



The 2024 Annual General Meeting of Shareholders

9 April 2024

SRI TRANG AGRO-INDUSTRY PUBLIC COMPANY LIMITED











DR. Viyavood Sincharoenkul

Ms. Anusra Chittmittrapap

Mr. Veerasith
Sinchareonkul









Mr. Kitichai Sincharoenkul

Mr. Chalermpop Khanjan

Mr. Patrawut Panitkul





Mr. Vitchaphol Sincharoenkul



Mr. Chaiyos Sincharoenkul



Mr. Lee Paul Sumade









Ms. Nongram Laohaareedilok



Mr. Thanatip Upatising



The record date for determining the shareholders entitled to attend the 2024 AGM of shareholders is 1 March 2024

Registered capital 1,535,999,998 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

For agenda item 4, concerning the election of directors to replace the directors who retire by rotation, will use the method of election on an individual basis

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

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

shareholders choose the agenda to vote then press button

Vote

The system will display all 3 voting channels: agree, disagree and abstain

Shareholders who wish to cancel the vote, press buttonU

Cancel vote

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 button

 Change account

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

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.

Asking questions or expressing opinions

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

In the case of there are many shareholders who want to ask questions with pictures and sounds, in order 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

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

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 "Help" menu in the system

or contact Inventech Call Center at the number 02-931-9132 or Line Official @inventechconnect

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





To consider and certify the minutes of the 2023 Annual General Meeting of Shareholder, held on 10 April 2023

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



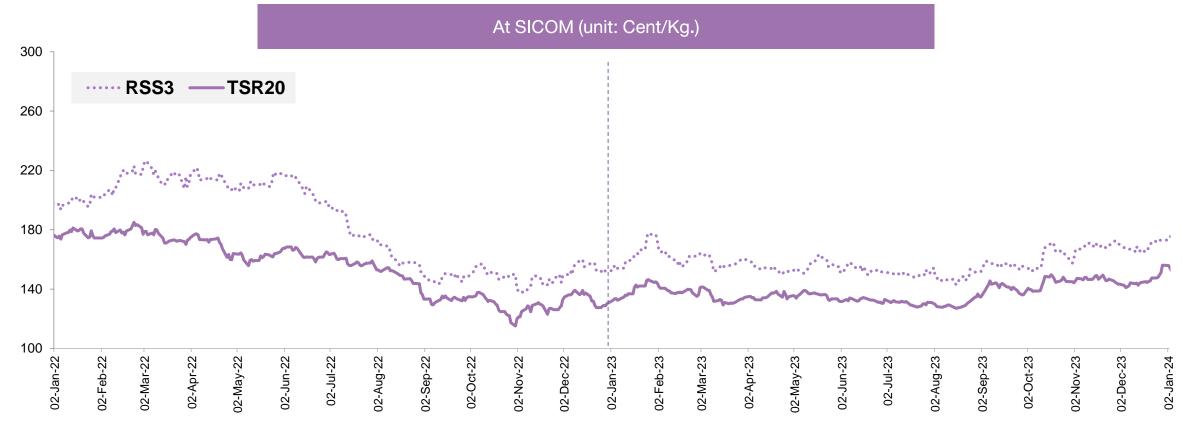


To acknowledge the operations for the year 2023 and to consider and approve the audited financial statements of the Company for the year ended 31 December 2023

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



Natural Rubber Price



SICOM TSR20 Quarterly Average Price (unit: Cent/Kg).

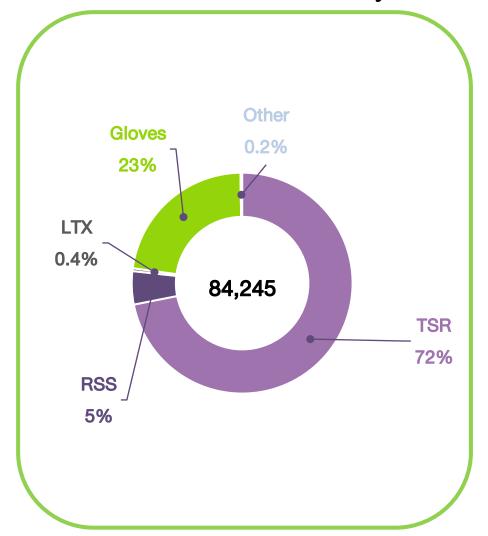
1Q22	2Q22	3Q22	4Q22	1Q23	2Q23	3Q23	4Q23
176.9	165.4	146.7	129.8	137.3	134.4	133.5	145.3
(+2.3%)	(-6.5%)	(-11.3%)	(-11.5%)	(+5.7%)	(-2.1%)	(-0.7%)	(+8.9%)



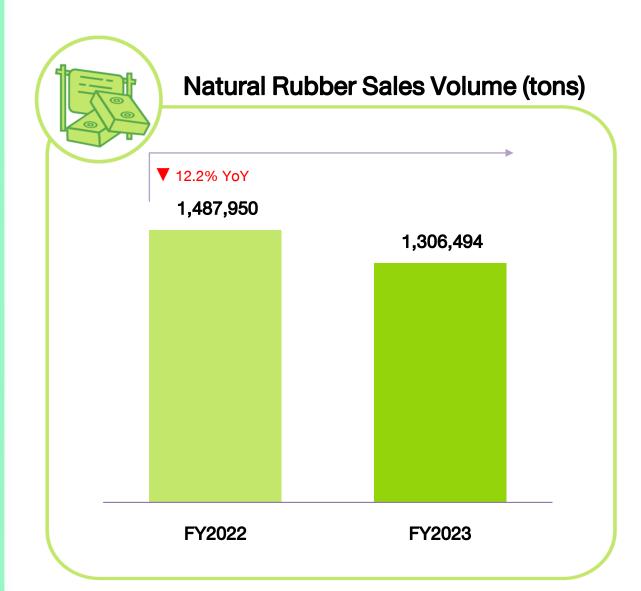
Sales Revenue by Products (THB million)

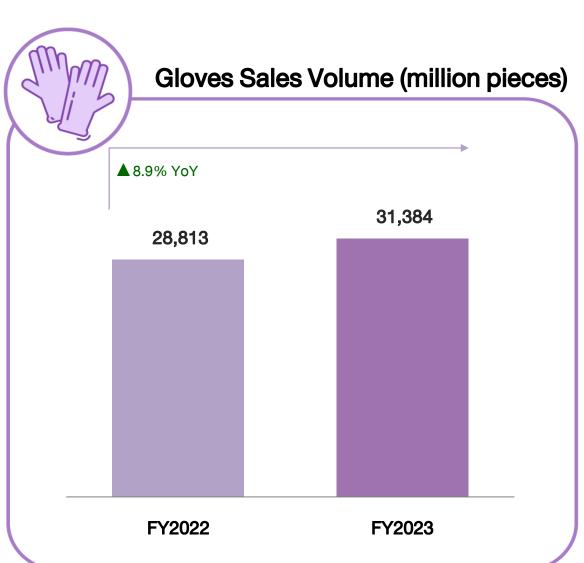


FY2023 Sales Revenue Portion by Product



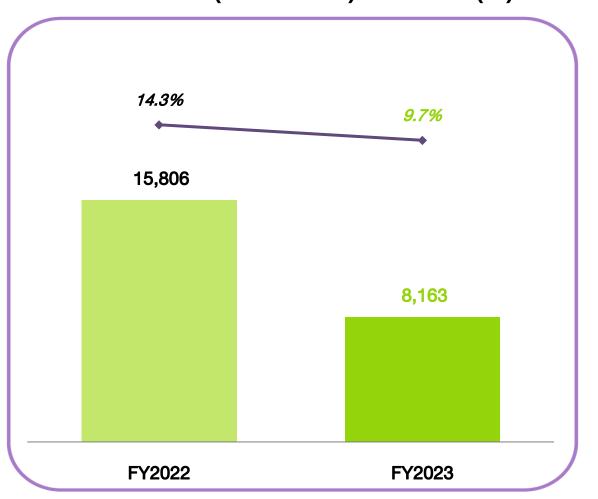




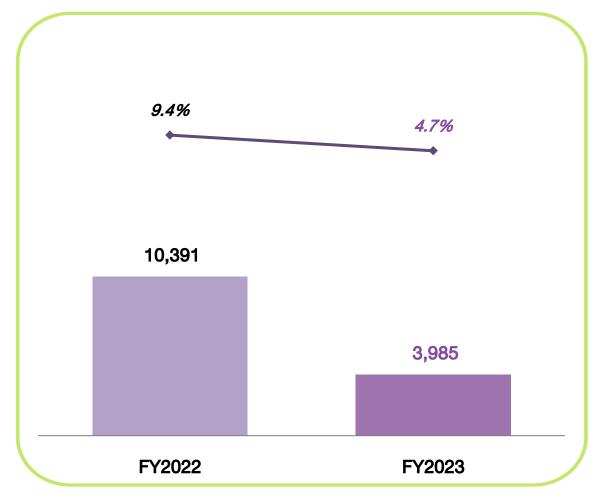




Gross Profit (THB million) and GPM (%)

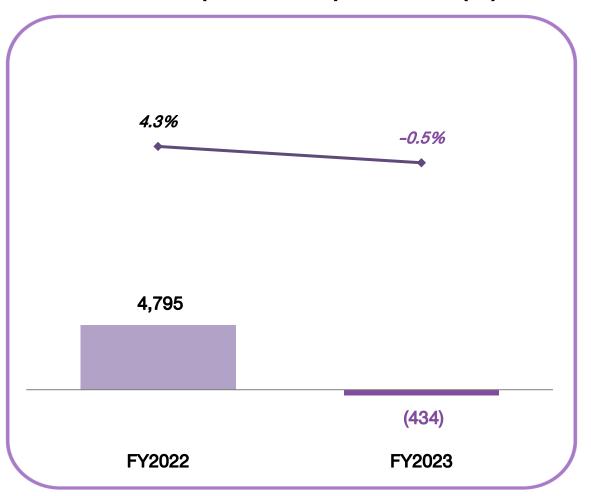


EBITDA (THB million) and EBITDA Margin (%)

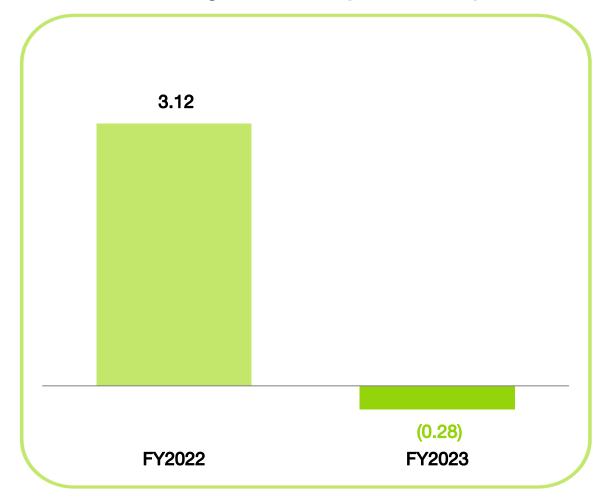






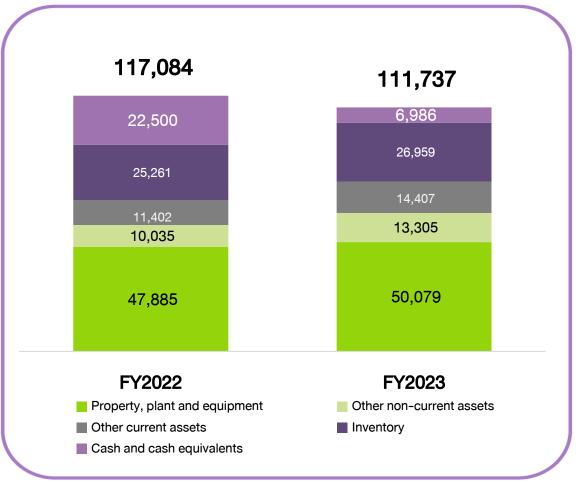


Earning Per Share (THB/Share)









Total Liabilities and Shareholders' Equity as of 31 Dec 2023





Green Process

"Emphasize the environmentally and socially - friendly production process"











Climate Change and Energy Management

Biomass Fuel



GHGs Emission Factor (EF) (1)



0.0304 kgCO₂/kg

Clean Energy with **ower** GHG emission



3.1134 kgCO₂/kg

Higher than Biomass 3,161%

Compare Using 1,000,000 MJ Heating Value



Solar Floating Project



Installed 3 branches: Thung Song, Huai Nang, and Udon Thani



Total installed capacity

5.72 MW Electricity generation 7,933 MWh/year



Reducing electricity cost

31.75 million baht per year



Reducing GHG emissions

3,730 tCO2 eq/year



Equivalent to the absorption of GHG/year by perennial plants



Switch to Electric Forklifts





Reducing GHG emissions **709** tCO₂ eq/year



Reducing GHG emissions from Electric Forklifts compared to the production process



In the production process Reducing GHG emissions **1,954** tCO₂ eq/year



Equivalent to the absorption of GHG/year 195.400 by perennial plants trees (2)



Carbon sequestration and reducing emission





Rubber plantation 36,470 of Sri Trang Rubber & Plantation Co. Ltd

to register to T-VER

Expected amount of GHG **Emission Reduction**

154,465 tCO₂ eq/year





The amount of GHG certified as Carbon Credits



(for the period from 1 October 2022 to 11 August 2023)





Green Process

"Emphasize the environmentally and socially - friendly production process"







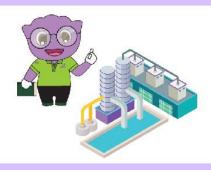








Water and Effluent Management





Water Management

(Reduce, Reuse and Recycle)



The Company reuses treated water, accounting for

91% of the total water oonsumption



Waste Management



Useful Soil project (6th year)

Processing 14 tons of sludge from the wastewater treatment system into soil improvement material







- 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





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 **89%** (Target 85%)

Occupational Health & Safety Management



7 factories have received certification

ISO45001

Expand to 7 factories in 2024

Target 100% of block rubber factories by 2026.



Participation to Development Social and Communities



"Good Quality Latex Creates Happiness" Project (4th year)

Not found: Contamination of prohibited or foreign substances in the latex



"Bun Tuk Yang Tid Rang Srang Roi Yim" Project (7th year)

Rubber trucks that met the standard average 99.12% (Target 100%)



S-Brick: Sustainable Brick, Green Brick Project

Paving bricks, made from ashes, for landscape improvement in the communities, worth THB 68,242



Sri Trang Volunteer Project

836 projects 2,732 employees participating



Green Company

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







Good Corporate Governance













Receive Corporate Governance Assessment at

"Excellent Level" for 5 consecutives years

From Thai Institute of Directors Association (IOD)

Customers and Consumers Relationship Management



Customers Satisfaction Score: 87% (Target 80%)

Anti-Corruption



Received the **CAC Change Agent Award 2023**

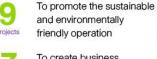
from the Thai Private Sector Collective Action Against Corruption (CAC)

Innovation Development









To create business opportunities and support

Supply Chain Management

The preparation for **EU Deforestation Regulation**

Developed Sri Trang Ecosystem



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





SRI TRANG ANNOUNCES INTENTION TO

OPPOSE AND NOT BUY ILLEGAL RUBBER

มาตรฐานการรับรอง การจัดอันดับด้านความยั่งยืน



การเข้าร่วมเป็นสมาชิก และรางวัลด้านความยั่งยืน

การรับรองการบริหารจัดการ

Forest Stewardship Council (FBC")

FSC[™]







ISO 14001:2015 Environmental Management System



ISO 45001:2018
Occupational Health&Safety
Management

การจัดอันดับด้านความยั่งยืน

SHVER

ecovadis



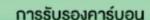




esgbook













การเข้าร่วมเป็นสมาชิก



Global Platform for Sustainable Natural Rubber



RubberWay



Theiland Carbon Neutral Network

รางวัลด้านความยั่งยืน



Thailand Sustainability Investment (THSI) 2558-2565



Sustainability Disclosure Recognition 2563-2566



CAC Change Agent Award 2566



CSR-DIW and CSR-DIW Continuous 2557-2566



รางวัลองค์กรที่ส่งเสริม การจ้างงานผู้พิการ2559-2566



รางวัลสถานประกอบการ ปลอดโรค ปลอดกัย กายใจเป็นสุข ประจำปี 2566



Eco Factory plus Social Value 2565-2566







To consider and approve the dividend payment of the Company for the year 2023



	Year 2023	Year 2022	Year 2021
Net profit (loss) according to the consolidated financial statements (million Baht)	(434.37)	4,795	15,847
Earnings (loss) per share according to the consolidated financial statements (Baht)	(0.28)	3.12	10.32
Dividend per share (Baht)	1.00*	2.00	4.15
The interim dividend (Baht/share)	-	1.0	3.50
Year-End dividend (Baht/share)	1.00	1.00	0.65
Number of shares (shares)	1,535,999,998	1,535,999,998	1,535,999,998
Total dividend payment (million Baht)	1,536	3,072.00	6,374.40
Payout ratio (%)	N/A	64.1	40.2
			28



details for process	Date		
The record date for determining the shareholders entitled to receive a dividend (TSD)	19 April 2024		
The record date for determining the shareholders entitled to receive a dividend (CDP)	19 April 2024		
XD (Excluding Dividend) Date	18 April 2024		
The annual dividend payment date	8 May 2024		





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



The four 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. Veerasith Sinchareonkul Director
- 2. Mr. Lee Paul Sumade Director
- 3. Ms. Anusra Chittmittrapap Director/ Independent Director
- 4. Mr. Chalermpop Khanjan Director







4.1 To consider and approve the election of Mr. Veerasith Sinchareonkul to be a director of the Company for another term.

Proposed to be appointed as a director





Mr. Veerasith Sinchareonkul age 40 years old

Proposed to be appointed as a director

Current positions

Managing Director / Chairman of Risk Management Committee /

Chairman of the Sustainable Development Committee / Member

of the Corporate Governance Committee

Date of first appointment 28 April 2010

Number of years as Director in the Company 14 years

Relationship with management

- Son of Mr. Viyavood Sincharoenkul
- Nephew of Mr. Kitichai Sincharoenkul and Mr. Lee Paul Sumade
- Elder brother of Mr. Vitchaphol Sincharoenkul

Education

Master of Business Administration (Finance and Marketing),
 Sasin Graduate Institute of Business Administration Chulalongkorn
 University, Thailand

Possession of STA shares

22,500,000 shares, representing 1.46%

Director training programs

- DAP 85/2010 and FSD 26/2014 from Thai Institute of Directors Association
- TCLA Executive Development Program (EDP) from Thai Listed Companies Association

Expertise Finance, Risk Management and Sustainability

Development

Experience

- 2020 2021 Member of Remuneration Committee, Sri Trang Gloves (Thailand) PLC.
- 2018 2022 Director, The Federation of Thai Industries
- 2016 2019 Director, Sri Trang Gloves (Thailand) Co., Ltd.
- 2008 2011 Corporate Credit Analyst, Kasikornbank Plc.

- Bachelor of Computer Science and Cybernetics, University of Reading, United Kingdom



Mr. Veerasith Sinchareonkul

Current positions

- Managing Director, Sri Trang Agro-Industry PLC.
- Executive Director, Sri Trang Agro-Industry PLC.
- Chairman of Risk Management Committee, Sri Trang Agro-Industry PLC.
- Chairman of Sustainable Development Committee, Sri Trang Agro-Industry PLC.
- Member of Corporate Governance Committee, Sri Trang Agro-Industry PLC.
- Director, Sri Trang Gloves (Thailand) PLC.
- Chairman of Risk Management Committee, Sri Trang Gloves (Thailand) PLC.
- Chairman of Thai Rubber Glove Manufacturers Association, Thai Rubber Glove Manufacturers
- Director, Semperflex Asia Corp., Ltd.
- Director, Rubberland Products Co., Ltd.
- Director, Starlight Express Transport Co., Ltd.
- Director, Sri Trang Rubber & Plantation Co., Ltd.
- Director, Premier System Engineering Co., Ltd.

Current positions (Cont.)

- Director, Sadao P.S. Rubber Co., Ltd.
- Director, Sri Trang IBC Co., Ltd.
- Chairman, Sri Trang Ayeyar Rubber Industry Co.,
 Ltd.
- Director, Thai Tech Rubber Corp., Ltd.
- Chairman, Sri Trang USA, Inc.
- Director, PT Sri Trang Lingga Indonesia
- Director, PT Thailech Rubber Indonesia
- Director, Sri Trang Gloves Philippines Inc.
- Chairman, Sri Trang Africa SA.
- Director, Sri Trang Gloves (Singapore) Pte. Ltd.
- Director, Sri Trang Gloves Global Pte. Ltd.

Meeting attendance in 2023

• Board of Directors Meeting 7/7 times • Board of Corporate Governance

Committee meeting 2/2 times • Board of Executive Director Meeting 6/6 times

• Board of Sustainable Development Committee meeting 4/5 times • Board of Risk

Management Committee Meeting 5/5 times • Shareholders Meeting 1/1 time





4.2 To consider and approve the election of Mr. Lee Paul Sumade to be a director of the Company for another term.

Proposed to be appointed as a director



Mr. Lee Paul Sumade age 70 years old

Proposed to be appointed as a director

Current positions

Director / Executive Director

Date of first appointment 28 June 2010

Number of years as Director in the Company 13 years 10 months

Relationship with management

- Brother of Mr. Viyavood Sincharoenkul and Mr. Kitichai Sincharoenkul
- Uncle of Mr. Veerasith Sinchareonkul and Vitchaphol Sincharoenkul

Education

Australia

- Master of Business Administration, International Institute for Management Development, Lausanne, Switzerland
- Bachelor of Commerce University of New South Wales, (Sydney)

Possession of STA shares

38,132,089 shares, representing 2.48%

Director training programs

SGX Listed Companies Development Programme:

Understanding the Regulatory Environment in

Singapore: What Every Director Ought to Know

Expertise Marketing and Management

Experience

• 1988 - 2003 Global Market Director, ELDERS

Finance/ DRESDNER Bank

- 1983 1987 Programmer, Macquarie Bank
- 1982 Programmer, Custom Credit Corporation
- 1979 1981 Programmer, Computer Installation

Development



Mr. Lee Paul Sumade

Current positions

- Director, Sri Trang Agro-Industry PLC.
- Executive Director, Sri Trang Agro-Industry PLC.
- Director, Thai Tech Rubber Corp., Ltd
- Director, Shi Dong Shanghai Medical Equipment Co., Ltd.
- Chairman and Director, PT Sri Trang Lingga Indonesia

Meeting attendance in 2023

- Board of Directors Meeting
 7/7 times
- Board of Executive Director Meeting 6/6 times
- Shareholders Meeting
 1/1 time

Current positions (Cont.)

- Chairman and Director, PT Star Rubber
- Director, Shi Dong Investments Pte. Ltd.
- Director, Shi Dong Shanghai Rubber Co., Ltd.
- Chairman and Director, Sri Trang International Pte., Ltd.
- Director, Sri Trang Ayeyar Rubber Industry Co., Ltd.





4.3 To consider and approve the election of Ms. Anusra Chittmittrapap to be a director of the Company for another term.

Proposed to be appointed as a director / Independent director





Ms. Anusra Chittmittrapap age 70 years old

Proposed to be appointed as a director / Independent director

Current position in Company

Vice Chairman, Independent Director, Chairman of Audit Committee,

Chairman of Remuneration Committee and Chairman of Corporate

Governance Committee

Date of first appointment 21 September 2017

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

Relationship with management None

Education

- Bachelor of Communication Arts (Honors), Chulalongkorn University
- Certified Degree, King Prajadhipok's Institute (2005)

Possession of STA shares None

Expertise Strategic and organizational relationship management and operations management with responsibility toward the society, local communities and environment.

Director training program

Thai Institute of Directors Association

- Chartered Director Class year 2014
- Role of the Compensation Committee (RCC) year 2014
- Director Certification Program (DCP) year 2011
- Audit Committee Forum 2023

The Securities and Exchange Commission, Thailand

- Courses, roles and duties of directors and executives of listed companies
- The importance of the audit committee and confidence in the
 Thai capital market

Other institutions

- High-Level Justice Administration Executive Course,
 Class 18, Year 2014 by the Judicial Civil Service Development
 Institute, Court of Justice
- Curriculum of Association of Capital Market Academy (ACMA)
 Class 11
- Advanced Curriculum of Office of Insurance Commission (OIC),

class 3



Ms. Anusra Chittmittrapap

Experience

• 2019 - 2022

Member of Audit Committee, Sri Trang Agro-Industry PLC.

Member of Remuneration Committee, Sri Trang Agro-Industry PLC.

• 2018 - 2021 Chairman, CMO Public Company Limited.

• 2016 - 2021 Independent Director and Audit Committee Member,

CMO Public Company Limited.

• 2020 - 2022 Member of the Corporate Governance Sub-

Committee, Civil Aviation Authority of Thailand (CAAT)

• 2015 - 2016 Director, The Queen Sirikit Botanic Garden.

• 2014 - 2015 Chairman, Thailandpost Distribution Co., Ltd.

• 2014 - 2015 Vice Chairman, Thailandpost Co., Ltd.

• 2011 - 2014 Managing Director, Thailandpost Co., Ltd.

Current positions

- Vice Chairman, Sri Trang Agro-Industry PLC.
- Chairman of Corporate Governance Committee, Sri Trang Agro-Industry PLC.
- Chairman of Audit Committee, Sri Trang Agro-Industry PLC.
- Chairman of Remuneration Committee, Sri Trang Agro-Industry PLC.
- Independent director, Sri Trang Agro-Industry PLC.
- Advisor, Berli Jucker Public Company Limited
- Advisor, Banpu Infinergy Company Limited.
- Managing Director, Me and Music Company Limited.

Meeting attendance in 2023

Board of Directors Meeting
 7/7 times

Board of Audit Committee Meeting
 8/8 times

• Board of Remuneration Committee Meeting 2/2 times

Board of Corporate Governance Meeting
 2/2 times

• Shareholders Meeting 1/1 time





4.4 To consider and approve the election of Mr. Chalermpop Khanjan to be a director of the Company for another term.

Proposed to be appointed as a director



Mr. Chalermpop Khanjan age 54 years old

Proposed to be appointed as a director

Current position in Company

Director, Executive Director, Member of Risk Management

Committee, Member of Sustainable Development Committee

and Production Group Manager

Date of first appointment 29 October 2015

Number of years as Director in the Company 8 years 5 months

Relationship with management None

Education

- Master Degree in Public Administration, Faculty of Art,
 Western University
- Bachelor of Public Administration in Political Science, Faculty
 of Humanities and Social Sciences, Southern College of Technology
- Executive Micro MBA, Thammasat University

Possession of STA shares None

Director training program

- DAP 132/2016 by Thai Institute of Directors Association
- Strategic Innovation Management Training Program The

National Innovation Agency

Expertise Production process and Sustainability

Development

Experience

- 2015 2020 Director, Sadao P.S. Rubber Co., Ltd.
- 1998 2005 Factory Manger, Rubberland Products

Company Limited.

• 1994 - 1997 Assistant LTX Factory Manager, Sri Trang

Agro-Industry Public Company Limited.



Mr. Chalermpop Khanjan

Current positions

- Director, Sri Trang Agro-Industry PLC.
- Executive Director, Sri Trang Agro-Industry PLC.
- Member of Risk Management Committee, Sri Trang Agro-Industry PLC.
- Member of Sustainable Development Committee, Sri Trang
 Agro-Industry PLC.

Current positions (Cont.)

- Production Group Manager, Sri Trang Agro-Industry PLC.
- Director, Anvar Parawood Company Limited.
- Director, Nam Hua Rubber Company Limited.
- Director, Rubberland Products Company Limited.
- Director, Starlight Express Transport Company Limited

Meeting attendance in 2023

• Board of Directors Meeting 7/7 times

Board of Executive Director Meeting
 6/6 times

Board of Risk Management Committee Meeting
 5/5 times

• Board of Sustainable Development Committee Meeting 5/5 times

Shareholders Meeting
 1/1 time



To consider and approve the determination of remuneration of directors for the year 2024



The remuneration for the Board of Directors for the year 2024 in the amount not exceeding Baht 13,900,000

	Year 2024	Year 2023	Year 2024	Year 2023
Chairman of the Board	100,000	100,000	10,000	10,000
Directors	78,000	78,000	7,000	7,000
Chairman of the Audit Committee	100,000	100,000	10,000	10,000
Audit Committee member	88,000	88,000	7,000	7,000

Other Benefits / Non-monetary remuneration

None

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





To consider and approve the appointment of the auditor and determination of auditing fee for the year 2024



Name of Auditor	Certified Public Accountant (Thailand) No.	Year for Auditing the Company in the past 7 years
Ms. Krongkaew Limkittikun	5874	1
Mr. Nuttawut Santiphet	5730	_
Ms. Sutthirak Fakon	7712	-



The auditing fees	Year 2024 (proposed year)	Year 2023
The audit fees for the consolidated	6,260,000	6,260,000
financial statements and the Company's		
quarterly audit fees (Baht)		

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.







Other matters (if any)





THANK YOU











