



The 2025 Annual General Meeting of Shareholders

9 April 2025

**SRI TRANG AGRO-INDUSTRY
PUBLIC COMPANY LIMITED**





**DR. Viyavood
Sincharoenkul**



**Ms. Anusra
Chittmittrapap**



**Mr. Veerasith
Sinchareonkul**



**Mr. Kitichai
Sincharoenkul**



**Mr. Vitchaphol
Sincharoenkul**



**Mr. Patrawut
Panitkul**



**Mr. Chalernpop
Khanjan**



**Mr. Chaiyos
Sincharoenkul**



Mr. Lee Paul Sumade



**Gen Thanasorn
Pongarna**



**Ms. Nongram
Laohaareedilok**



**Mr. Thanatip
Upatising**

The Company publishes the invitation letter and supporting documents on the Company's website

Shareholders can download the Form for submitting questions in advance for the 2025 AGM

2025

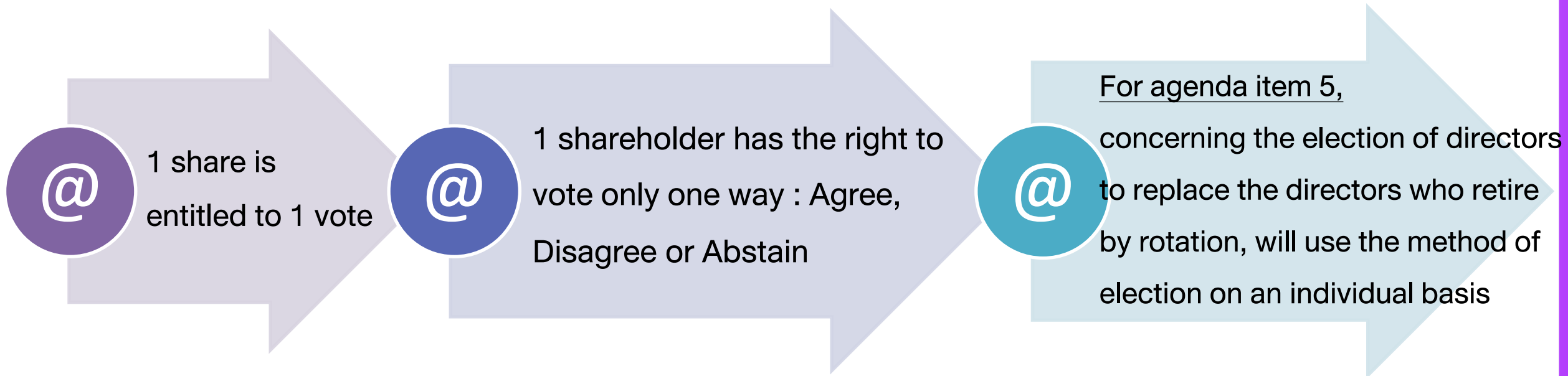
	Download
Invitation to the 2025 Annual General Meeting of Shareholders (Full)	
Invitation to the 2025 Annual General Meeting of Shareholders	
Form for submitting questions in advance for the 2025 Annual General Meeting of Shareholder	
Enclosure 1 Minutes of the 2024 Annual General Meeting of Shareholders of Sri Trang Agro-Industry Public Company Limited	
Enclosure 2 2024 Annual Report together with the financial statements of the Company for the year ended 31 December 2024 (QR Code)	
Enclosure 3 Profiles of the nominated directors of the Company to replace the directors who retire by rotation and qualification of independent directors	
Enclosure 4 Profiles of the proposed Auditors for the year 2025	
Enclosure 5 The Company's Articles of Association Relating to the Shareholders Meeting	

**The record date for determining the shareholders
entitled to attend the 2025 AGM of shareholders is 3 March 2025**



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



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

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

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 button

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 **OK** 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 02-460-9222 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



Agenda Item 1

To consider and certify the minutes of the 2024 Annual General Meeting of Shareholders, held on 9 April 2024

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

www.sritranggroup.com



Agenda Item 2

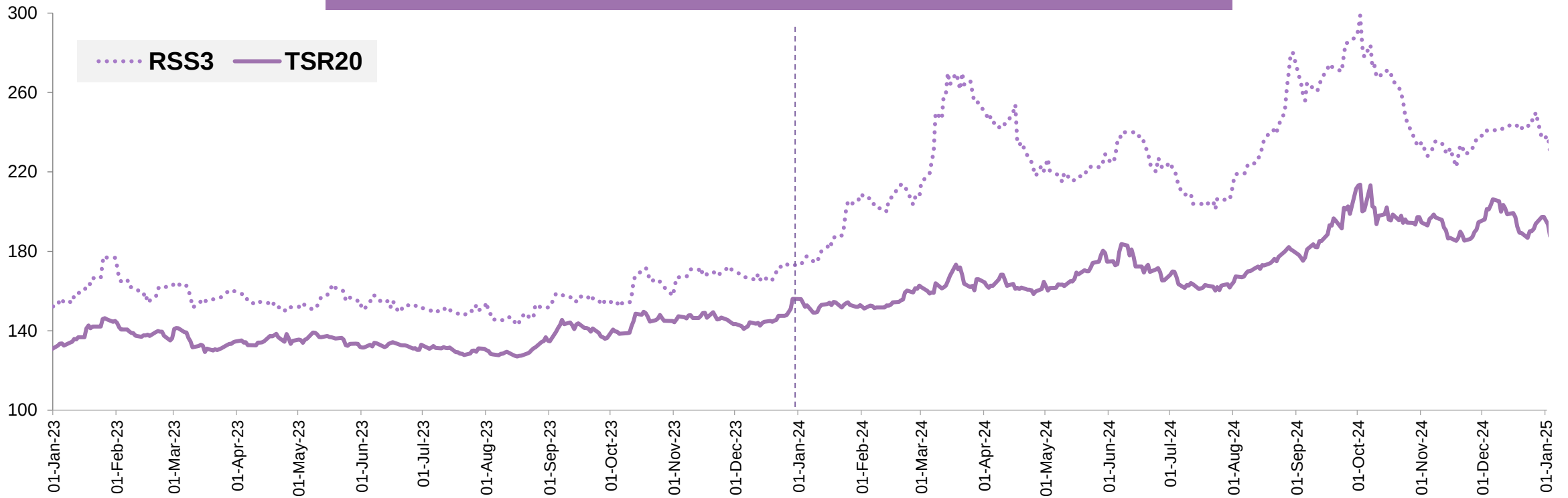
To acknowledge the Company's operations for the year 2024

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

Agenda 2

Natural Rubber Price

At SICOM (unit: Cent/Kg.)

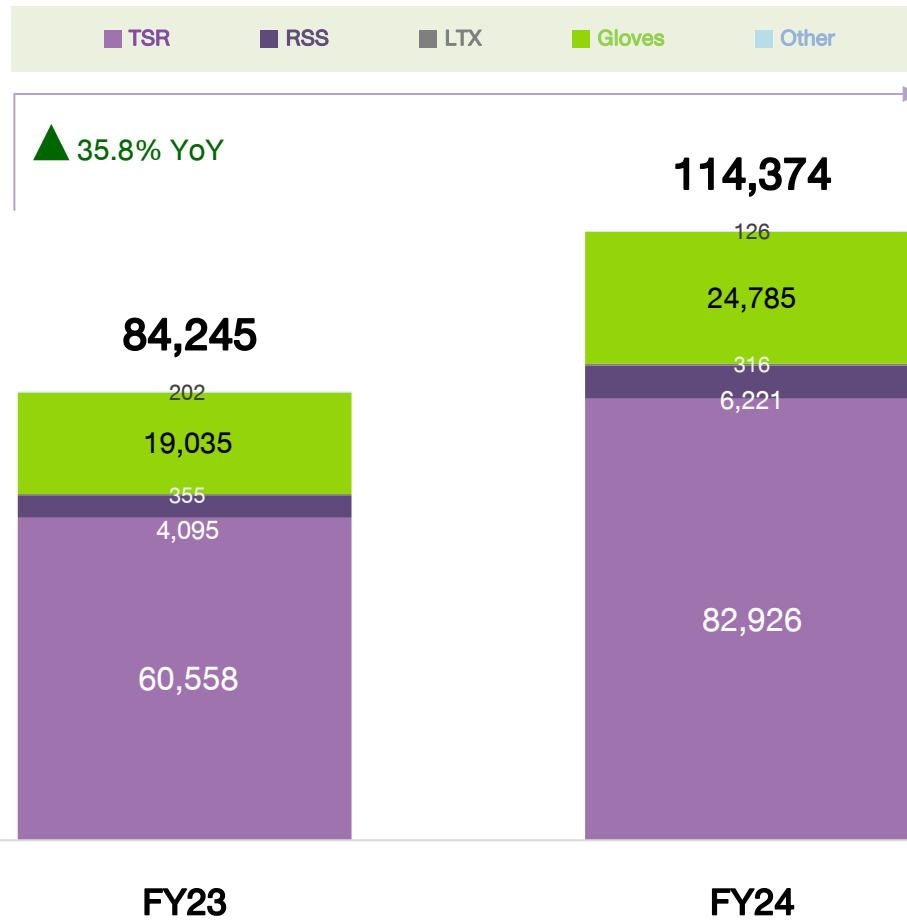


SICOM TSR20 Quarterly Average Price (unit: Cent/Kg).

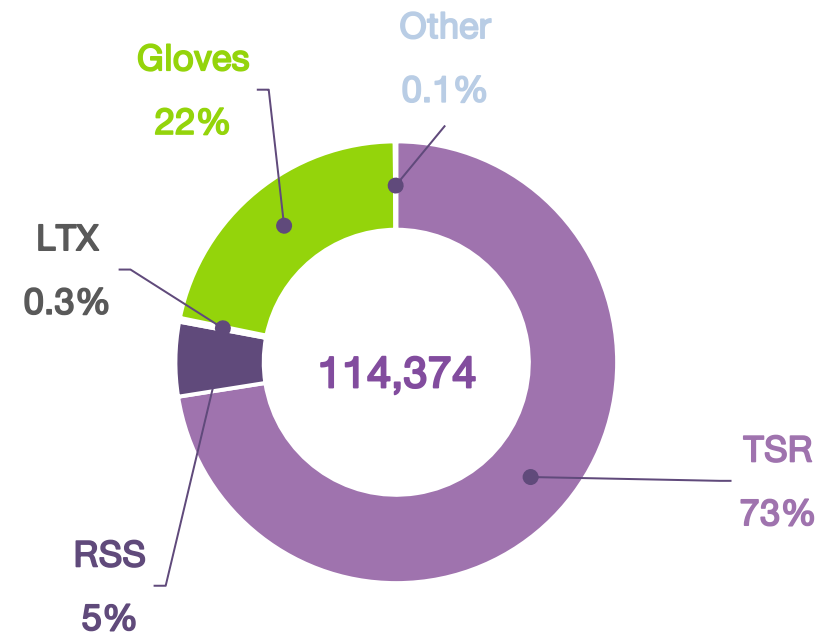
1Q23	2Q23	3Q23	4Q23	1Q24	2Q24	3Q24	4Q24
137.3	134.4	133.5	145.3	157.3	168.3	175.1	196.0
(+5.7%)	(-2.1%)	(-0.7%)	(+8.9%)	(+8.2%)	(+7.0%)	(+4.1%)	(+11.9%)

Agenda 2

Sales Revenue by Products (THB million)



FY2023 Sales Revenue Portion by Product



Agenda 2



Natural Rubber Sales Volume (tons)

▲ 8.3% YoY

1,487,950

1,306,494

FY23

FY24



Gloves Sales Volume (million pieces)

▲ 22.8% YoY

31,384

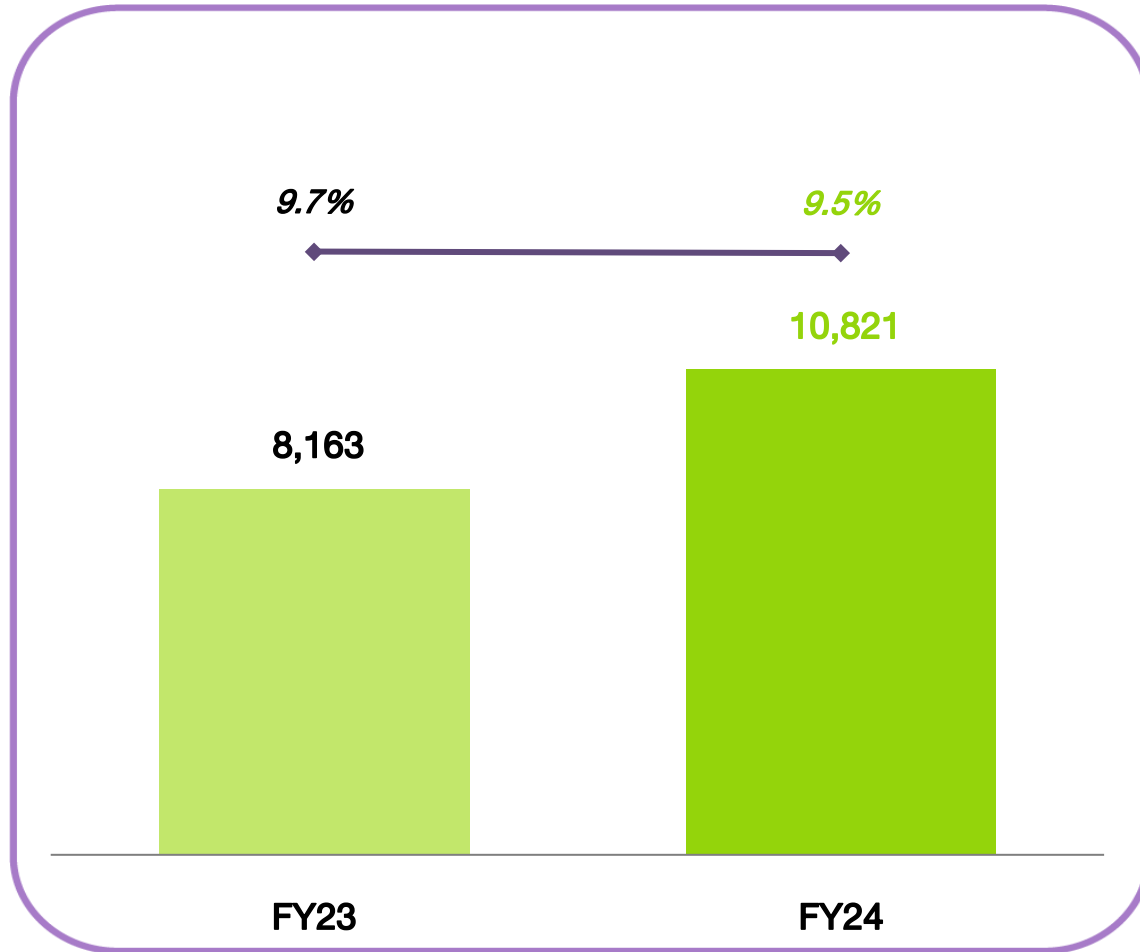
38,549

FY23

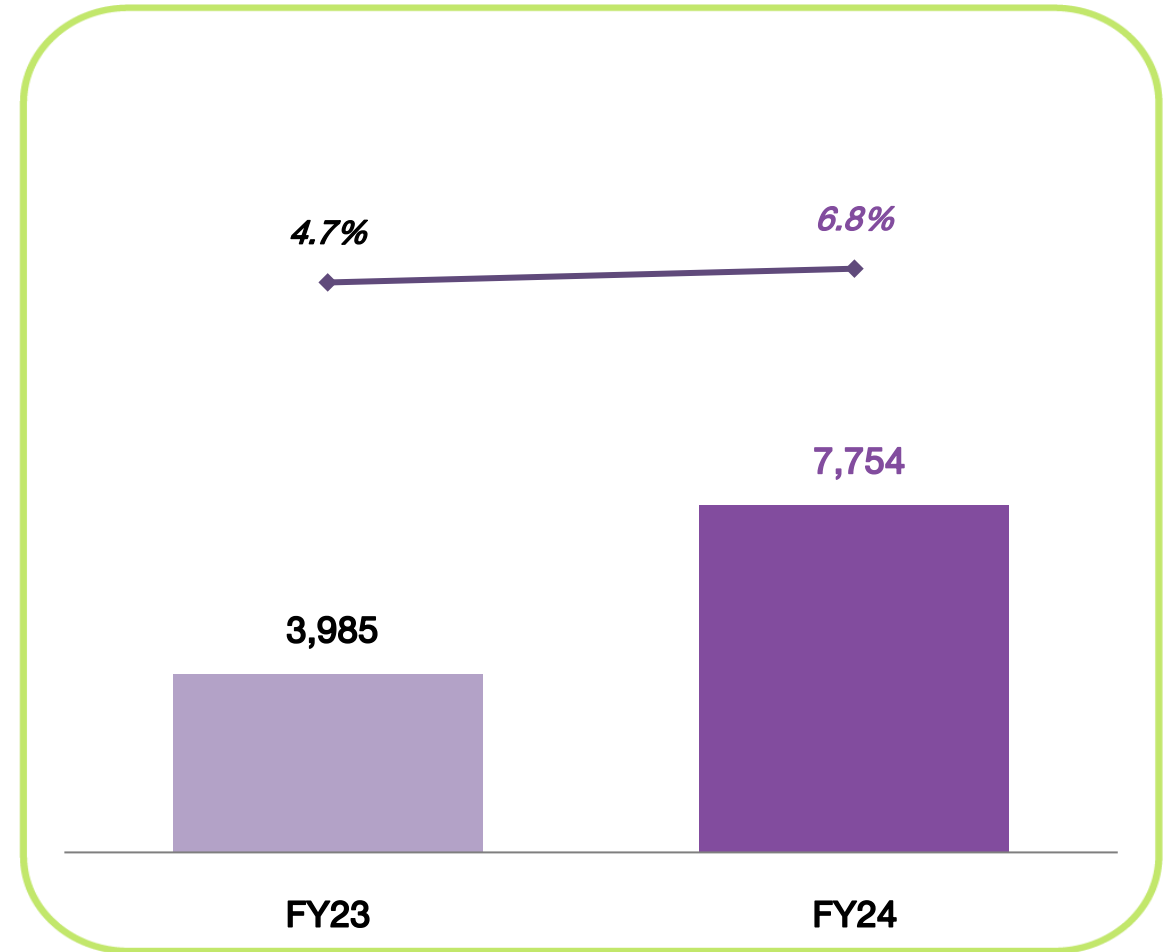
FY24

Agenda 2

Gross Profit (THB million) and GPM (%)

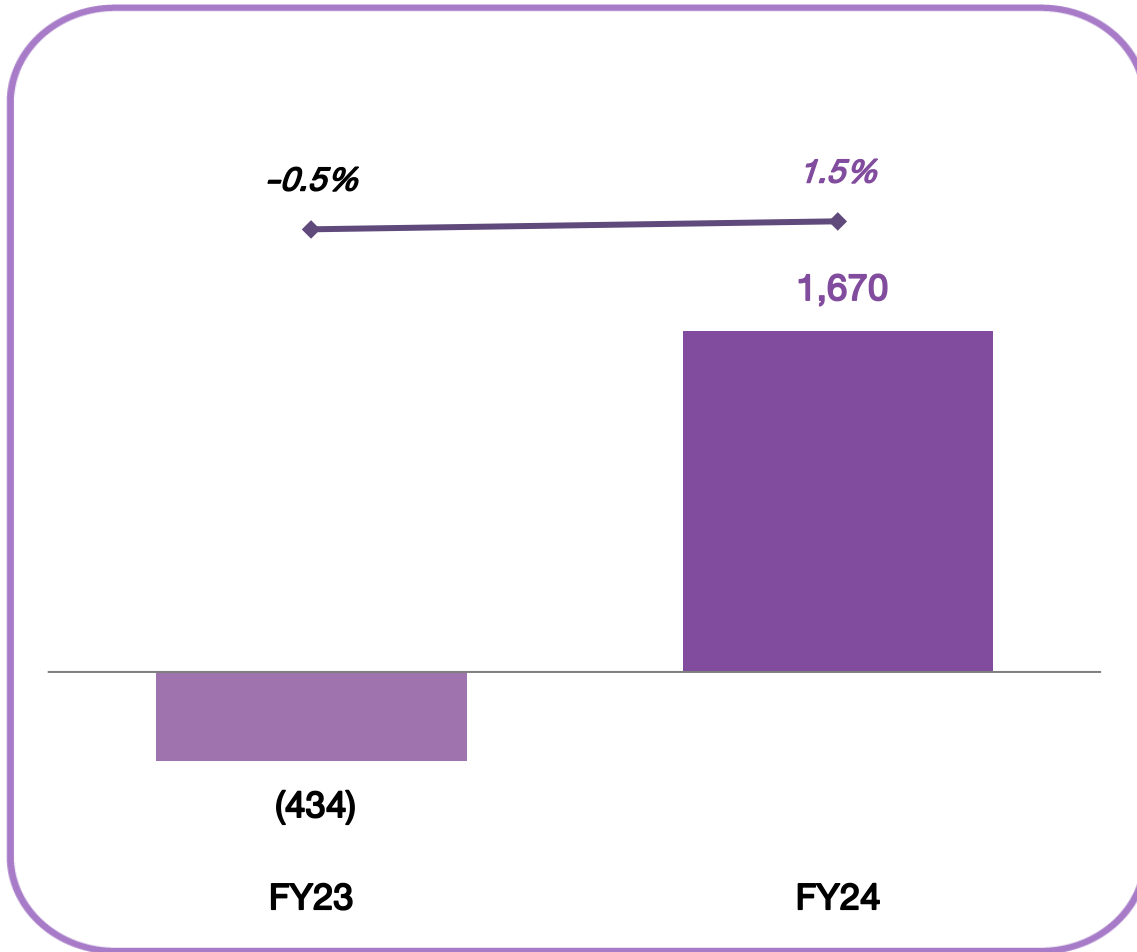


EBITDA (THB million) and EBITDA Margin (%)

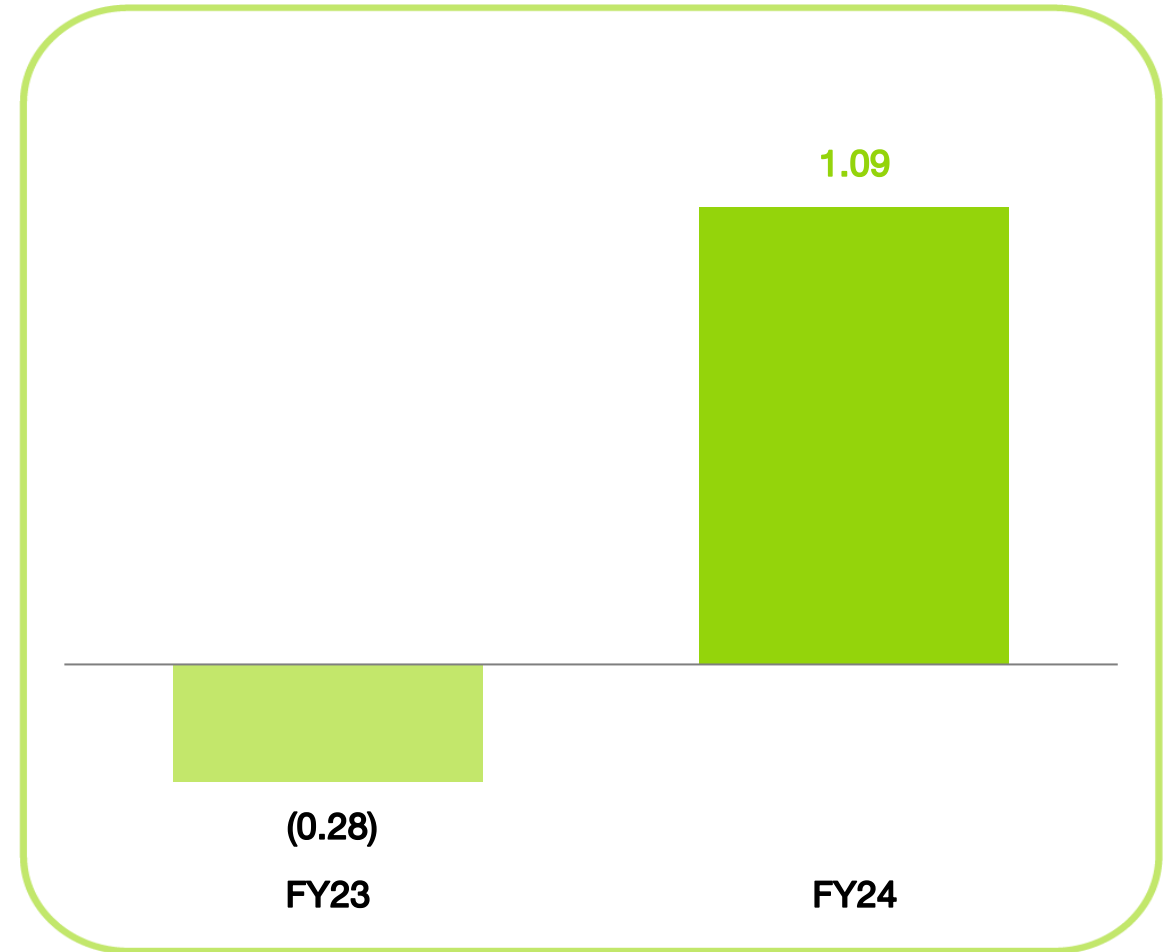


Agenda 2

Net Profit (THB million) and NPM (%)

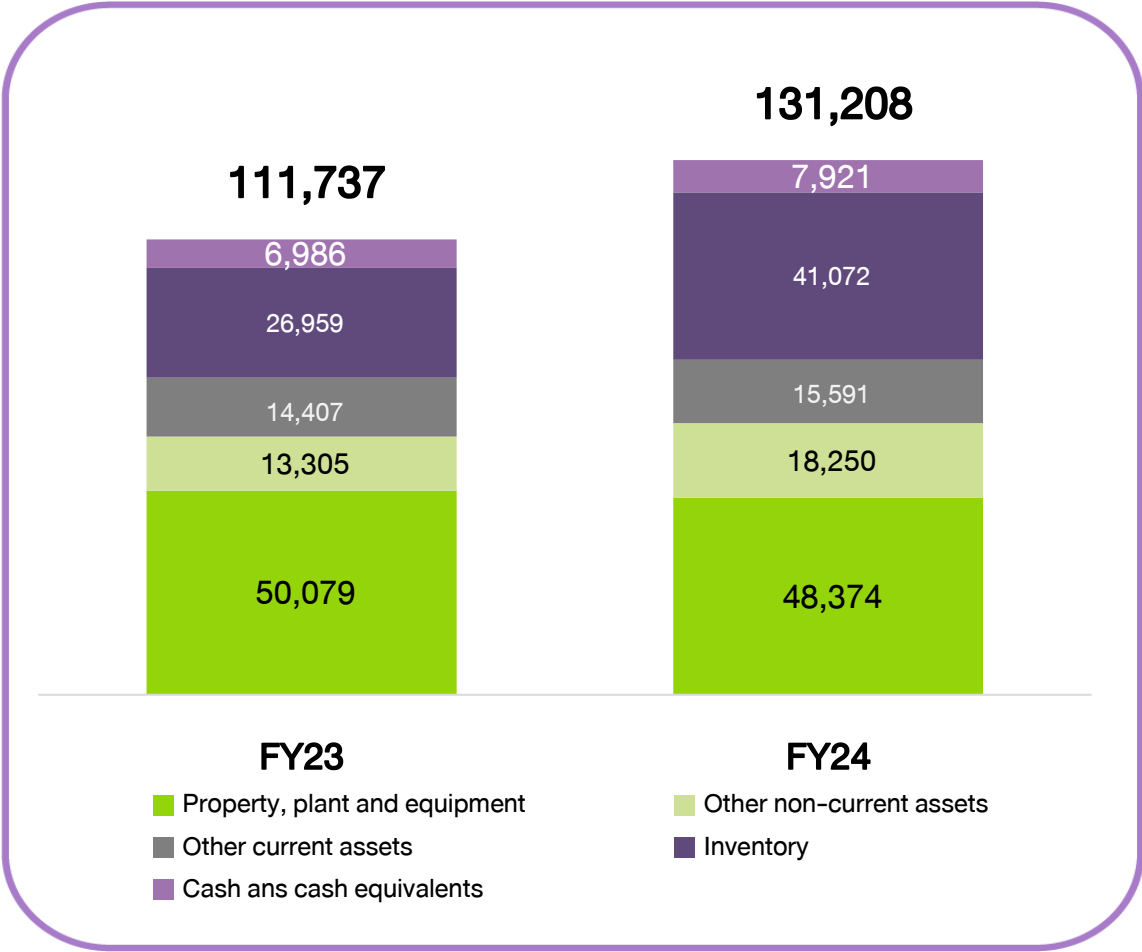


Earning Per Share (THB/Share)

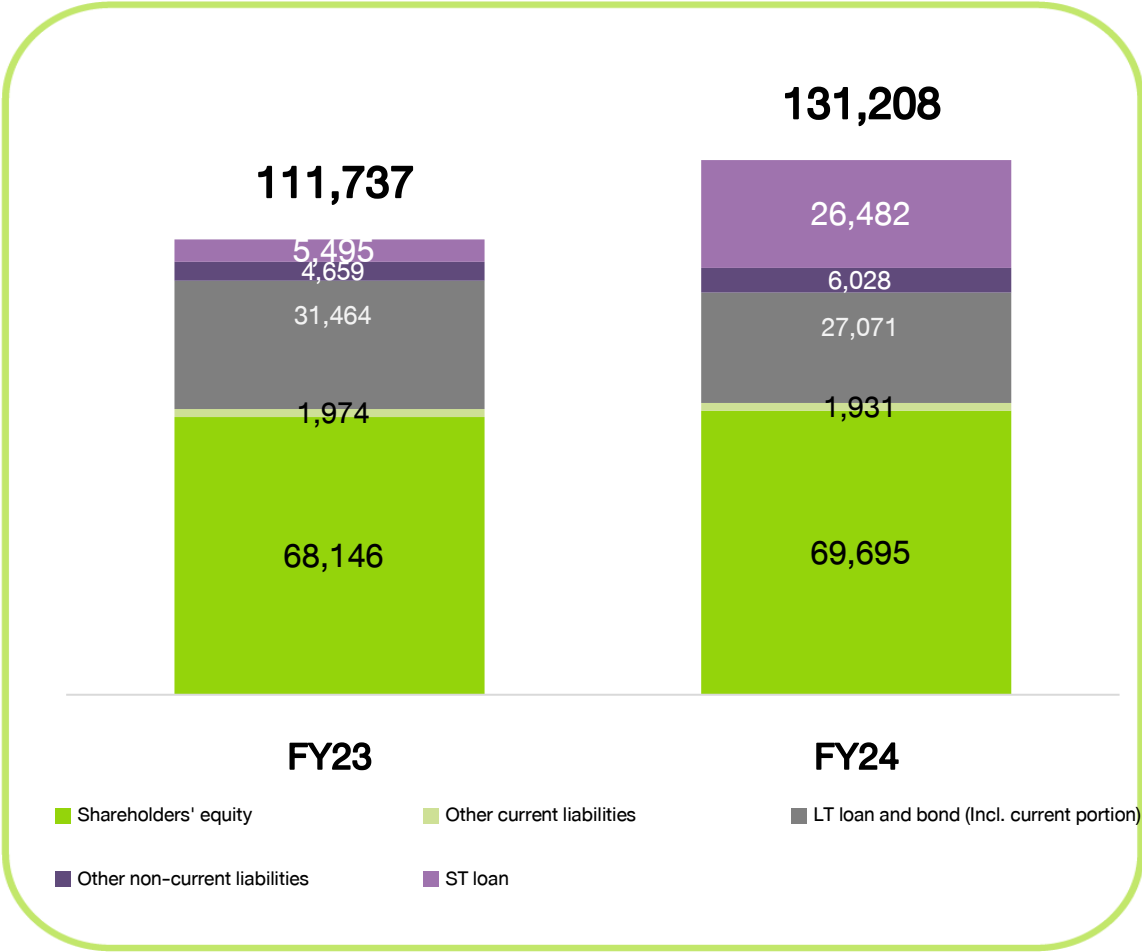


Agenda 2

Total Assets
as of 31 Dec 2024



Total Liabilities and Shareholders' Equity
as of 31 Dec 2024





Green Process

“Emphasize the environmentally and socially – friendly production process”



Climate Change and Energy Management

Biomass Fuel



Proportion of renewable energy used in the production process is

49.8% of the total energy consumption



Solar Floating Project



Installed **8 branches:**
Mukdahan, Thung Song, Huai Nang,
Udon Thani, Loei, Bueng Kan,
Sa Kaeo, and Buriram



Total installed capacity **20** MW
Electricity generation 28 million kWh/year



Reducing GHG emissions
14,000 tCO₂ eq/year



Target



Total reduction of greenhouse gas emission (Scope 1 and 2) per product unit by

10 percent ▼

compared to the base year 2021 by 2026

Performance



GHG emissions intensity is
0.105 tCO₂e per ton of product

Percentage of GHG emissions intensity reduction compared to base year is **12% ↓**



Carbon sequestration and reducing emission



Rubber plantation **36,470** rai
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**



14,450 tCO₂ eq

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



Green Process

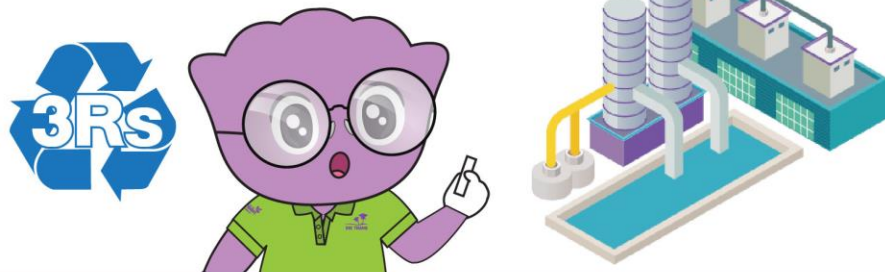
“Emphasize the environmentally and socially – friendly production process”



Water and Effluent Management

3Rs Water Management

(Reduce, Reuse and Recycle)



Target

Reduce new water withdrawals from water sources per product unit by 20 percent compared to the base year 2022 by 2026.

Performance

Percentage of water withdrawal intensity reduction compared to base year is **31%**



The Company reuses treated water, accounting for **93% of the total water consumption**



การจัดการของเสีย

Manage waste with
the 3Rs principle
and Circular Economy



Useful Soil project (7th year)

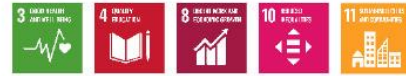
Processing **429 tons** of sludge from the wastewater treatment system into soil improvement material





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



Target 100% of block rubber factories by 2025.



ISO45001

- ✓ 13 factories have received certification is 50% of the total number of factories
- ✓ Expand to 8 factories in 2025

Participation to Development Social and Communities



"Good Quality Latex Creates Happiness"
Project (5th year)

Project satisfaction score **99.8%**
(Target 85%)



"Bun Tuk Yang Tid Rang Srang Roi Yim"
Project (8th year)

Rubber trucks that met the standard average
99.38% (Target 100%)



S-Brick: Sustainable Brick,
Green Brick Project

Paving bricks, made from ashes, for
landscape improvement in the communities,
worth THB 55,232



Sri Trang Volunteer Project

1,050 projects
5,977 employees participating

G OVERNANCE & ECONOMIC

Performance Highlight

Green Company

“Conduct the business based on transparency and pursue the sustainable growth”



Good Corporate Governance



Receive Corporate Governance Assessment at
“Excellent Level” for 6 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 2024
 from the Thai Private Sector
 Collective Action Against
 Corruption (CAC)

Innovation Development



11 projects
 To enhance competitiveness

6 projects
 To promote the sustainable and environmentally friendly operation

Supply Chain Management

The preparation for EU Deforestation Regulation



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

- ✓ Transparent
- ✓ Equitable and Fair
- ✓ Traceable



Generated income for small-scale farmers
 who sold rubber to the company through
 the application, amounting to
1,683 million Baht.



Supported 335 farmers across 27 provinces,
 creating jobs and generating over 10 million
 Baht in income for the community.

Standard Certification, Membership and Sustainability Ratings



Management Certificates



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



ISO 14001:2015
Environmental Management System



ISO 45001:2018
Occupational Health & Safety Management

ESG Ratings



S&P Global



esgbook



REFINITIV

Carbon Certificates & Initiative



Carbon Footprint of Organization



Carbon Footprint of Product



Thailand Voluntary Emission Reduction Program



Low Emission Support Scheme

Membership & Network



Global Platform for Sustainable Natural Rubber



RubberWay



Thailand Carbon Neutral Network

Sustainability Awards

SET Awards 2024



2024

Sustainability Disclosure Recognition 2024



2020-2024

CAC Change Agent Award 2024



2023-2024

CSR-DIW and CSR-DIW Continuous 2024



2014-2024

Supporting People with Disabilities 2024



2016-2024

Disease-Free, Safe Workplace, Healthy Body and Mind 2024



2023-2024

Climate Action Leading Organization: CALO



2024



Agenda Item 3

To consider and approve the audited financial statements of the Company for the year ended 31 December 2024

Agenda 3

Key Financial Highlights for the Year Ended December 31, 2024

Items	Consolidated Financial Statements	Separate Financial Statements
Revenue from sales of goods and services	THB 114,374 million	THB 71,264 million
Gross profit	THB 10,821 million	THB 4,698 million
Net profit attributed to equities holders of the Company	THB 1,670 million	THB 1,146 million
Earnings per share	THB 1.09 per share	THB 0.75 per share
Total assets	THB 131,208 million	THB 66,143 million
Total liabilities	THB 61,513 million	THB 40,073 million
Equity	THB 69,695 million	THB 26,070 million



Agenda Item 4

To consider and approve the dividend payment of the Company for the year 2024

Agenda Item 4

Dividend Payment Policy

Currently, the Company's policy is to pay a dividend of approximately 30% of our net profit for each financial year but not in excess of our retained earnings, taking into account the Company's financial position, results of operations and cash flow, the ability of the subsidiaries, associates and joint venture entity to make dividend payment to the Company, our Company's expected working capital requirements to support the Company's future growth, and general economic conditions and such other external factors that the Company believes to have an impact on the business operations of the Company.

Agenda Item 4

	2024	2023	2022
Net profit (loss) according to the consolidated financial statements (million Baht)	1,670.38	(434.37)	4,795
Earnings (loss) per share according to the consolidated financial statements (Baht)	1.09	(0.28)	3.12
Dividend per share (Baht)	1.00*	1.00	2.00
The interim dividend (Baht/share)	-	-	1.00
Year-End dividend (Baht/share)	1.00	1.00	1.00
Number of shares (shares)	1,535,999,998	1,535,999,998	1,535,999,998
Total dividend payment (million Baht)	1,536	1,536	3,072.00
Payout ratio (%)	91.96	N/A	64.1

*Propose for approval

Agenda Item 4

Details for process

Date

The record date for determining the shareholders entitled to receive a dividend (TSD)

21 April 2025

The record date for determining the shareholders entitled to receive a dividend (CDP)

21 April 2025

XD (Excluding Dividend) Date

18 April 2025

The annual dividend payment date

8 May 2025



Agenda Item 5

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

Agenda Item 5

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. Thanatip Upatising | Director / Independent Director |
| 2. Ms. Nongram Laohaareedilok | Director / Independent Director |
| 3. Mr. Chaiyos Sincharoenkul | Director |
| 4. Mr. Kitichai Sincharoenkul | Director |

Agenda Item 5



Mr. Thanatip Upatising

Ms. Nongram Laohaareedilok

Mr. Chaiyos Sincharoenkul

Mr. Kitichai Sincharoenkul



Agenda Item 5



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

Proposed to be appointed as a director / Independent director.

Agenda Item 5

Mr. Thanatip Upatising age 65 years old

Proposed to be appointed as a director / Independent director

Current position in Company

Independent Director / Member of Corporate Governance Committee

Date of first appointment 2 April 2021

Number of years as Director in the Company 4 years

Relationship with management None

Education

- Master Of Art (History, Philosophy and Politics), Macquarie University, Australia
- Bachelor of Arts (International Relations), Chulalongkorn University, Thailand

Possession of STA shares None

Director training programs

Thai Institute of Directors Association

- DCP 301/2021

The Stock Exchange of Thailand

- Online course: Creating corporate value through risk management

Other Institute

- Certificate, Corporate Leadership Development under Globalization Fiscal policy Research Institute Foundation Collaboration with The Kellogg School of Management, The Schulich School of Business II&: The Maxwell School of Citizenship and Public Affairs
- National Defense College Course Academic –Year 2008
- Office of the Civil Service Commission (OCSC) Civil Service Executive Program Class 38
- Corporate Governance

Agenda Item 5

Mr. Thanatip Upatising

Current positions

- Independent Director, Sri Trang Agro-Industry Plc.
- Member of the Corporate Governance Committee, Sri Trang Agro-Industry Plc.
- Independent Director, Sri Trang Gloves (Thailand) Plc.
- Director, Thai Aviation Industries Co., Ltd.

Expertise

Political Science, Management and Corporate Governance

Meeting attendance in 2024

- Board of Directors Meeting 7/7 times
- Board of Corporate Governance Committee meeting 2/2 times
- Shareholders Meeting 1/1 time

Experience

Positions in Listed Companies

- 2022 – present Member of the Corporate Governance Committee, STA Independent Director, Sri Trang Gloves (Thailand) Plc.
- 2021 – present Independent Director, Sri Trang Agro-Industry Plc.
- 2021 – Nov 2024 Chairman and Independent Director, Sky Power Pcl.

Positions in Non-Listed Companies

- January 2025 – present Director, Thai Aviation Industries Co., Ltd.
- 2018-2020 Ambassador of the Russian Federation in Moscow, Russia, Ministry of Foreign Affairs
- 2015-2018 Ambassador, Manila, Philippines, Ministry of Foreign Affairs
- 2012-2015 Ambassador, Tokyo, Japan, Ministry of Foreign Affairs
- 2010-2012 Ambassador, Jakarta, Indonesia, Ministry of Foreign Affairs
- 2008 Director (By the position of Director of International Economic Affairs, Ministry of Foreign Affairs), EXIM Bank
- 2006-2007 Director, Neighboring Countries Economic Development Cooperation Agency (NEDA)

Agenda Item 5



5.2 To consider and approve the election of Ms. Nongram Laohaareedilok to be a director of the Company for another term.

Proposed to be appointed as a director / Independent director.

Agenda Item 5

Ms. Nongram Laohaareedilok age 71 years old

Proposed to be appointed as a director /

Independent director

Current position in Company

Independent Director / Member of Audit Committee /

Member of Nomination Committee /

Member of Remuneration Committee

Date of first appointment 7 April 2022

Number of years as Director in the Company 3 years

Relationship with management None

Education

Bachelor of Business Administration (Accounting),

Ramkhamhaeng University

Possession of STA shares

5,500 shares representing 0.00036%

Director training programs

Thai Institute of Directors Association

- DAP 30/2004

- Audit Committee Forum 2023

The Securities and Exchange Commission, Thailand (SEC)

- Course, roles and duties of directors and executives of listed companies

- The importance of the audit committee and confidence in the Thai capital market

- Issues and case studies on accounting and auditing of IPO companies and listed companies (by SEC and Federation of Accounting Professions)

Federation of Accounting Professions Under The Royal Patronage of His Majesty The King

- Tax Accountant Certificate Project: Certificate of Tax Accountant : CTA

- Easy e-Tax (accounting documents)

- Excursing professional skepticism in the audit

- The revised Code of Ethics Manual for 2023

Agenda Item 5

Ms. Nongram Laohaareedilok

Director training programs (cont.)

Other Institute

- Security management course for senior executives by The Association of National Defence College of Thailand Under The Royal Patronage of His Majesty (ANDCT)
- Course "Senior Executives in Industrial Business Development and Investment", Class 8 by Institute of Business and Industrial Development (IBID)
- Decorating financial statements to commit corruption in the Thai capital market and sustainability under the economic recession and measures to reduce global warming by EY Company Limited
- KEY concerns of Audit Committees - In the age of great transformation by EY Company Limited

Current positions

- Independent Director, Member of Audit Committee, Member of Nomination Committee, Member of Remuneration Committee Sri Trang Agro-Industry Plc.
- Independent Director, Member of Audit Committee and Member of Risk Management Committee, Forth EMS Corporation Public Company Limited.
- Certified Public Accountant approved, by the Office of the Securities and Exchange Commission
- The Accounting Profession in Tax Accounting Committee, Federation of Accounting Professions
- Senior partner, AST Master Company Limited
- Vice managing director, AST Master Company Limited

Expertise

Management, Accounting, Finance and Internal Audit

Agenda Item 5

Ms. Nongram Laohaareedilok

Experience

Positions in Listed Companies

- 2022 – present Independent Director, Member of Audit Committee, Member of Nomination Committee, Member of Remuneration Committee Sri Trang Agro-Industry Plc.
- 2004 – 2017 Independent Director and Member of Audit Committee, Forth Corporation Pcl.

Positions in Non-Listed Companies

- Present Certified Public Accountant approved, by SEC
- 2022 – present Independent Director, Member of Audit Committee and Member of Risk Management Committee, Forth EMS Corporation pcl.
- 2020 – present The Accounting Profession in Tax Accounting Committee, Federation of Accounting Professions

Experience (cont.)

- 1993 – present Senior partner, AST Master Company Limited.
- 1991 – present Vice Managing Director, AST Master Company Limited.
- 2017 – 2018 Independent Director and Audit Committee Member, Right Tunnelling Company Limited
- 2014 – 2017 The Accounting Profession in Tax Accounting Committee, Federation of Accounting Professions

Meeting attendance in 2024

- Board of Directors Meeting 7/7 times
- Board of Audit Committee Meeting 8/8 times
- Board of Nomination Committee Meeting 3/3 times
- Board of Remuneration Committee Meeting 2/2 times
- Shareholder Meeting 1/1₄₆ time

Agenda Item 5



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

Proposed to be appointed as a director.

Agenda Item 5

Mr. Chaiyos Sincharoenkul age 74 years old

Proposed to be appointed as a director

Current position in Company

Director / Executive Director

Date of first appointment 27 December 1993

Number of years as Director in the Company

31 years 4 months

Relationship with management None

Education

Executive Micro MBA, Thammasat University

Possession of STA shares

5,497,521 shares representing 0.36%

Expertise Factory technology

Current positions

- Director and Executive Director, Sri Trang Agro-Industry Plc.
- Chairman and Director, Shi Dong Medical Equipment (Suzhou) Co., Ltd.
- Chairman and Director, Shi Dong Shanghai Medical Equipment Co., Ltd.
- Chairman and Director, Shi Dong Shanghai Rubber Co., Ltd.
- Director, Rubberland Products Co., Ltd.
- Director, Nam Hua Rubber Co., Ltd.
- Director, Anvar Parawood Co., Ltd.
- Director, Startex Rubber Co., Ltd.
- Director, Starlight Express Transport Co., Ltd.
- Director, Sri Trang Holdings Co., Ltd.
- Honorary President, Thai Rubber Association
- Advisor, Southern Industrial Council, Federation of Thai Industries
- Arbitration Committee, Thailand Futures Exchange (TFEX)
- Honorary Chairman of the Songkhla Provincial Industrial Council

Agenda Item 5

Mr. Chaiyos Sincharoenkul

Director training programs

Thai Institute of Directors Association

- DAP 66/2007

Stock Exchange of Thailand

- Engaging Board in ESG: The Path to Effective Sustainability

Other Institute

- AI for Leader Workshop
- Corporate Governance

Experience

Positions in Listed Companies

- 1993 – present Director and Executive Director, Sri Trang Agro-Industry Plc.

Experience (cont.)

Positions in Non-Listed Companies

2024 – present

- Chairman and Director, Shi Dong Suzhou Medical Equipment Co., Ltd.
- Honorary President, Thai Rubber Association

- Advisor, Southern Industrial Council, Federation of Thai Industries

2021 – 2024

- Committee of the Association of Agricultural Producers and Exporters, Board of Trade of Thailand

- Agricultural Plant Value Added Committee, Board of Trade of Thailand

2020 – 2024

- Director, 20-Year Strategy for Driving Natural Rubber Committee, Ministry of Agriculture and Cooperatives

2018 – 2024

- Regional Research Network Committee, National Research Council of Thailand

Agenda Item 5

Mr. Chaiyos Sincharoenkul

Experience (cont.)

2017 – present

- Chairman and Director, Shi Dong Shanghai Medical Equipment Co., Ltd.
- Arbitration Committee, Thailand Futures Exchange (TFEX)

2016 – present

- Director, Rubberland Products Co., Ltd.
- Director, Nam Hua Rubber Co., Ltd.
- Director, Anvar Parawood Co., Ltd.
- Director, Startex Rubber Co., Ltd.
- Director, Starlight Express Transport Co., Ltd.
- Director, Sri Trang Holdings Co., Ltd.
- Chairman and Director, Shi Dong Shanghai Rubber Co., Ltd.

2012 – present

- Honorary Chairman of the Songkhla Provincial Industrial Council

2014 – 2024

- Executive Director, International Rubber Consortium Limited (IRCOS)
- Director, International Tripartite Rubber Council (ITRC)

2012 – 2024

- President, The Thai Rubber Association
- Director, Natural Rubber Policy Committee, Ministry of Agricultural
- Director, Executive Committee of Loan Supporting Project for Being A Working Capital for Natural Rubber Producers (Dry Rubber), RAOT
- Trade Environment Committee, Thai National Shippers' Council
- Business Development Committee, Board of Trade of Thailand
- Trade Association Committee, The Agricultural Producer & Export Group, Board of Trade of Thailand

2019 – 2021

- Executive Director, International Rubber Association (IRA)

Agenda Item 5

Mr. Chaiyos Sincharoenkul

Experience (cont.)

2017 – 2021

- Sub-Committee, Committee for Standard Definition of Rubber odor in Rubber Factory, The Pollution Control Department

2017 – 2020

- Chairman, Asian Rubber Business Council (ARBC)

2016 – 2021

- Director, Sadao P.S. Rubber
- Director, Premier System Engineering

2016 – 2018

- Director, Cluster Committee of Natural rubber and Rubber Wood, Federation of Thai Industries

2015 – 2021

- Working Group, Working Group for Process Reduction in Government Sector, Rubber Product, Customs Department

2014 – 2016

- Member of Sub-Committee Considering and Studying Agricultural Productivity, Committee on Agriculture and Co-operatives, National Legislative Assembly

2014 – 2015

- Member of Sub-Committee for Considering Rubber Organization, The Extraordinary Committee on the Bill on Rubber of Thailand, National Legislative Assembly

2012 – 2021

- Director, R&D Supervisory Committee, Aiming to Support Country Development (Committee No.1), Natural Rubber Group, National Research Council of Thailand
- Vice Chairman of Economic Crops (Natural Rubber Group), Board of Trade of Thailand

Agenda Item 5

Mr. Chaiyos Sincharoenkul

Experience (cont.)

2008 – 2014

- Director, The Federations of Thai Industries

2008 – 2012

- Chairman, The Federations of Thai Industries, Songkhla Province

2008 – 2010

- Vice Chairman, IMT-GT Joint Business Council, Thailand
- Chairman, Working Group for Agricultural, Industrial Agricultural and Environment Sector

1990 – 2004

- Director, Thai Tech Rubber Corporation Ltd.

1987 – 1993

- Director, Sri Trang Agro-Industry Co., Ltd.

Meeting attendance in 2024

- | | | |
|--|-----|-------|
| • Board of Directors Meeting | 7/7 | times |
| • Board of Executive Committee Meeting | 8/8 | times |
| • Shareholders Meeting | 1/1 | time |

Agenda Item 5



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

Proposed to be appointed as a director.

Agenda Item 5

Mr. Kitichai Sincharoenkul age 66 years old

Proposed to be appointed as a director

Current positions in Company

Director, Executive Director, Member of Nomination Committee and Group Manager of Legal & Administration

Date of first appointment 10 April 1995

Number of years as Director in the Company 30 years

Relationship with management

- Younger Brother of Mr. Viyavood Sincharoenkul and Mr. Paul Sumade Lee
- Uncle of Mr. Veerasith Sinchareonkul and Mr. Vitchaphol Sincharoenkul

Education

- Master of Business Administration, Indiana State University, United States of America
- Bachelor's in Economics, Thammasat University

Possession of STA shares

18,447,084 shares, representing 1.20%

Director training programs

Thai Institute of Directors Association

- DAP 67/2007

Other institutions

- SGX Listed Companies Development Programme:
Understanding the Regulatory Environment in Singapore:
What Every Director Ought to Know
- Corporate Governance

Expertise Accounting, Finance and Management

Agenda Item 5

Mr. Kitichai Sincharoenkul

Current positions

- Director, Executive Director, Member of Nomination Committee, and Group Manager of Legal & Administration, Sri Trang Agro-Industry Plc. (STA)
- Executive Director, Sri Trang Agro-Industry Plc.– Bangkok branch
- Vice Chairman, Executive Director, Member of the Remuneration Committee and the Nomination Committee, Sri Trang Gloves (Thailand) Plc. (STGT)
- Director, Sri Trang Gloves Philippines Inc.
- Director, Sri Trang IBC Co., Ltd.
- Director, PT Thaitech Rubber Indonesia
- Director, Sri Trang Ayeyar Rubber Industry Co., Ltd.
- Director, Shi Dong Investments Pte. Ltd.
- Director, Sri Trang International Pte Ltd.
- Director, Semperfex Asia Corporation Limited
- Director, Sri Trang Holdings Co., Ltd

Experience

Positions in Listed Companies

- Nov 2024 – Present

Member of the Nomination Committee, STGT

- 2021 – Present

Member of the Remuneration Committee, STGT

- 2019 – Present

Vice Chairman, Executive Director, STGT

- 2011 – Present

Executive Director, STA – Bangkok branch

- 2010 – Present

Member of the Nomination Committee and Group Manager of Legal & Administration, STA

- 1995 – Present

Director, STA

Agenda Item 5

Mr. Kitichai Sincharoenkul

Experience (cont.)

- 2019 – 2024 Chairman of the Nomination Committee, STGT
- 1988 – 2006 Branch Manager, STA. – Bangkok branch

Positions in Non-Listed Companies

- 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, Semperfex Asia Corporation Limited
- 1990 – Present Director, Sri Trang Holdings Co., Ltd.
- 2021 Director, Sri Trang Gloves Global Pte.Ltd.
- Director, Sri Trang Gloves (Singapore) Pte. Ltd.

- 2004 – 2020 Director, Pattana Agro Futures Co., Ltd.
- 1989 – 2019 Director, Sri Trang Gloves (Thailand) Co., Ltd.
- 1984 – 1987 Credit Department, Citibank

Meeting attendance in 2024

- Board of Directors Meeting 7/7 times
- Board of Executive Director Meeting 8/8 times
- Board of Nomination Committee Meeting 3/3 times
- Shareholders Meeting 1/1 time

Agenda Item 6

To consider and approve the determination of remuneration of directors for the year 2025

Agenda Item 6

The remuneration for the Board of Directors for the year 2025 in the amount not exceeding Baht 14,850,000, increasing from previous year Baht 950,000

The meeting allowance is paid only to the Board of Directors and the Audit Committee.

Remuneration of Board of Directors

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

Remuneration of Audit Committee

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

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

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

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

Other Benefits / Non-monetary remuneration	None
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Agenda Item 6

The remuneration for the Board of Directors for the year 2025 in the amount not exceeding Baht 14,850,000

	Remuneration per month		Meeting Allowance per time	
	Year 2025	Year 2024	Year 2025	Year 2024
Chairman of the Board	110,000	100,000	18,000	10,000
Directors	86,000	78,000	12,000	7,000
Chairman of the Audit Committee	110,000	100,000	18,000	10,000
Audit Committee member	96,000	88,000	12,000	7,000

Other Benefits / Non-monetary remuneration None

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



Agenda Item 7

To consider and approve the appointment of the auditor and determination of auditing fee for the year 2025

Agenda Item 7

Name of Auditor	Certified Public Accountant (Thailand) No.	Year for Auditing the Company
	Ms. Krongkaew Limkittikun	5874
	Mr. Nuttawut Santiphet	2
	Ms. Sutthirak Fakon	5730
		-
		-

Agenda Item 7

The auditing fees	Year 2025 (proposed year)	2024
The audit fees for the consolidated financial statements and the Company's quarterly audit (Baht)	6,390,000	6,260,000

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

In addition, shareholders should acknowledge that EY Office Company Limited has been selected as the auditor of 10 other subsidiaries for the year 2025 as well with the quarterly audit fees amount of approximately Baht 5,920,000.

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.



Agenda Item 8

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

Agenda Item 8

The Company will require 4 additional Clauses, totaling 44, as detailed below

Clause 41: Engaging in the hotels business, restaurants, food shop, exhibition centers, bars, nightclubs, resorts, flower gardens, coffee shops, beverage shops, cinemas, theaters, bowling alleys, sports fields, swimming pools, fitness centers, and banquet, training center, meeting, and seminar services, health service centers, relaxation services, and various massage therapies, such as Thai traditional massage.

Clause 42: Engaging in businesses of the sale and leasing of advertising space on applications, websites, and social media. Engaging in business of advertising, advertisement designs, promotional activities, surveys and marketing services, both on-site and through digital platforms.

Clause 43: Engaging in business of selling goods and services related to the Company's objectives and other goods and services related to the Company's business via applications, websites, and social media.

Clause 44: Engaging in business of services for buying, selling, and exchanging goods and services using digital platforms.

Agenda Item 8

To be consistent with the amendment to the Company's Objectives which will increase from 41 to 44 clauses, Clause 3 of the Memorandum of Association would also be amended as shown below,

Present version “Clause 3. Objectives of the Company shall comprise 40 clauses as described in Bor Mor Jor 002 per attached”

Amended version “Clause 3. Objectives of the Company shall comprise 44 clauses as described in Bor Mor Jor 002 per attached”

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



Agenda Item 9

Other matters (if any)





THANK YOU



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