2019), the Company establishing this Privacy Notice for your acknowledgement of the details of the processing, collecting, use and disclosure that may be arising. The Company would like to inform you of the rights of your personal data and the contacting channels as indicated in attached QR code

The voting methods, vote counting and methods for asking questions or expressing opinions

1. Consider the matters in order of the agenda, shareholders will be allowed an opportunity to ask questions before voting

2. Choose the agenda to vote then press VOTE button The system will display all 3 voting channels: agree, disagree and abstain. Shareholders who wish to cancel the vote, press cancel vote button





The voting methods, vote counting and methods for asking questions or expressing opinions

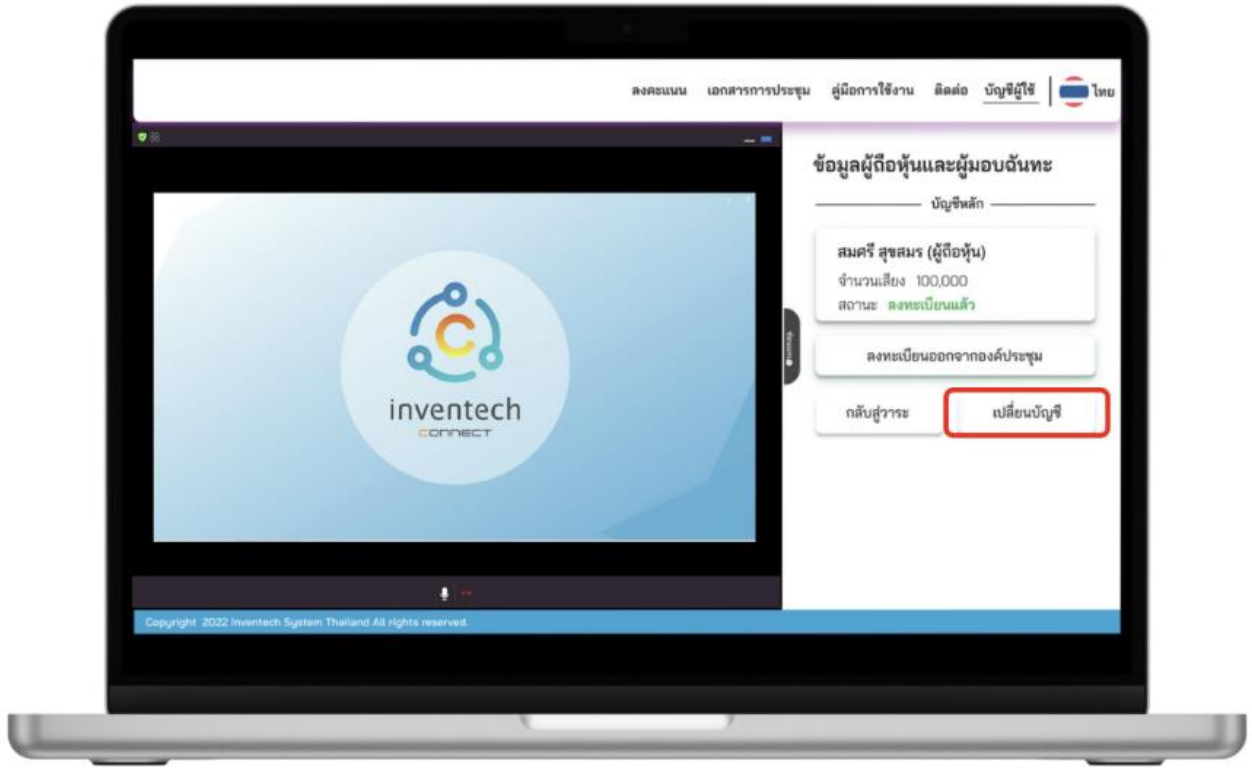
3

In the case of shareholders who has many proxies

- using the same e-mail and phone number, system will combine those granting proxies in the same account
- using different e-mail and phone number, system will not combine those granting proxies.

  To access other accounts, select the menu Account and click change account button



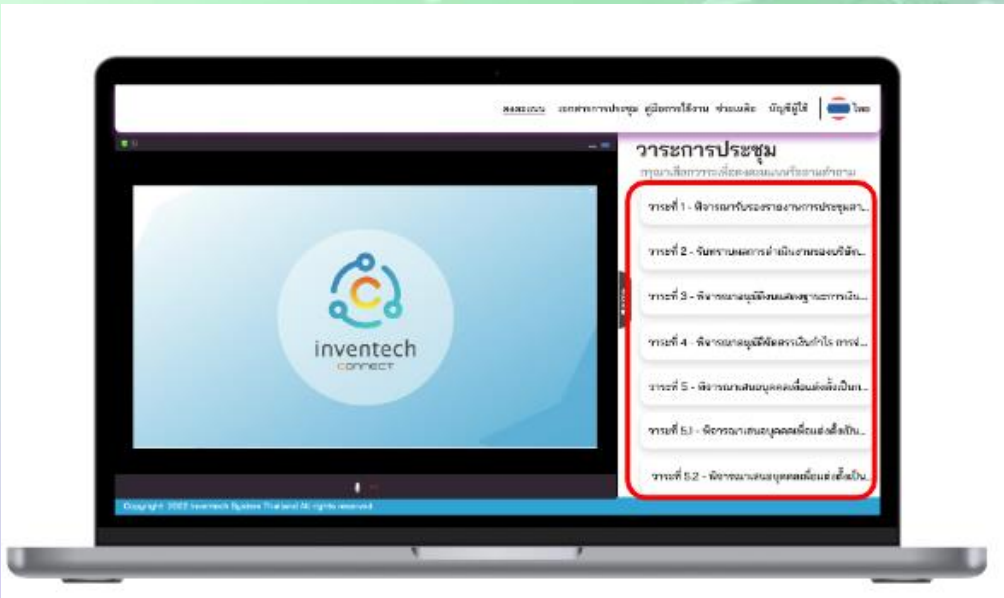


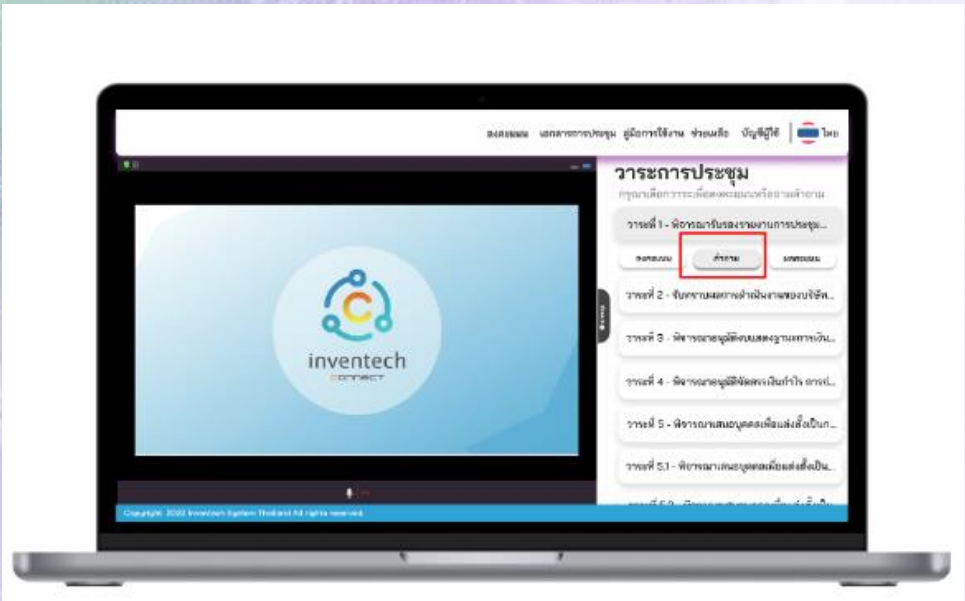
The voting methods, vote counting and methods for asking questions or expressing opinions

4 In the case that shareholders leave the meeting before the closing of the voting, the votes of such shareholders would not be counted toward quorum, and the votes will not be counting for the remaining agenda item.

5 Asking questions or expressing opinions

- Inquire via message, can type inquiry then press the send question button
- Inquiries via video and audio (vdo conference) press visual and audio inquiries button then ok to confirm the reservation. Once allowed, turn on the camera and microphone and inform names and status as a shareholder or proxy before asking questions





The voting methods, vote counting and methods for asking questions or expressing opinions

6. In the case of there are many shareholders who want to ask questions with pictures and sounds, to maintain the duration of the meeting, will allow shareholders to ask questions via text message, the answers will be at the end of the meeting or on the Company's website

7. In the case of shareholders who have any problems in using the meeting system or voting system, can follow the instructions the Company provided with the invitation letter or select menu Help in the system or contact Inventech Call Center at the number 02-460-9221 and Line Official @inventechconnect

8. If there is a system failure during the meeting, shareholders will receive an email to return to the meeting via the backup system

Report a problem
@inventechconnect


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Agenda Items 1

To consider and certify the minutes of the 2025 Annual General Meeting of Shareholders, held on 9 April 2025

A copy of the minutes is enclosed with the Invitation letter and disseminated on the Company's website www.sritranggroup.com


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Agenda Items 2

To acknowledge the Company's operations for the year 2025

The Company regularly discloses MD&A through the SET system after the release of financial statements.

Agenda 2

Natural Rubber Price

At SICOM (unit: Cent/Kg.)

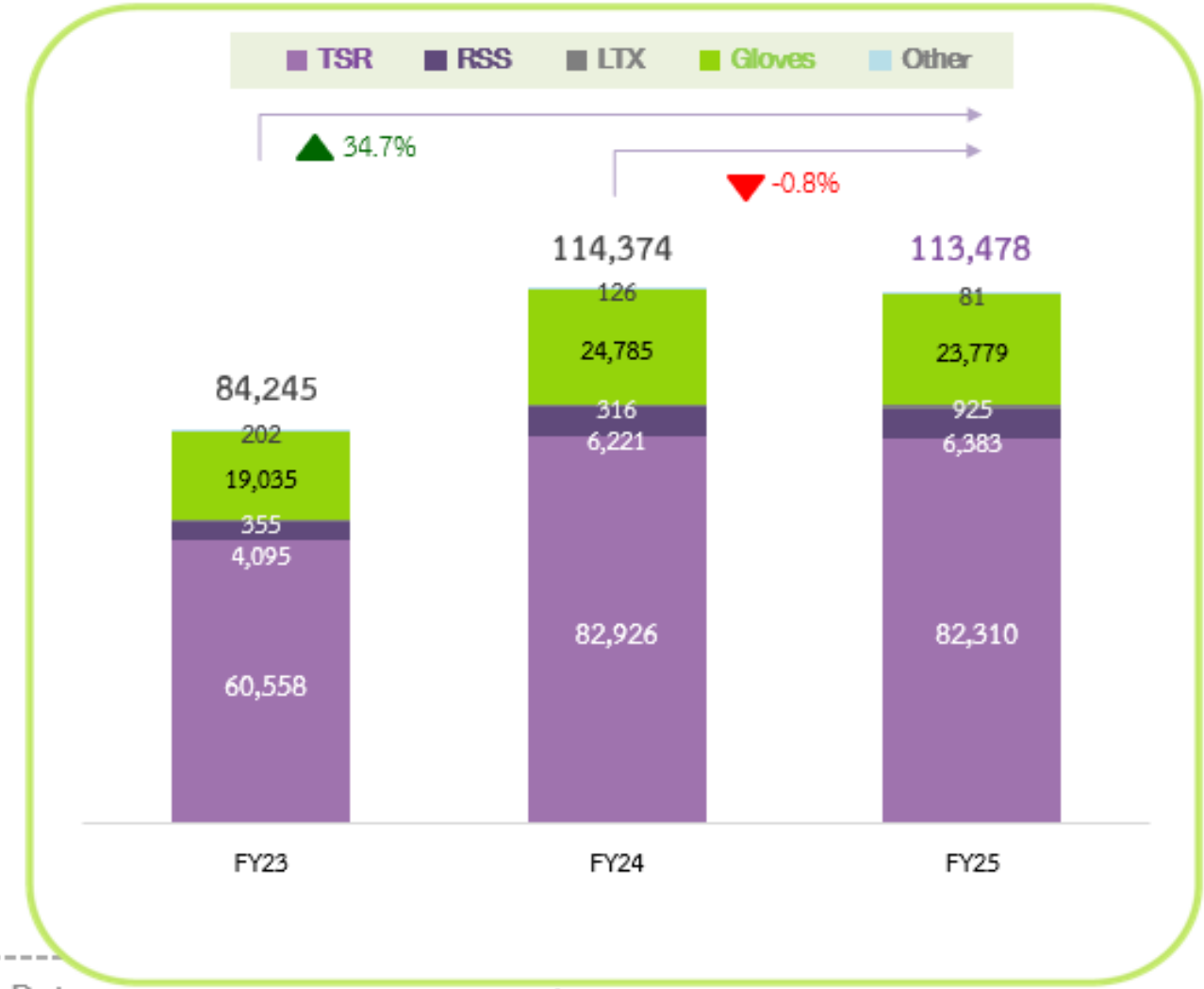


Average TSR20 Price at SICOM (Unit: cent/kg.)

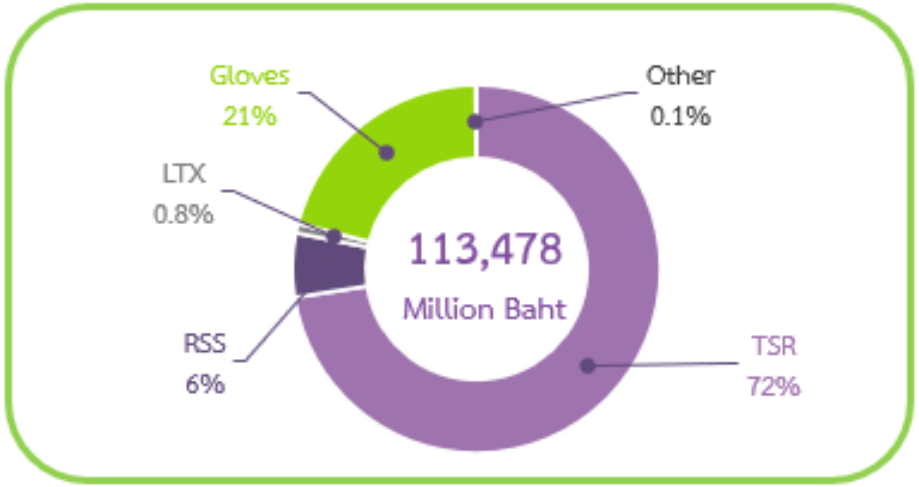
1Q24	2Q24	3Q24	4Q24	1Q25	2Q25	3Q25	4Q25
157.3 (+8.2%)	168.3 (+7.0%)	175.1 (+4.1%)	196.0 (+11.9%)	197.4 (+0.7%)	167.9 (-14.9%)	170.2 (+1.4%)	173.1 (+1.7%)

Agenda 2

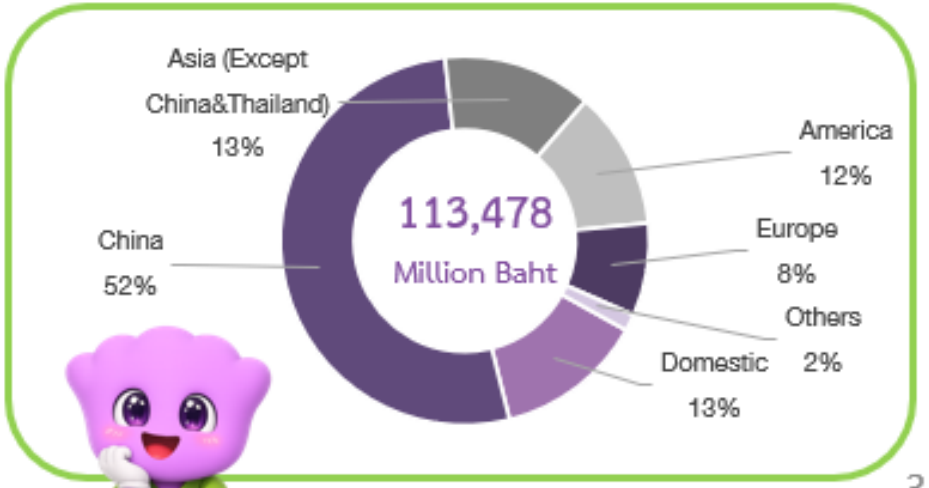
Sales Revenue by Products (THB million)



FY25 Sales Revenue Portion by Product



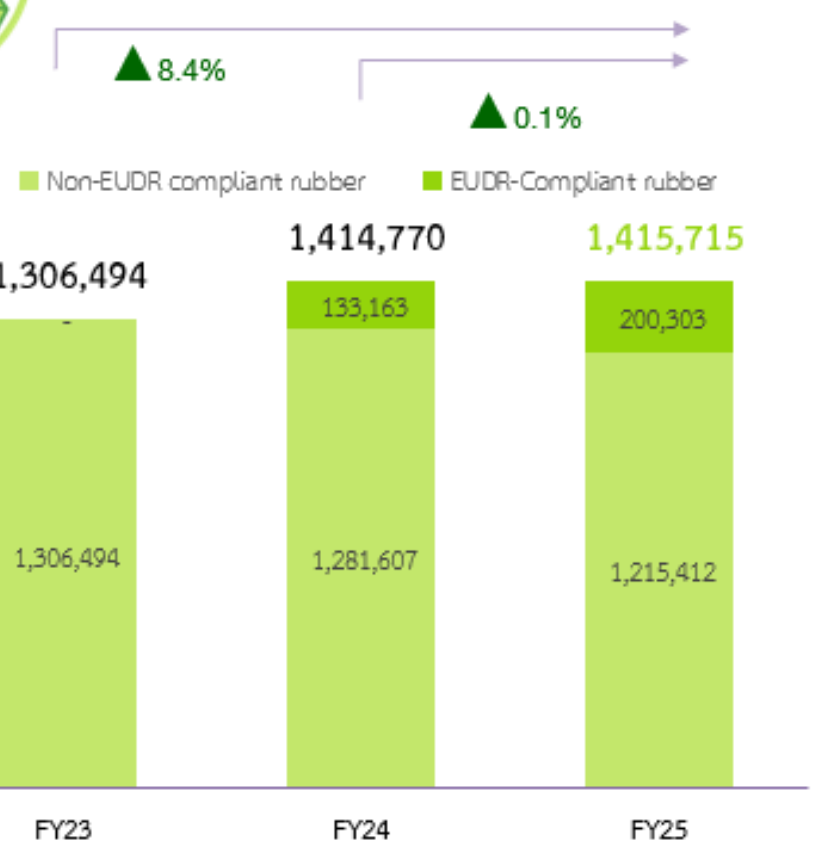
FY25 Sales Revenue Breakdown by Region



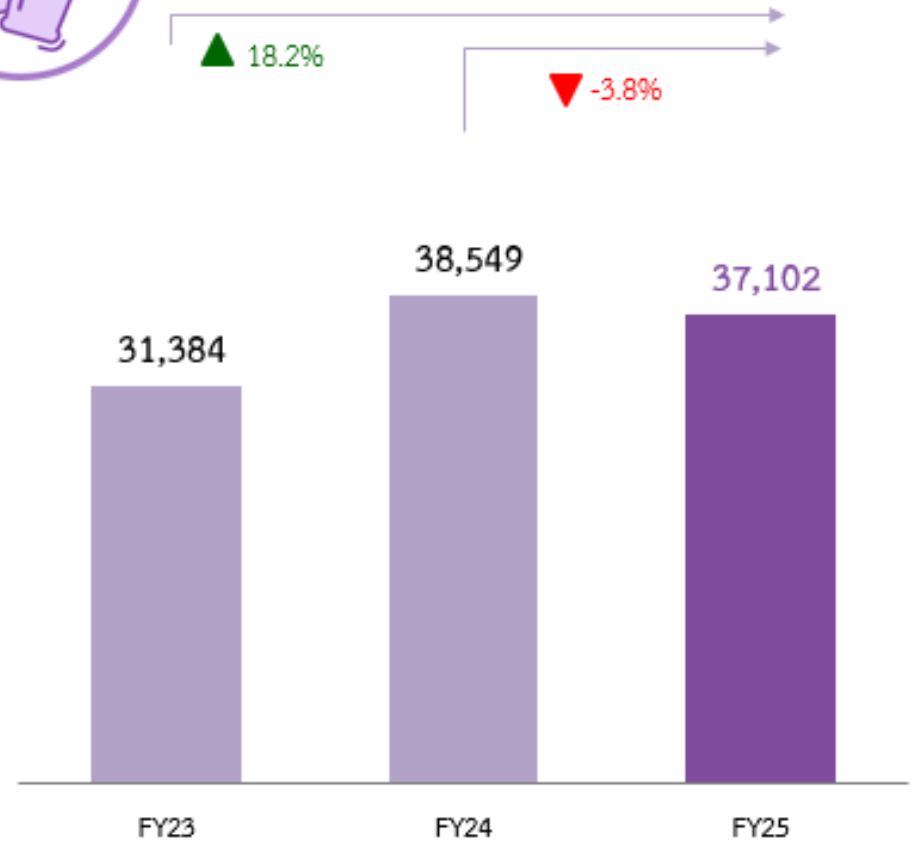
Date

Agenda 2

Natural Rubber Sales Volume (tons)

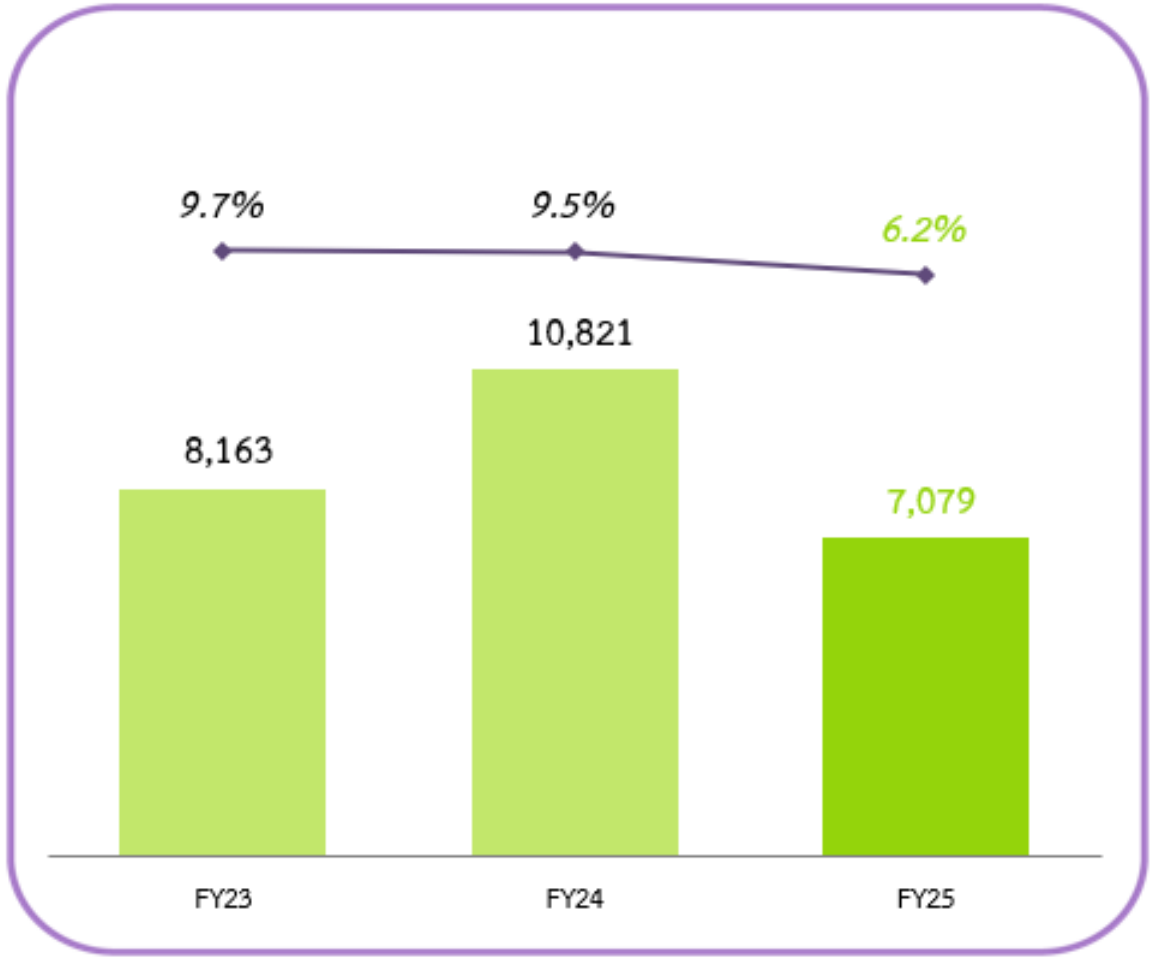


Gloves Sales Volume (million pieces)

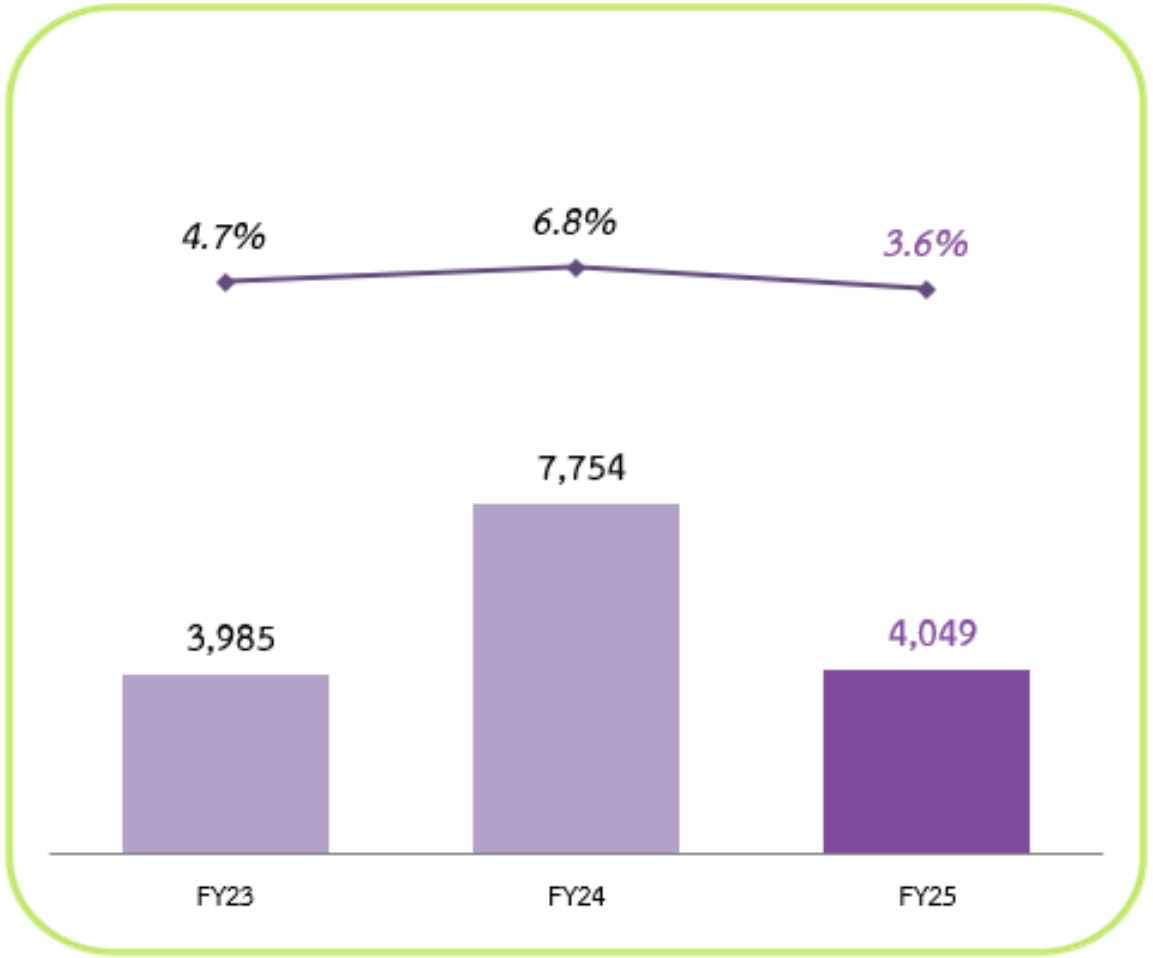


Agenda 2

Gross Profit (THB million) and GPM (%)

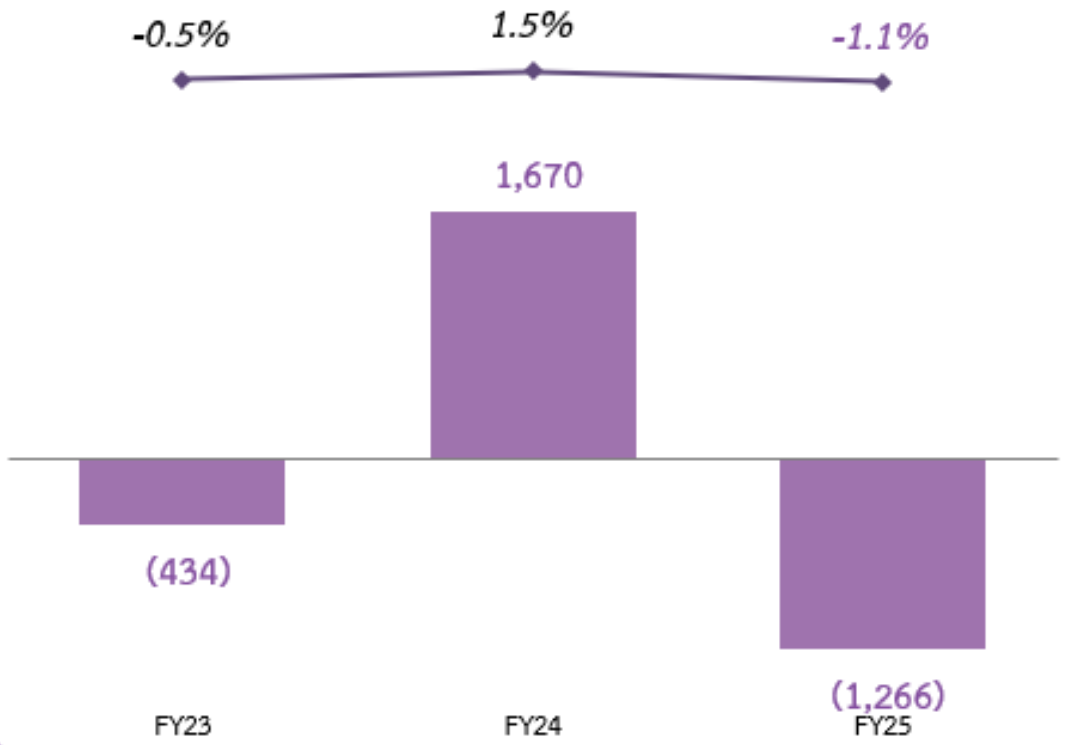


EBITDA (THB million) and EBITDA Margin (%)

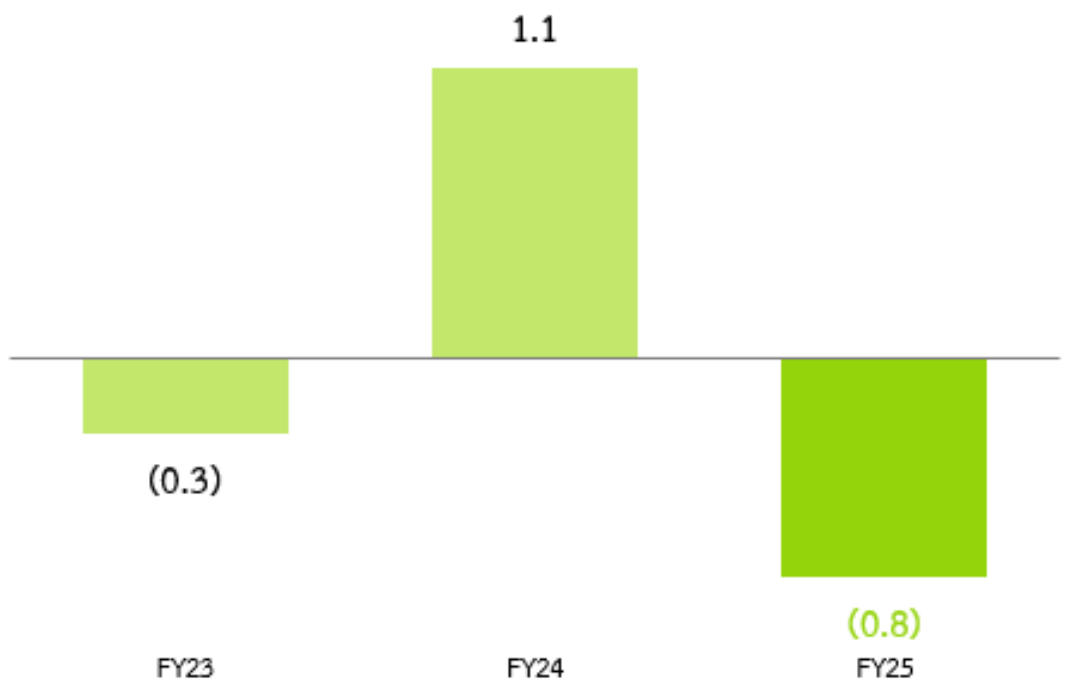


Agenda 2

Net Profit (Loss) (THB million) and NPM (%)



Earning (Loss) Per Share (THB/Share)



Agenda 2

Environmental Performance Highlight

Green Process

"Emphasize the environmentally and socially - friendly production process"

Climate Change and Energy Management

Biomass Fuel



98% **Using Biomass Fuel** in the rubber drying process

GHGs Emission Factor (EF) (1)

Biomass	LPG
0.0304 $kgCO_2/kg$	3.1134 $kgCO_2/kg$
Clean Energy with **lower** GHG emission compared to LPG fuel	**Higher** than Biomass 3,161%

Compare Using 1,000,000 MJ Heating Value

Solar Project



Total installed capacity **42.49** MW

Reducing electricity cost **248.12** million baht per year

Reducing GHG emissions **31,009.37** tCO_2 eq/year

Equivalent to the absorption of GHG/year by perennial plants **3,100,973** trees

Electric Forklifts



Switch to Electric Forklifts

168 Units

84% of total forklifts

Reducing GHG emissions **593** tCO_2 eq/year

Equivalent to the absorption of GHG/year by perennial plants **593,000** trees

Carbon sequestration and reducing emission



Rubber plantation 41,309.43 rai

SRP of Sri Trang Rubber & Plantation Co. Ltd

to register to T-VER

Expected amount of GHG Emission Reduction

162,473 tCO_2 eq/year

The amount of GHG certified as Carbon Credits

14,450 tCO_2 eq

for the period from 1 October 2022 to 11 August 2023

Remake: (1) TGO's Emission Factors by type of fuels

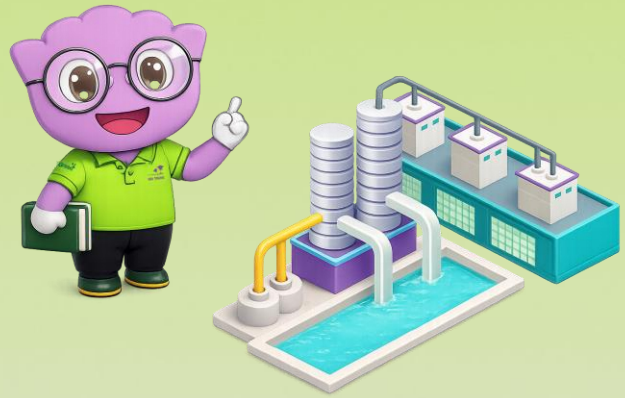
Agenda 2

Environmental Performance Highlight

Green Process

"Emphasize the environmentally and socially - friendly production process"

Water and Effluent Management





3Rs Water Management
(Reduce, Reuse and Recycle)



The Company reuses treated water, accounting for **94% of the total water consumption**

Waste Management



Manage waste with the 3Rs principle and Circular Economy

Useful Soil project (8th year)

Processing **2,372 tons** of sludge from the wastewater treatment system into soil improvement material

Air Pollution Management



- **Installed an efficient air pollution treatment system** suitable for the production process
- **Constructed a building with a closed system to store rubber cup lump raw materials** and spray biological deodorizers to reduce odors
- **Utilized the Multi-cyclone system and Wet scrubber system** to treat the small dust particles (PM10 and PM2.5) from boilers before released into the atmosphere

Agenda 2

SOCIAL Performance Highlight

Green Product & Green Procurement

"Produce high-quality products that are free of chemical substances and create happiness for external and internal societies"

Human Rights and Non-Discrimination

- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization (ILO)



Employees' Care and Development



Employee Engagement

86.79% (Target 85%)

Occupational Health & Safety Management

TÜVRheinland CERTIFIED

ISO45001

18 factories have received certification
(4 block rubber factories, 1 sheet rubber factory, and 3 latex factories)

Target : Achieve **100%** coverage of operational manufacturing sites in Thailand by 2032



Participation to Development Social and Communities

"Ruam Jai Tham Yang Thai Yangyuen Project"



Project satisfaction score **97.82%**
(Target 85%)

"Bun Tuk Yang Tid Rang Srang Roi Yim" Project (9th year)



Rubber trucks that met the standard average
83.70% (Target 100%)

S-Brick: Sustainable Brick, Green Brick Project





Paving bricks, made from ashes, for landscape improvement in the communities, worth THB 469,059

Sri Trang Volunteer Project



1,103 projects
6,630 employees participating

Agenda 2

GOVERNANCE & ECONOMIC Performance Highlight

Green Company

"Conduct the business based on transparency and pursue the sustainable growth"

Good Corporate Governance

Receive Corporate Governance Assessment at

"Excellent Level" for 7 consecutives years

From Thai Institute of Directors Association (IOD)

Customers and Consumers Relationship Management



Customers Satisfaction **Score : 84.5%**

(Target 80%)

Anti-Corruption



Received the **CAC Change Agent Award 2025**

from the Thai Private Sector Collective Action Against Corruption (CAC)

Innovation Development



81 projects

- **69** projects — To enhance competitiveness
- **7** projects — To promote the sustainable and environmentally friendly operation
- **5** projects — To create business opportunities and support new businesses

Supply Chain Management

The preparation for **EU Deforestation Regulation**



Developed **Sri Trang Ecosystem**

via **Sri Trang Friends** and **Sri Trang Friends Station application**

- Transparent
- Equitable and Fair
- **Traceable**

SUPER DRIVER ซุปเปอร์ไดรเวอร์

ยางมีพิกัด (GPS) #แชร์โลยาง #ศรีตรังเพื่อนชาวสวน

Received the **FSC™-COC** certification for Standard Thai Rubber products of Phitsanulok factory



Sri Trang announces intention to oppose and not buy illegal rubber

Agenda 2

Standard Certification, Membership and Sustainability Ratings

Management Certificates

Forest Stewardship Council (FSC™)
FSC™ -FM & FSC™-CoC

Green Industry 3 — 22 Factory

Green Industry 4 — 1 Factory

ISO 14001:2015
Environmental Management System

ISO 45001:2018
Occupational Health&Safety Management

ESG Ratings

SET AAA ESG Ratings 2025
S&P Global
FTSE Russell
ecovadis GOLD | Top 5% Sustainability Rating OCT 2025
SPOTT
esgbook
MORNINGSTAR SUSTAINALYTICS
REFINITIV
Bloomberg

Carbon Certificates & Initiatives

Carbon Footprint of Organization

Carbon Footprint of Product

Thailand Voluntary Emission Reduction Program

Low Emission Support Scheme

Membership & Network

GPSNR
Global Platform for Sustainable Natural Rubber

RUBBERWAY
RubberWay

carbon neutral network
Thailand Carbon Neutral Network

Sustainability Awards

SET Awards 2025
(Best Sustainability Awards)
2025

Sustainability **Disclosure Recognition** 2025
2025

CAC Change Agent Award 2025
2023–2025

CSR-DIW and CSR-DIW Continuous 2025
2014–2025

Supporting People with Disabilities 2025
2016–2025

Disease-Free, Safe Workplace, Healthy Body and Mind 2025
2023–2025

Climate Action Leading Organization: CALO
2025

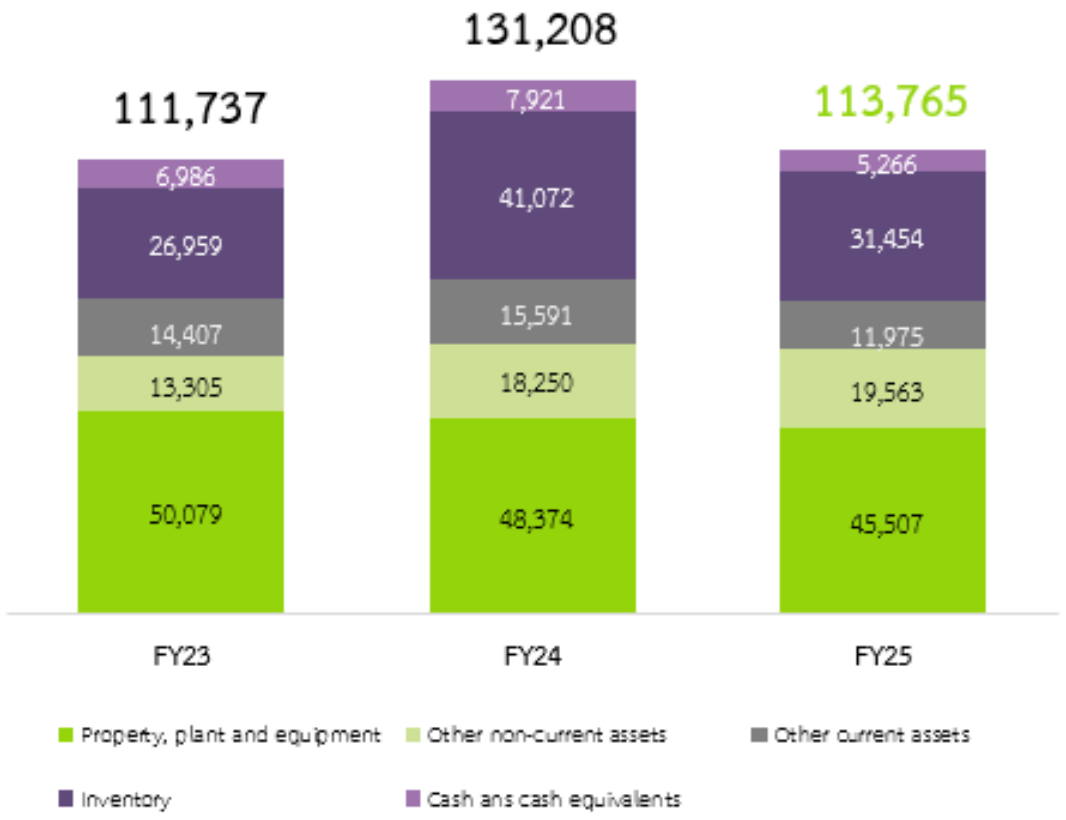

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Agenda Items 3

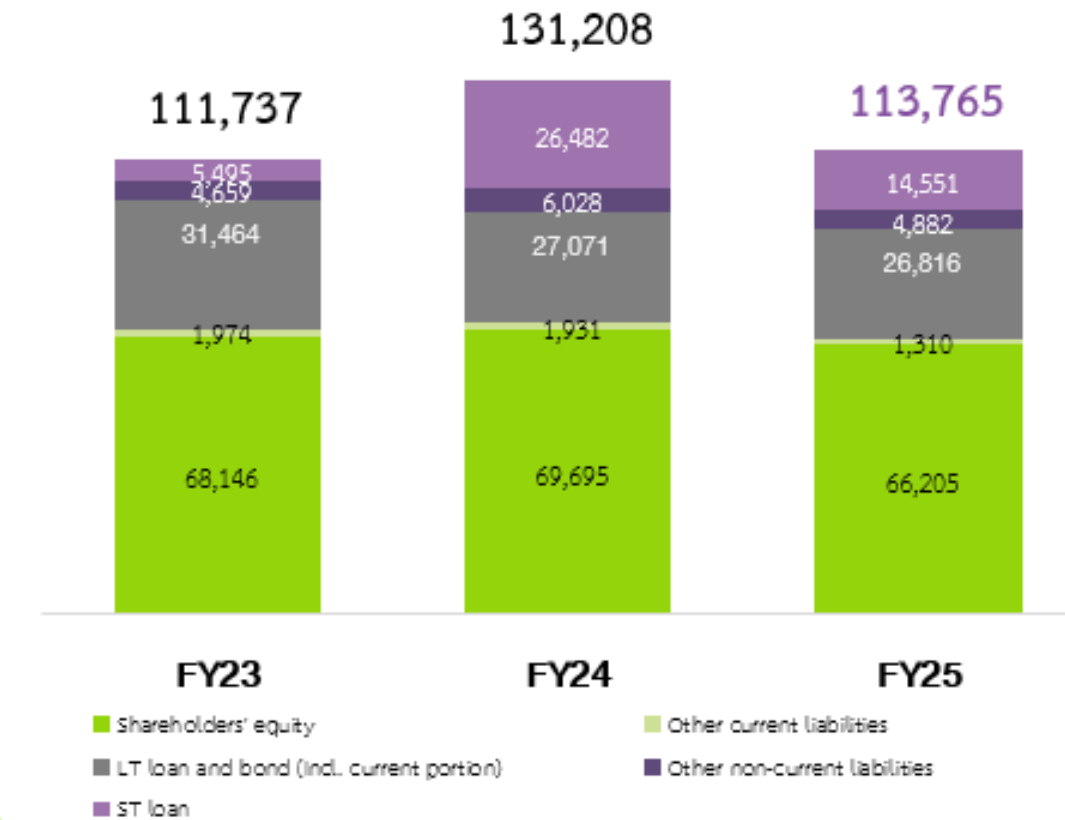
To consider and approve the audited financial statements of the Company for the year ended 31 December 2025

Agenda 3

Total Assets as of 31 Dec 2025



Total Liabilities and Shareholders' Equity as of 31 Dec 2025



Agenda Items 3

Key Financial Highlights for the Year Ended December 31, 2025

Items	Consolidated Financial Statements	Separate Financial Statements
Revenue from sales of goods and services	THB 113,478 million	THB 71,714 million
Gross profit	THB 7,079 million	THB 2,674 million
Net profit (Loss) attributed to equities holders of the Company	THB (1,266) million	THB (304) million
Earnings (Loss) per share	THB (0.82) per share	THB (0.20) per share
Total assets	THB 113,765 million	THB 58,372 million
Total liabilities	THB 47,559 million	THB 34,054 million
Equity	THB 66,205 million	THB 24,318 million


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Agenda Items 4

To consider and approve the dividend payment of the Company for the year 2025

Agenda Items 4

Dividend Payment Policy

Currently, the Company's policy is to pay a dividend of approximately 30% of our net profit for each financial year but not more than our retained earnings.

by considering the Company's financial position, results of operations and cash flow, the ability of the subsidiaries, associates and joint venture entity to make dividend payment to the Company, our Company's expected working capital requirements to support the Company's future growth, and general economic conditions and such other external factors that the Company believes to have an impact on the business operations of the Company.



Agenda Items 4

	Year 2025	Year 2024	Year 2023
Net profit (loss) according to the consolidated financial statements (million Baht)	(1,265.71)	1,670.38	(434.37)
Earnings (loss) per share according to the consolidated financial statements (Baht)	(0.82)	1.09	(0.28)
Dividend per share (Baht)	0.50*	1.00	1.00
Number of shares (shares)	1,535,999,998	1,535,999,998	1,535,999,998
Total dividend payment (million Baht)	768	1,536	1,536
Payout ratio (%)	N/A	91.96	N/A

*Propose for approval

Agenda Items 4

Details for process	Date
The record date for determining the shareholders entitled to receive a dividend (TSD)	22 April 2026
The record date for determining the shareholders entitled to receive a dividend (CDP)	22 April 2026
XD (Excluding Dividend) Date	21 April 2026
The annual dividend payment date	8 May 2026




Q
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Agenda Items 5

To consider and approve the election of directors to replace the directors who retire by rotation

Agenda Items 5

The 4 directors who shall vacate office and propose to the shareholders meeting to re-elect as directors of the Company for another term as follows

1.	Mr. Patrawut	Panitkul	Director
2.	Mr. Vitchaphol	Sincharoenkul	Director
3.	Gen. Thanasorn	Pongarna	Director / Independent Director
4.	Mr. Viyavood	Sincharoenkul	Director



Agenda Items 5

Mr. Patrawut Panitkul





Mr. Vitchaphol Sincharoenkul

Gen. Thanasorn Pongarna





Mr. Viyavood Sincharoenkul


Q
A

Agenda Items 5



5.1 To consider and approve the election of Mr. Patrawut Panitkul to be a director of the Company for another term

Proposed to be appointed as a director.

Agenda Items 5

Mr. Patrawut Panitkul 58 years old

Proposed to be appointed as a director

Current positions

Director / Executive Director / Member of the Risk Management Committee / Chief Financial Officer (CFO)

Date of first appointment 29 April 2014

Number of years as Director in the Company 11 years 11 months

Relationship with management None

Education

Bachelor of Business Administration in Accounting

Prince of Songkhla University

Possession of STA shares None

Director training programs

Thai Institute of Directors Association

- Director Certification Program class 195/2014 (DCP195/2014)
- Successful Formulation & Execution of Strategy class SFE 24/2015

Thai Listed Companies Association (TLCA)

- TLCA CFO Professional Development Program (TLCA CFO CPD) 2019 Subject "Automation & RPA (Robot Process Automation) for Accounting.
- TLCA CFO CPD No. 2/2023 Subject Risk Management for CFOs
- TLCA CFO CPD No. 6/2023 Subject What is the future of the CFO role?

Thailand federation of accounting professions (TFAC)

- course "Information System Design for Decision"
- course "Corporate Finance" class 2/65

Dharmniti Seminar and Training Co., Ltd.

- Course "Tax Management Techniques for Accounting Managers and Tax Privileges"
- Course "Transfer Pricing: Accounting Impact and Requirements for Accountants"
- Foreign Exchange Risk Analysis and Management
- Lean Accounting

Agenda Items 5

Other courses

- DIGITAL TRANSFORMATION (DX): The Path to Organizational Excellence
- Maximizing Shareholder Value 2025
- Empowering Senior Leaders to Drive AI Transformation and Social Impact
- Building Scalable AI Solutions with Robust Data Governance and Leadership for Change
- Strategic AI Leadership, Visionary Roadmap, and Leading Change for Sri Trang's Future
- Strategic Transformation 2025: Finance, Technology & Sustainability for Future Business
- Lead with Insight: Power BI for Forward-Thinking Leaders
- Strategic Management and Reporting for Organizational Goals
- Corporate Governance

Current positions

- Director, Sri Trang Agro-Industry Plc.
- Executive Director, Sri Trang Agro-Industry Plc.
- Member of the Risk Management Committee, Sri Trang Agro-Industry Plc.
- Chief Financial Officer (CFO), Sri Trang Agro-Industry Plc.
- Director, Rubberland Products Co., Ltd.

Current positions (con)

- Director, Nam Hua Rubber Co., Ltd.
- Director, Anvar Parawood Co., Ltd.
- Director, Startex Rubber Co., Ltd
- Director, Starlight Express Transport Co., Ltd
- Director, Sri Trang IBC Co., Ltd.
- Director, PT Sri Trang Lingga Indonesia
- Director, SRI TRANG AFRICA SA.

Current positions

Business Administration and Management

Accounting, Finance, and Economics

Social and Environmental Responsibility

Good Corporate Governance

Risk and Opportunity Management

Agricultural Business

Agenda Items 5

Experience

Positions in Listed Companies

- 2001 – 2009 Accounting Manager of Sri Trang Agro-Industry Plc

Positions in Non-Listed Companies

- 2017 Director, Sri Trang Gloves (Thailand) Co., Ltd.
- 2015 – 2021 Director of Sadao P.S. Rubber Co., Ltd.
- 1992 – 2000 Accounting Manager of Siam Sempermed Corp., Ltd.

Director / Management in other listed companies None

Director / Management in other non-listed companies

- Director, Rubberland Products Co., Ltd.
- Director, Nam Hua Rubber Co., Ltd.
- Director, Anvar Parawood Co., Ltd.
- Director, Startex Rubber Co., Ltd
- Director, Starlight Express Transport Co., Ltd
- Director, Sri Trang IBC Co., Ltd.
- Director, PT Sri Trang Lingga Indonesia

Director / Management in other non-listed companies outside the country

- Director, SRI TRANG AFRICA SA.

Director / Management in other companies which may have conflict of interest or in business competition with the Company.

None

Meeting attendance in 2025

- Board of Directors Meeting 7/7 times
- Board of Executive Director Meeting 5/5 times
- Board of Risk Management Committee Meeting 2/2 times
- Shareholders Meeting 1/1 time

Illegal record in the past 10 years None

Maintain director qualifications under the relevant laws and not have prohibited characteristics under the Notifications of the Capital Market Supervisory Board Yes

Agenda Items 5



5.2 To consider and approve the election of Mr. Vitchaphol Sincharoenkul to be a director of the Company for another term

Proposed to be appointed as a director.

Agenda Items 5

Mr. Vitchaphol Sincharoenkul 40 years old

Proposed to be appointed as a director

Current positions

Director / Executive Director / Member of the Sustainable Development Committee

Date of first appointment 28 February 2020

Number of years as Director in the Company 6 years 1 month

Relationship with management

- Son of Mr. Viyavood Sincharoenkul
- Younger brother of Mr. Veerasith Sinchareonkul
- Nephew of Mr. Kitichai Sincharoenkul and Mr. Lee Paul Sumade

Education

Bachelor of Business Administration (International Business Management), Assumption University

Possession of STA shares

36,000,000 shares representing 2.34%

Director training programs

Thai Institute of Directors Association

- DAP 172/2020
- Hot Issue for Directors: Enhancing Governance, Standards, and Financial Insights 4/2024 (Online)
- Online Director's Briefing 4/2025 : ESG Risks Mitigation: What Directors Need to Know Before Risks Become a Turning Point for the Organization

Other Courses

- GPF-Bloomberg Sustainable Investing Forum
- A Decarbonization Roadmap: The pathway for greenhouse gas reduction for future-oriented business strategies according to standards GHG
- The 7 Habits of Highly Effective People
- Empowering Senior Leaders to Drive AI Transformation and Social Impact

Agenda Items 5

Other Courses (con)

- Building Scalable AI Solutions with Robust Data Governance and Leadership for Change
- Strategic AI Leadership, Visionary Roadmap, and Leading Change for Sri Trang's Future
- Strategic Transformation 2025: Finance, Technology & Sustainability for future Business
- Lead with Insight: Power BI for Forward-Thinking Leaders

Current positions

- Director, Sri Trang Agro-Industry Plc.
- Executive Director, Sri Trang Agro-Industry Plc.
- Member of Sustainable Development Committee
- Director, Nam Hua Rubber Co., Ltd.
- Director, Sri Trang AFRICA SA
- Director, Sri Trang USA Inc.
- Director, Thai Rubber Joint Venture Limited
- Deputy Secretary-General of the Thai Rubber Association

Expertise

Business and Management

Accounting, Finance, and Economics

Business and Marketing

Climate Change Management

Agricultural Business

Experience

Positions in Listed Companies

- 2019 – 2020 Marketing Manager, Sri Trang Agro-Industry Plc.
- 2017 – 2018 Assistant Manager - Business Development and Investor Relations, Sri Trang Agro-Industry Plc.
- 2016 Marketing Development Division Head, Sri Trang Agro-Industry Plc.

Positions in Non-Listed Companies

- 2021 Director, Sri Trang Gloves Global Pte. Ltd.

Agenda Items 5

Director / Management in other listed companies None

Director / Management in other non-listed companies

- Director, Nam Hua Rubber Co., Ltd.
- Director, Thai Rubber Joint Venture Limited

Director / Management in other non-listed companies outside the country

- Director, Sri Trang AFRICA SA
- Director, Sri Trang USA Inc.

Director / Management in other companies which may have conflict of interest or in business competition with the Company. None

Meeting attendance in 2025

- Board of Directors Meeting 7/7 times
- Board of Executive Director Meeting 5/5 times
- Board of Sustainability Development Committee Meeting 4/4 times
- Shareholders Meeting 1/1 time

Illegal record in the past 10 years None

Maintain director qualifications under the relevant laws and not have prohibited characteristics under the Notifications of the Capital Market Supervisory Board Yes

Agenda Items 5



5.3 To consider and approve the election of Gen. Thanasorn Pongarna to be a director of the Company for another term

Proposed to be appointed as a director / independent director.

Agenda Items 5

Gen. Thanasorn Pongarna 70 years old

Proposed to be appointed as a director / Independent Director

Current positions

Independent Director, Member of Audit Committee, Chairman of Nomination Committee, Member of Remuneration Committee

Date of first appointment 8 July 2019

Number of years as Director in the Company 6 years 9 months

Relationship with management None

Education

- Degree from National Defence College of Thailand Year 2013
- Chief of Staff, Command and General Staff College
- Master's Degree, Political and Administrative Science, NIDA
- Bachelor's Degree, Mechanical Engineering, Chulachomklao Royal Military Academy

Possession of STA shares None

Director training programs

Thai Institute of Directors Association

- Director Accreditation Program (DAP) 140/2017
- Online Director's Briefing 4/2025 : ESG Risks Mitigation: What Directors Need to Know Before Risks Become a Turning Point for the Organization
- Hot Issue for Directors: The Evolving Role of Audit Committee in Fostering Trust and Transparency 4/2025

Other Courses

- Enhance sustainability disclosure in accordance with the International Sustainability Standards Board (ISSB Standards), in collaboration with the Securities and Exchange Commission (SEC) and the Asian Development Bank (ADB)
- Corporate governance

Agenda Items 5

Current positions

- Member of Audit Committee, Sri Trang Agro-Industry Plc.
- Chairman of Nomination Committee, Sri Trang Agro-Industry Plc.
- Member of Remuneration Committee, Sri Trang Agro-Industry Plc.
- Independent Director, Sri Trang Agro-Industry Plc.
- Risk Management and Investment Committee, Well Management Corporation Public Company Limited

Expertise

Communication and Public Relations

Corporate Social Responsibility and Environmental Stewardship

Good Corporate Governance

Risk and Opportunity Management

Climate Change Management

Agricultural Business

Experience

Positions in Listed Companies

- 2560 - 2567 Chairman of the Nomination and Remuneration Committee, the Corporate Governance Committee and the Risk Management Committee, Star Sitthi Solution Public Company Limited.

Positions in Non-Listed Companies

- 2016 – 2017 Special Advisor, The Royal Thai Armed Forces Headquarters
- 2015 – 2016 Deputy, Armed Forces Development Command, the Royal Thai Armed Forces Headquarters
- 2014 – 2015 Special Professional, The Royal Thai Armed Forces Headquarters

Agenda Items 5

Director / Management in other listed companies

Director, Well Management Corporation Public Company Limited

Director / Management in other non-listed companies

None

Director / Management in other non-listed companies outside the country

None

Director / Management in other companies which may have conflict of interest or in business competition with the Company. None

Meeting attendance in 2025

- Board of Directors Meeting 7/7 times
- Board of Audit Committee Meeting 8/8 times
- Board of Nomination Committee Meeting 2/2 times
- Board of Remuneration Committee Meeting 2/2 times
- Shareholders Meeting 1/1 time

Illegal record in the past 10 years None

Maintain director qualifications under the relevant laws and not have prohibited characteristics under the Notifications of the Capital Market Supervisory Board Yes

Additional qualifications for nominated independent directors (Criteria according to the announcement of the Capital Market Supervisory Board No. TorChor. 39/2016)

Interests in the Company, parent company, subsidiaries, associate companies, or any legal entities that may have the conflicts of interest at present or in the past 2 years:

1. Director who participates in the Company's management, employee, worker, or advisor who receives a regular salary or fee : No
2. Professional service provider (e.g. auditor, legal advisor): No
3. Having significant business relations that may affect the ability to perform independently : None

Agenda Items 5



5.4 To consider and approve the election of Mr. Viyavood Sincharoenkul to be a director of the Company for another term

Proposed to be appointed as a director.

Agenda Items 5

Mr. Viyavood Sincharoenkul 71 years old

Proposed to be appointed as a director

Current positions

Chairman, Chairman of Executive Committee

Date of first appointment 27 December 1993

Number of years as Director in the Company

32 years 3 months

Relationship with management

- Elder Brother of Mr. Kitichai Sincharoenkul
- Younger Brother of Mr. Paul Sumade Lee
- Father of Mr. Veerasith Sinchareonkul and Mr. Vitchaphol Sincharoenkul

Possession of STA shares

14,360,449 shares, representing 9.14% (included spouse)

Education

- Ph.D. in Chemistry, Queen Elizabeth's College, University of London
- Bachelor's degree in chemistry (First Class), Queen Elizabeth's College University of London

Director training programs

- Empowering Senior Leaders to Drive AI Transformation and Social Impact
- Building Scalable AI Solutions with Robust Data Governance and Leadership for Change
- Strategic AI Leadership, Visionary Roadmap, and Leading Change for Sri Trang's Future
- Strategic Transformation 2025: Finance, Technology & Sustainability for future Business
- Strategic management and performance reporting to achieve organizational objectives
- Corporate Governance

Agenda Items 5

Current positions

- Chairman and Chairman of Executive Committee, Sri Trang Agro-Industry Plc.
- Honorary Chairman of Executive Committee and Director, Sri Trang Gloves (Thailand) PLC.
- Director, Sri Trang Gloves (Singapore) Pte. Ltd.
- Director, Sri Trang Gloves Global Pte. Ltd.
- Director, Sri Trang IBC
- Director, Shidong Shanghai Medical Equipment
- Director, Planet Earth Capital Pte., Ltd.
- Director, Shi Dong Shanghai
- Chairman and Director, Shi Dong Investments
- Executive Director, Sri Trang International
- Director, Semperflex Asia
- Director, Sri Trang Holdings
- Director, Thai Tech Rubber

Experience

Positions in Listed Companies

- 2019 – 2025 Chairman of the Executive Committee, Sri Trang Gloves (Thailand) PLC.
- 1993 – 2021 Managing Director, Sri Trang Agro-Industry Public Company Limited.

Positions in Non-Listed Companies

- 2015 – 2018 Director, Sri Trang Ayeyar
- 2010 – 2012 Director, Tai Yang Invesment Pte. Ltd.
- 2002 – 2020 Director, Pattana Agro Futures
- 1999 – 2017 Director, T.R.I Global Co., Ltd.
- 1989 – 2019 Director, Sri Trang Gloves (Thailand) Co.,Ltd
- 1987 – 1993 Managing Director, Sri Trang Agro-Industry Co., Ltd.
- 1985 – 1987 General Manager,Yang Thai Paktai Co., Ltd.

Director / Management in other listed companies

- Honorary Chairman of Executive Committee and Director, Sri Trang Gloves (Thailand) PLC.

Agenda Items 5

Director / Management in other non-listed companies

- Director, Sri Trang IBC Co., Ltd.
- Director, Semperflex Asia
- Director, Sri Trang Holdings
- Director, Thai Tech Rubber

Director / Management in other non-listed companies outside the country

- Director, Sri Trang Gloves (Singapore) Pte. Ltd.
- Director, Sri Trang Gloves Global Pte. Ltd.
- Director, Sri Trang International Pte. Ltd
- Director, Shi Dong Investments Pte. Ltd
- Director, Shi Dong Shanghai Rubber Co., Ltd.
- Director, Shi Dong Shanghai Medical Equipment Co., Ltd.
- Director, Planet Earth Capital Pte Ltd.

Expertise

Business Administration and Management

Accounting, Finance, and Economics

Occupational Health and Safety

Corporate Social Responsibility and Environmental

Good Corporate Governance

Risk and Opportunity Management

Business and Marketing

Research, Development, and Innovation

Agricultural Business

Meeting attendance in 2025

- Board of Directors Meeting 7/7 times
- Board of Executive Director Meeting 5/5 times
- Shareholders Meeting 1/1 time

Director / Management in other companies which may have conflict of interest or in business competition with the Company None

Illegal record in the past 10 years None

Maintain director qualifications under the relevant laws and not have prohibited characteristics under the Notifications of the Capital Market Supervisory Board Yes

Agenda Items 6

To consider and approve the determination of remuneration of directors for the year 2026

Agenda Items 6

The remuneration for the Board of Directors for the year 2026 in the amount not exceeding Baht 14,850,000, which is the same as the previous year

The meeting allowance is paid only to the Board of Directors and the Audit Committee, Other sub-committee members will not receive any remuneration

Remuneration of Board of Directors

- Chairman of the Board — Baht 110,000 / person/ month
- Directors — Baht 86,000 / person/ month

Remuneration of Audit Committee

- Chairman of the Audit Committee — Baht 110,000 / person/ month
- Audit Committee member — Baht 96,000 / person/ month

The Company will pay the remuneration twice a year in June and December.

Meeting Allowance (only pay to those who attend the meeting)

- Chairman of the Board / Chairman of Audit Committee — Baht 18,000 / person/ time
- Directors / Audit Committee member — Baht 12,000 / person/ time

Other Benefits / Non-monetary remuneration — None

Note: If holding multiple positions, each director shall receive a highest rate monthly remuneration for only one position held.

Agenda Items 6

The remuneration for the Board of Directors for the year 2026 in the amount not exceeding Baht 14,850,000

	Remuneration per month		Meeting Allowance per time	
	Year 2026	Year 2025	Year 2026	Year 2025
Chairman of the Board	110,000	110,000	18,000	18,000
Directors	86,000	86,000	12,000	12,000
Chairman of the Audit Committee	110,000	110,000	18,000	18,000
Audit Committee member	96,000	96,000	12,000	12,000

Other Benefits / Non-monetary remuneration None

The Company will pay the remuneration twice a year in June and December.


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Agenda Items 7

To consider and approve the appointment of the auditor and determination of auditing fee for the year 2026

Agenda Items 7

Auditors from EY Office Limited

	Name of Auditor	Certified Public Accountant (Thailand) No.	Year for Auditing the Company
	Ms. Krongkaew Limkittikun	5874	3
	Mr. Nuttawut Santiphet	5730	-
	Ms. Sutthirak Fakon	7712	-

Agenda Items 7

The auditing fees	Year 2026 (proposed year)	2025
The audit fees for the consolidated financial statements and the Company's quarterly audit (Baht)	6,390,000	6,390,000

However, the above auditing fee excludes non-audit fee which is actually reimbursed.

In addition, the Company uses the audit services for the foreign subsidiaries from the same audit firm and other audit firms. The determination to appoint the auditor of each foreign subsidiary shall primarily consider from quality of its services and auditing fee rate. For the subsidiaries located in foreign countries that use the audit services from other audit firms, the Board of Directors will enable them to submit the financial statements within prescribed period.


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Agenda Items 8

To consider and approve the Amendment of the Company's Objectives and Clause 3 of the Company's Memorandum of Association.

Agenda Item 8

PALM BUSINESS



To build upon the company's expertise in the natural rubber business

The oil palm business shares a similar operational structure to that of rubber—encompassing raw material procurement, processing, logistics management, and distribution. Expanding into this business segment allows the company to efficiently leverage its existing resources, knowledge, and operational systems.

To diversify the risk of over-reliance on a single agricultural commodity

The rubber and oil palm businesses possess different price cycles and production seasons. Expanding into the oil palm sector will help distribute risk, mitigate income volatility, and enhance the company's long-term financial stability.





To expand business opportunities and future growth

Oil palm is a key raw material in various sectors, such as the food, biofuel, and renewable energy industries. Expanding into this business segment will enable the company to develop new business models, add value to agricultural products, and create new revenue streams.

Agenda Item 8

PALM BUSINESS

To ensure that the palm trade operations are conducted in compliance with the law, it is necessary for the company to amend and add four clauses to its objectives, designated as Objectives 45, 46, 47, and 48, as follows:

45. *To engage in the business of purchasing, collecting, wholesaling, retailing, and distributing fresh oil palm bunches; including operating oil palm collection centers (ramps), as well as all types of agricultural crops and products, both domestically and internationally.*
46. *To engage in the business of acting as a middleman, collector, distributor, agent, or broker; and to provide services related to trading, storage, logistics, and transportation of agricultural products and related derivatives.*
47. *To engage in the business of establishing and operating industrial factories for processing, extracting, manufacturing, and distributing palm oil, palm oil products, and agricultural by-products.*
48. *To engage in the business of importing, exporting, manufacturing, and distributing biofuel, renewable energy, or products related to oil palm and agriculture.*



Agenda Item 8

PALM BUSINESS



To complement the amendment to the Company's Objectives which will increase from 44 to 48 Articles, Article 3 of the Memorandum of Association would also be amended as shown below,

Present version

"Article 3. Objectives of the Company shall comprise 44 Articles as described in Bor Mor Jor 002 per attached"

Amended version

"Article 3. Objectives of the Company shall comprise 48 Articles as described in Bor Mor Jor 002 per attached"

In this regard, to make amendments of the Company's Objectives and Clause 3 of the Company's Memorandum of Association was convenient and flexible, it is appropriate to approve the authorization to the authorized Directors or person assigned by authorized Directors, to manage various necessary operations to complete the registration, amendment/addition of the Company's Objectives and the Company's Memorandum of Association as approved until completion. Including having the power to amend and add the wording in Company's Objectives and the Company's Memorandum of Association in revised version as necessary in case the Registrar has an order to amend the wording in such document to comply with the Registrar's order and to ensure the registration process is completed.


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Agenda Items 9

Other matters (if any)


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