



SRITRANGTM
GLOVES

「Touch Of LifeTM」

**Invitation to the 2024
Annual General Meeting of Shareholders**
Sri Trang Gloves (Thailand) Public Company Limited

Tuesday 9 April 2024, at 10.00 a.m.

via electronic conference (E-AGM)



Privacy Notice



Further information about guidelines on Personal Data Protection and Privacy Notice can be found on the Company's website.



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

**Finance and Account
Manager / Accountant**

Mrs. Oralak Thinnakornsutibut

**Assistance
Sustainability Manager**

Ms. Preenaphan Tanteerapolchai

Auditor



Ms. Krongkaew Limkittikul

EY Office Limited

Legal Advisor

SIAM PREMIER

INTERNATIONAL LAW OFFICE LIMITED

Mr. Visarut Meakha-aphirak

Siam Premier International Law Office Limited

TTT+PARTNERS

Mr. Poonpat Vasupongpipat

TTT & Partners Company Limited

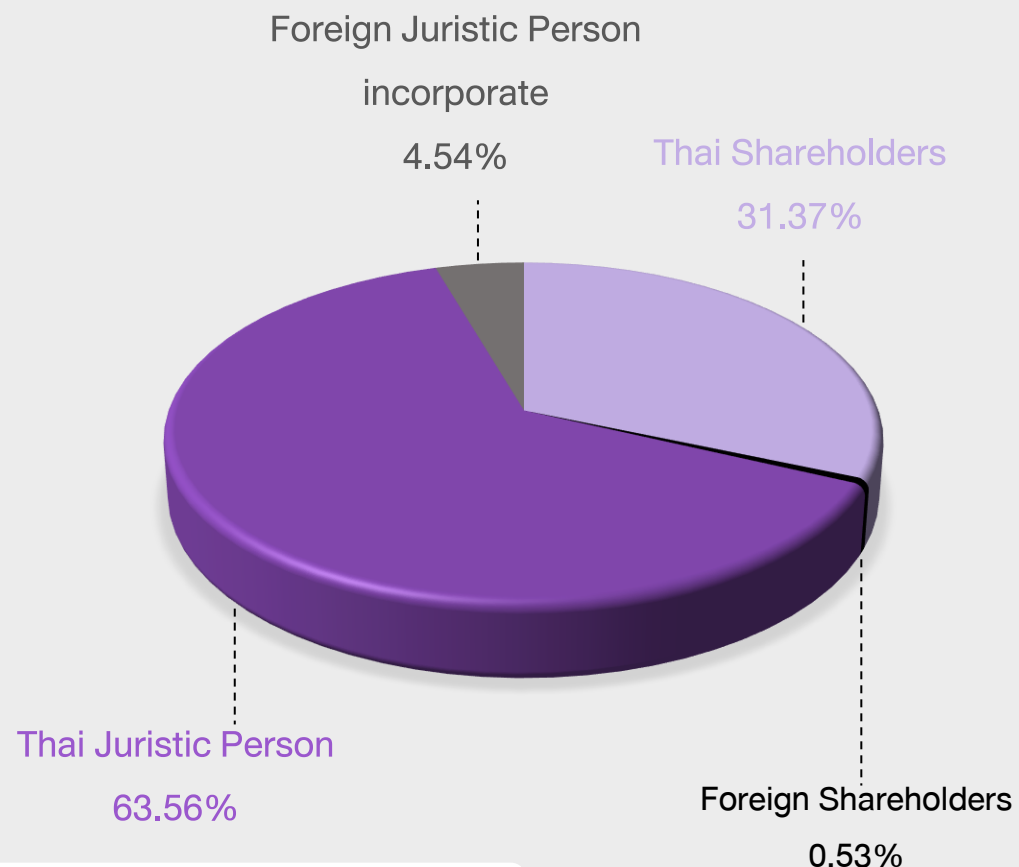
Capital, Shares and Shareholders

Record Date (As of 1 March 2024)

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

 **57,041 shareholders**

Total 2,865,179,910 shares



Thai Shareholders

56,969

2,719,865,431 shares (94.93%)

Foreign Shareholders

72

145,314,479 shares (5.07%)

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 the shareholder have already voted in the proxy form and the Company has recorded their votes in the system, the shareholders can attend the meeting without voting again; however, if the shareholder does not specify a vote, the proxy must vote in accordance with the method specified above.



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

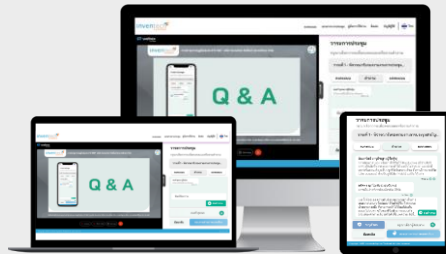
Type the question then click “Send”

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”



02-931-9130



@inventechconnect



The system available during 28 March – 9 April 2024 at 08.30 a.m. – 17.30 p.m.
(Specifically excludes holidays and public holidays)



Report a problem
[@inventechconnect](#)

Agenda 1

To consider and certify the minutes of the 2023 Annual
General Meeting of Shareholders

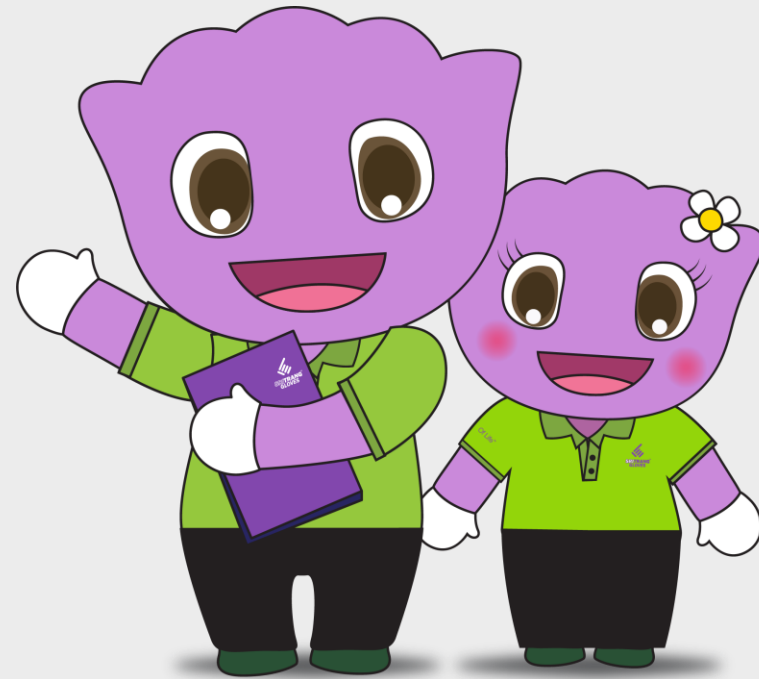


Minutes of the 2023 Annual General Meeting of Shareholders.

The Minutes of 2023 Annual General Meeting of Shareholders which was held on 10 April 2023 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 and submitted to the Ministry of Commerce within the period specified by law.

It is deemed appropriate to propose to the Shareholders' Meeting to certify such minutes of meeting.

Q&A



Approval Resolution - Agenda 1

To consider and certify the minutes of the 2023 Annual General Meeting of Shareholders

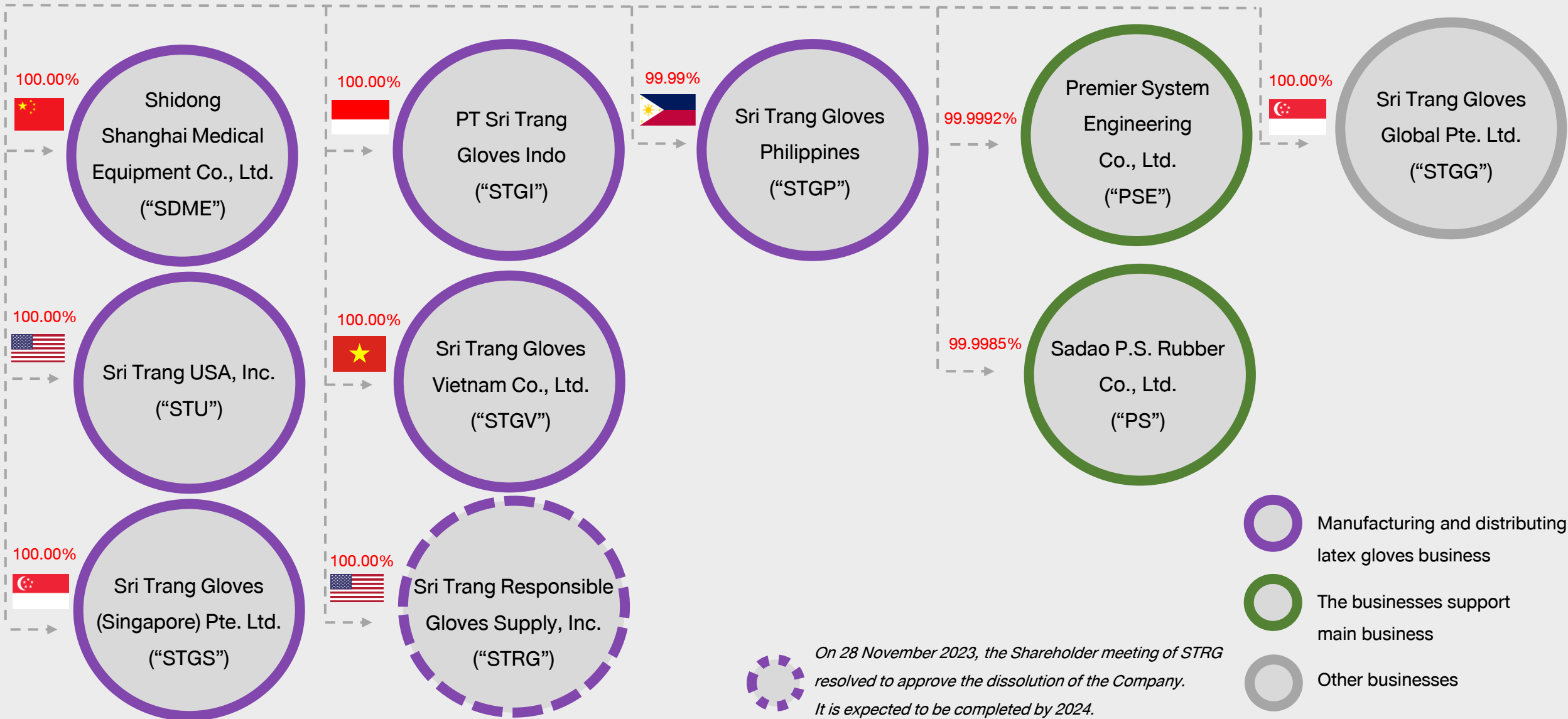
Voting : This agenda item requires a simple majority vote of the shareholders attending the meeting and casting their votes.

Agenda 2

To acknowledge the report on the Company's operating performance for the year 2023 and to consider and approve the audited financial statements for the year ended 31 December 2023

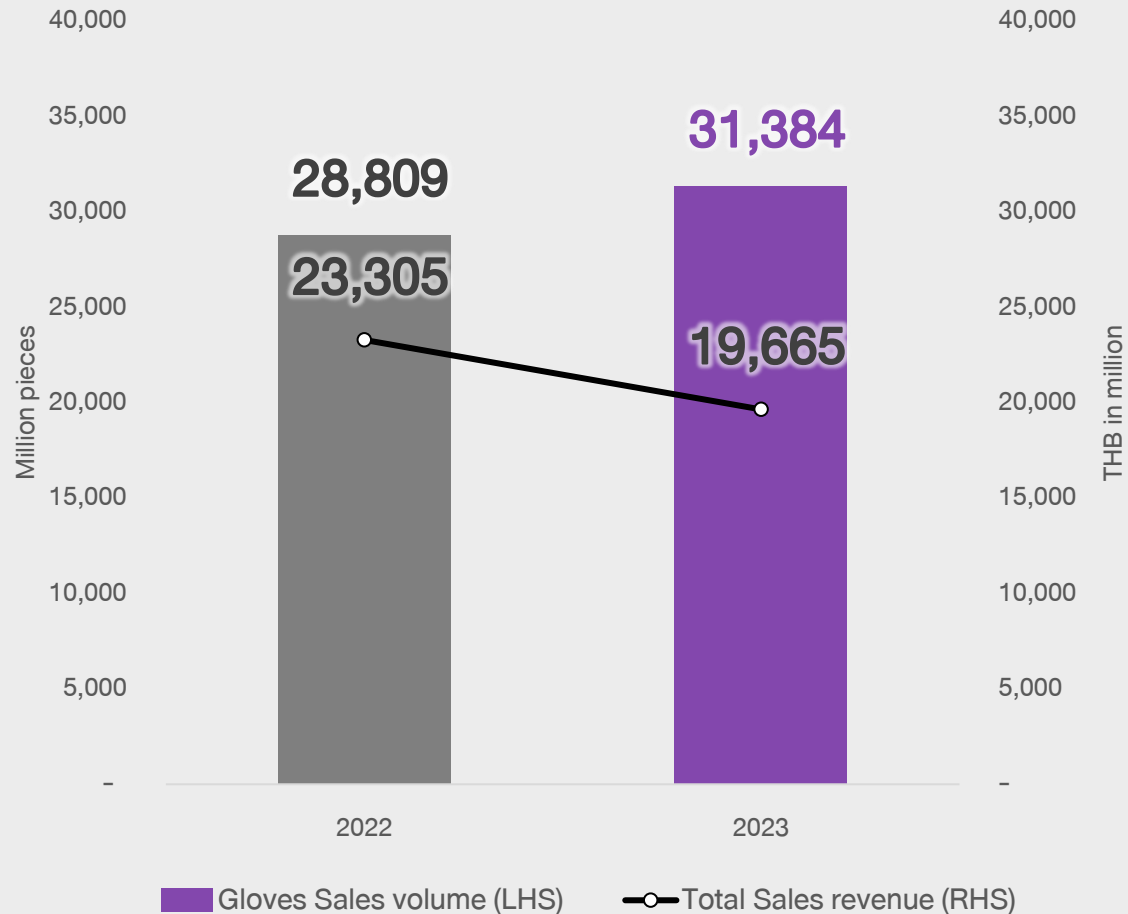
Agenda 2

Corporate Structure



Agenda 2 (cont'd)

Sales revenue & Services and **Gloves** sales Volume



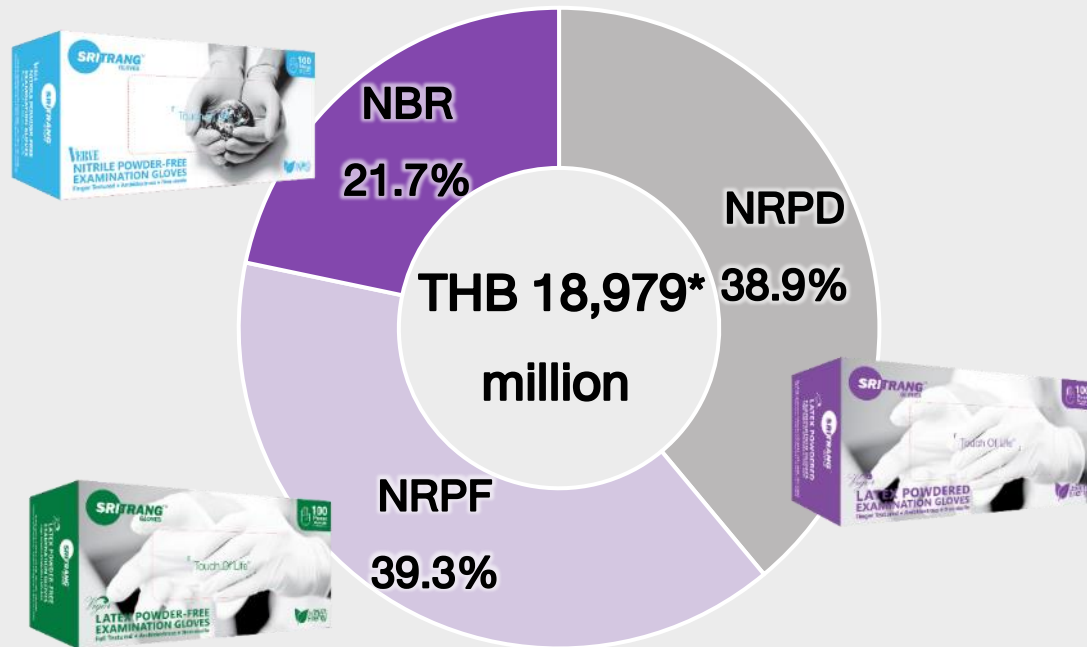
Gloves sales volume Growth by 8.9%



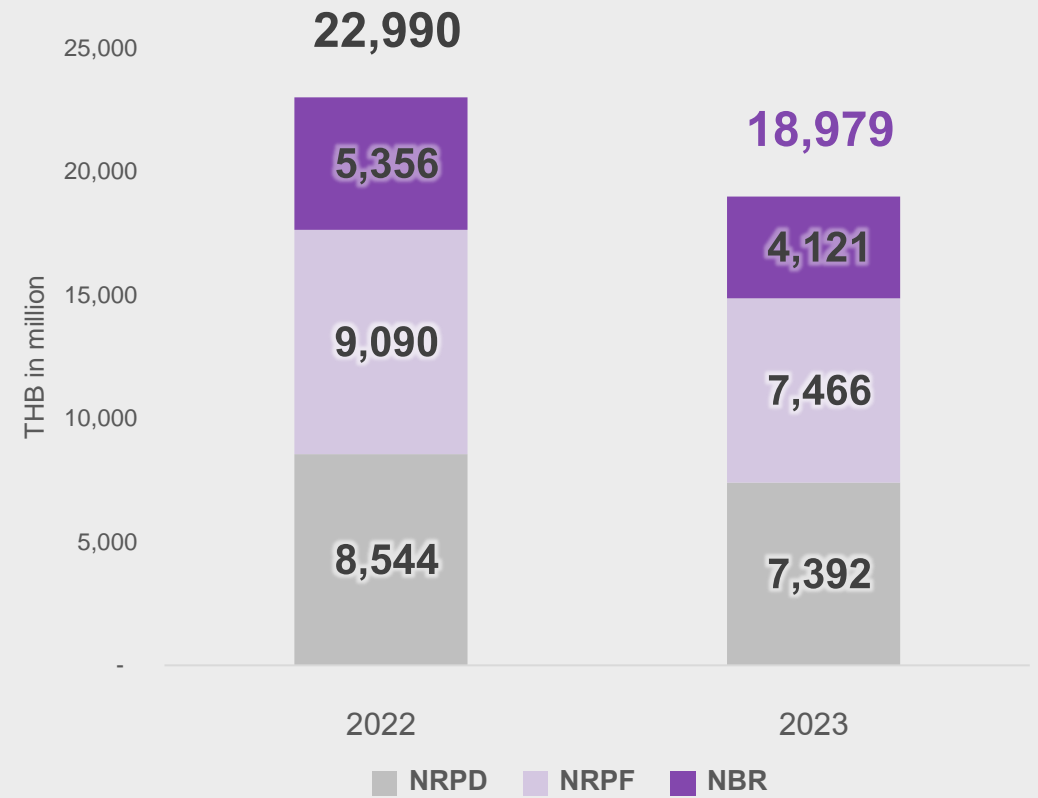
Sales revenue & services depletion by 15.6%

Agenda 2 (cont'd)

Gloves Sales revenue structure 2023



Gloves Sales Revenue by Product (THB million)



NBR : Nitrile Butadiene Rubber

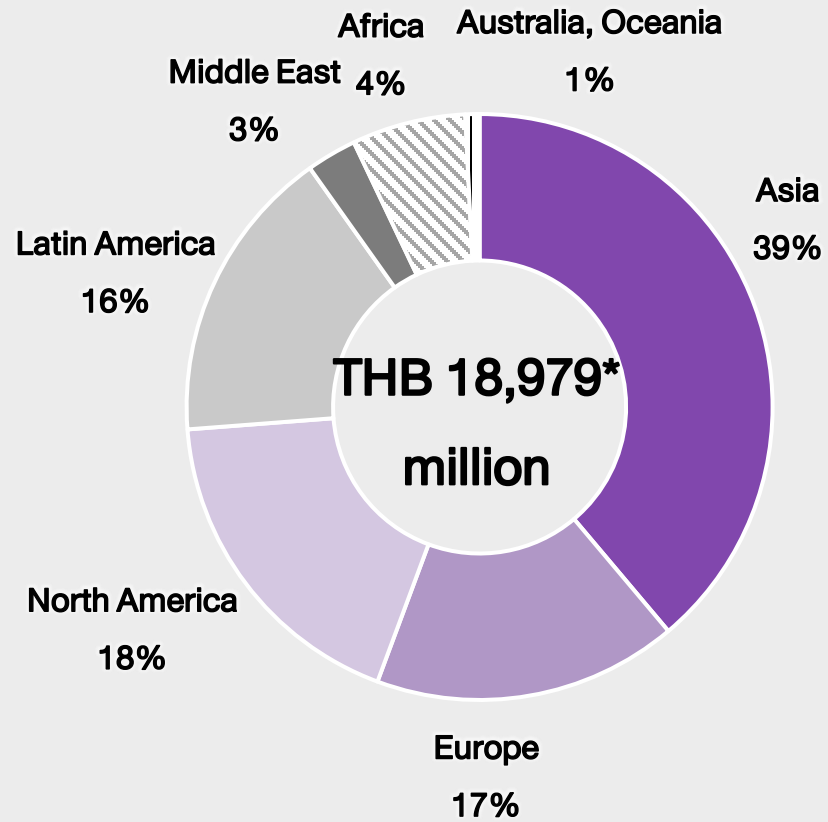
NRPF : Natural Rubber Powder Free Glove

NRPD : Natural Rubber Powdered Glove

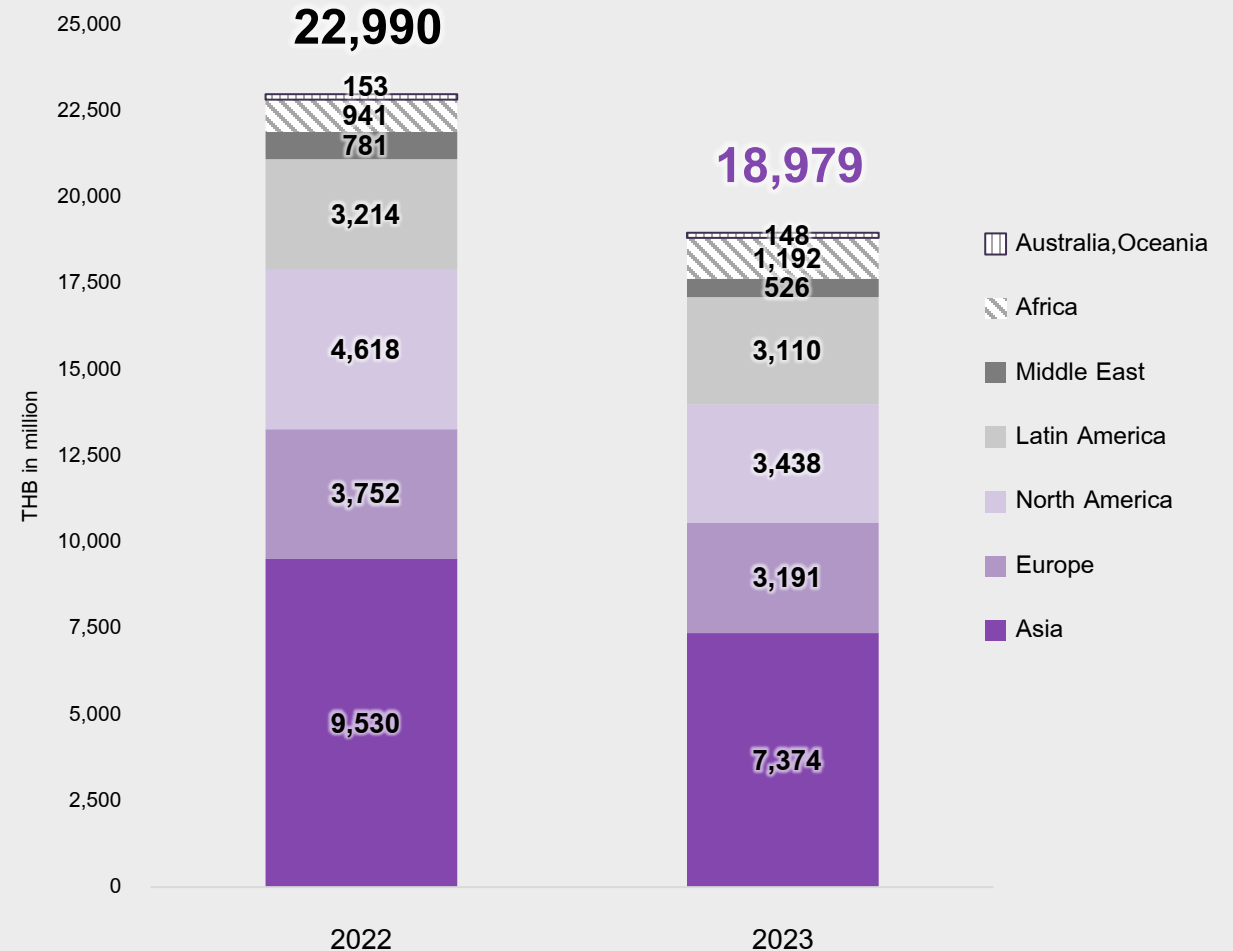
**Excluding non-glove revenue of THB 631 million*

Agenda 2 (cont'd)

Gloves sales revenue by region 2023



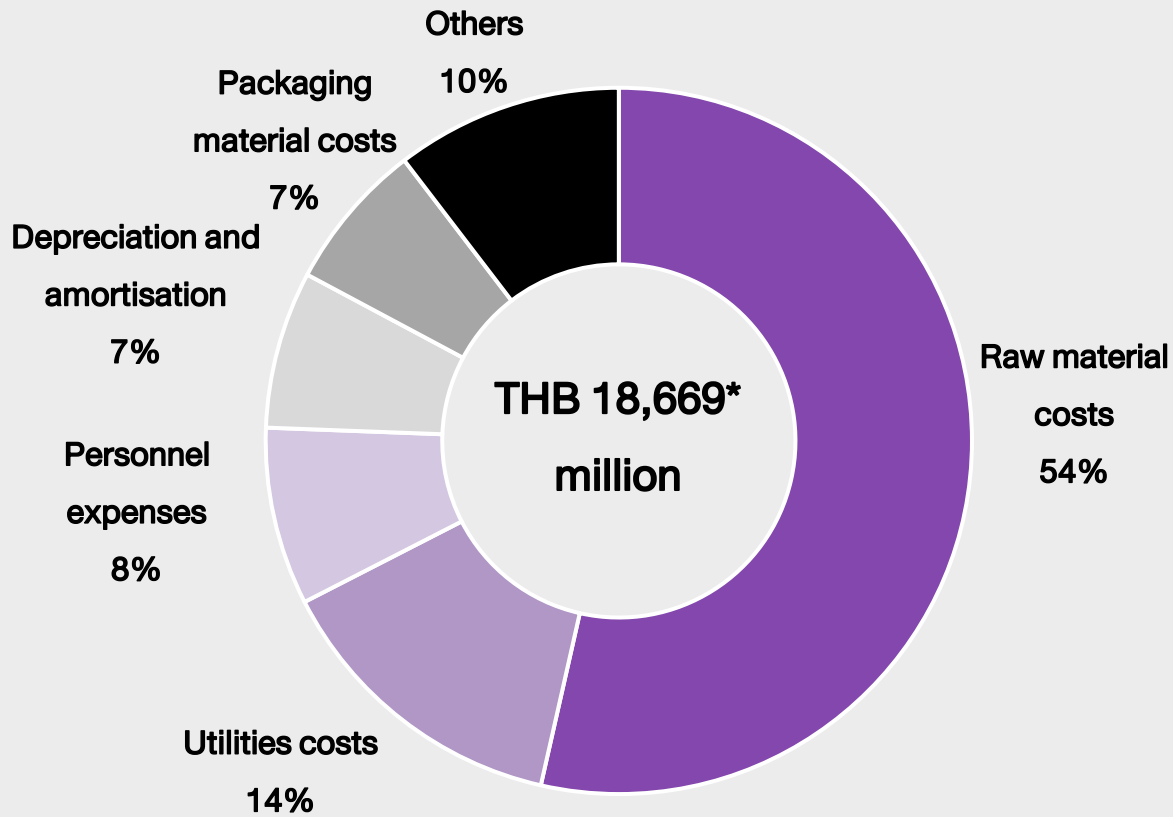
Gloves sales revenue by region (THB million)



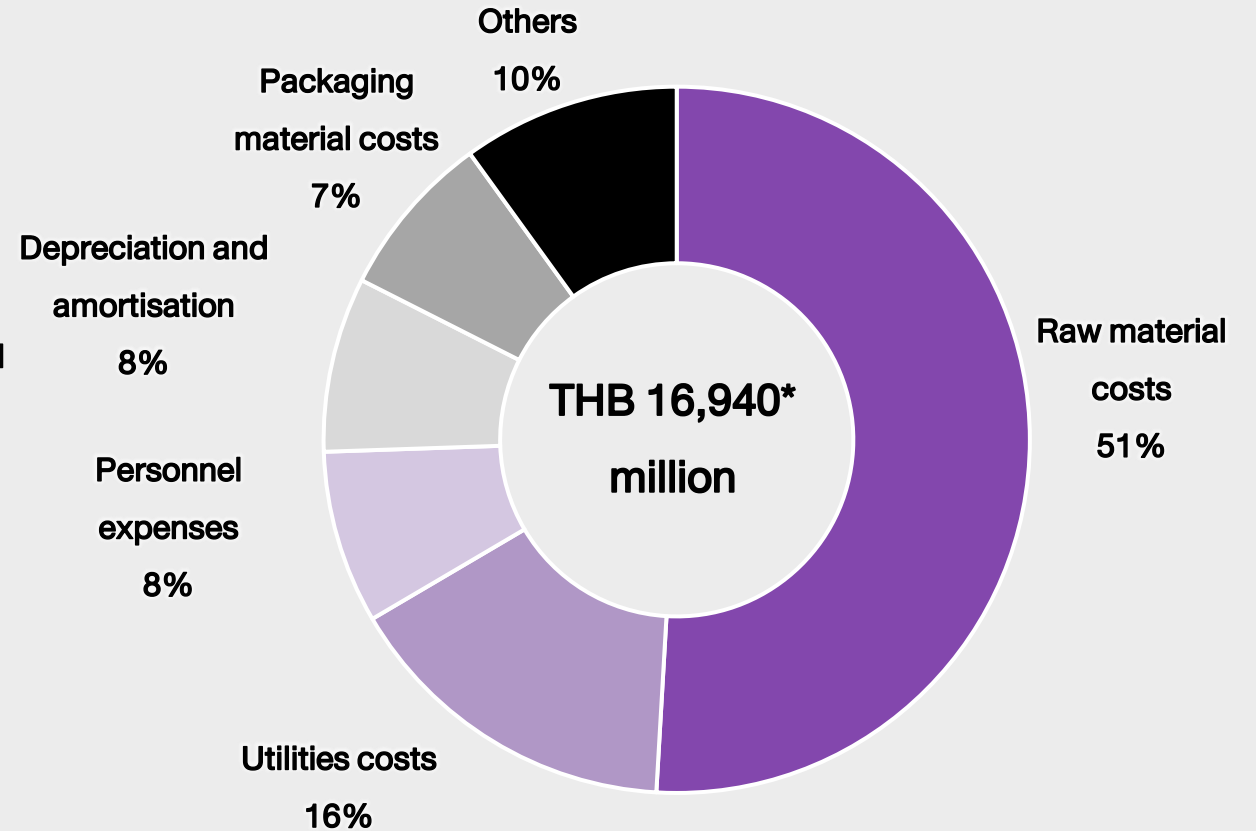
*Excluding non-glove revenue of THB 631 million

Agenda 2 (cont'd)

Cost of gloves sales breakdown in 2022



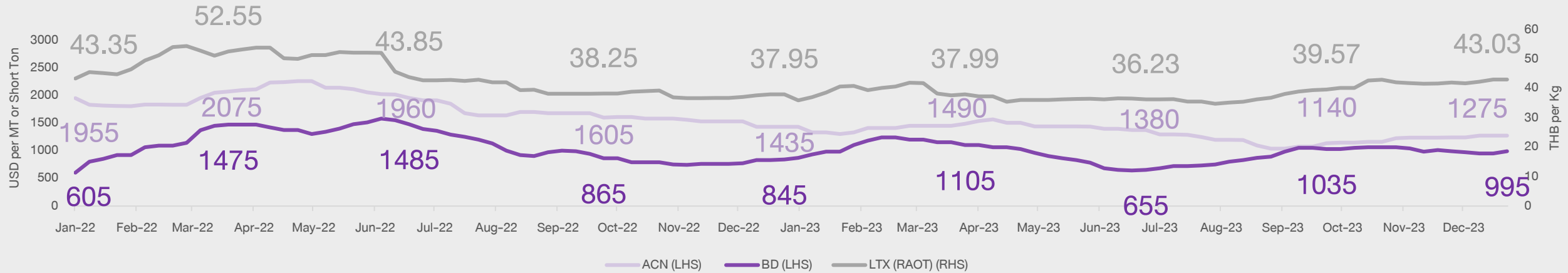
Cost of gloves sales breakdown in 2023



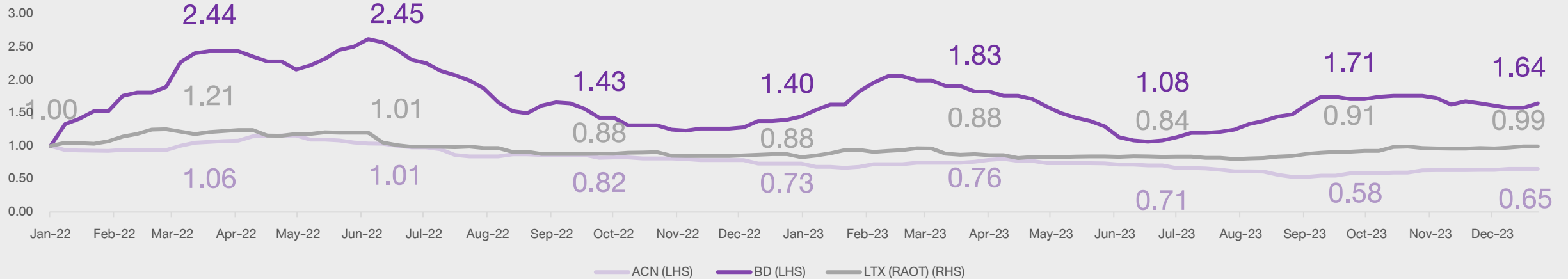
**Excluding COGS of non-glove of THB 379 million and THB 577 million in 2022 and 2023, respectively.*

Agenda 2 (cont'd)

Latex price movement since 2022



Rebased latex price since 2022



Source: Bloomberg L.P.

ACN is US Gulf Acrylonitrile Price (POLIACUG)

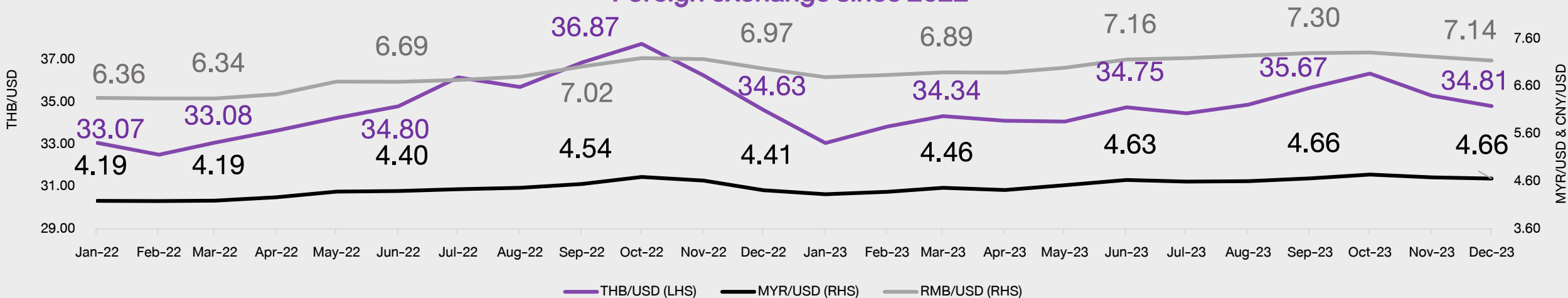
BD is China Butadiene Olefins CFR Spot Price (FINSBFCH)

Source: Rubber Authority of Thailand (RAOT)

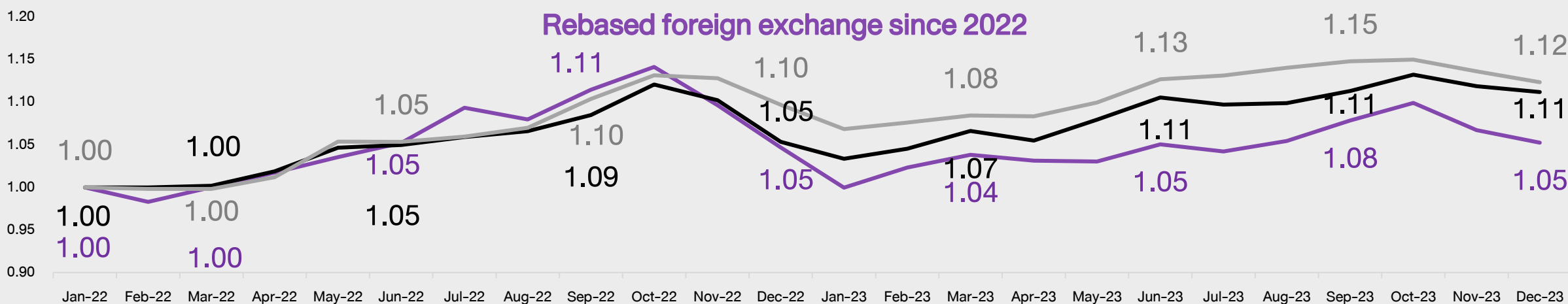
LTX (RAOT) is Natural Latex Rubber Price

Agenda 2 (cont'd)

Foreign exchange since 2022



Rebased foreign exchange since 2022



Source: For THB, Bank of Thailand (BOT)

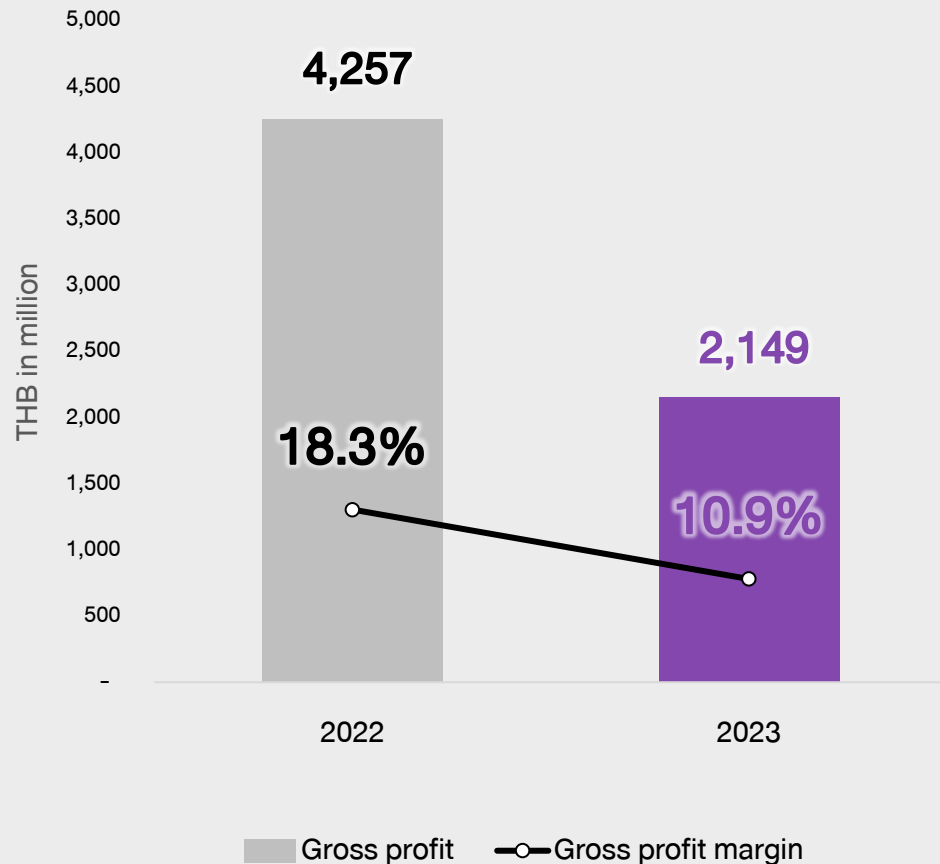
For MYR, BANK NEGARA MALAYSIA

For CNY, www.investing.com

— THB/USD (LHS) — MYR/USD (RHS) — RMB/USD (RHS)

Agenda 2 (cont'd)

Gross profit and Gross profit margin



Gross profit and gross profit margin decreased in 2023 due to:

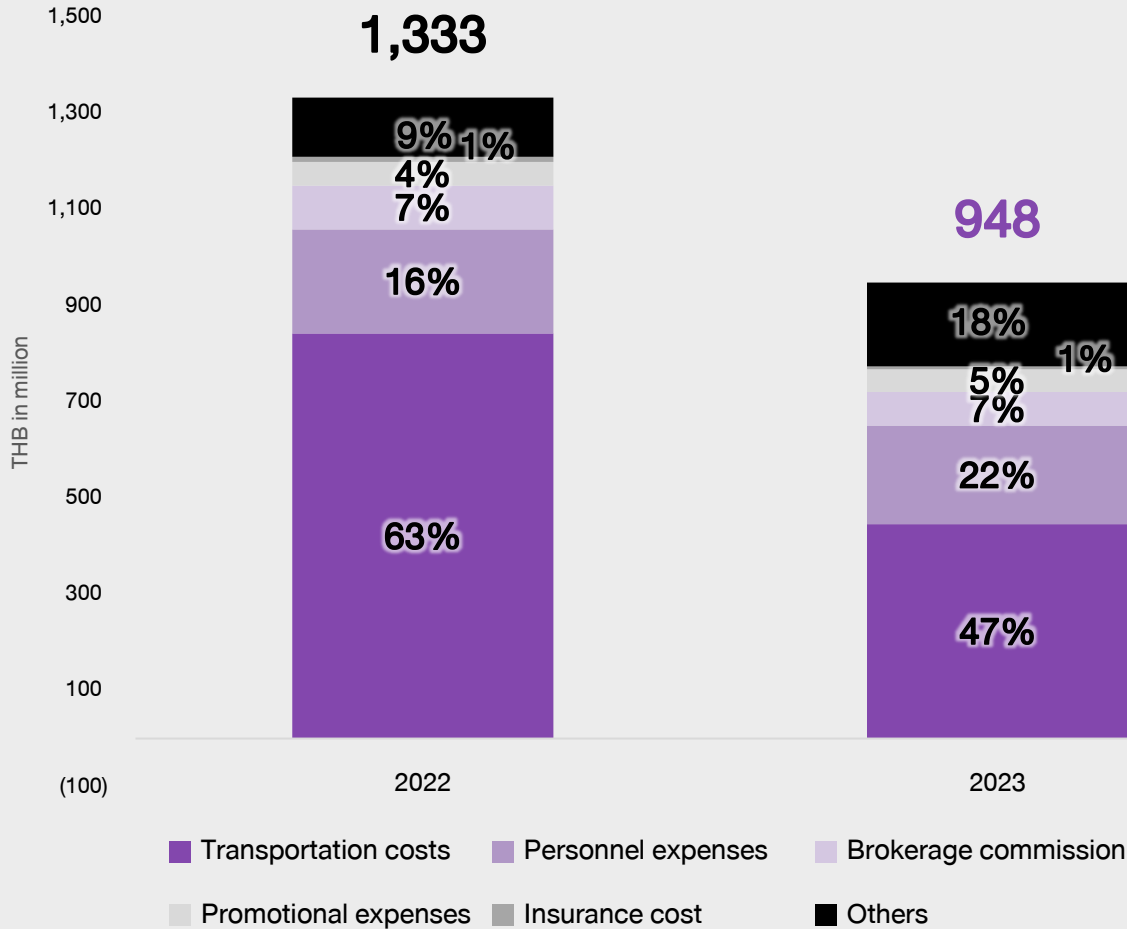
The decrease in sales revenue and services

The decline in ASP across all products of rubber gloves as a result of the intense competition and ongoing oversupply situation in 2023.

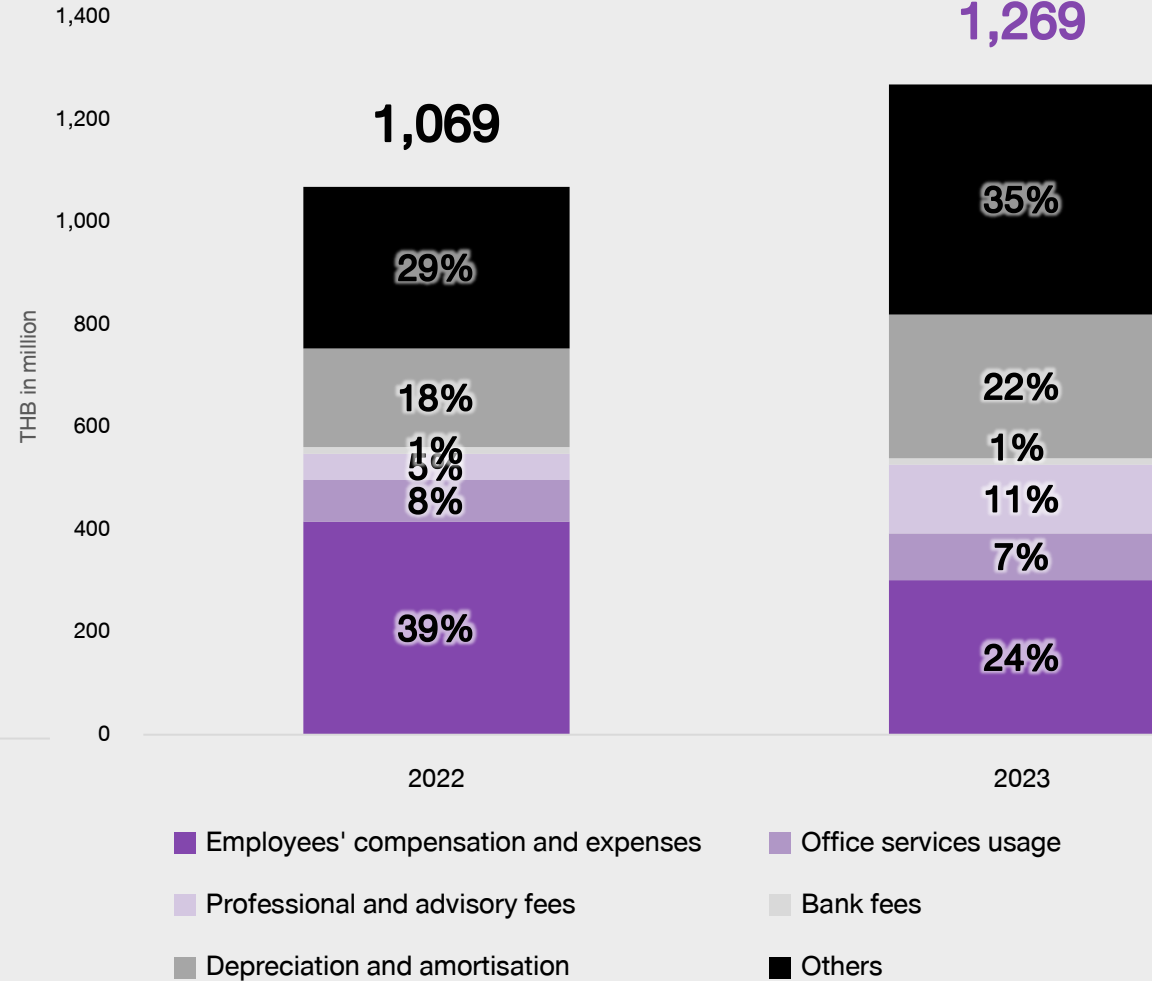
The decrease in cost of good sold mainly from the decrease in price of raw material of both NR and NBR latex while other costs per unit such as energy, labor, and maintenance went down on the back of increased efficiency and higher utilization rate.

Agenda 2 (cont'd)

Selling & distribution expenses

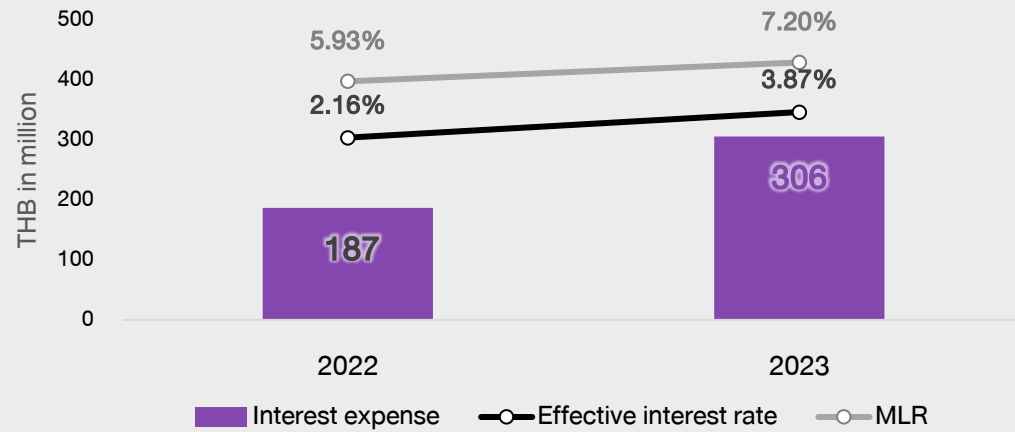


Administrative expenses

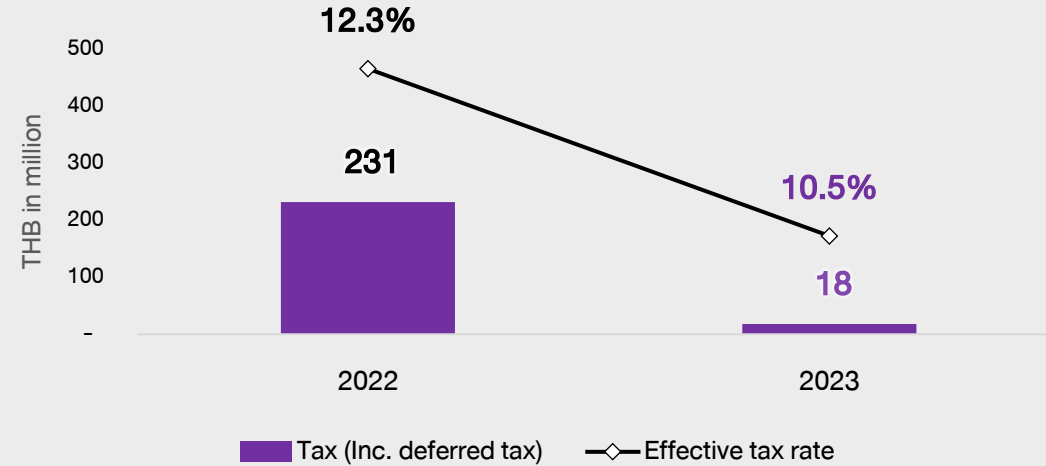


Agenda 2 (cont'd)

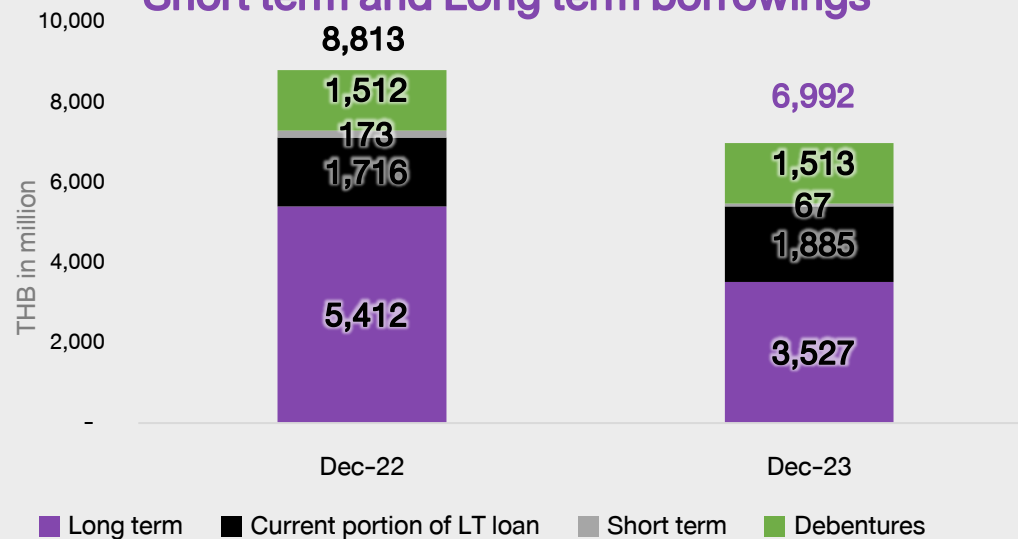
Interest expense



Tax expense

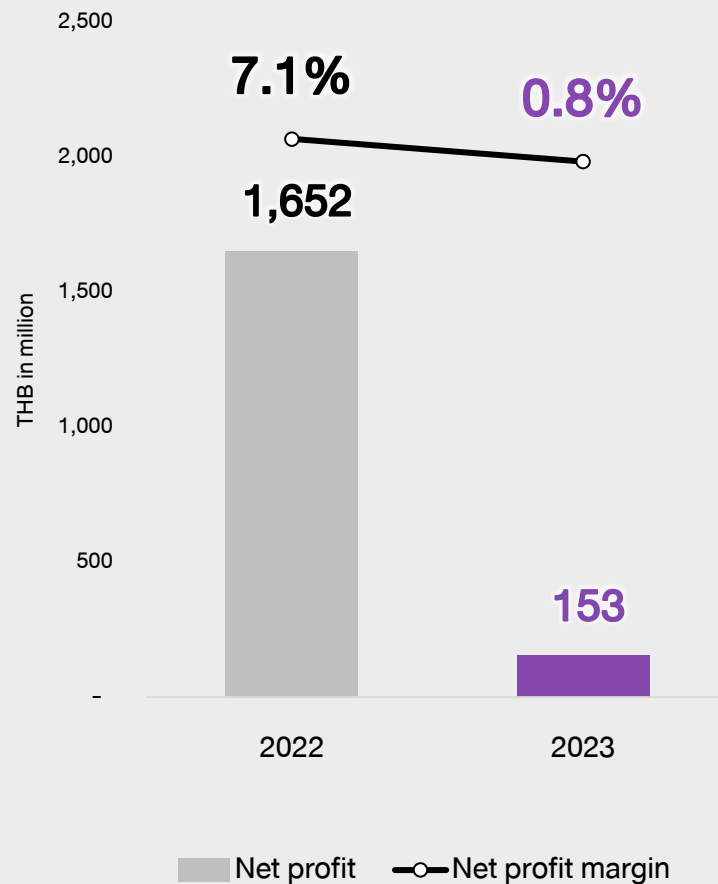


Short term and Long term borrowings



Agenda 2 (cont'd)

Net profit and Net profit margin

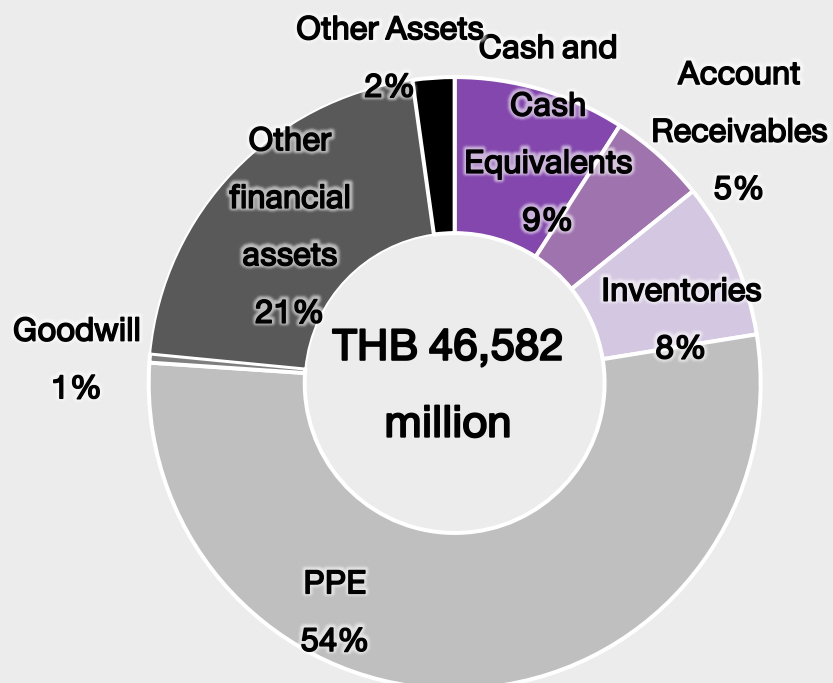


Net profit and net profit margin decreased in 2023 due to:

- 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 decrease in SG&A
 - ✓ Decrease in transportation costs due to a lower in sea freight rate and improved logistical management in the transportation of products to ports
 - ✓ Decrease in staff expenses as a result of a restructuring
 - ✓ Decrease in doubtful debt and brokerage fees as a result of lower selling prices
 - ✓ Non-recurring expenses from the impairment of the fixed asset and legal expenses
- The increase in finance income from the deposit
- The increase in finance cost because of higher in interest rates and full-year interest payments on debentures in 2023
- The decrease in income tax expenses in tandem with the profit before tax

Agenda 2 (cont'd)

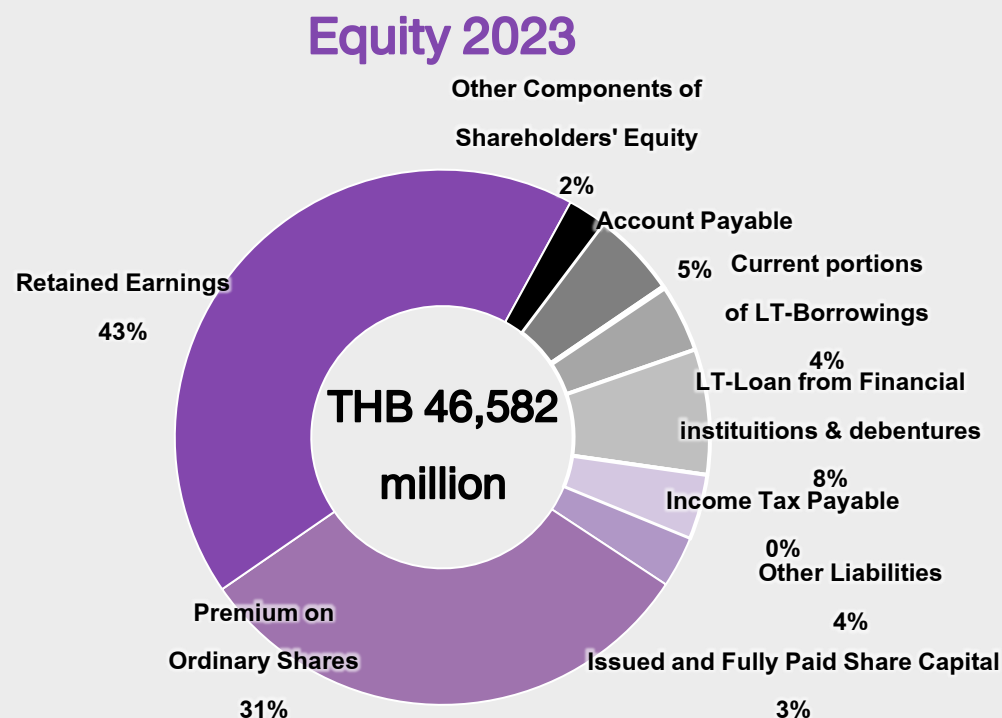
Total Assets 2023



Consolidated (THB million)	31-Dec-22	31-Dec-23	% Change
Cash and cash equivalents	14,351	4,230	-70.5%
Trade and other receivables	2,086	2,390	14.6%
Inventories	3,364	3,840	14.2%
Other current financial assets	-	5,213	NM
Other current assets	542	361	-33.4%
Total current assets	20,343	16,035	-21.2%
Property, plant and equipment	26,131	24,972	-4.4%
Other non-current financial assets	1,024	4,686	357.7%
Intangible assets	195	176	-10.0%
Goodwill	221	221	0.0%
Deferred tax assets	375	320	-14.5%
Other non-current assets	240	173	-28.0%
Total non-current assets	28,185	30,547	8.4%
Total assets	48,529	46,582	-4.0%

Agenda 2 (cont'd)

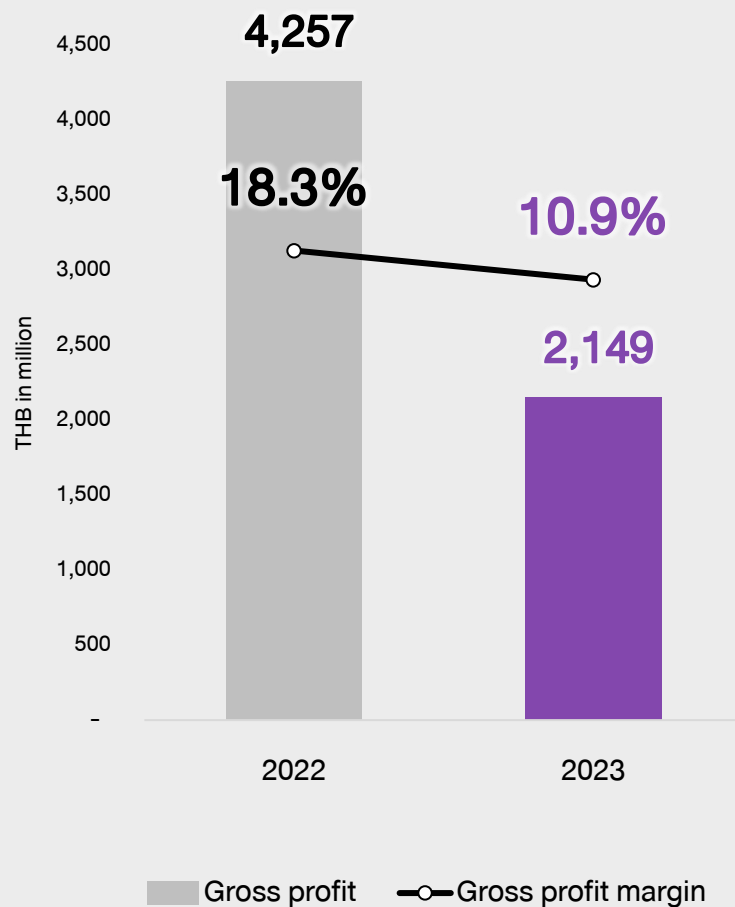
Total Liabilities and Shareholders' Equity 2023



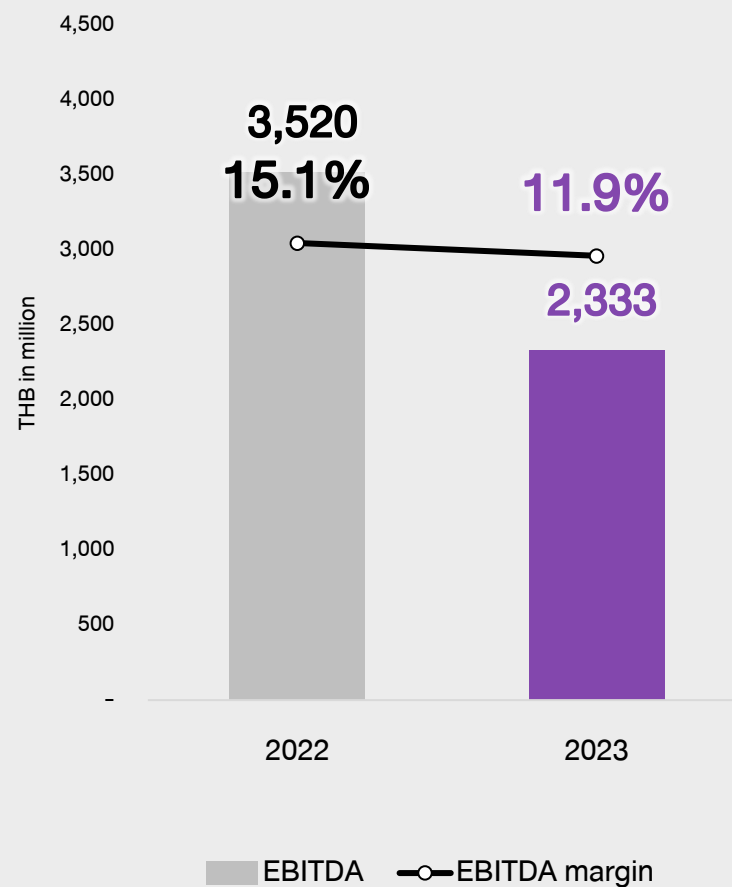
Consolidated (THB million)	31-Dec-22	31-Dec-23	% Change
Trade and other payables	2,403	2,416	0.5%
Short-term borrowings from financial institutions	173	67	-61.1%
Current portions of long-term borrowings from financial institutions	1,730	1,899	9.8%
Income tax payable	32	0	-99.5%
Other current liabilities	70	36	-48.0%
Total current liabilities	4,407	4,418	0.2%
Non-current portions of long-term borrowings from financial institutions	6,910	5,026	-27.3%
Other non-current liabilities	400	301	-24.7%
Total non-current liabilities	7,311	5,327	-27.1%
Total liabilities	11,718	9,745	-16.8%
Total shareholders' equity	36,811	36,837	0.1%
Total liabilities and shareholders' equity	48,529	46,582	-4.0%

Agenda 2 (cont'd)

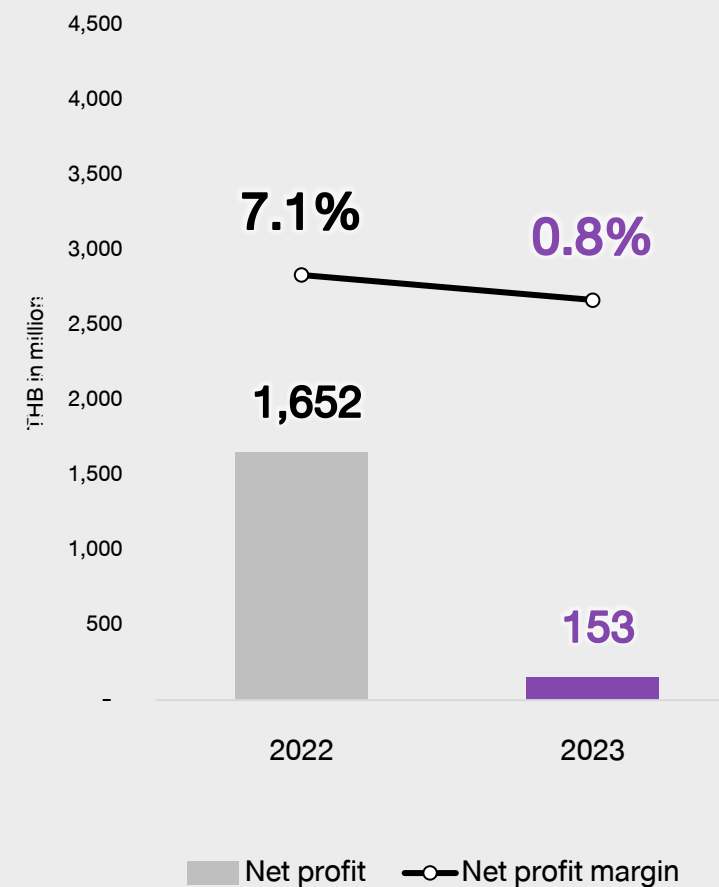
Gross profit & Gross profit margin



EBITDA & EBITDA margin

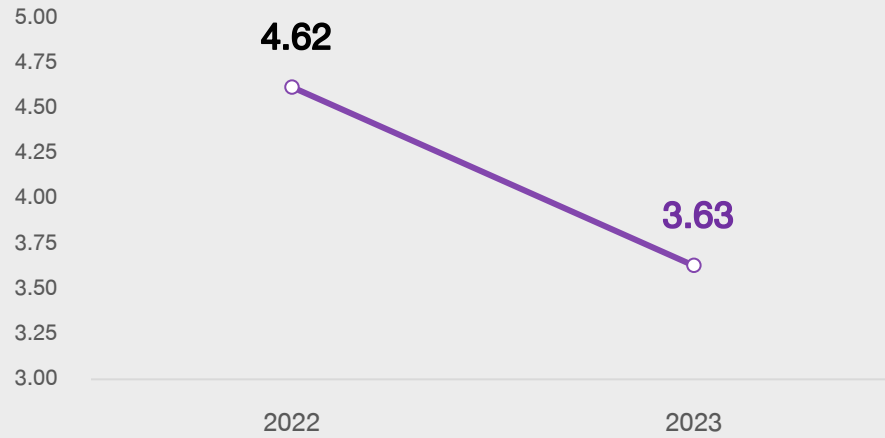


Net profit & Net profit margin

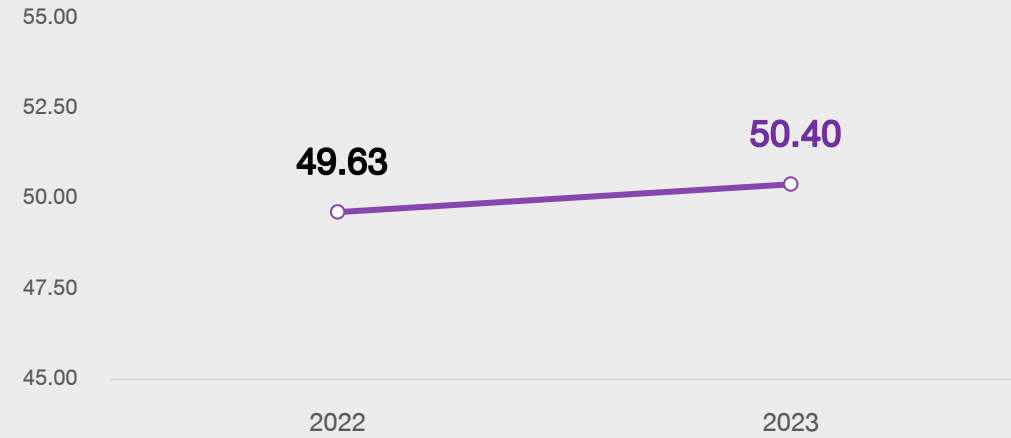


Agenda 2 (cont'd)

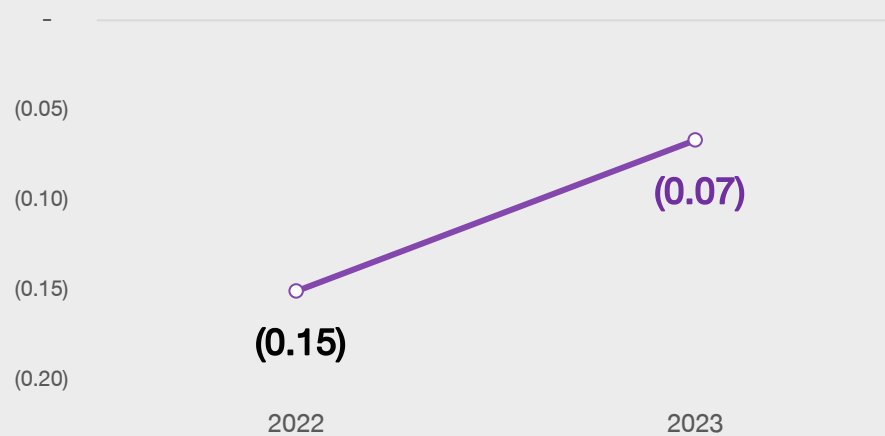
Current Ratio (Times)



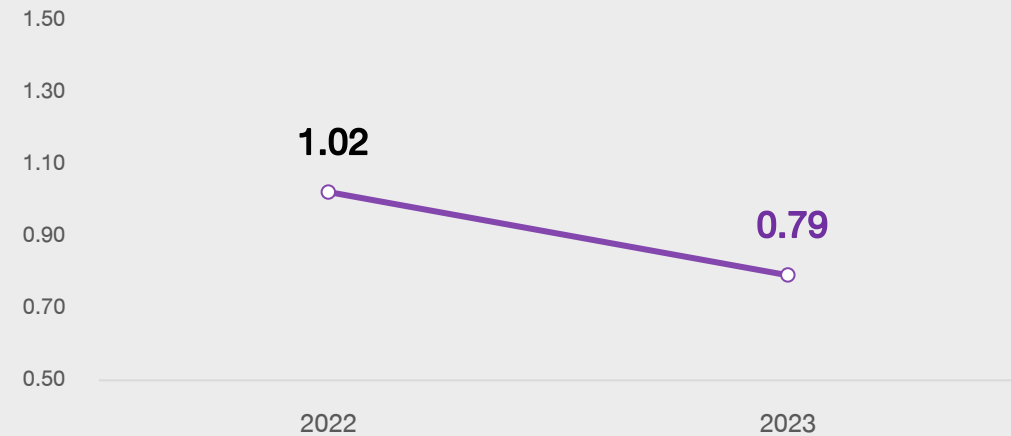
Cash Cycle (Days)



Net IBD/E Ratio (Times)

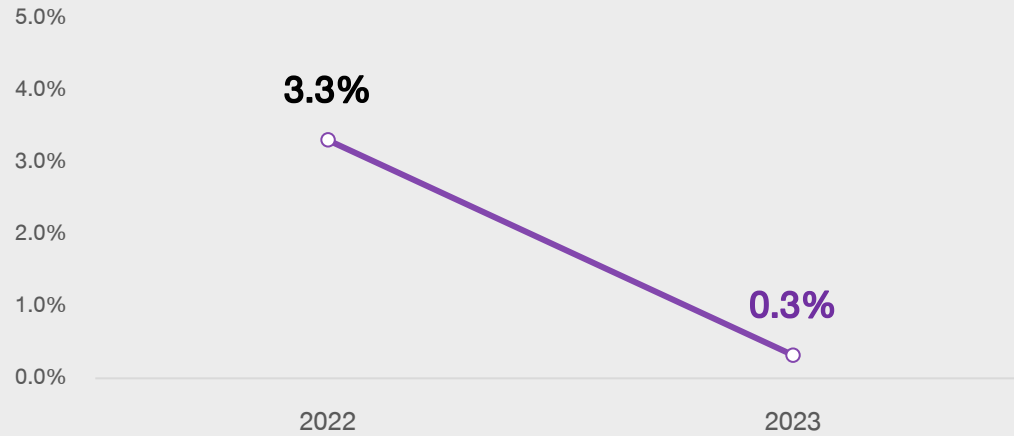


Fixed Assets Turnover Ratio (Times)

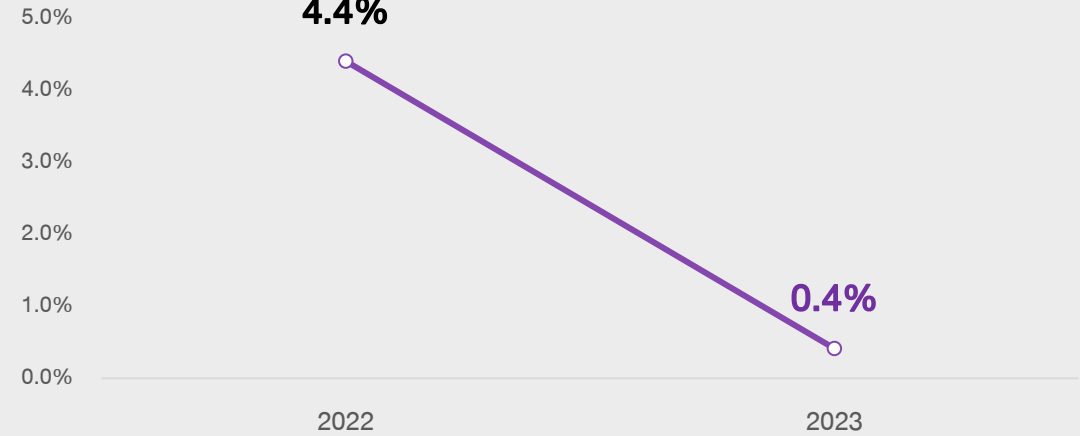


Agenda 2 (cont'd)

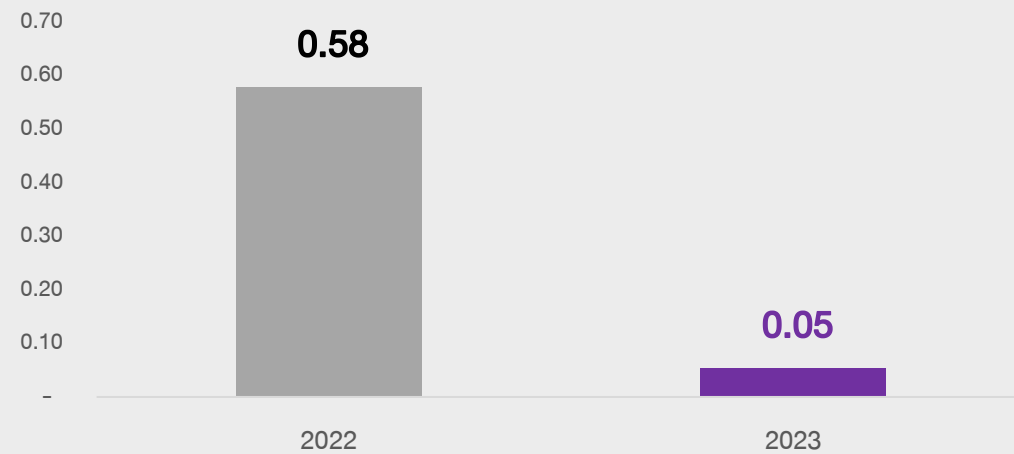
Return on Asset (%)



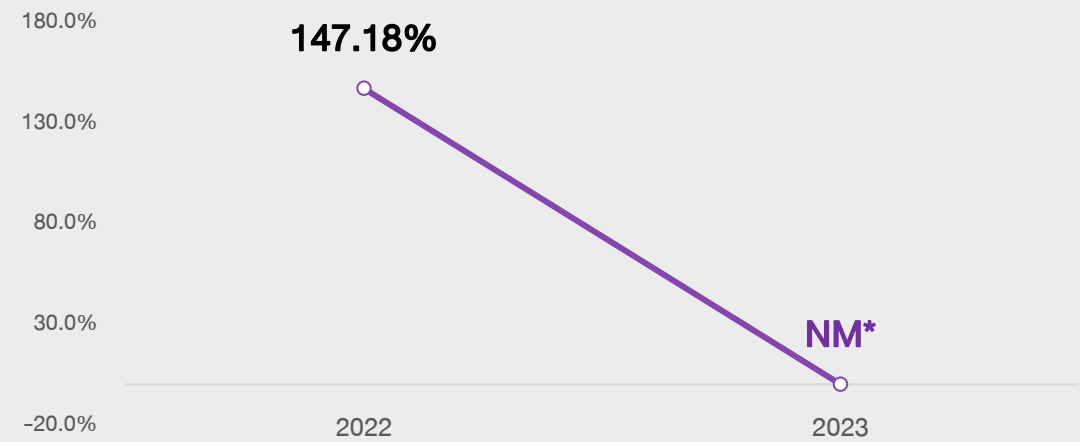
Return on Equity (%)



Earning per Share (THB)



Dividend Payout Ratio (%)



*The Company recorded a net loss of THB 45.30 million in the separate financial statements for FY2023, resulting in the dividend payment rate impossible to compute in 2023.

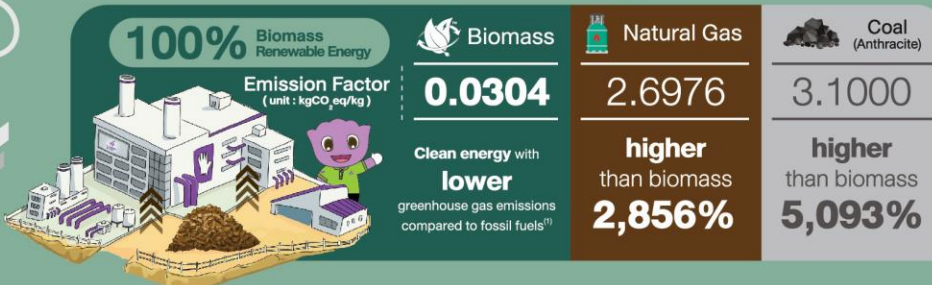
Reducing Greenhouse Gas Emissions and Energy Management



GHG

Scope 1

Produce Gloves from **Biomass Energy 100%**



Switch to **Electric Forklifts**



Solar Rooftop Project



3 MW

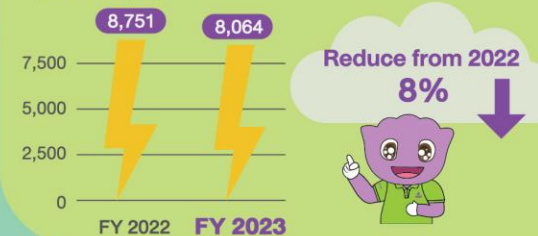
GHG

Scope 2

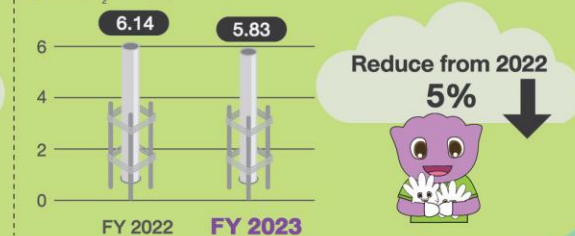


Performance of Reducing Greenhouse Gas Emissions and Energy Management

Electricity consumption intensity (unit : kWh/Mpcs)



Greenhouse gas emission intensity (Scope 1 and 2) (unit : tCO₂ eq/Mpcs)



Remarks: (1) Compared to the using of heating value at 1,000,000 MJ (2) Diesel price on December 29, 2023 is THB 29.94 per liter (excluding local tax). (https://www.pttor.com/th/oil_price), (3) One perennial plant can absorb, averaging 10 kgCO₂eq/year. (https://www.thairath.co.th/futureperfect/articles/2772956), (4) The electricity rate of 2023, averaging THB 4.1148 per kWh (excluding local tax).

Water and Effluent Management



3Rs Water Management



Reuse Reduce Recycle

Project to reuse treated water in the production process

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



173,496 m³/year

Reducing water cost

THB 455,427 per year⁽⁵⁾

Management of Waste and Unused Materials



Manage waste with Circular Economy and the 3Rs principle

Waste to Value Project

reduce the amount of flying ash by **330 tons/year**

reduce the cost of sending out for disposal by **THB 131,840 per year**

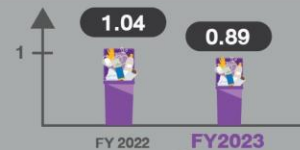
increase the value of waste by **THB 32,960 per year**

Performance of Management of Waste and Unused Materials

Waste intensity



(unit : Tons/Mpcs)



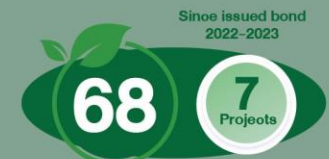
Reduce from 2022 **14%**

Green Bond

BEST NEW GREEN BOND



Total investment (THB million)



Green Projects

Standard of Environmental Management System



ISO 14001 : 2015
Environmental Management System

Our factory branches received ISO 14001, representing

67% of all factory branches



STGT is the only one rubber glove company certified by the world's leading labor standards.



International Labour Organization Audit

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

STGT-HY STGT-SR
STGT-TG



Business Social Compliance Initiative

Supply Chain management system international labour standards protecting workers' rights

STGT-HY STGT-SR
STGT-TG STGT-PS
STGT-CP



Ethical Trade Audit

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

STGT-HY STGT-SR
STGT-TG STGT-PS
STGT-CP

Human Rights and Non-Discrimination

No human rights risk

Employed **80** people with disability

Employees' Caring

Employee engagement

89%
(Target 85%)

Occupational Health and Safety in the Workplace

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



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

Our factory branches received ISO 45001, representing

67%
of all factory branches



Customers and Consumers Responsibility

Customer satisfaction score

Target **80%** Result **86%**

Good Corporate Governance

Received the result of the Corporate Governance Assessment at

“Excellent”



Anti –Corruption

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



- **1,718 suppliers** signed the agreement to demonstrate their intention for anti-corruption

Risk Management and Business Continuity

Certified ISO 22301

Business Continuity Management System

Sustainable Management of Supply Chain

- Selected suppliers by considering sustainable aspects (ESG)
- Provided the Supplier Code of Conduct
- Analyzed and categorized key suppliers in the supply chain



Research, Development and Innovation



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

Innovation Development Project in 2023

Total 78 projects*

*including 25 continuous projects from last year

a reduction of production costs by a total of **THB 79 million**



Example of New Products of 2023

The Company was **able to generate sales** for new products in the amount of **THB 317 million.**

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



2023 Awards and Recognition



ThaiFDA Quality Award 2023 in the Best of the Best category for outstanding establishments in the field of medical devices for the 12th consecutive year from the Food and Drug Administration



SET AWARDS 2023

SET Awards 2023 for Sustainability Excellence (Highly Commended Sustainability Awards) for the first time from the Stock Exchange of Thailand

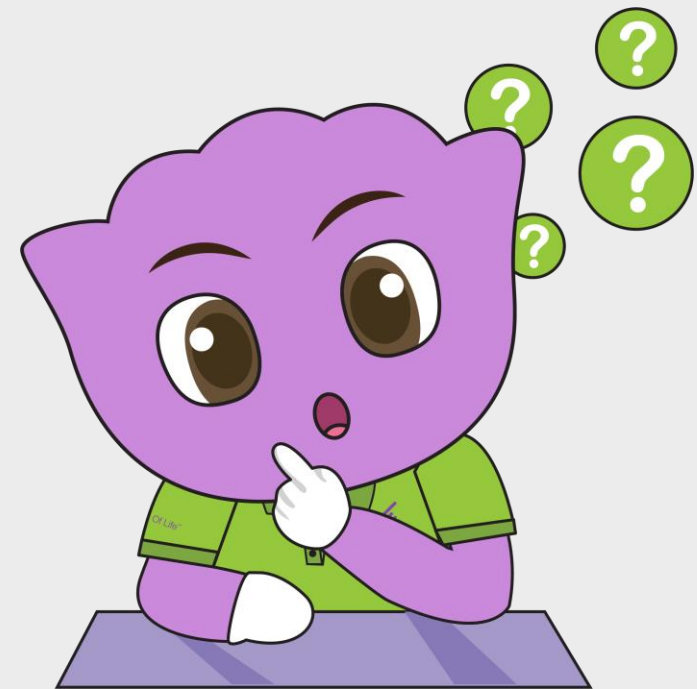


2023 Sustainability Disclosure Award 2023 for second consecutive year from Thaipat Institute



The 2023 Business Partner Award (Gold Award level) and the special Sustainability Award from Thai Beverage Public Company Limited

Q&A



Approval Resolution – Agenda 2

To acknowledge the report on the Company’s operating performance for the year 2023 and to consider and approve the audited financial statements for the year ended 31 December 2023

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 2023

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

To consider and approve the allocation of profit and the dividend payment for the year 2023

	Year 2023	Year 2022	Year 2021
Net profit (Loss) (based on the Company's separate financial statements)	THB (45.30) million	THB 1,460.00 million	THB 24,261.29 million
Unappropriated retained earnings	THB 19,140.13 million	THB 19,873.46 million	THB 21,675.30 million
Earning per Share*	THB 0.05	THB 0.58	THB 8.29
Dividend per Share	THB 0.50	THB 0.75	THB 4.65
Total Dividend Payment	THB 1,432.59 million	THB 2,148.88 million	THB 13,305.61 million
Dividend Payout Ratio (%)**	N/M	147.2%	54.8%

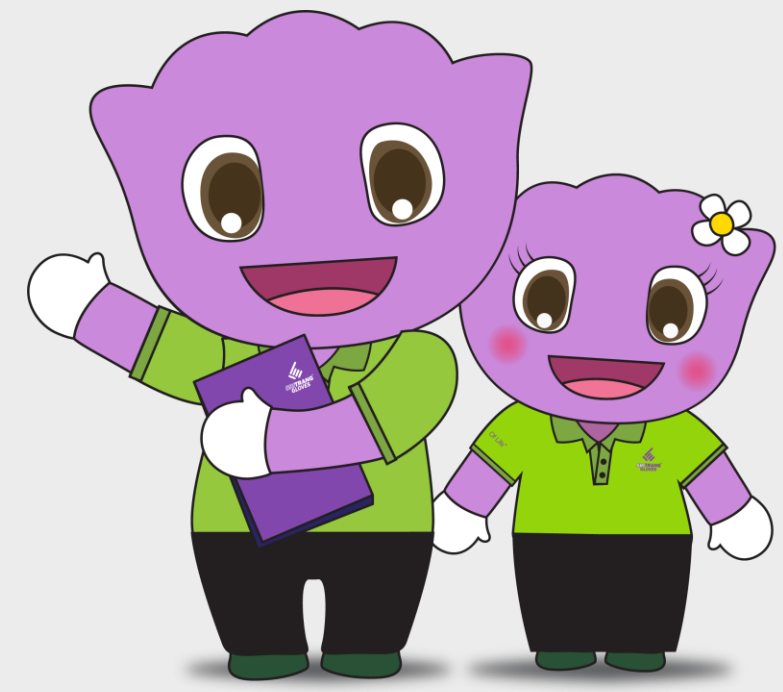
Remark *Earning per share is calculated by dividing profit of Consolidated financial statements for the year attributable to equity holders of the Company (excluding other comprehensive income) by the weighted average number of newly issue ordinary shares during the year and adjusting the number of newly 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.

Record Date and Dividend Payment Date



Q&A



Approval Resolution – Agenda 3

To consider and approve the allocation of profit and the dividend payment for the year 2023

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

Agenda 4

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

List of Directors Retiring by Rotation



1

Prof. Dr. Weerakorn Ongsakul
Chairman of the Board of Director
(Independent Director)



2

Dr. Viyavood Sincharoenkul
Director



3

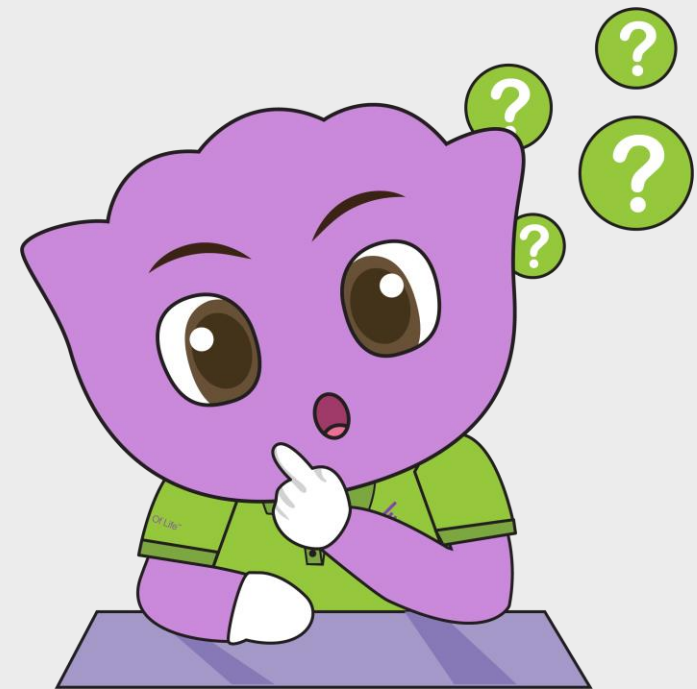
Ms. Thanawan Sa-ngiamsak
Director



4

Mr. Thanatip Upatising
Independent Director

Q&A



Approval Resolution - Agenda 4

To consider and approve 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.



Prof. Dr. Weerakorn Ongsakul

Age	56 Years
Type of Director Nominated	Chairman of the Board of Directors (Independent Director)
Current Position	Chairman of the Board of Directors Independent Director, Chairman of Audit Committee, Chairman of Remuneration Committee, Member of Nomination Committee and Member of Risk Management Committee
Appointment Date	31 May 2019
Year in Position	4 Years 7 months
Shareholding Proportion (including spouses and children)	0.02% (As of 31 December 2023)

Educational Qualification

- Ph.D. Electrical Engineering, Texas A&M University
- Master of Science, Electrical Engineering, Texas A&M University
- Bachelor of Engineering, Electrical Engineering, Chulalongkorn University

Training Program

Certification from Thai Institute of Directors (IOD)

- Director Certification Program (DCP) Class 272/2019
- Director Accreditation Program (DAP) Class 21/2004

Current Position in Other Listed Company in Thailand (2 Companies)

(Work experience in the past 5 years)

- 2022 – Present Independent Director / Chairman of Risk Management Committee / Chairman of the Nomination and Remuneration Committee, NFC PLC.
- 2020 – Present Chairman / Independent Director / Chairman of Audit Committee / Chairman of Remuneration Committee / Member of Nomination Committee / Member of Risk Management Committee, Sri Trang Gloves (Thailand) PLC.
- 2019 – 2020 Member of Audit Committee / Member of Remuneration Committee / Member of Risk Management Committee, Sri Trang Gloves (Thailand) PLC.

Current Position in Non-Listed Company / Other Organization (5 Companies in present)

(Work experience in the past 5 years)

- 9/01/2024 – Present Director, Metropolitan Electricity Authority
- 2021 – 2023 Director, Salo Tech (Thailand) Co., Ltd.
- 2021 – 2022 Director, Thai Encom Co., Ltd.
- 2018 – 2022 Director / Chairman of Risk Management and Internal Control Committee, PEA ENCOM International Co., Ltd.
- 2018 – 2021 Director, Provincial Electricity Authority
- 2018 – Present Chairman / Chairman of Risk Management Committee, Jitta Wealth Asset Management Co., Ltd.
- 2017 – 2020 Independent Director, Information Technology Group Co., Ltd.
- 2017 – Present Professor, Asian Institute of Technology
- 2017 – Present Director, Star Energy Services Co., Ltd.
- 2011 – Present Director, Mitr Samphan Narathiwat Co., Ltd.

Current Directorship / Executive in Other Companies - None –

Potentially having Conflict of Interest or in Competition with the Company

Criteria and procedure for nomination

Nominated for re-election as an independent director in accordance with the Company's procedure that has thoroughly considered and viewed by the Nomination Committee and the Board of Directors, respectively. As a result, such person has suitable qualifications, which are in compliance with the laws, the definition of an independent director and the relevant regulations, as well as having knowledge and experience in science and technology that will be beneficial to the Company's operation, including expertise in engineering and management.

Illegal Record in the Past 10 Years - None –

Relationship with Executives - None –

Meeting Attendance in the Previous Year (between 1 January 2023 – 31 December 2023)

Meeting	Year 2023
1. Board of Directors	6/6 meetings (100%)
2. Annual General Meeting of Shareholders	1/1 meeting (100%)
3. Audit Committee	5/5 meetings (100%)
4. Nomination Committee	2/2 meetings (100%)
5. Remuneration Committee	2/2 meetings (100%)
6. Risk Management Committee	2/2 meetings (100%)



Dr. Viyavood Sincharoenkul

Age 68 Years

Type of Director Nominated Director

Current Position Director and Chairman of Executive Committee

Appointment Date 1 April 2019

Year in Position 4 Years 9 months

Shareholding Proportion 4.82% (As of 31 December 2023)
(including spouses and children)

Educational Qualification

- Ph.D. in Chemistry, Queen Elizabeth’s College, University of London
- Bachelor’s Degree in Chemistry (1st Class Honor), Queen Elizabeth’s College, University of London

Training Program - None -

Current Position in Other Listed Company in Thailand (2 Companies)

(Work experience in the past 5 years)

- 2019 – Present Director / Chairman of Executive Committee, Sri Trang Gloves (Thailand) PLC.
- 2010 – Present Chairman / Chairman of Executive Committee, Sri Trang Agro-Industry PLC.
- 1993 – 2021 Managing Director, Sri Trang Agro-Industry PLC.

Current Position in Non-Listed Company / Other Organization (11 Companies in present)

(Work experience in the past 5 years)

- 2021 – Present Director, Sri Trang Gloves Global Pte. Ltd.
- 2021 – Present Director, Sri Trang Gloves (Singapore) Pte. Ltd.
- 2019 – Present Director, Sri Trang IBC Co., Ltd.
- 2017 – Present Director, Planet Earth Capital Pte Ltd.
- 2017 – Present Director, Shidong Shanghai Medical Equipment Co., Ltd.
- 2010 – Present Director, Shi Dong Shanghai Rubber Co., Ltd.
- 2009 – Present Director, Shi Dong Investments Pte Ltd.
- 2004 – 2020 Director, Pattana Agro Futures Co., Ltd.
- 2002 – Present Director, Sri Trang International Pte Ltd.
- 1996 – Present Director, Semperflex Asia Co., Ltd.
- 1990 – Present Director, Thai Tech Rubber Corporation Co., Ltd.
- 1990 – Present Director, Sri Trang Holdings Co., Ltd.
- 1989 – 2019 Executive Director, Sri Trang Gloves (Thailand) Co., Ltd.

Current Directorship / Executive in Other Companies - None -

Potentially having Conflict of Interest or in Competition with the Company

Criteria and procedure for nomination

Nominated for re-election as a director in accordance with the Company’s procedure that has thoroughly considered and viewed by the Nomination Committee and the Board of Directors, respectively. As a result, such person has suitable qualifications, which are in compliance with the laws and the relevant regulations, as well as having knowledge and experience in science and technology that will be beneficial to the Company’s operation, including business management and investment, particularly in the rubber and manufacturing and distribution of rubber gloves businesses.

Illegal Record in the Past 10 Years - None -

Relationship with Executives

- Brother of Mr. Kitichai Sincharoenkul
- Father of Mr. Veerasith Sinchareonkul and Mr. Vitanath Sincharoenkul

**Meeting Attendance in the Previous Year
(between 1 January 2023 – 31 December 2023)**

Meeting	Year 2023
1. Board of Directors	6/6 meetings (100%)
2. Annual General Meeting of Shareholders	1/1 meeting (100%)
3. Executive Committee	4/4 meetings (100%)



Ms. Thanawan Sa-ngiamsak

Age	45 Years
Type of Director Nominated	Director
Current Position	Director Member of Risk Management Committee Member of Corporate Governance and Sustainable Development Committee and Chief Financial officer
Appointment Date	1 April 2019
Year in Position	4 Years 9 months
Shareholding Proportion (including spouses and children)	0.02% (As of 31 December 2023)

Educational Qualification

- Master of Science in Finance (Honor), University of Strathclyde, United Kingdom
- Bachelor of Science in Accounting (1st Class Honor), Thammasat University

Training Program

- Certificate in ESG Investing, CFA Institute
- Strategic CFO in Capital Markets class 8 from the Stock Exchange of Thailand Certification from Thai Institute of Directors (IOD)

- Risk Management Program for Corporate Leaders (RCL) Class 21/2020
- Director Accreditation Program (DAP) Class 163/2019

Current Position in Other Listed Company in Thailand (1 Company)

(Work experience in the past 5 years)

- 2021 – Present Member of the Corporate Governance and Sustainable Development Committee, Sri Trang Gloves (Thailand) PLC.
- 2019 – Present Director / Member of Risk Management Committee / Chief Financial Officer, Sri Trang Gloves (Thailand) PLC.
- 2011 – 2017 Vice President – Business Development and Investor Relations, Sri Trang Agro-Industry PLC.

Current Position in Non-Listed Company / Other Organization (5 Companies in present)

(Work experience in the past 5 years)

- 2022 – Present Director, Sri Trang Gloves Philippines Inc.
- 2022 – 2023 Director, Sri Trang Responsible Gloves Supply, Inc.
- 2022 – Present Director, Premier System Engineering Co., Ltd.
- 2021 – Present Director, PT Sri Trang Gloves Indo
- 2021 – Present Director, Sadao P.S. Rubber Co., Ltd.
- 2017 – 2019 Director / Chief Financial Officer, Sri Trang Gloves (Thailand) Co., Ltd.

Current Directorship / Executive in Other Companies - None -

Potentially having Conflict of Interest or in Competition with the Company

Criteria and procedure for nomination

Nominated for re-election as a director in accordance with the Company's procedure that has thoroughly considered and viewed by the Nomination Committee and the Board of Directors, respectively. As a result, such person has suitable qualifications, which are in compliance with the laws and the relevant regulations, as well as having knowledge and experiences in accounting, finance and investment that will be beneficial to the Company's operation, particularly in the manufacturing and distribution of rubber gloves business, including knowledge of sustainable business development.

Illegal Record in the Past 10 Years - None -

Relationship with Executives - None -

Meeting Attendance in the Previous year (between 1 January 2023 – 31 December 2023)

Meeting	Year 2023
1. Board of Directors	6/6 meetings (100%)
2. Annual General Meeting of Shareholders	1/1 meeting (100%)
3. Risk Management Committee	2/2 meetings (100%)
4. Corporate Governance and Sustainable Development Committee	3/3 meetings (100%)



Mr. Thanatip Upatising

Age	63 Years
Type of Director Nominated	Director
Current Position	Independent Director
Appointment Date	7 April 2022
Year in Position	1 Year 8 months
Shareholding Proportion	0.0017% (hold by spouses)
(including spouses and children)	(As of 31 December 2023)

Educational Qualification

- Master of Art (History, Philosophy and Politics), Macquarie University, Australia
- Bachelor of Arts (International Relations), Chulalongkorn University, Thailand
- Corporate Leadership Development Program under Globalization Fiscal Policy Research Institute, in collaboration with The Kellogg School of Management, The Schulich School of Business and The Maxwell School of Citizenship and Public Affairs of Management

Training Program

Certification from Thai Institute of Directors (IOD)

- Director Certification Program (DCP) Class 301/2021

The National Defence Course Class 2008

The Civil Service Executive Development Program Class 38, Office of the Civil Service Commission (OCSC)

Current Position in Other Listed Company in Thailand (3 Companies)

(Work experience in the past 5 years)

- 2022 – Present Independent Director, Sri Trang Gloves (Thailand) PLC.
- 2022 – Present Member of Corporate Governance Committee, Sri Trang Agro-Industry PLC.
- 2021 – Present Independent Director, Sri Trang Agro-Industry PLC.
- 2021 – Present Chairman / Independent Director, Sky Tower PLC.

Current Position in Non-Listed Company / Other Organization (1 Company in present)

(Work experience in the past 5 years)

- 2018 – 2020 Ambassador of the Russian Federation in Moscow, Russia, Ministry of Foreign Affairs of the Kingdom of Thailand.
- 2015 – 2018 Ambassador, Manila, Philippines, Ministry of Foreign Affairs of the Kingdom of Thailand

Current Directorship / Executive in Other Companies - None –

Potentially having Conflict of Interest or in Competition with the Company

Criteria and procedure for nomination

Nominated for re-election as an independent director in accordance with the Company's procedure that has thoroughly considered and viewed by the Nomination Committee and the Board of Directors, respectively. As a result, such person has suitable qualifications, which are in compliance with the laws, the definition of an independent director and the relevant regulations, as well as having knowledge and experience in management and political science that will be beneficial to the Company's operation, including risk and crisis management.

Illegal Record in the Past 10 Years - None –

Relationship with Executives - None –

Meeting Attendance in the Previous Year (between 1 January 2023 – 31 December 2023)

Meeting	Year 2023
1. Board of Directors	6/6 meetings (100%)
2. Annual General Meeting of Shareholders	1/1 meeting (100%)

Agenda 5

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

The remuneration of directors for the year 2024

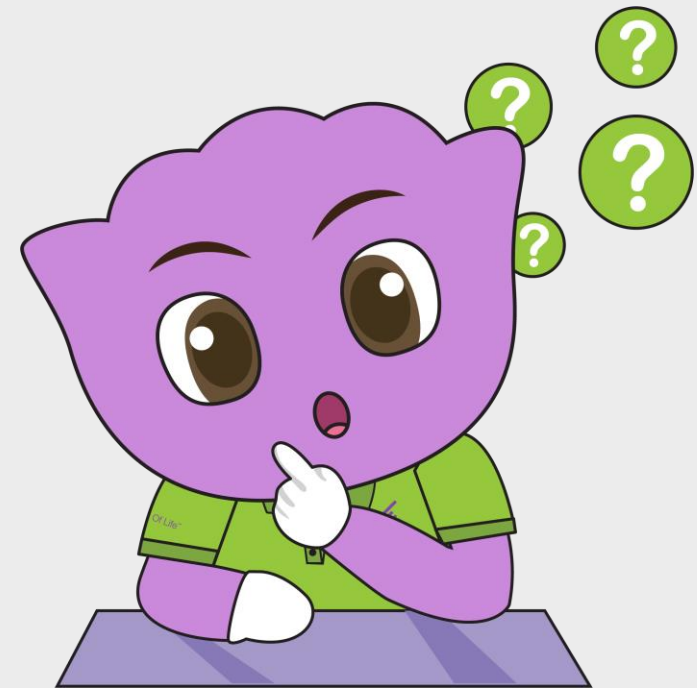
	Remuneration (THB)		
	Year 2024	Year 2023	Change
	(per month / person)	(per month / person)	(per month / person)
Monthly Remuneration*			
Chairman of the Board of Directors	110,000	110,000	-
Director / Independent Director	80,000	80,000	-
Chairman of the Audit Committee	110,000	110,000	-
Member of the 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 for meeting allowance according to actual attendance.

*** In 2024, the directors do not receive any other benefit than those specified above.

Q&A



Approval Resolution – Agenda 5

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

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 auditors and the determination of audit fee for the year 2024

List of auditors to be proposed for appointment of the year 2024



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 2024

(Unit : THB)

Audit Fee and Non-audit Fee	Year 2024	Year 2023
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	2,381,176

Auditors of Subsidiaries for the Year 2024

The auditors from EY Office Limited and its affiliates

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.

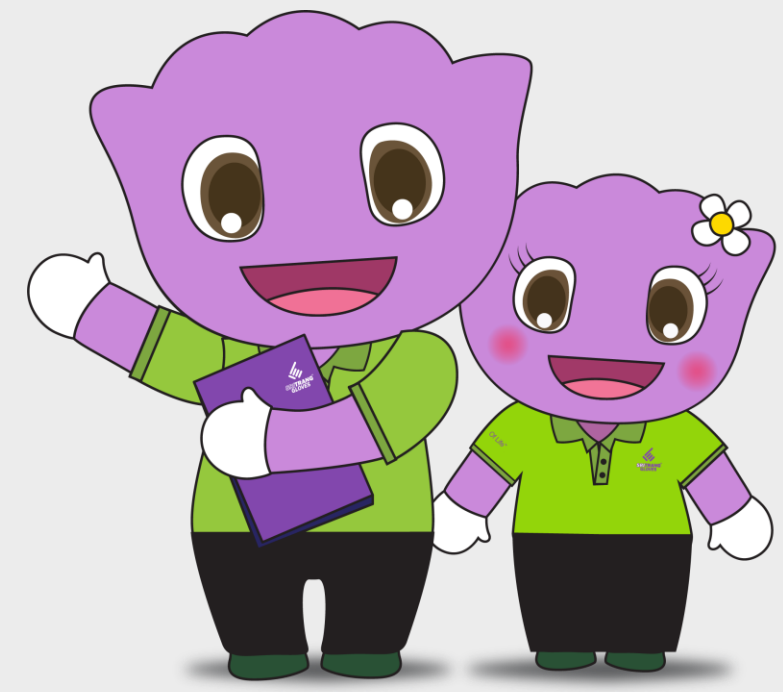
PT Sri Trang Gloves Indo

Sri Trang Gloves Vietnam Company Limited

Sri Trang Gloves Philippines, Inc.

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.

Q&A



Approval Resolution – Agenda 6

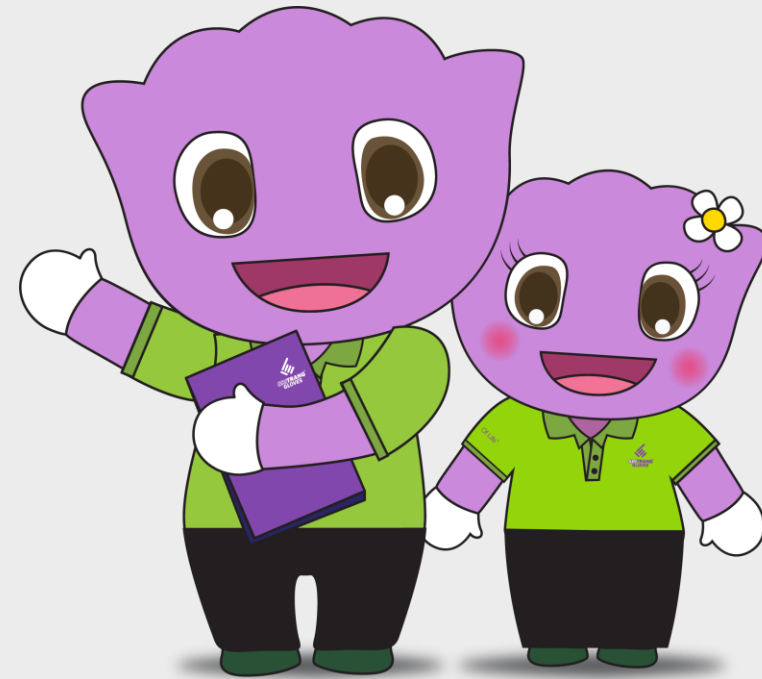
To consider and approve the appointment of auditors and the determination of audit fee for the year 2024

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

Agenda 7

Other Matters (if any)

Q&A





Thank you very much

All shareholders attending the meeting