



SRITRANGTM
GLOVES

「Touch Of LifeTM」

**Invitation to the 2023
Annual General Meeting of Shareholders**
Sri Trang Gloves (Thailand) Public Company Limited

Monday 10 April 2023, at 10.00 a.m.

via electronic conferencing (E-AGM)





The Board of Directors



Prof. Dr. Weerakorn Ongsakul

- Chairman
- Independent Director
- Chairman of Audit Committee
- Chairman of Remuneration Committee
- Member of Nomination Committee
- Member of Risk Management Committee



Mr. Kitichai Sincharoenkul

- Vice Chairman
- Chairman of Nomination Committee
- Member of Remuneration Committee
- Member of Executive Committee



Dr. Viyavood Sincharoenkul

- Director
- Chairman of Executive Committee



Ms. Jarinya Jirojkul

- Director
- Member of Executive Committee
- Member of Risk Management Committee
- Member of Corporate Governance and Sustainable Development Committee
- Chief Executive Officer



Mr. Veerasith Sinchareonkul

- Director
- Chairman of Risk Management Committee
- Member of Executive Committee



Mr. Vitanath Sincharoenkul

- Director
- Member of Executive Committee
- Chairman of the Corporate Governance and Sustainable Development Committee
- Chief Branding Officer



Mr. Anan Pruksanusak

- Director
- Member of Executive Committee



Ms. Thanawan Sa-ngiamsak

- Director
- Member of Risk Management Committee
- Member of Corporate Governance and Sustainable Development Committee
- Chief Financial Officer



Mr. Chia Chee Ping

- Director
- Chief Marketing Officer



Mrs. Unakorn Phruithithada

- Independent Director
- Member of Audit Committee



Gen. Bundit Boonyapan

- Independent Director
- Member of Audit Committee
- Member of Corporate Governance and Sustainable Development Committee
- Member of Nomination Committee
- Member of Remuneration Committee



Mr. Thanatip Upatising

- Independent Director



Auditor


EY

Building a better
working world

Mr. Supachai Phanyawattano
EY Office Limited



Legal Advisor

SIAM PREMIER

Mr. Visarut Meakha-aphirak
Siam Premier International Law Office Limited

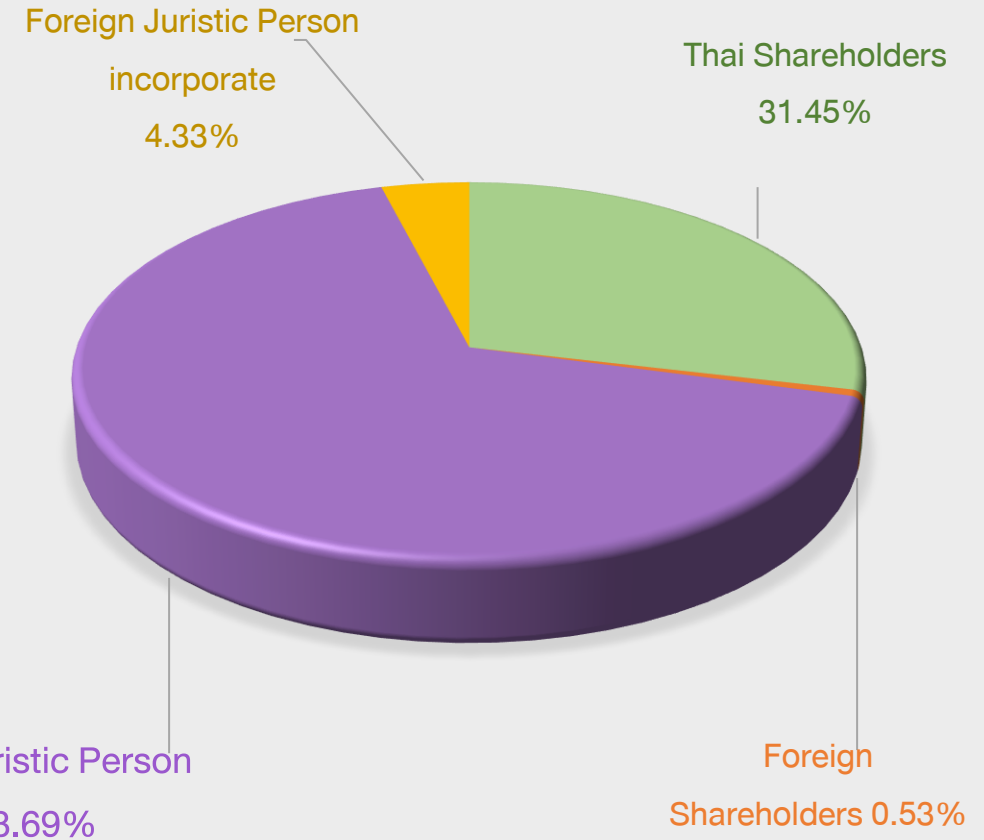
Capital, Shares and Shareholders

Record Date (As of 3 March 2023)

62,245 shareholders

Total 2,865,179,910 shares

| | | |
|---------------------|---------------|--------|
| Registered capital | 1,434,780,000 | THB |
| Divided into | 2,869,560,000 | Shares |
| Paid-up capital | 1,432,589,955 | THB |
| Total issued shares | 2,865,179,910 | Shares |
| Par value per share | 0.50 | THB |



62,152 Thai Shareholders 2,725,912,898 shares (95.14%)

93 Foreign Shareholders 139,267,012 shares (4.86%)

Guideline for the Meeting



The meeting will be considered in the order of the agenda which specified in the invitation letter and providing individuals an opportunity to inquire before voting. Once the agenda's counting is complete, the voting result will be announced.



For the agenda of consider the election of directors to replace those who are due to retire by rotation agenda, the Company shall arrange the vote casting for the election of each nominated director individually.



One share shall have one vote.



A shareholder attending the meeting in person and proxy (Proxy Form A and Form B) must cast the votes in one of the following manners i.e. approve, disapprove or abstain, and may not split the votes in each agenda item.



The proxy who is appointed by the custodian and using Proxy Form C may split the votes in each agenda item.

Guideline for Vote Casting

Shareholders / Proxies submit to Inventech Connect system

Select the agenda that you would like to vote

The system will display total of 3 buttons for voting

Approve

Disapprove

Abstain

To cancel the vote, press this button

Cancel

The system will open for voting 1 minute

Processing

Notify the voting result to the meeting

Guideline for Vote Counting



In the case that proxyholders received proxies from many shareholders, the “User Account” icon had to be selected and the “Change Account” button had to be clicked to access the accounts of other shareholders. The system will not remove votes from the base of meeting.



In the case that the shareholder leaves the meeting room before the closing of vote casting on any agenda item, the votes of such shareholders will not be counted toward quorum and tally on the agenda item.



However, leaving the meeting in any agenda item will not deprive the rights of the shareholder or proxy to rejoin the meeting and cast the vote of the next agenda in the system.

The Step to ask questions via Inventech Connect

The chairman will provide an opportunity to ask questions or comments on each agenda

Participants select the agenda menu and select the agenda

Click **“Question”**

1 Ask a question
Type the question then click **“Send”**

2 Ask the question via video conference
Click on **“Conference”**

Click on **“OK”** for confirm your queue



Please wait for the queue,
then you can open
microphone and camera



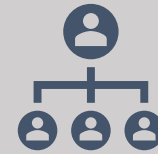
If the attendees ask or express opinions in other matters that are not related to each agenda, the Company asks for cooperation to ask such questions in other matters agenda.

If there are questions remaining in the system, the company will clarify and publish those answers together with dissemination of the minutes of this meeting

Vote Counting



Vote counting shall be conducted immediately and shall announce the voting results to the Meeting after the completion of the vote counting for each agenda item.



For the agenda to consider the election of directors to replace those who are due to retire by rotation, the voting results will be announced individually.

If you have any problems with the meeting system or voting system

Please contact
Inventech Call Center



02-931-9133



@inventechconnect



The system available during 29 March – 10 April 2023 at 08.30 a.m. – 05.30 p.m.
(Specifically excludes holidays and public holidays)



Report a problem
[@inventechconnect](#)

Agenda 1

To consider and certify the minutes of the 2022 Annual General Meeting of Shareholders

Minutes of the 2022 Annual General Meeting of Shareholders.

The 2022 Annual General Meeting of Shareholders was held on 7 April 2022. The minutes was prepared and submitted to the Stock Exchange of Thailand within 14 days from the date of meeting. The details were disclosed on the Company's website <https://www.sritranggloves.com/en/investor-relations/downloads/shareholders-meetings> and submitted to the Ministry of Commerce within the period specified by law.

Approval Resolution – Agenda 1

To consider and certify the minutes of the 2022 Annual General Meeting of Shareholders, held on 7 April 2022

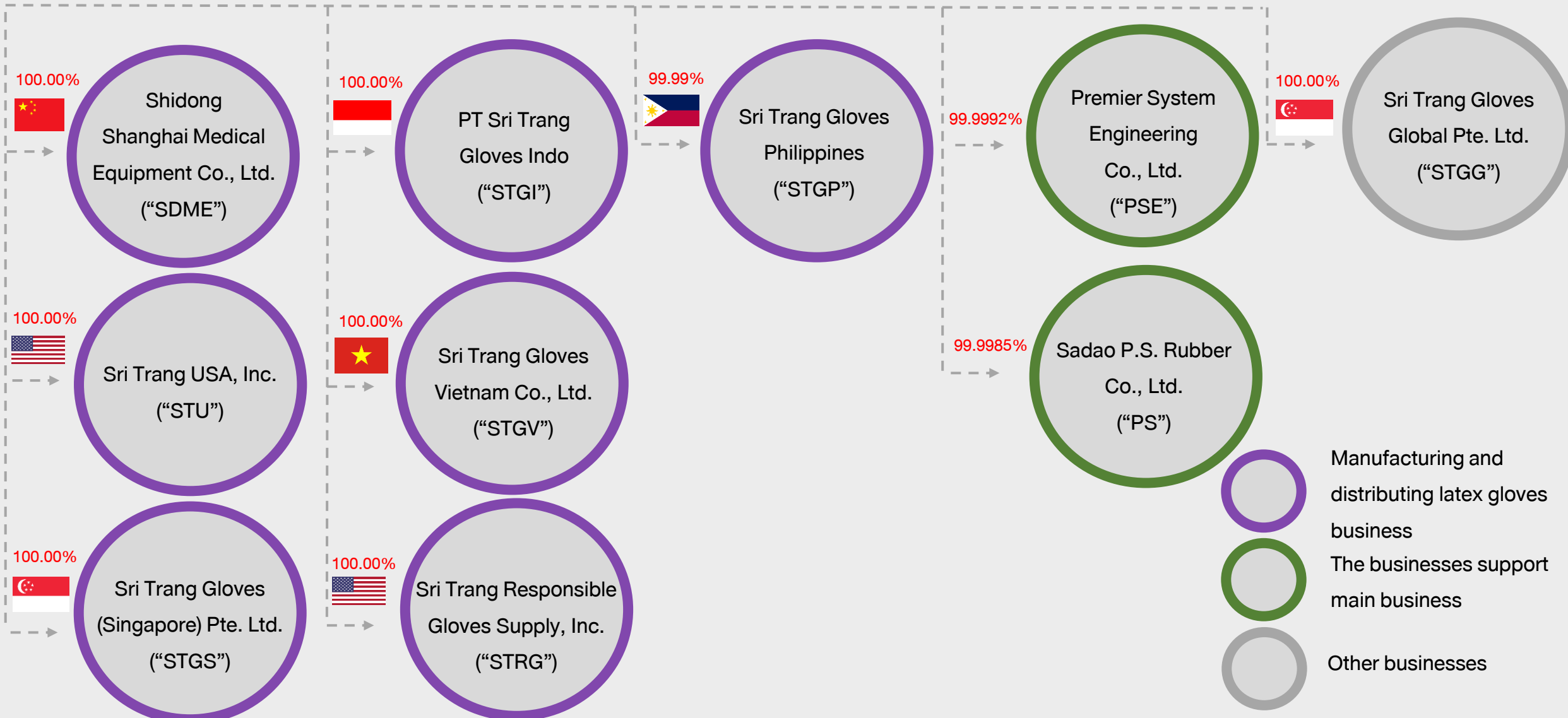
Voting : This agenda item requires a simple majority vote of the shareholders attending the meeting and casting their votes.

Agenda 2

To acknowledge the report on the Company's operating performance for the year 2022 and to consider and approve the audited financial statements for the year ended 31 December 2022

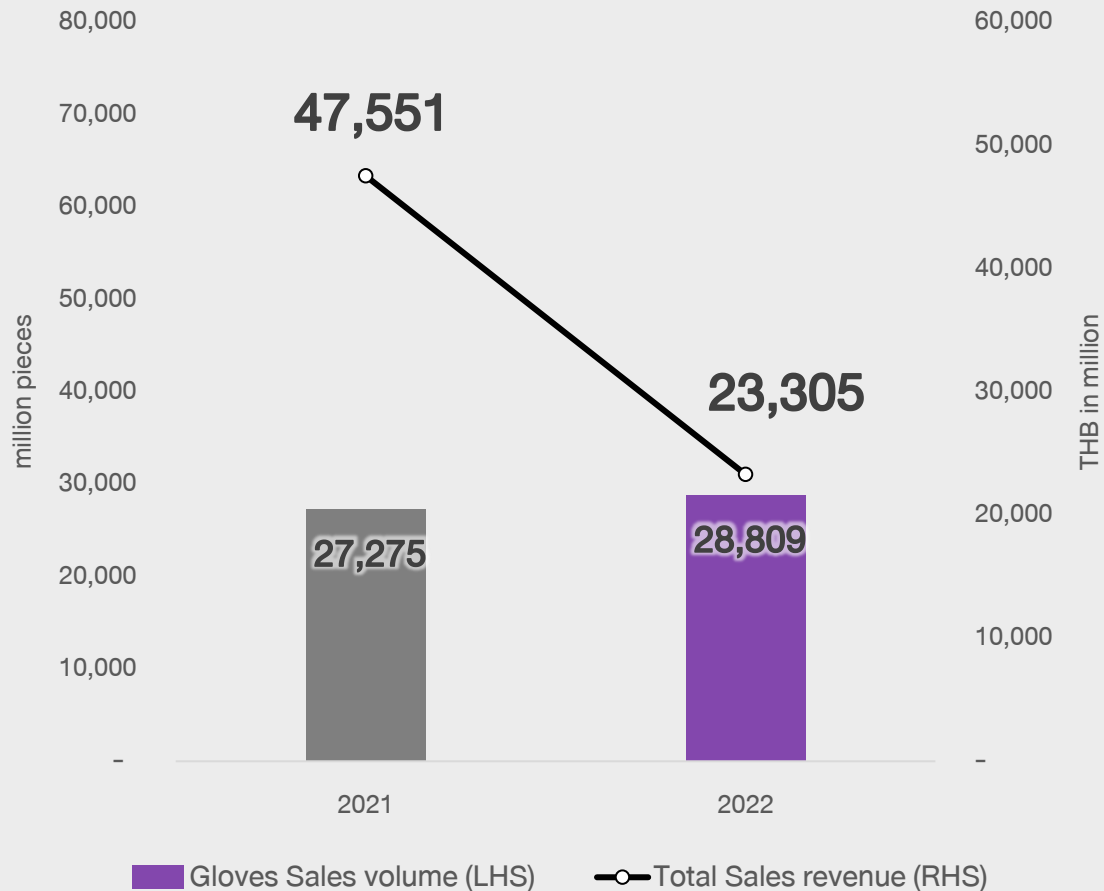
Agenda 2

Corporate Structure



Agenda 2 (cont'd)

Sales revenue & Services and Gloves sales Volume



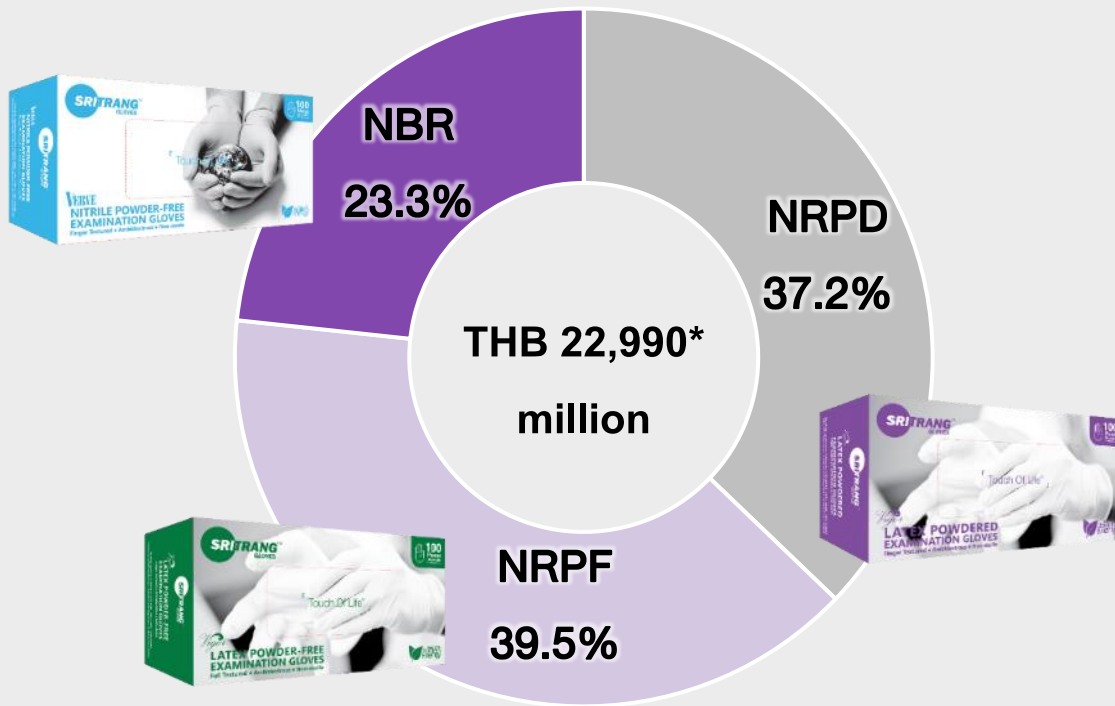
Gloves sales volume Growth by **5.6%**



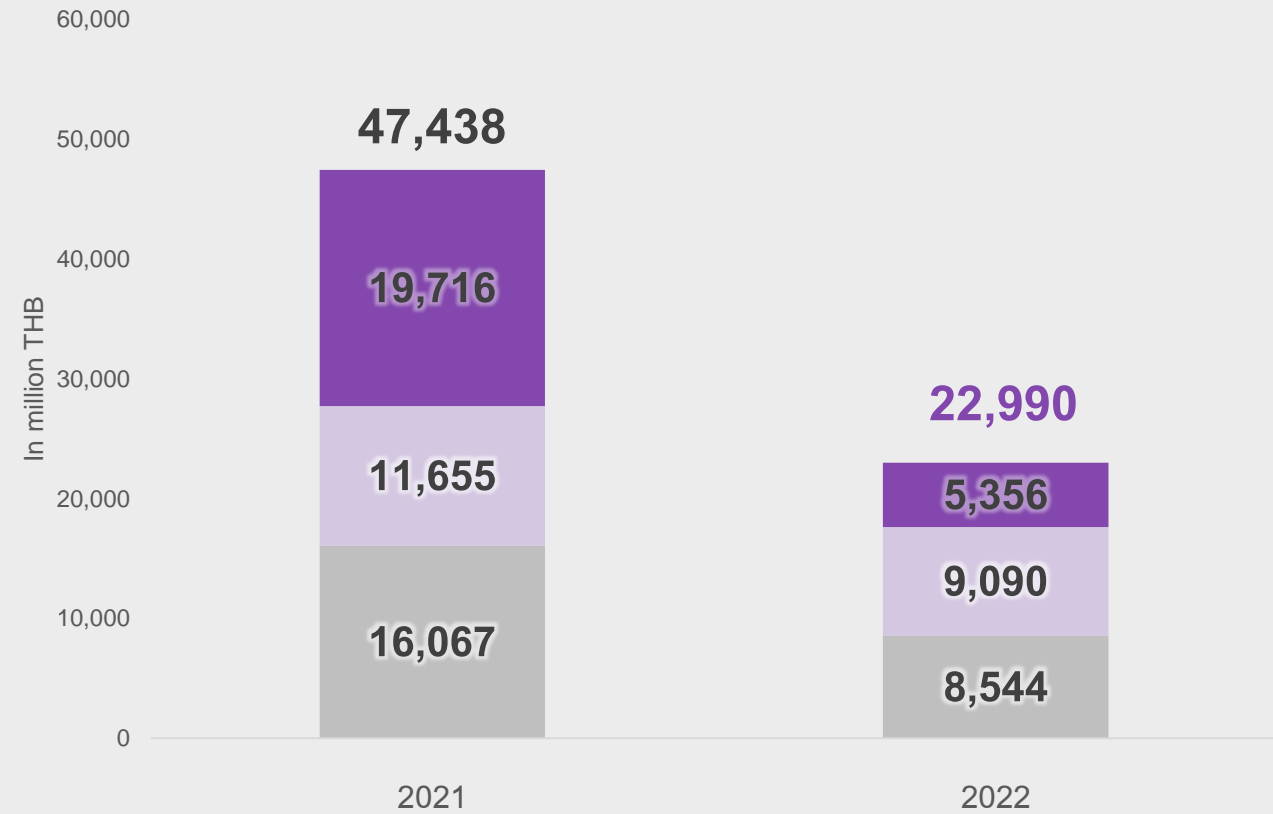
Sales revenue & services depletion by **51%**

Agenda 2 (cont'd)

Gloves Sales revenue structure 2022



Gloves Sales Revenue by Product (THB million)



NBR : Nitrile Butadiene Rubber

NRPF : Natural Rubber Powder Free Glove

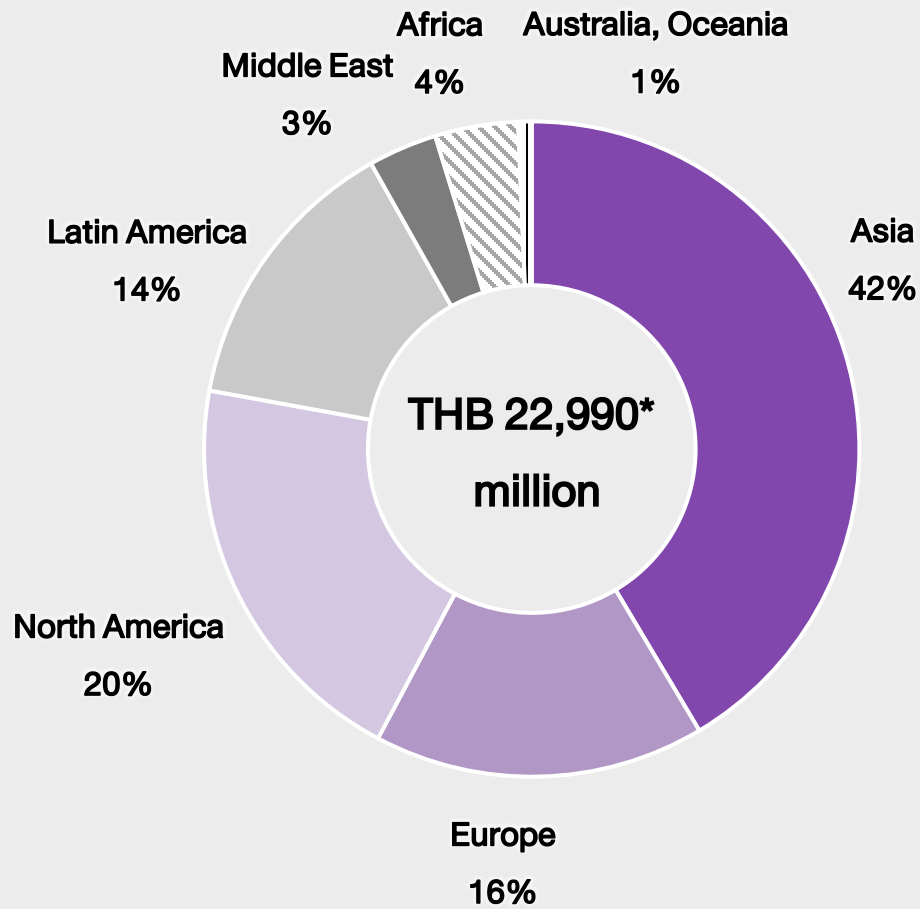
NRPD : Natural Rubber Powdered Glove

■ NRPD ■ NRPF ■ NBR

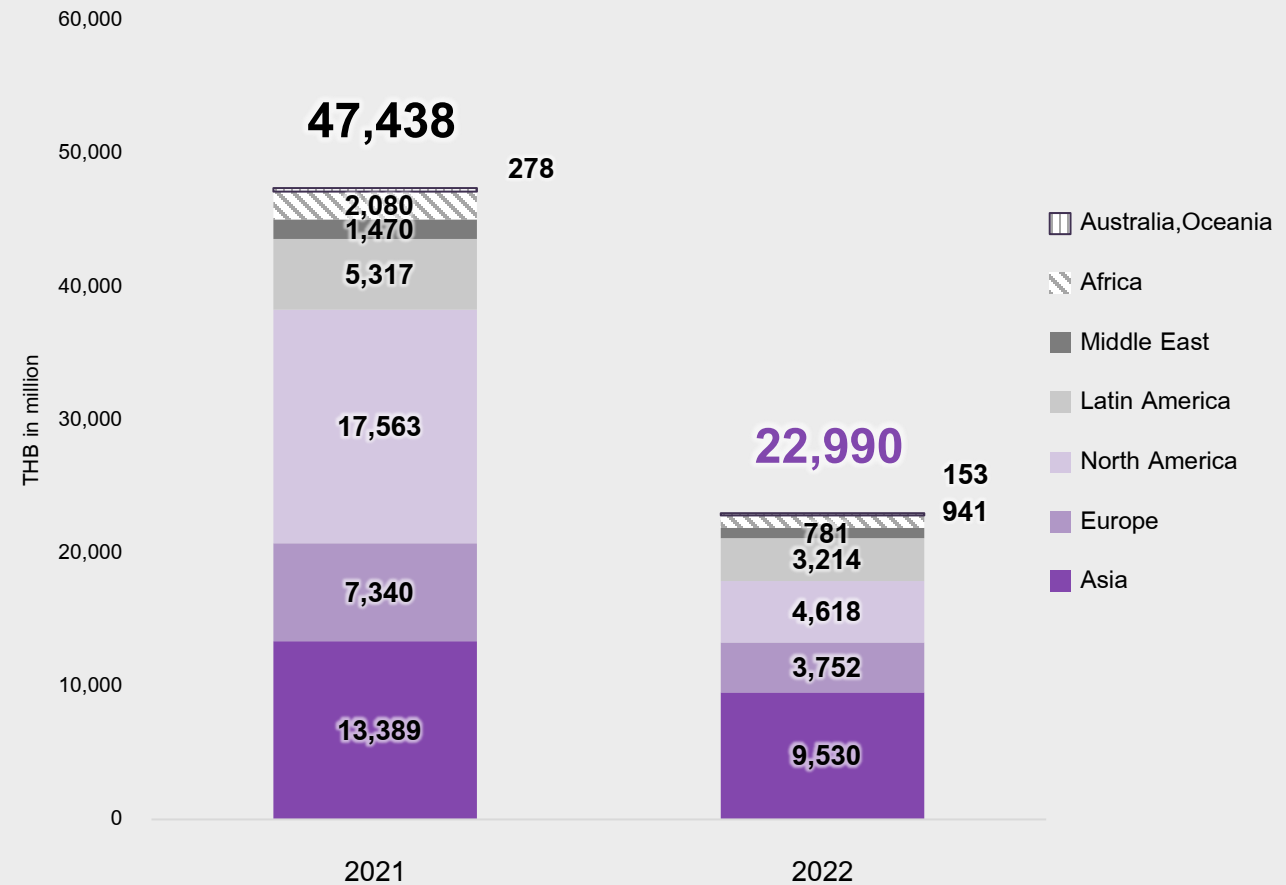
*Excluding non-glove revenue of THB 409 million

Agenda 2 (cont'd)

Gloves sales revenue by region 2022



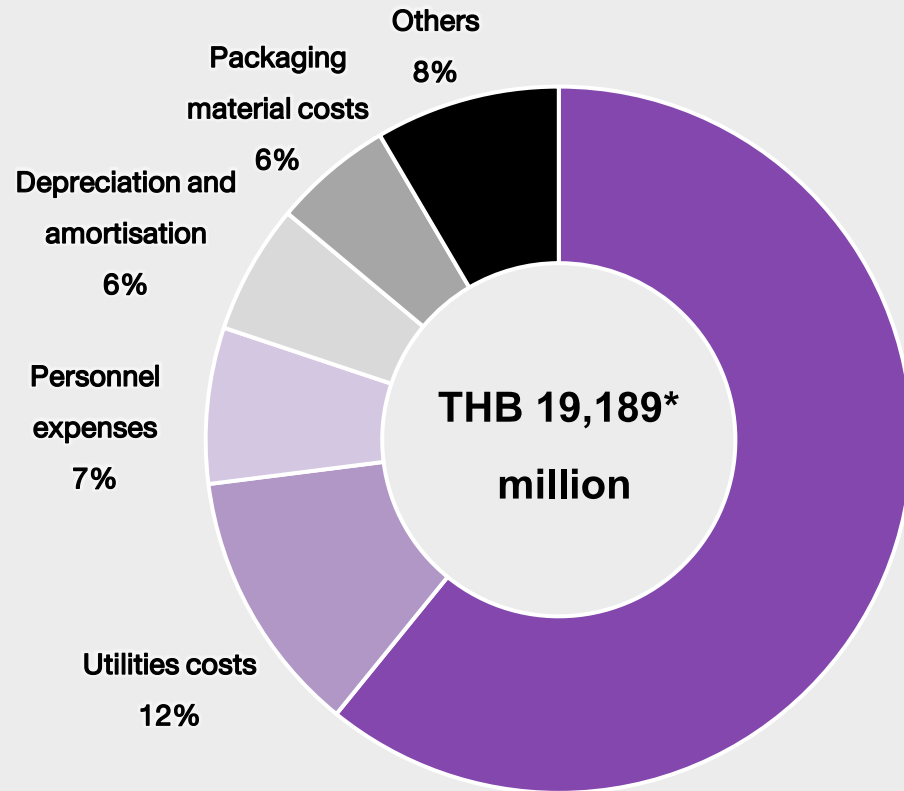
Gloves sales revenue by region



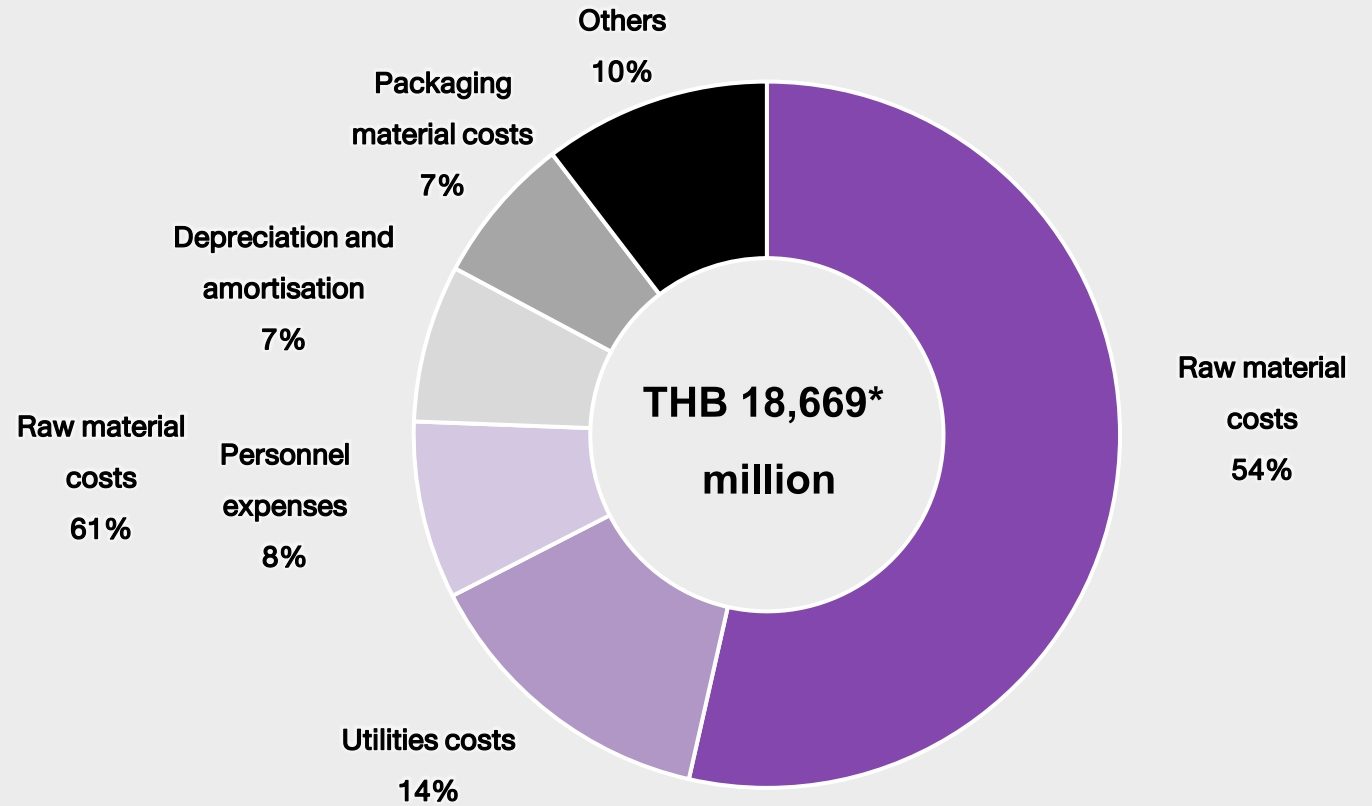
*Excluding non-glove revenue of THB 409 million

Agenda 2 (cont'd)

Cost of gloves sales breakdown in 2021



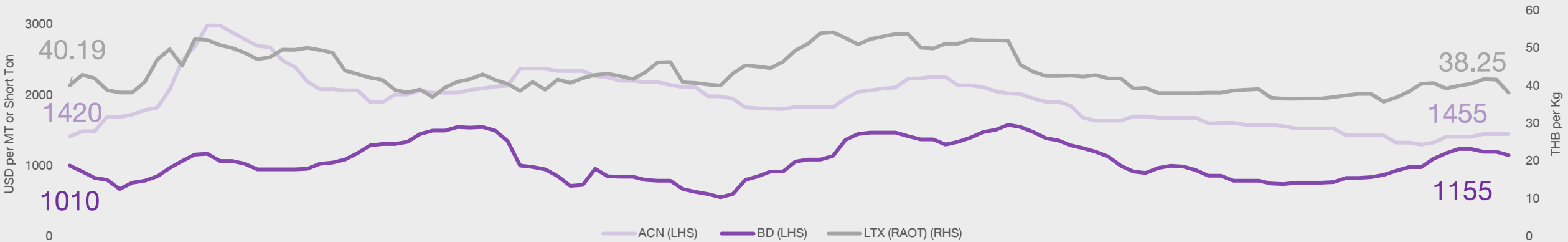
Cost of gloves sales breakdown in 2022



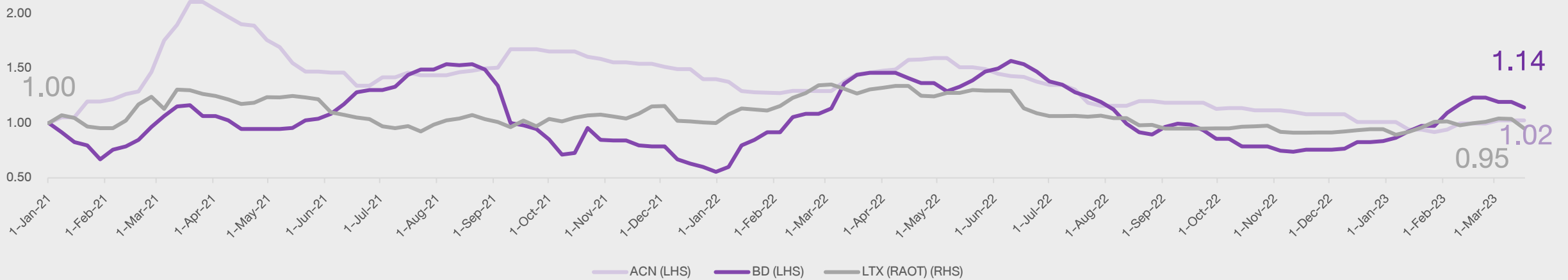
**Excluding COGS of non-glove of THB 103 million and THB 379 million in 2021 and 2022, respectively.*

Agenda 2 (cont'd)

Latex price movement since 2021



Rebased latex price since 2021



Source: Bloomberg L.P.

ACN is US Gulf Acrylonitrile Price (POLIACUG)

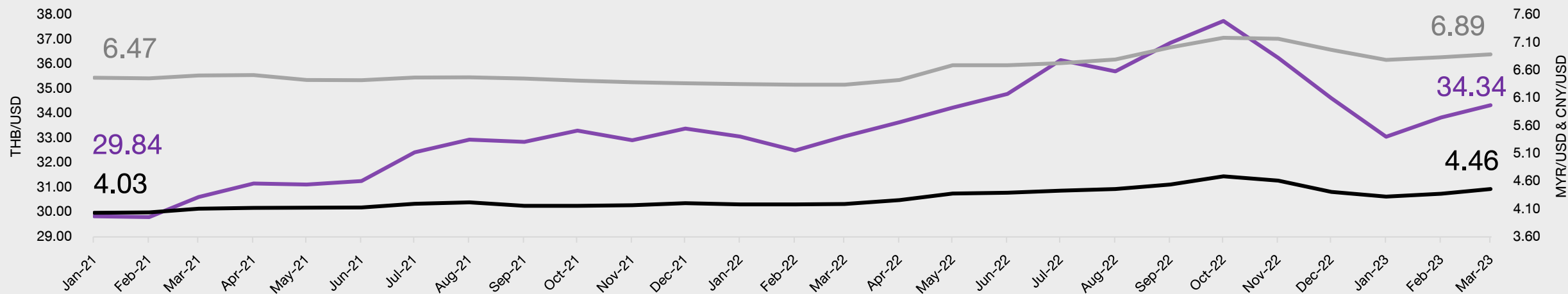
BD is China Butadiene Olefins CFR Spot Price (FINSBFCH)

Source: Rubber Authority of Thailand (RAOT)

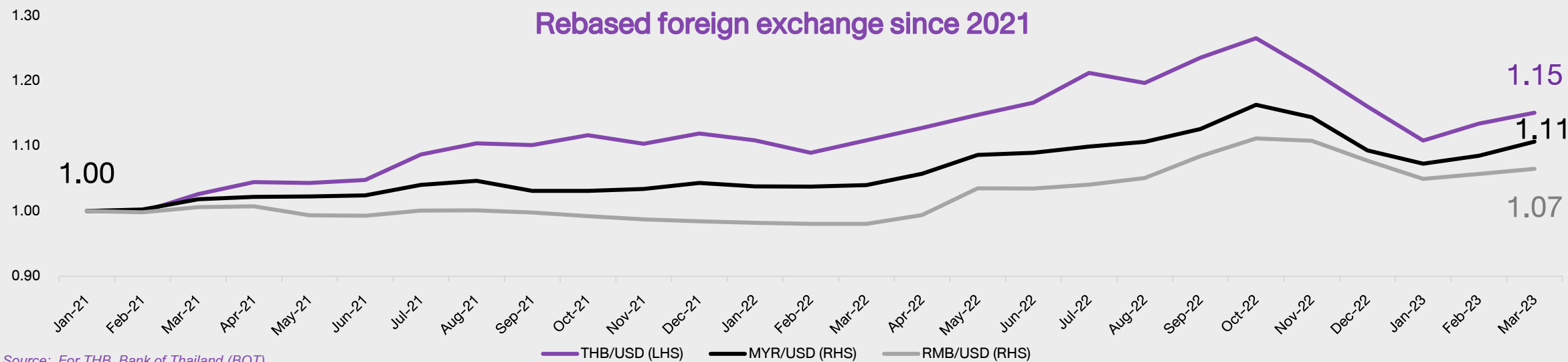
LTX (RAOT) is Natural Latex Rubber Price

Agenda 2 (cont'd)

Foreign exchange since 2021



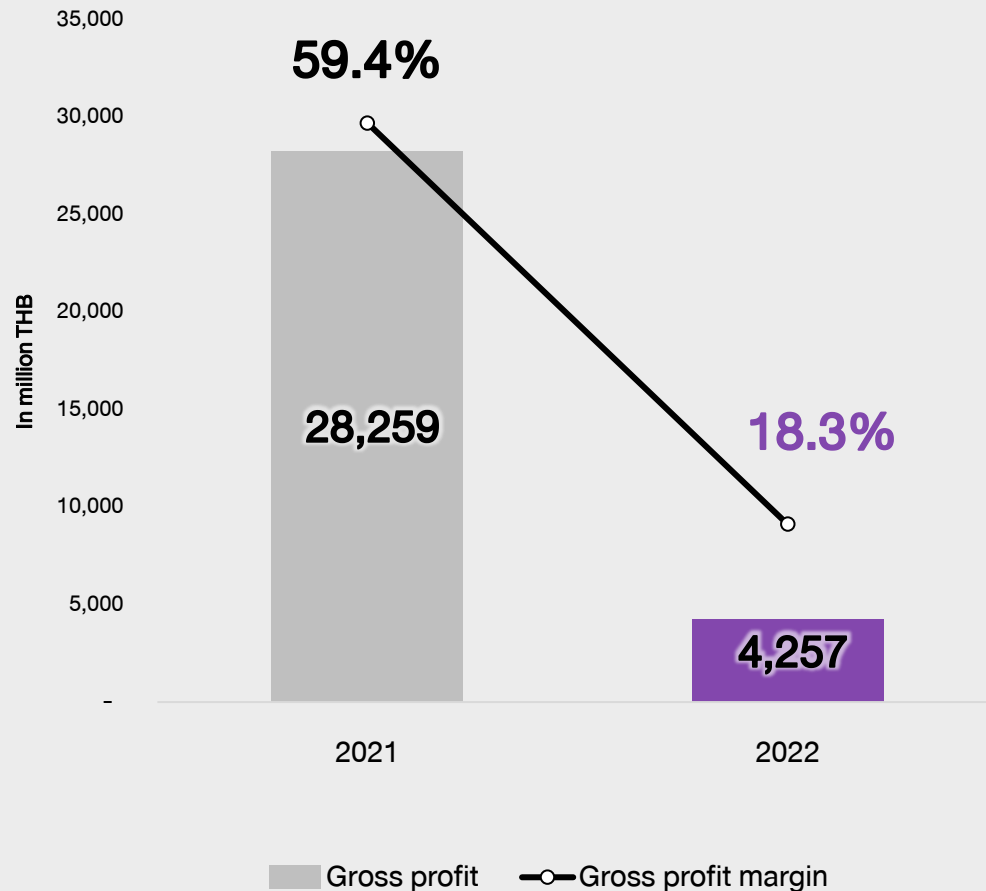
Rebased foreign exchange since 2021



Source: For THB, Bank of Thailand (BOT)
 For MYR, BANK NEGARA MALAYSIA
 For CNY, www.investing.com

Agenda 2 (cont'd)

Gross profit and Gross profit margin



Gross profit and gross profit margin decreased in 2022 due to:

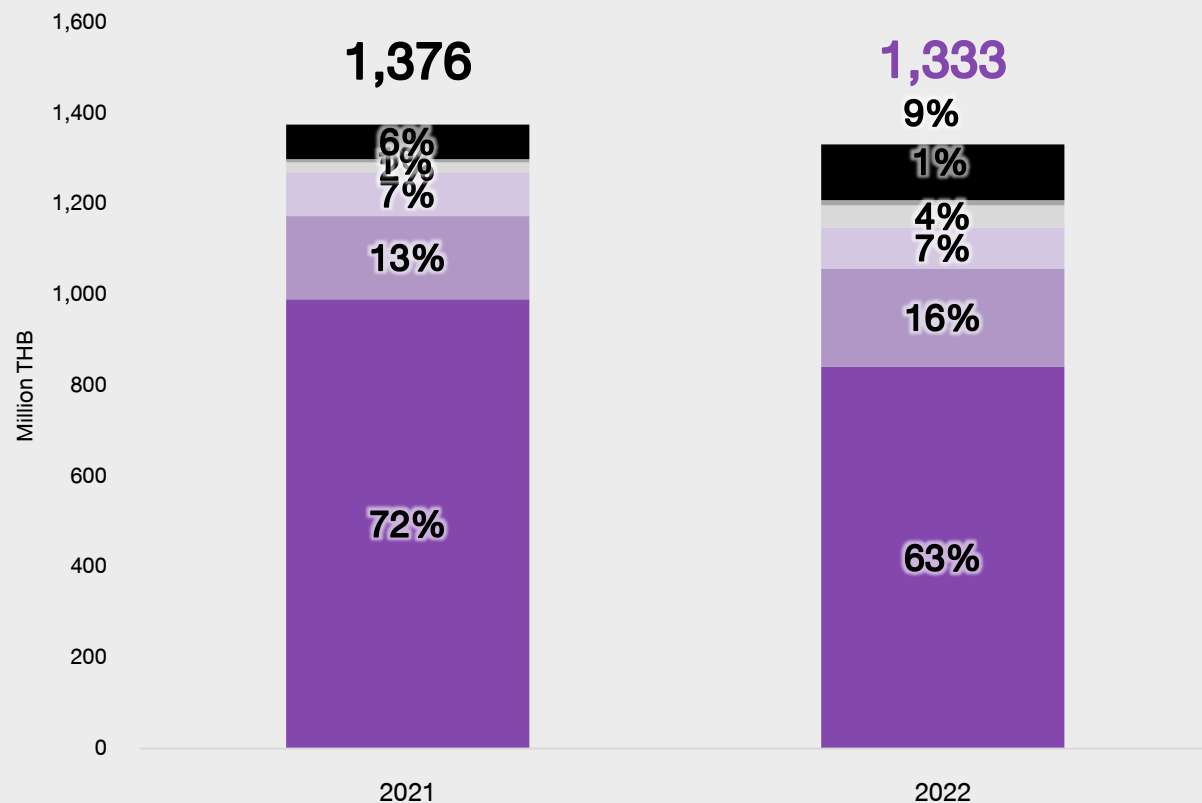
The decrease in sales revenue and services

- The decline in ASP across all products of rubber gloves as a result of the intense competition and oversupply situation while sales volume grew by 5.6%.

The slight decrease in cost of good sold from the decrease in price of raw material of both NR and NBR latex while other cost, chemical, energy and packaging had increased.

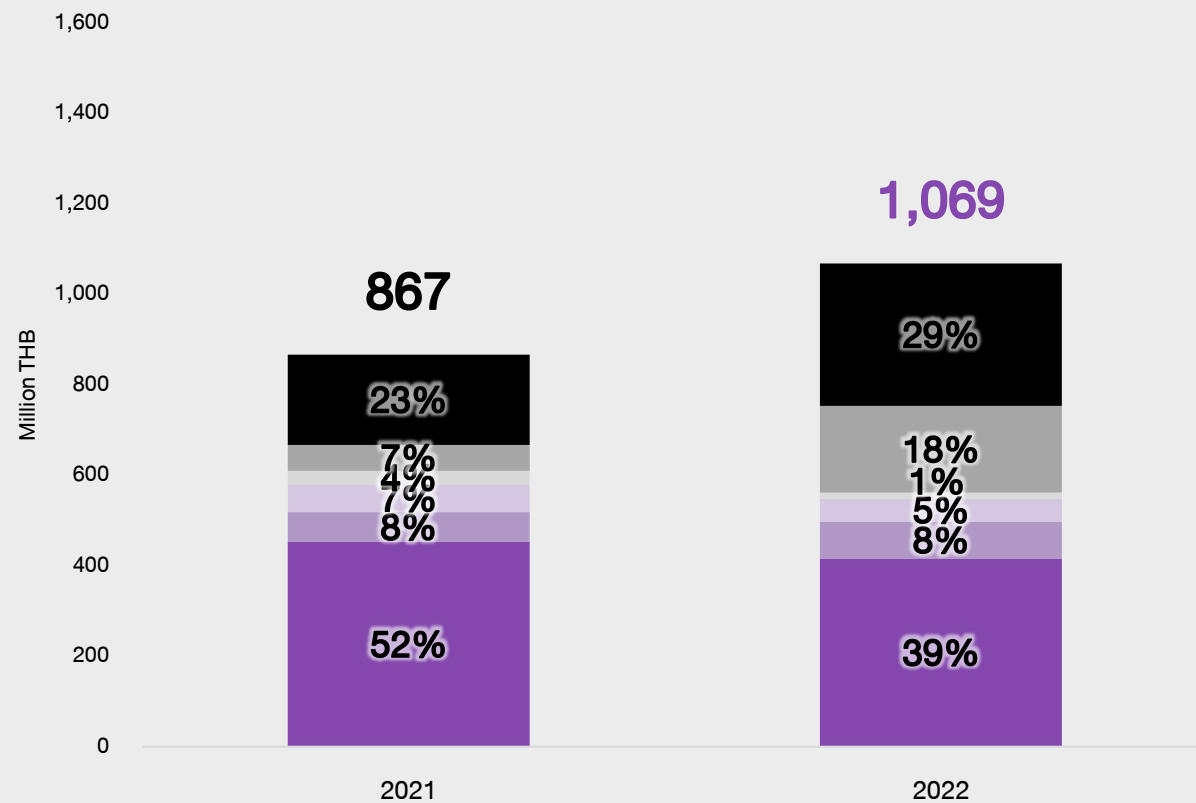
Agenda 2 (cont'd)

Selling & distribution expenses



- Transportation costs
- Personnel expenses
- Brokerage commission
- Promotional expenses
- Insurance cost
- Others

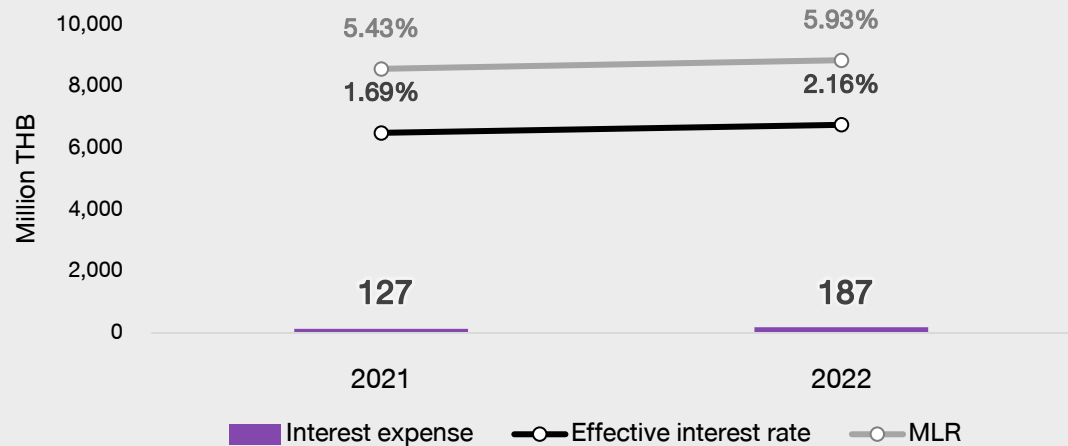
Administrative expenses



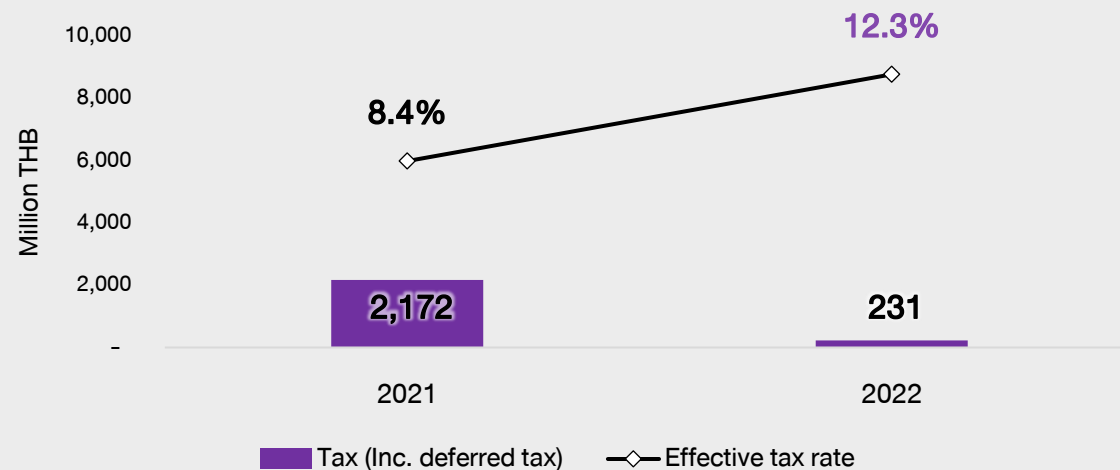
- Employees' compensation and expenses
- Office services usage
- Professional and advisory fees
- Depreciation and amortisation
- Bank fees
- Others

Agenda 2 (cont'd)

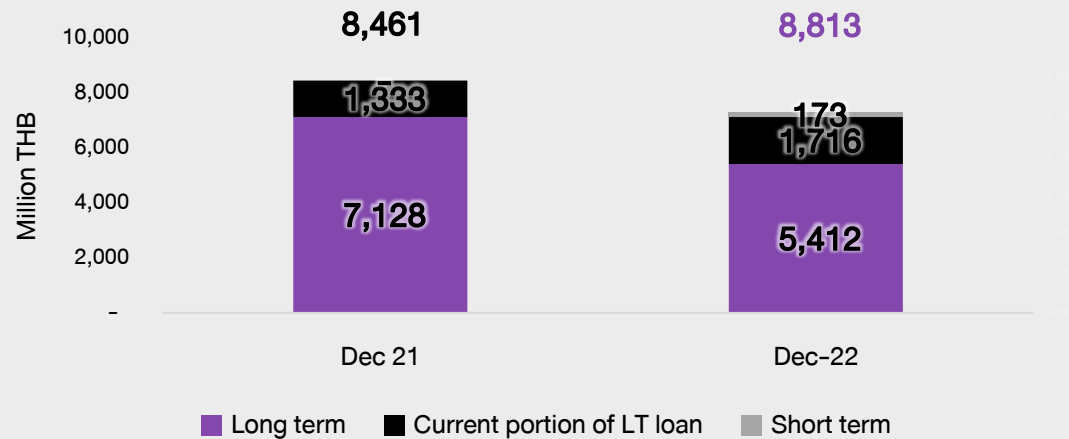
Interest expense



Tax expense

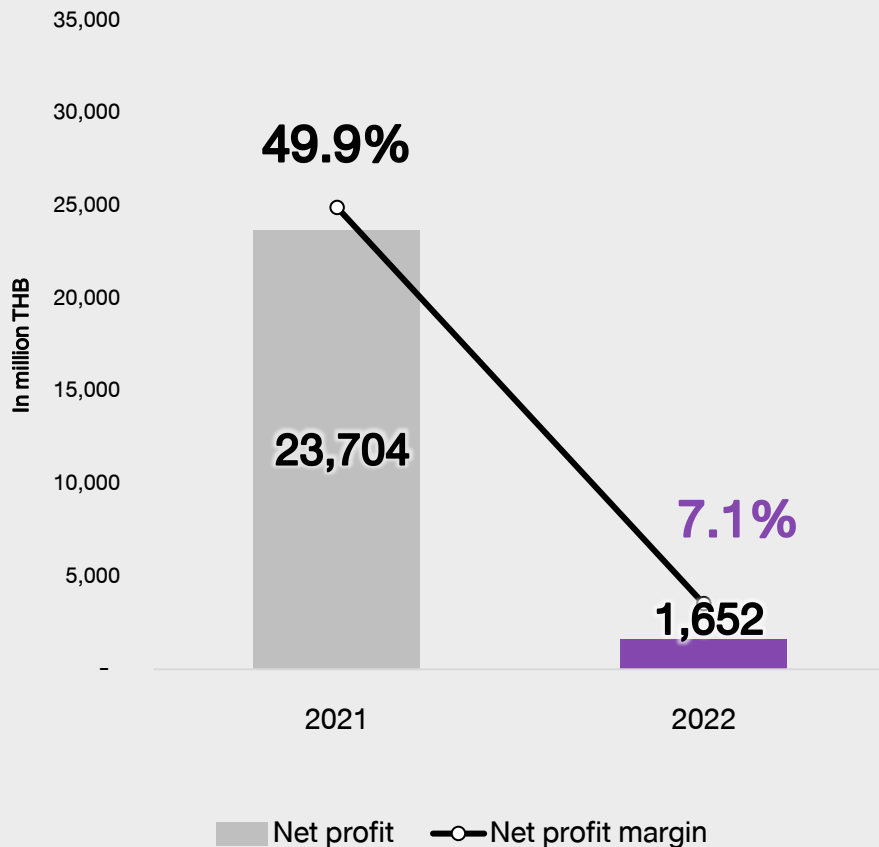


Short term & Long term loan



Agenda 2 (cont'd)

Net profit and Net profit margin

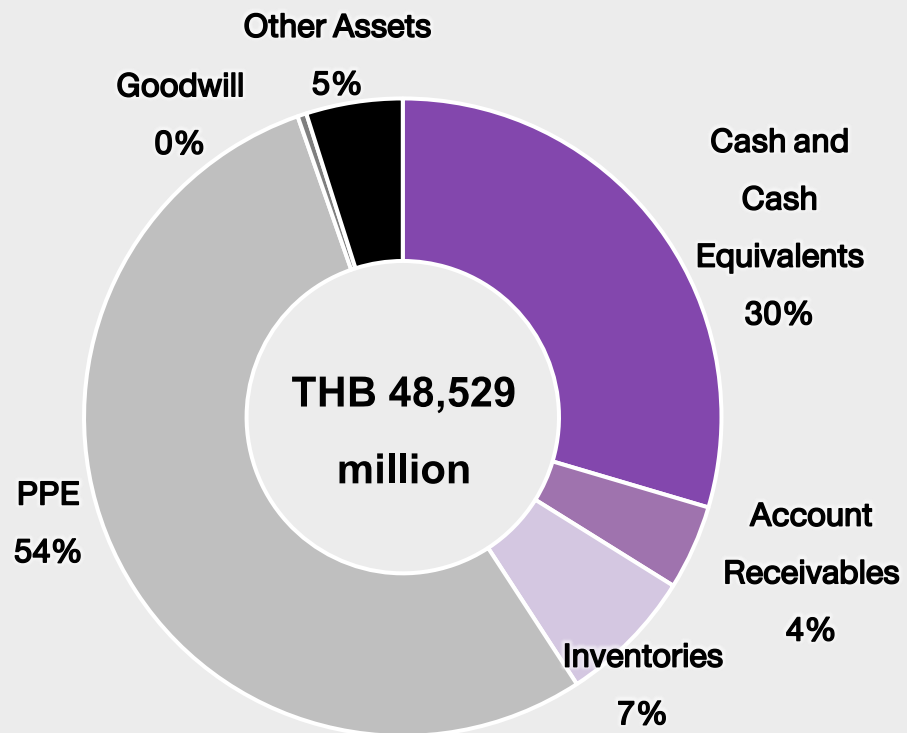


Net profit and net profit margin decreased in 2022 due to:

- The decrease in gross profit which was mainly due to the decline in average selling prices.
- The decrease in other income which mainly from the decrease in the interest subsidy received from RAOT as part of the interest subsidy program to support the expansion capacity, the sales of scrap materials and the tax refund.
- The increase in SG&A
 - ✓ Increase in selling expenses from the staff expenses that could travel to promote sales and inland transportation cost
 - ✓ Increase in administrative expenses in depreciation that increased alongside production capacity while utilization rate decreased (accounting record method) as well as debt allowance
- The net loss from exchange rate
- The increase in finance income from the deposit
- The increase in finance cost from the issuance of debentures and increase in interest rate
- The decrease in income tax expenses in tandem with the profit before tax while the effective tax rate increased from 8.4% to 12.3%

Agenda 2 (cont'd)

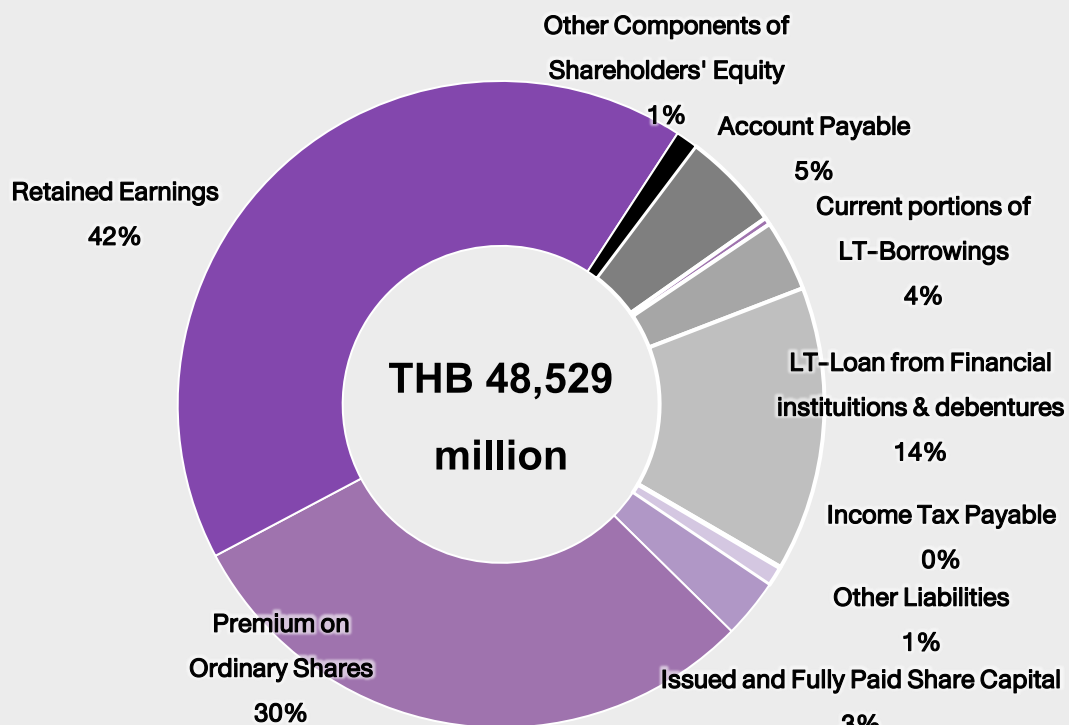
Total Assets 2022



| Consolidated (THB million) | 31-Dec-21 | 31-Dec-22 | % Change |
|---------------------------------------|---------------|---------------|---------------|
| Cash and cash equivalents | 21,006 | 14,351 | -31.7% |
| Trade and other receivables | 2,816 | 2,086 | -25.9% |
| Inventories | 4,778 | 3,364 | -29.6% |
| Other current assets | 945 | 542 | -42.6% |
| Total current assets | 29,546 | 20,343 | -31.1% |
| Property, plant and equipment | 20,370 | 26,131 | 28.3% |
| Intangible assets - computer software | 169 | 195 | 15.3% |
| Goodwill | 221 | 221 | 0.0% |
| Deferred tax assets | 432 | 375 | -13.3% |
| Other non-current assets | 565 | 1,264 | 123.5% |
| Total non-current assets | 21,757 | 28,185 | 29.5% |
| Total assets | 51,303 | 48,529 | -5.4% |

Agenda 2 (cont'd)

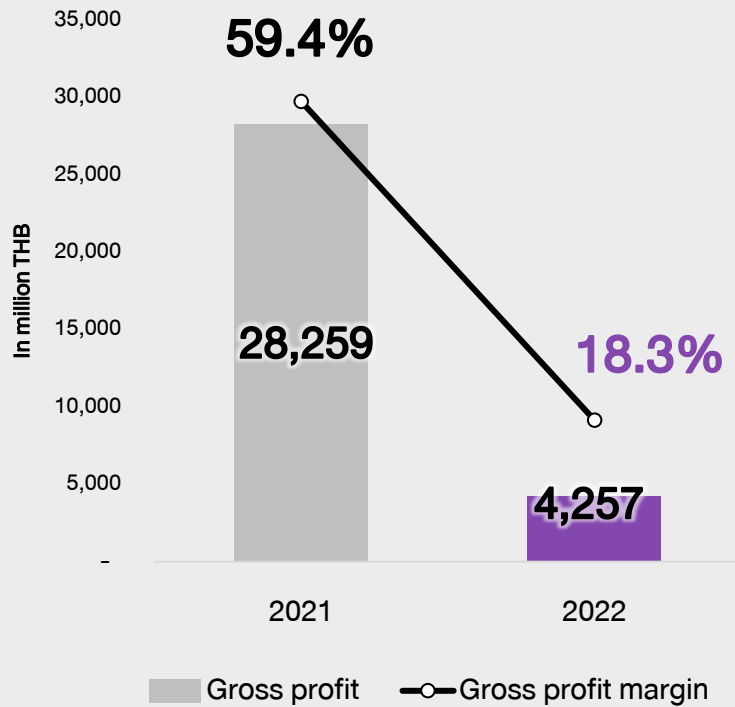
Total Liabilities and Shareholders' Equity 2022



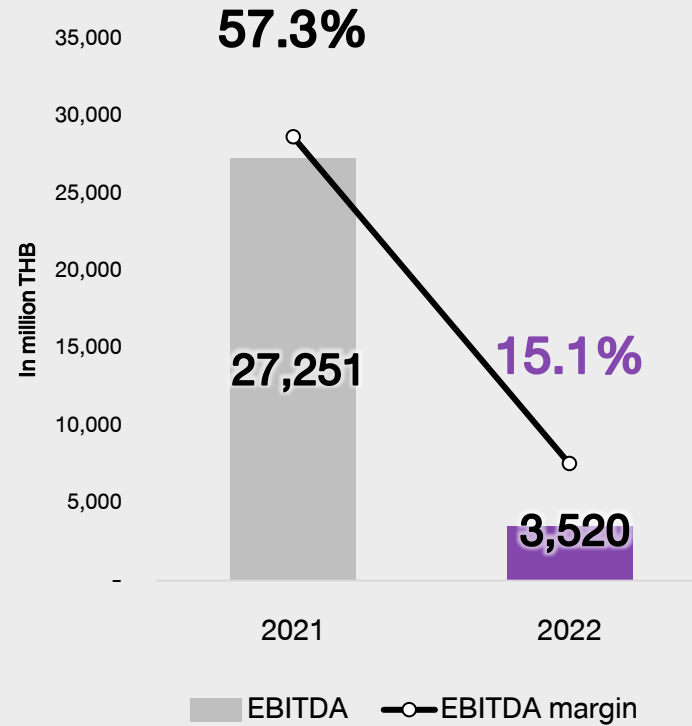
| Consolidated (THB million) | 31-Dec-21 | 31-Dec-22 | % Change |
|--|---------------|---------------|---------------|
| Trade and other payables | 3,621 | 2,403 | -33.6% |
| Short-term borrowings from financial institutions | - | 173 | NM |
| Current portions of long-term borrowings from financial institutions | 1,333 | 1,730 | 29.8% |
| Income tax payable | 555 | 32 | -94.3% |
| Other current liabilities | 138 | 70 | -49.5% |
| Total current liabilities | 5,646 | 4,407 | -21.9% |
| Non-current portions of long-term borrowings from financial institutions | 7,128 | 6,910 | -3.1% |
| Other non-current liabilities | 316 | 400 | 26.9% |
| Total non-current liabilities | 7,443 | 7,311 | -1.8% |
| Total liabilities | 13,090 | 11,718 | -10.5% |
| Total shareholders' equity | 38,213 | 36,811 | -3.7% |
| Total liabilities and shareholders' equity | 51,303 | 48,529 | -5.4% |

Agenda 2 (cont'd)

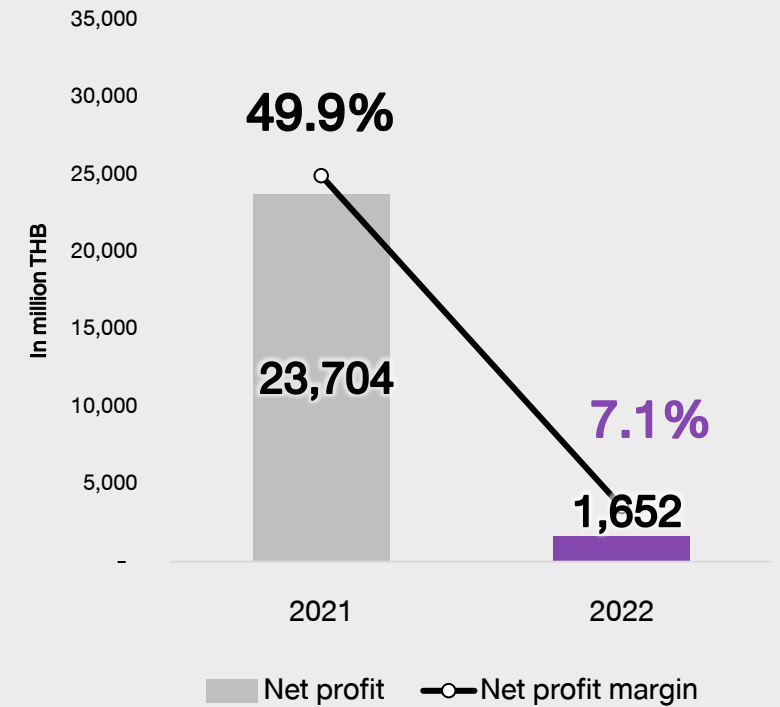
Gross profit and Gross profit margin



EBITDA and EBITDA margin

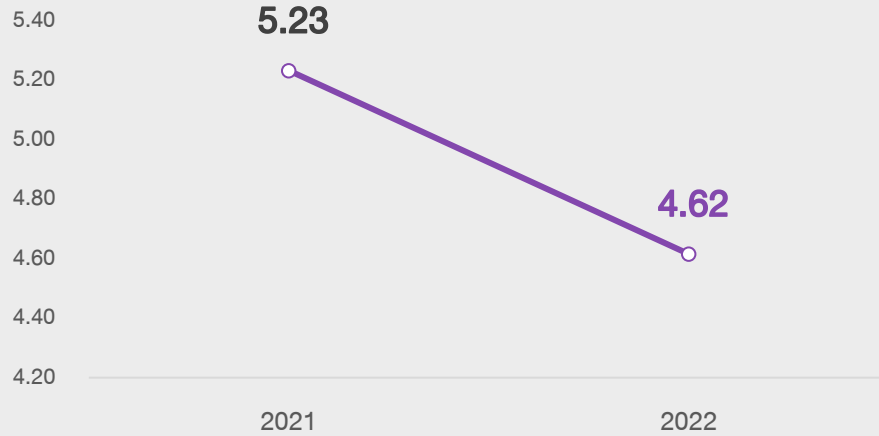


Net profit and Net profit margin

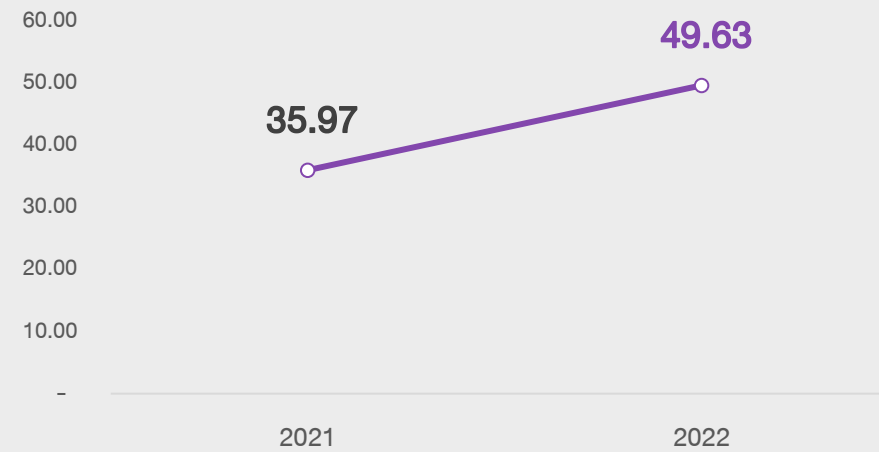


Agenda 2 (cont'd)

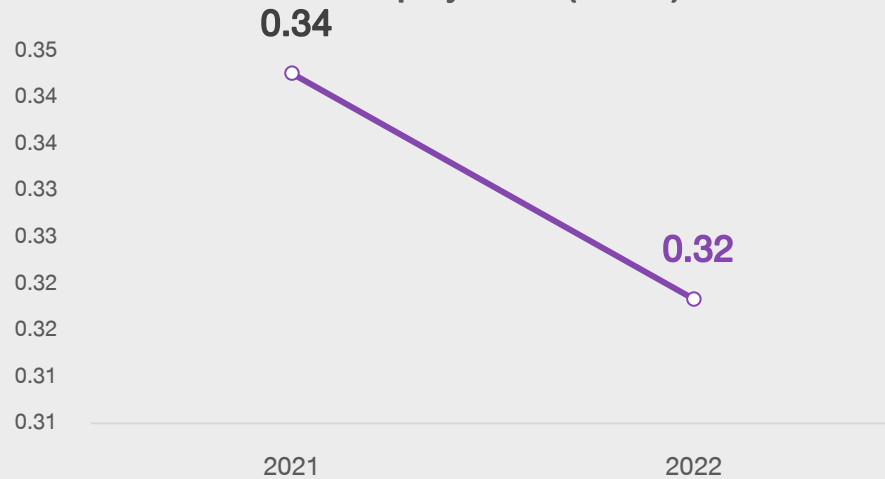
Current Ratio (Times)



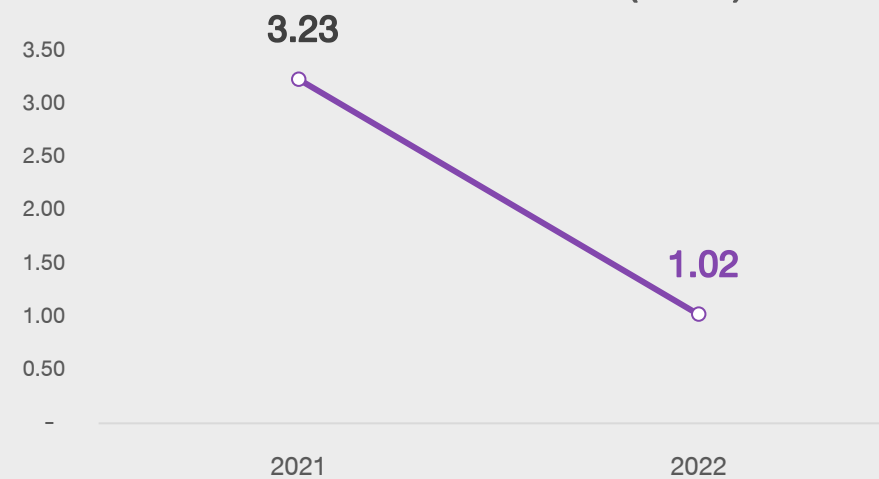
Cash Cycle (Days)



Debt to Equity Ratio (Times)

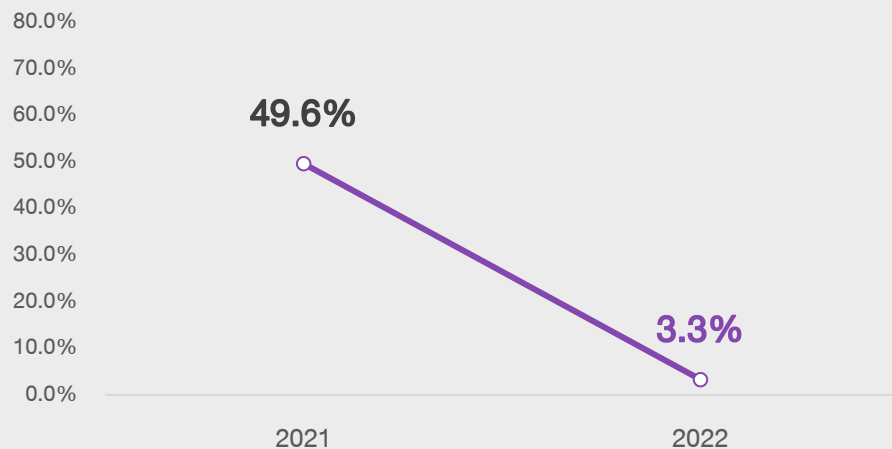


Fixed Asset Turnover Ratio (Times)

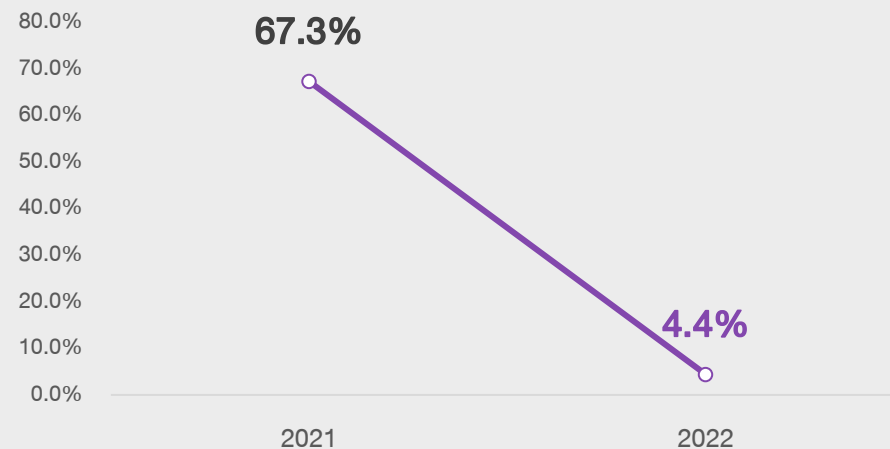


Agenda 2 (cont'd)

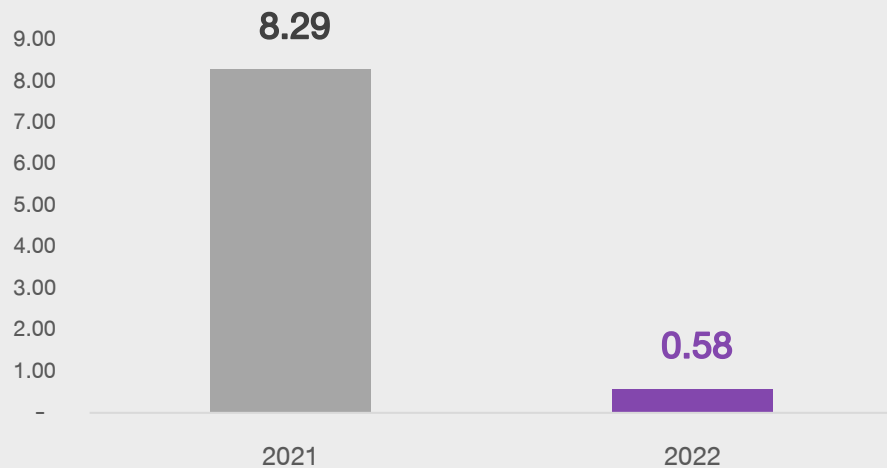
Return on Asset (%)



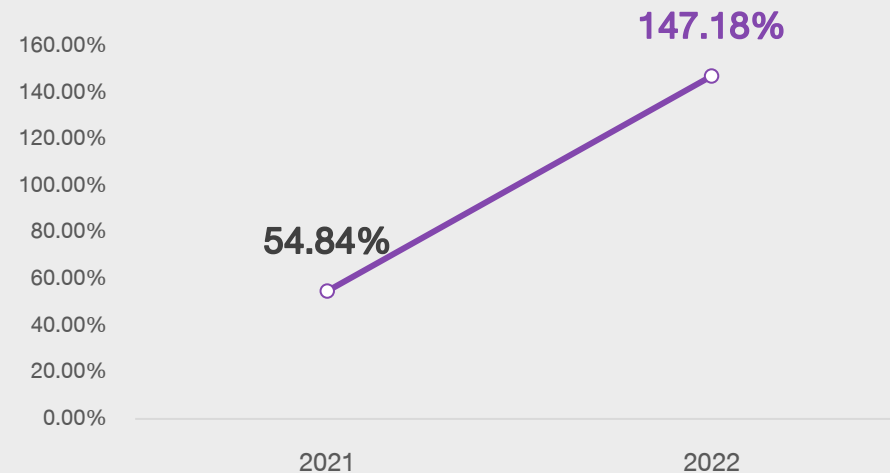
Return on Equity (%)



Earning per Share (THB)



Dividend Payout Ratio (%)



Energy and GHG Emissions Management

Solar Rooftop Project

STGT-TG : Start 26 JUNE 2022

Water and Effluent Management

Gloves Production by Clean Energy
100%
Biomass Renewable Energy

Solar Rooftop
1 MEGAWATT
Reduce electricity purchases by **3%**

1MW Solar Rooftop at STGT Trang Branch

3Rs Water Management
Reuse Reduce Recycle

Waste Management

International Standard of Environmental Management System

ISO 14001 : 2015
Environmental Management System

Green Bond

Best new Green Bond
โครงการมูลค่า 1,500 ล้านบาท

Manage waste with **Circular Economy** and the **3Rs** principle

Our factory branches, representing 50% of our all factory, have been certified under ISO 14001

for environmental projects



The rubber glove company certified by the world's leading labor standards.



International Labour Organization

International Labour Organization Audit

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



Business Social Compliance Initiative

Supply Chain management system international labour standards protecting workers' rights



Ethical Trade Audit

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

STGT-HY

STGT-SR

STGT-HY **A** GRADE

STGT-SR **A** GRADE

STGT-HY

STGT-SR

STGT-TG

STGT-TG **A** GRADE

STGT-PS **A** GRADE

STGT-TG

Human Rights

No human rights risks

Employed **97** people with disability

Employees' care

Employee engagement **88%**
(Target 85%)

Occupational health & safety

NO occupational illness

NO fatality as a result of worked-related injury



ISO 45001 : 2018
Occupational Health & Safety Management System



Corporate Governance

Received the result of the Corporate Governance Assessment at

“**Excellence Level**”



Anti –Corruption

- Certified as a member of Thai Private Sector Collective Action Coalition Against Corruption (CAC) on June 2022



• **1,519 suppliers** signed the agreement to demonstrate their intention for anti-corruption

Risk Management

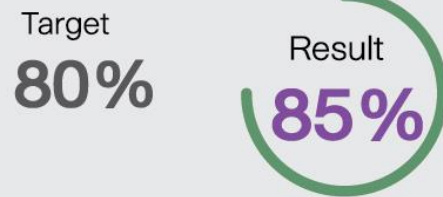
Certified **ISO 22301 Business Continuity Management (BCM)**

Supply Chain Management

- Selected suppliers by considering social and environmental aspects
- Provided the Supplier Code of Conduct
- Analyzed and categorized key suppliers in the supply chain

Customer Relationship Management

Customer Satisfaction Score 2022



Business Innovation



- Innovative latex gloves with no principal allergenic proteins that are biodegradable and has a low carbon footprint.

Innovation Development Project in Year 2022

Total 50 projects*

R&D expenses THB 15.3 million

*including 19 continuous projects from last year



Management Certificates



Forest Stewardship Council
FSC-COC (Chain-of-Custody)

Carbon Certificates



Carbon Footprint for Organization (CFO)



Carbon Footprint of Product (CFP)



Thailand Voluntary Emission Reduction Program (T-VER)

Membership & Network



Member of Thailand Carbon Neutral Network



Sustainability Disclosure Community (SDC)

ESG Ratings



2022 Sustainability Awards



Selected as one of the 2022 "Sustainable Stocks" for the 2nd consecutive year from the Stock Exchange of Thailand (SET)



2022 Sustainability Disclosure Award from Thaipat Institute



"Best New Green Bond" from The Asset Triple A Awards



CSR-DIW Continuous Award 2022

Approval Resolution – Agenda 2

To acknowledge the report on the Company's operating performance for the year 2022 and to consider and approve the audited financial statements for the year ended 31 December 2022

Voting : This agenda item requires a simple majority vote of the shareholders attending the meeting and casting their votes.

Agenda 3

To consider and approve the allocation of profit
and the dividend payment for the year 2022



Dividend Payment Policy

At least 50 percent of its net profit based on the Company's separate financial statements after deductions of corporate income tax and allocation of all types of reserves

The Company's financial position, operating results, cash flow and the ability of the Company's subsidiaries to make dividend payments

The projected capital requirements for future growth

Dividend payment take into consideration various factors

Economic conditions, possible impacts from external factors on the operations of the Company

Such other considerations

Dividend Payment for Year 2022



| | Year 2022 | Year 2021 | Year 2020 |
|--|-----------------------|-----------------------|-----------------------|
| Net profit (based on the Company's separate financial statements) | THB 1,460.00 million | THB 24,261.29 million | THB 13,683.66 million |
| Unappropriated retained earnings | THB 19,873.46 million | THB 21,675.30 million | THB 14,551.96 million |
| Earning per Share* | THB 0.58 | THB 8.29 | THB 5.94 |
| Dividend per Share | THB 0.75 | THB 4.65 | THB 2.625 |
| - Interim Dividend No. 1 | THB 0.50 | THB 1.50 | THB 0.625 |
| - Interim Dividend No. 2 | - | THB 1.25 | - |
| - Interim Dividend No. 3 | - | THB 1.25 | - |
| - Dividend No. 4 | THB 0.25 | THB 0.65 | THB 2.00 |
| Total Dividend Payment | THB 2,148.88 million | THB 13,305.61 million | THB 7,501.1 million |
| Dividend Payout Ratio (%)** | 147.2% | 54.8% | 54.8% |

*Earning per share is calculated by dividing profit for the year attributable to equity holders of the Company (excluding other comprehensive income) by the weighted average number of newly issue ordinary shares during the year and adjusting the number of newly issue ordinary shares to reflect the impact on changing of par value in Quarter 4/2020, as if the change of par value of such ordinary shares was effective since the first day of 2020 as shown in earning per share above.

**Dividend Payout Ratio (%) is calculated from profit of the Company's separate financial statements.

To consider and approve the allocation of profit and the dividend payment for the year 2022



Approval Resolution - Agenda 3

To consider and approve the allocation of profit and the dividend payment for the year 2022

Voting : This agenda item requires a simple majority vote of the shareholders attending the meeting and casting their votes.

Agenda 4

To consider the election of directors to replace those
who are due to retire by rotation

List of Directors Retiring by Rotation



1

Mr. Kitichai Sincharoenkul
Director



2

Mr. Veerasith Sinchareonkul
Director



3

Mr. Anan Pruksanusak
Director



4

Mr. Chia Chee Ping
Director

Approval Resolution - Agenda 4

To consider the election of directors to replace those who are due to retire by rotation

Voting : This agenda item requires a simple majority vote of the shareholders attending the meeting and casting their votes.



Mr. Kitichai Sincharoenkul

Age 63 Years
Type of Director Nominated Director
Current Position
 Vice Chairman, Member of Executive Committee, Chairman of Nomination Committee and Member of Remuneration Committee
Appointment Date 1 April 2019
Year in Position 4 Years
Shareholding Proportion 0.38%
 (including spouses and children) (As of 31 December 2022)

- **Highest Education Qualification**
 - Master of Business Administration, Indiana State University, USA
- **Training Program**
 SGX Listed Companies Development Programme: Understanding the Regulatory Environment in Singapore: What Every Director Ought to Know
 Certification from Thai Institute of Directors (IOD)
 - Director Accreditation Program (DAP) Class 67/2007
- **Current Position in Other Listed Company in Thailand**
 - 2011 – Present Executive Director, Sri Trang Agro-Industry PLC. (Bangkok Branch)
 - 2010 – Present Member of Nomination Committee / Group Manager of Legal & Administration, Sri Trang Agro-Industry PLC.
 - 1995 – Present Director, Sri Trang Agro-Industry PL
- **Current Position in Non-Listed Company / Other Organization**
 - 2022 – Present Director, Sri Trang Gloves Philippines Inc.
 - 2019 – Present Director, Sri Trang IBC Co., Ltd.
 - 2016 – Present Director, PT Thaitech Rubber Indonesia
 - 2014 – Present Director, Sri Trang Ayeyar Rubber Industry Co., Ltd.
 - 2010 – Present Director, Shi Dong Investments Pte Ltd.
 - 2002 – Present Director, Sri Trang International Pte Ltd.
 - 1996 – Present Director, Semperflex Asia Co., Ltd.
 - 1990 – Present Director, Sri Trang Holdings Co., Ltd.

- **Work Experience**
 - 2021 Director, Sri Trang Gloves Global Pte. Ltd.
 - 2021 Director, Sri Trang Gloves (Singapore) Pte. Ltd.
 - 2004 – 2020 Director, Pattana Agro Futures Co., Ltd.
 - 1989 – 2019 Executive Director, Sri Trang Gloves (Thailand) Co., Ltd.
- **Current Directorship / Executive in Other Companies Potentially having Conflict of Interest or in Competition with the Company** - None –
- **Criteria and procedure for nomination**
 Considered and reviewed by the Nomination Committee and the Board of Directors
- **Illegal Record in the Past 10 Years** - None –
- **Relationship with Executives**
 - Brother of Dr. Viyavood Sincharoenkul
 - Uncle of Mr. Veerasith Sinchareonkul and Mr. Vitanath Sincharoenkul

Meeting Attendance in the Previous Year
 (between 1 January 2022 – 31 December 2022)

| Meeting | Year 2022 |
|---|-------------------------------|
| 1. Board of Directors | 8/8 meetings (100 Percentage) |
| 2. Annual General Meeting of Shareholders | 1/1 meeting (100 Percentage) |
| 3. Executive Committee | 5/5 meetings (100 Percentage) |
| 4. Nomination Committee | 3/3 meetings (100 Percentage) |
| 5. Remuneration Committee | 2/2 meetings (100 Percentage) |



Mr. Veerasith Sinchareonkul

Age 38 Years
Type of Director Nominated Director
Current Position
 Director, Member of Executive Committee and
 Chairman of Risk Management Committee
Appointment Date 1 April 2019
Year in Position 4 Years
Shareholding Proportion 0.03%
 (including spouses and children) (As of 31 December 2022)

- **Highest Education Qualification**
 - Master of Business Administration (Finance and Marketing), 2019 – Present Director, Sri Trang IBC Co., Ltd.
 - Sasin Graduate Institute of Business Administration, 2018 – Present President, Thai Rubber Glove
Chulalongkorn University Manufacturers Association
- **Training Program**
 - Certification from Thai Institute of Directors (IOD) 2017 – Present Chairman, Sri Trang Ayeyar Rubber
Industry Co., Ltd.
 - Financial Statements for Directors (FSD) Class 26/2014 2016 – Present Director, PT Sri Trang Lingga Indonesia
 - Director Accreditation Program (DAP) Class 85/2010 2016 – Present Chairman / Director, Sri Trang USA, Inc.
 - Thai Listed Companies Association 2016 – Present Director, Thai Tech Rubber Corporation
Co., Ltd.
 - TLCA Executive Development Program (EDP) class 10 2016 – Present Director, PT Thaitech Rubber Indonesia
- **Current Position in Other Listed Company in Thailand**
 - 2022 – Present Chairman of the Sustainable Development 2015 – Present Director, Semperflex Asia Co., Ltd.
 - Committee / Member of Corporate Governance 2015 – Present Director, Rubberland Products Co., Ltd.
 - Committee, Sri Trang Agro-Industry PLC. 2015 – Present Director, Premier System Engineering
Co., Ltd.
 - 2021 – Present Managing Director, Sri Trang Agro-Industry PLC.
 - 2013 – Present Chairman of Risk Management Committee, 2015 – Present Director, Starlight Express Transport
Sri Trang Agro-Industry PLC. Co., Ltd.
 - 2010 – Present Director, Sri Trang Agro-Industry PLC. 2015 – Present Director, Sri Trang Rubber & Plantation
Co., Ltd.
- **Current Position in Non-Listed Company / Other Organization**
 - 2022 – Present Chairman, Sri Trang Africa SA.
 - 2022 – Present Chairman, Sri Trang Gloves Philippines Inc.
 - 2021 – Present Director, Sri Trang Gloves Global Pte. Ltd.
 - 2021 – Present Director, Sri Trang Gloves (Singapore) Pte. Ltd.
 - 2021 – Present Director, Sadao P.S.Rubber Co., Ltd.



Mr. Veerasith Sinchareonkul

Age 38 Years

Type of Director Nominated Director

Current Position

Director, Member of Executive Committee and Chairman of Risk Management Committee

Appointment Date 1 April 2019

Year in Position 4 Years

Shareholding Proportion 0.03%

(including spouses and children) (As of 31 December 2022)

• **Work Experience**

2018 – 2022 Director, The Federation of Thai Industries

2020 – 2021 Member of Remuneration Committee,
Sri Trang Gloves (Thailand) PLC.

2017 – 2019 Director, Sri Trang Gloves (Thailand) Co., Ltd.

2008 – 2011 Corporate Credit Analyst, Kasikornbank PLC.

• **Current Directorship / Executive in Other Companies** - None -

Potentially having Conflict of Interest or in Competition with the Company

• **Criteria and procedure for nomination** Considered and reviewed by the Nomination Committee and the Board of Directors

• **Illegal Record in the Past 10 Years** - None -

• **Relationship with Executives**
- Son of Dr. Viyavood Sincharoenkul
- Nephew of Mr. Kitichai Sincharoenkul
- Brother of Mr. Vitanath Sincharoenkul

Meeting Attendance in the Previous Year (between 1 January 2022 – 31 December 2022)

| Meeting | Year 2022 |
|---|-------------------------------|
| 1. Board of Directors | 8/8 meetings (100 Percentage) |
| 2. Annual General Meeting of Shareholders | 1/1 meeting (100 Percentage) |
| 3. Executive Committee | 5/5 meetings (100 Percentage) |
| 4. Risk Management Committee | 4/4 meetings (100 Percentage) |



Mr. Anan Pruksanusak

Age 68 Years

Type of Director Nominated Director

Current Position

Director, Member of Executive Committee, and Price Strategist

Appointment Date 1 April 2019

Year in Position 4 Years

Shareholding Proportion 0.02%

(including spouses and children) (As of 31 December 2022)

- **Highest Education Qualification**
- Executive Micro MBA, Thammasat University

- **Training Program**

Certification from Thai Institute of Directors (IOD)

- Director Accreditation Program (DAP) Class 66/2007

- **Current Position in Other Listed Company in Thailand** - None -

- **Current Position in Non-Listed Company / Other Organization**

2013 – Present Director, Sup Pruksa Co., Ltd.

2003 – Present Director, Pruksa Mansion Co., Ltd.

- **Work Experience**

2019 Managing Director, Sri Trang Gloves (Thailand) PLC.

2013 – 2019 Managing Director, Sri Trang Gloves (Thailand) Co., Ltd.

1993 – 2013 Director, Sri Trang Agro-Industry PLC.

- **Current Directorship / Executive in Other Companies Potentially having Conflict of Interest or in Competition with the Company** - None -

- **Criteria and procedure for nomination**
Considered and reviewed by the Nomination Committee and the Board of Directors

- **Illegal Record in the Past 10 Years** - None -

- **Relationship with Executives** - None -

Meeting Attendance in the Previous Year

(between 1 January 2022 – 31 December 2022)

| Meeting | Year 2022 |
|---|-------------------------------|
| 1. Board of Directors | 8/8 meetings (100 Percentage) |
| 2. Annual General Meeting of Shareholders | 1/1 meeting (100 Percentage) |
| 3. Executive Committee | 5/5 meetings (100 Percentage) |



Mr. Chia Chee Ping

Age 54 Years
Type of Director Nominated Director
Current Position Director and Chief Marketing Officer
Appointment Date 1 April 2019
Year in Position 4 Years
Shareholding Proportion 0.04%
 (including spouses and children) (As of 31 December 2022)

Highest Education Qualification

Graduate ICOSA Business Administration, The Institute of Chartered Secretaries & Administrators, United Kingdom

Training Program

Certification from Thai Institute of Directors (IOD)
 - Director Accreditation Program (DAP) Class 166/2019

Current Position in Other Listed Company - None - in Thailand

Current Position in Non-Listed Company / Other Organization

2022 – Present Director, Sri Trang Gloves Philippines Inc.
 2022 – Present Director, Sri Trang Responsible Gloves Supply, Inc.
 2021 – Present Director, PT Sri Trang Gloves Indo

Work Experience

2017 – 2019 Director, Sri Trang Gloves (Thailand) Co., Ltd.
 2007 – 2019 Chief Marketing Officer, Sri Trang Agro-Industry PLC.
 2002 – 2007 Export Sales Manager, Supermax Latex Products Sdn Bhd
 1999 – 2002 Head of Sales Division, Domestic and International Sales, Syarikat Metal Industries of Malaysia Sdn Bhd
 2541 – 2542 Senior Executive, Talam Trading Sdn Bhd

- **Current Directorship / Executive in Other Companies Potentially having Conflict of Interest or in Competition with the Company** - None -
- **Criteria and procedure for nomination** Considered and reviewed by the Nomination Committee and the Board of Directors
- **Illegal Record in the Past 10 Years** - None -
- **Relationship with Executives** - None -

Meeting Attendance in the Previous Year
 (between 1 January 2022 – 31 December 2022)

| Meeting | Year 2022 |
|---|----------------------------------|
| 1. Board of Directors | 8/8 meetings (100 Percentage) |
| 2. Annual General Meeting of Shareholders | 1/1 meeting (100 Percentage) |

Agenda 5

To consider and determine the remuneration of directors
for the year 2023

The remuneration of directors for the year 2023



| | Remuneration (THB) | | |
|--|---------------------------|---------------------------|---------------------------|
| | Year 2023 | Year 2022 | Change |
| Monthly Remuneration* | (per month / person) | (per month / person) | (per month / person) |
| Chairman of the Board of Directors | 110,000 | 110,000 | - |
| Director / Independent Director | 80,000 | 80,000 | - |
| Chairman of the Audit Committee | 110,000 | 110,000 | - |
| Member of the Audit Committee | 90,000 | 90,000 | - |
| Chairman of the Executive Committee | 110,000 | 110,000 | - |
| Member of the Executive Committee | 90,000 | 90,000 | - |
| Meeting Allowance** | (per attendance / person) | (per attendance / person) | (per attendance / person) |
| Board of Directors | None | None | - |
| Audit Committee | None | None | - |
| Executive Committee | None | None | - |
| Nomination Committee | 2,000 | 2,000 | - |
| Remuneration Committee | 2,000 | 2,000 | - |
| Risk Management Committee | 2,000 | 2,000 | - |
| Corporate Governance and Sustainable Development Committee | 2,000 | 2,000 | - |

Remarks: *The director will receive the highest monthly remuneration from only one of the positions he holds.

** Only independent directors, who hold any positions in the sub-committees as mentioned above, will be paid according to the actual attendance.

*** In 2023, the directors do not receive any other benefit.

Other Benefit

| Year 2023 | Year 2022 | | | | | | | | |
|--|--|-------------------|-----------|---|------------------|--|------------------|----------------|---------------------|
| <p>- None -</p> | <p>The shares allocation to the directors under STGT ESOP as resolved by the extraordinary general meeting of shareholders held on 22 November 2019, which was disclosed in the 2022 Annual Registration Statement / Annual Report (Form 56-1 One Report). STGT ESOP has ended on 1 July 2022.</p> <table border="0"> <tr> <td data-bbox="1082 721 1694 835">Allocation Period</td> <td data-bbox="1745 721 2356 835">July 2022</td> </tr> <tr> <td data-bbox="1082 863 1694 1006">Number of newly issued ordinary shares to be offered to Directors</td> <td data-bbox="1745 863 2356 1006">1,988,000 shares</td> </tr> <tr> <td data-bbox="1082 1035 1694 1178">Number of newly issued ordinary shares under subscription of the directors</td> <td data-bbox="1745 1035 2356 1178">1,260,000 shares</td> </tr> <tr> <td data-bbox="1082 1206 1694 1306">Offering price</td> <td data-bbox="1745 1206 2356 1306">THB 15.07 per share</td> </tr> </table> | Allocation Period | July 2022 | Number of newly issued ordinary shares to be offered to Directors | 1,988,000 shares | Number of newly issued ordinary shares under subscription of the directors | 1,260,000 shares | Offering price | THB 15.07 per share |
| Allocation Period | July 2022 | | | | | | | | |
| Number of newly issued ordinary shares to be offered to Directors | 1,988,000 shares | | | | | | | | |
| Number of newly issued ordinary shares under subscription of the directors | 1,260,000 shares | | | | | | | | |
| Offering price | THB 15.07 per share | | | | | | | | |

Approval Resolution – Agenda 5

To consider and determine the remuneration of directors for the year 2023

Voting : This agenda item requires a vote of no less than two-thirds of the total number of votes of the shareholders attending the meeting.

Agenda 6

To consider and approve the appointment of auditor
and the determination of audit fee for the year 2023

List of auditors to be proposed for appointment of the year 2023



EY Office Limited

Ms. Krongkaew Limkittikul
Certified Public Accountant
(Thailand) No. 5874

Mr. Nattawut Santipet
Certified Public Accountant
(Thailand) No. 5730

Ms. Sutthirak Fakon
Certified Public Accountant
(Thailand) No. 7712



Audit Fee of the Company for the Year 2023

(Unit : THB)

| Audit Fee and Non-audit Fee | Year 2023 | Year 2022 |
|---|------------------------|------------------|
| Audit Fee of the Company | | |
| Audit Fee of Annual Financial Statements | 1,860,000 | 1,860,000 |
| Audit Fee of Quarterly Financial Statements | 1,800,000 | 1,800,000 |
| Total Audit Fee of the Company | 3,660,000 | 3,660,000 |
| Non-audit Fee of the Company | actual incurred amount | 660,000 |

Auditors of Subsidiaries for the Year 2023

The auditors from EY Office Limited
and its affiliate

Shidong Shanghai Medical
Equipment Company Limited

Premier System Engineering
Company Limited

Sadao P.S.Rubber Company Limited

Sri Trang Gloves
(Singapore) Pte. Ltd.

Sri Trang Gloves Global Pte. Ltd.

To appoint other audit firms by taking into account the
service quality and audit fee primarily

Sri Trang USA, Inc.

PT Sri Trang Gloves Indo

Sri Trang Gloves Vietnam
Company Limited

Sri Trang Gloves Philippines, Inc.

Sri Trang Responsible
Gloves Supply, Inc

For the subsidiaries that engage other audit firms as their auditors, the Board of Directors will ensure that those subsidiaries can submit the financial statements within specified time.

Approval Resolution - Agenda 6

To consider and approve the appointment of auditor and the determination of audit fee for the year 2023

Voting : This agenda item requires a simple majority vote of the shareholders attending the meeting and casting their votes.

Agenda 7

To consider and approve the amendment to the Company's objectives and amendment to Clause 3 of the Company's Memorandum of Association to reflect the amendment to the Company's objectives

Objectives and Rationales

To cover and conform with the business operation of the Company and to support the business that will be operated in the future, it is deemed appropriate to amend the Company’s objectives and amend Clause 3 of the Company’s Memorandum of Association to reflect the amendment to the Company’s objectives from 22 clauses to 24 clauses by amending Clause (1) and adding Clause (23) and (24), and further propose to the Shareholders’ Meeting to approve the amendment to the Company’s objectives as follows.

Proposed Amendment Objective

| Existing Objective | Existing Objective |
|--|--|
| (1) To operate factory producing rubber gloves and products made of rubber of all types for domestic sale and export the products thereof. | (1) To import the medical devices, operate factory <u>producing medical devices, rubber gloves and products made of rubber of all types for domestic sale and export the products thereof.</u> |

Proposed Additional Objectives

| No. | Detail |
|------|---|
| (23) | To conduct the business regarding providing sterilization services to all kinds of products, including devices and or medical devices, packaging etc. |
| (24) | To engage in the energy-based business activities including production, sell, purchase, retailing, wholesaling, storing, exchanging, providing consultation, servicing, investing, trading, processing, delivering, or performing any other acts related to natural resources, natural energy, electric energy and other types of energy in various forms including raw materials, semi-finished products, and finished products in addition to businesses involving thermal power plants, combined-cycle power plants, steam power plants, and other types of power plants, solar energy, wind energy, combustion energy, waste energy, hydropower, fossil fuel such as oil, coal, chemical substances extracted from coal or natural gas, and performing other services relating to or supporting the mentioned businesses (if and when approved by relevant agencies). |

The amendment to Clause 3 of the Company's Memorandum of Association to reflect the amendment of the Company's objectives as follows.
"Clause 3. The objectives of the Company comprise of 24 clauses, as appeared in the attached Form BorMorJor. 002"
including the delegation of authority to the authorized directors and/or persons designated by the authorized directors to register the amendment of the Company's objectives and Memorandum of Association with the Department of Business Development, the Ministry of Commerce, to amend or add wordings in accordance with the Registrar's suggestion or instruction.

Approval Resolution - Agenda 7

To consider and approve the amendment to the Company's objectives and amendment to Clause 3 of the Company's Memorandum of Association to reflect the amendment to the Company's objectives

Voting : This agenda item requires a vote of no less than three-fourths of the total number of votes of the shareholders attending the meeting and entitled to vote.

Agenda 8

Other Matters (if any)



Thank you very much

All shareholders attending the meeting